

MERSİN PROVİNCIAL DIRECTORATE OF AGRICULTURE AND FORESTRY

INTERNATIONALISATION STRATEGY

"From Local Core to Global Scope!"

2023-2027

CONTENTS

NEEDS ANALYSIS	3
1- HISTORICAL DEVELOPMENT	3
2- LEGAL OBLIGATIONS AND LEGISLATIVE ANALYSIS	5
3- AREAS OF ACTIVITY, PRODUCTS AND SERVICES	7
4- STAKEHOLDER ANALYSIS	8
Students as Interns:	9
Agricultural enterprises:.....	10
Sector Professionals:	10
5- INTERNAL AND EXTERNAL STAKEHOLDERS' ANALYSIS.....	11
5.1- Internal Analysis:.....	11
5.2- External Stakeholders' Analysis:.....	13
LOOKING TO THE FUTURE.....	14
1- CORE VALUES	15
2- INTERNATIONALIZATION STRATEGY	17
Objective and Target	17
3- TARGET CARDS:.....	20
QUALITY ASSURANCE STRATEGY	31
CONCLUSION.....	34

NEEDS ANALYSIS

1- Historical Development

Mersin Provincial Directorate of Agriculture and Forestry is an official institution responsible for the development and management of the agriculture and forestry sectors in Mersin province, Turkey. The Directorate operates under the Ministry of Agriculture and Forestry and is responsible for implementing agricultural policies at the local level since 1934. Mersin is one of Turkey's important agricultural regions. Its climate conditions, fertile land, and water resources provide a favorable environment for agricultural activities. The Provincial Directorate of Agriculture and Forestry carries out various projects aiming to enhance the sustainability and productivity of green agricultural sector, provide technical support to farmers, implement agricultural policies, and increase agricultural production.

The Mersin Provincial Directorate of Agriculture and Forestry monitors developments in the agricultural sector both in the past and present. These include:

- 1. Promotion of Modern Agricultural Techniques:** The Directorate aims to increase agricultural production by organizing training programs for farmers on modern and carbon-free farming techniques, irrigation methods, fertilization techniques, and plant protection methods.
- 2. Support for Organic Farming:** Organic farming has gained importance due to its environmentally friendly approach and the production of healthy products. The Directorate provides farmers with information, certification, and incentives to promote organic farming.
- 3. Improvement of Irrigation Infrastructure:** Improving irrigation facilities in Mersin leads to increased productivity in agricultural production. The Directorate aims to provide farmers with better irrigation opportunities through irrigation projects and infrastructure works as summer season is getting drier and drier.
- 4. Plant Protection and Pesticide Control:** Combating diseases and pesticide that affect agricultural production is a significant issue. The Directorate provides farmers with information on plant protection methods and offers effective solutions for pesticide control.
- 5. Agricultural Support Programs:** Various support programs are provided to farmers for the development of the agricultural sector. The Directorate aims to provide financial and technical support to farmers by implementing agricultural support programs under R&D Center.

The Mersin Provincial Directorate of Agriculture and Forestry contributes to the development of the agricultural sector in Mersin by monitoring agricultural developments, providing technical support to farmers, increasing agricultural production, and promoting environmentally friendly farming methods.

The Directorate also opens its doors to intern students. It offers internship opportunities to students who are interested in the agricultural sector and wish to gain experience in this field with work-based learning opportunities.

During the internship period, students can work in various departments within the Mersin Provincial Directorate of Agriculture and Forestry. They have the opportunity to receive training and practical experience in areas such as agricultural policies, farming techniques, plant protection, irrigation methods, and organic farming. Additionally, intern students can participate in fieldwork, do researches, support agricultural projects, and gain experience by directly interacting with farmers.

By actively participating in the current projects of the Mersin Provincial Directorate of Agriculture and Forestry, intern students have the chance to closely follow and apply developments in the agricultural sector. This internship experience helps students expand their professional networks, establish connections with industry professionals, and progress towards their career goals in the agricultural sector.

The Mersin Provincial Directorate of Agriculture and Forestry encourages intern students to contribute to the agricultural sector by providing them with opportunities to learn and gain experience.

2- Legal Obligations and Legislative Analysis

2.1- Agricultural Policies:

Agricultural policies are determined by fundamental legal regulations such as the Turkish Republic Agriculture Law and the Decree-Law on the Organization and Duties of the Ministry of Agriculture and Forestry. These regulations cover the management of the agricultural sector, support programs, price policies, and production planning.

Turkish Republic Agriculture Law (Law No. 5488) and the Decree-Law on the Organization and Duties of the Ministry of Agriculture and Forestry (Decree-Law No. 3055).

2.2- Organic Agriculture:

Legal regulations regarding organic agriculture are based on documents such as the Regulation on the Principles and Application Principles of Organic Agriculture and the Regulation on Control and Certification of Organic Agriculture. These regulations define the principles of organic agriculture, certification processes, production methods, and labeling and marketing rules in short from planting to marketing levels.

Regulation on the Principles and Application Principles of Organic Agriculture (Regulation No. 2008/1393) and the Regulation on Control and Certification of Organic Agriculture (Regulation No. 2010/598).

2.3- Irrigation Management:

Legal regulations related to irrigation management include the Regulation on the Use of Irrigation Water, the Regulation on the Principles to be followed in the Use of Irrigation Areas, and the Regulation on Drip Irrigation and Greenhouse Irrigation. These regulations address topics such as irrigation water management, irrigation systems, irrigation planning, and resource utilization.

Regulation on the Use of Irrigation Water (Regulation No. 2006/1081), the Regulation on the Principles to be followed in the Use of Irrigation Areas (Regulation No. 2007/1291), and the Regulation on Drip Irrigation and Greenhouse Irrigation (Regulation No. 2013/330).

2.4- Plant Protection:

Important legal regulations on plant protection include the Regulation on the Preservation, Monitoring, Distribution, and Use of Plant Protection Products and the Regulation on Reporting, Diagnosis, Monitoring, Control, and Management of Harmful Organisms. These regulations govern the use and registration of plant protection products, monitoring of harmful organisms, and pesticide control measures.

Regulation on the Preservation, Monitoring, Distribution, and Use of Plant Protection Products (Regulation No. 2015/218) and the Regulation on Reporting, Diagnosis, Monitoring, Control, and Management of Harmful Organisms (Regulation No. 2018/117).

2.5- Internship Students:

Legal regulations concerning internship students include the Vocational Education Law and the Internship Regulation. These regulations cover the rights, responsibilities, internship period, and evaluation criteria of internship students.

Vocational Education Law (Law No. 3308) and the Internship Regulation (Regulation No. 2014/656).

2.5.1- Vocational Education Law:

This is an important legal regulation for internship students to complete their education and develop their vocational skills. This law defines the objectives and implementation areas of vocational education and regulates the rights, responsibilities, and obligations of internship students.

Vocational Education Law (Law No. 3308)

2.5.2- Internship Regulation:

This regulation determines the procedures and principles regarding the internship period for internship students. It covers topics such as the procedures to be followed by internship students at the institution where they will intern, the duration of the internship, and the preparation of internship files with their responsibilities and rights.

Internship Regulation (Regulation No. 2014/656)

2.5.3- Guidelines for Student Internships:

Guidelines published by the Ministry of Agriculture and Forestry or the relevant directorate specifies the rules and guidelines that internship students should follow during their internships in the agricultural sector. These guidelines include the internship process, evaluation of internships, and support provided to internship students.

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2.5.4- Internship Agreement:

This is the contract signed between the internship student and the institution where the internship will take place. This agreement specifies the duration of the internship, internship students' tasks, responsibilities, insurance coverage and rights.

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2.5.5- Faculty or Department Regulations of the University:

Relevant faculties or departments of universities establish their own regulations regarding internships for students. These regulations cover topics such as the internship period, duration, and evaluation of the internship.

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These legal regulations determine the rights and responsibilities of internship students, regulate the internship process, and support the professional development of internship students. Students who want to intern at the Mersin Provincial Directorate of Agriculture and Forestry complete their internship process in compliance with these legal regulations.

3- Areas of Activity, Products and Services

3.1- Agricultural Production:

Due to its high agricultural potential, agricultural production activities constitute an important sector in Mersin. Various agricultural production activities such as efficient use of agricultural land, seed production, nursery planting/garden, greenhouse cultivation, fruit growing, vegetable farming, cereal production, olive cultivation, and viticulture/grape yards are carried out throughout the province.

3.2- Livestock Farming:

Mersin has significant potential for both large and small-scale livestock farming. Activities such as meat and milk production, breeding, beekeeping, and poultry farming are conducted in the province. Additionally, veterinary services are provided for animal health and animal husbandry-related matters.

3.3- Plant Protection:

Plant protection activities play a crucial role in ensuring the sustainability for safe products and productivity of agricultural production. Mersin Provincial Directorate of Agriculture and Forestry provides services related to monitoring harmful organisms, determining control methods, and regulating the use of plant protection products.

3.4- Irrigation and Water Resources Management:

Irrigation and water resources management are important components of Mersin's agricultural sector. The Directorate is responsible for planning and implementing irrigation projects, controlling irrigation systems, and ensuring the sustainable use of water resources.

3.5- Support Programs and Funds:

Mersin Provincial Directorate of Agriculture and Forestry offers various support programs aimed at promoting the development of the agricultural sector. These programs, implemented by the Ministry of Agriculture and Forestry, provide incentives, grant programs, and training and consultancy services for farmers.

3.6- Education and Consultancy:

The Directorate provides technical knowledge and skills to farmers through agricultural education and consultancy services. It offers agricultural training programs, agricultural technologies, farmer training, and agricultural consultancy services.

3.7- Organic Agriculture:

In order to promote and develop organic agriculture, Mersin Provincial Directorate of Agriculture and Forestry provides services related to organic agriculture certification, support for organic farming, organic production techniques, and marketing.

The mentioned areas of activity provide a concise overview of the services offered by the Mersin Provincial Directorate of Agriculture and Forestry to farmers, producers, and the agricultural sector. The work carried out in these areas aims to enhance the sustainability and productivity of agricultural production.

4- Stakeholder Analysis

4.1- Students in Internship:

Students who are interested in the agricultural sector receive education in this field to obtain agricultural knowledge and develop their vocational skills. Opportunities for internships, educational programs, and supportive services enable students to prepare for the sector. The Mersin Provincial Directorate of Agriculture and Forestry aims to support students by providing internship opportunities and educational programs, contributing to the development of a skilled workforce in the sector.

4.2- Agricultural Enterprises:

Farmers, producers, agricultural businesses, and cooperatives engaged in the agricultural sector are important stakeholders in the industry. These stakeholders play a crucial role in agricultural production and the supply of food and agricultural products. The Mersin Provincial Directorate of Agriculture and Forestry supports agricultural enterprises by offering technical assistance, consultancy, training, and incentives, enabling them to operate sustainably and efficiently.

4.3- Sector Professionals:

Professionals working in the agricultural sector such as agricultural consultants, veterinarians, agricultural engineers, and agricultural economists are important stakeholders contributing to the sector's development. The Mersin Provincial Directorate of Agriculture

and Forestry collaborates with these professionals to facilitate technical knowledge sharing, implement training programs, and carry out projects.

4.4- Research Institutions and Universities:

Research and innovation are important for the development of the agricultural sector. Agricultural research institutes, universities, and other research institutions execute studies on agricultural technologies, seed production, plant protection, irrigation management, and provide scientific support to the sector. The Mersin Provincial Directorate of Agriculture and Forestry supports research projects in collaboration with these institutions and ensures the dissemination of knowledge relevant to the sector.

4.5- Marketing and Distribution Channels:

The marketing and distribution of agricultural products constitute a significant aspect of the sector. Wholesalers, retailers, marketplaces, supermarkets, restaurants, and other consumption points are stakeholders that contribute to the effective delivery of agricultural products to consumers. The Mersin Provincial Directorate of Agriculture and Forestry collaborates with these stakeholders to support the efficient functioning of marketing and distribution channels and facilitate the marketing processes of agricultural products.

These stakeholders are influential actors in various fields of the agricultural sector and contribute to its development. The Mersin Provincial Directorate of Agriculture and Forestry aims to enhance the sustainability and productivity of the sector by collaborating with these stakeholders.

In line with the objectives and goals:

Students as Interns:

- Students are developing projects to carry out their internships at an international level.
- They will have the opportunity to do internships in global agricultural enterprises through short/long-term projects for mobility of learners and staff in vocational education and training programs.
- Through international consortium projects, they will have the opportunity to learn about the latest technological developments in the agricultural sector and enhance their employment prospects after graduation.
- They will have a more effective and efficient internship experience through the development of internship training programs abroad and the enhancement of trainers' qualifications during VET networks in different companies in EU countries.
- They will have the opportunity to meet industry professionals and build networks through mentoring and career support programs.

Agricultural enterprises:

- Agricultural enterprises will have the opportunity to provide practical training opportunities to student interns.
- They will host students in various projects through student short/long-term projects for mobility of learners and staff in vocational education and training programs, sharing their sectoral experiences.
- They will provide knowledge transfer to students by focusing on technological advancements through international consortium projects.
- They will contribute to the development of the internship training program and the enhancement of trainers' qualifications.
- They will have the opportunity to guide students and identify potential workforce for future employment in the sector through mentoring and career support programs.

Sector Professionals:

- Sector professionals will assist student interns through mentoring and career support programs.
- They will have a chance for job-shadowing activities to transfer the latest technological developments through international consortium projects.
- They will share their experiences during the process of developing the internship training program and enhancing trainers' qualifications.
- They will have the opportunity to network with students and identify talented students who can be employed in the sector in the future.
- This stakeholder analysis evaluates the collaborations and mutual benefits that will be formed among students, agricultural enterprises, and sector professionals. In this way, the aim is to ensure the contributions of all stakeholders in line with the objectives and goals, and create an environment that supports the development of students in the agricultural sector.

5- Internal and External Stakeholders' Analysis

5.1- Internal Analysis:

Strengths:

- Mersin Provincial Directorate of Agriculture and Forestry has a vast agricultural land and agricultural production potential.
- The Provincial Directorate of Agriculture and Forestry provides support through agricultural education and consultancy services.
- The Mersin Provincial Directorate of Agriculture and Forestry implements projects with a team of sector experts in its R&D Unit, including local (KOSGEB-TKDK), regional (Development Agency), national (TUBITAK), and international projects within the scope of ERASMUS+.
- The region's climate and soil structure are suitable for cultivating various agricultural products.
- The Mersin Provincial Directorate of Agriculture and Forestry promotes organic farming and sustainable agricultural practices.
- It has a strong stakeholder network and collaborates with industry professionals.

Weaknesses:

- More investment is needed for the modernization of agricultural infrastructure and the use of technology.
- There is potential for improvement in agricultural productivity and quality.
- Marketing and distribution networks need to be strengthened.
- The internship training program, which includes technical knowledge and management skills, needs to be developed, and the qualifications of trainers need to be enhanced.
- Effective management and coordination of student exchange programs are essential to provide international internship opportunities.
- The effectiveness and accessibility of mentoring and career support programs should be ensured.

Opportunities:

- There are government support and incentives available for the agricultural sector.
- There is potential for agricultural products focused on exports.
- Demand for organic farming and sustainable agriculture is increasing.
- New technologies and agricultural methods can enter the sector.
- Local and regional trends in agricultural production and consumption can be evaluated.
- The internship training program, which includes technical knowledge and management skills, needs to be developed, and the qualifications of trainers need to be enhanced.
- Effective management and coordination of student exchange programs are essential to provide international internship opportunities.
- The effectiveness and accessibility of mentoring and career support programs should be ensured.

Threats:

- Natural factors such as climate change can affect agricultural production.
- Price fluctuations and market conditions can pose risks to agricultural products.
- Diseases, pests, and plant protection issues can create problems in production.
- Imports of highly competitive agricultural products can impact domestic production.
- Agricultural policy changes and regulations can affect the sector.
- Rapid technological changes in the industry can make it difficult for students to access up-to-date information.
- Competition in the job market can make it challenging for students to find a job after graduation.

5.2- External Stakeholders' Analysis:

Political Factors:

- Agricultural policies and regulations impact the sector.
- Agricultural incentives and government policies shape agricultural activities.
- National and international trade agreements affect agricultural exports and imports.
- Agricultural policies and regulations can impact students' access to internship programs.
- International relations and trade agreements can influence the organization of international internship programs.

Economic Factors:

- Economic growth and income levels affect the consumption of agricultural products.
- Price fluctuations, inflation, and exchange rates impact agricultural production.
- The contribution of the agricultural sector to the economy and its employment potential are significant.
- Economic growth affects the employment and job opportunities in the agricultural sector.
- Limited employment opportunities can affect students' interest in internship programs.

Social Factors:

- Consumer preferences and trends influence the demand for agricultural products especially during unexpected situations like Covid-19.
- Demands for healthy and natural products promote organic farming.
- Population growth and urbanization affect the use of agricultural land.
- Students' demands and preferences can influence the popularity of international internship programs.

- Education level and awareness can impact students' interest in international internship programs.

Technological Factors:

- Advances in agricultural technologies enhance productivity and quality.
- New agricultural machinery, automation, and digital farming practices can transform the sector.
- Agricultural data analytics and artificial intelligence can be integrated into agricultural production processes.
- Technological developments can impact the content and requirements of internship programs in the agricultural sector.
- Digital technologies can facilitate the management and communication of internship programs.

LOOKING TO THE FUTURE

Mission:

Our mission as the Mersin Provincial Directorate of Agriculture and Forestry is to ensure the sustainable and innovative development of the agricultural sector, enhance productivity, quality, and competitiveness in agriculture, improve the welfare of our farmers, and preserve natural resources by providing various services. We also aim to support the development of agriculture in line with the principles of economic, social, and environmental sustainability, contribute to increased productivity in agricultural production, increased income for farmers, and ensuring food security.

Vision:

Our vision as the Mersin Provincial Directorate of Agriculture and Forestry is to contribute to the establishment of a modern and competitive agricultural sector, along with the widespread adoption of innovative agricultural practices. We work to increase the production capacity of our farmers by keeping up with technological advancements in the agricultural sector, establish a structure where organic farming is promoted, and sustainable agricultural methods are adopted. Additionally, we aim to support the growth of young

people in the agricultural sector through agricultural education and internship programs and ensure that agriculture becomes a valued sector by society.

This mission and vision statement expresses the role, goals, and objectives of the Mersin Provincial Directorate of Agriculture and Forestry in the agricultural sector. Accordingly, we carry out various activities such as support for farmers, technical consultancy, education, promotion of sustainable agricultural practices, and support for agricultural development.

1- CORE VALUES

1.1- Sustainability of Agriculture:

We believe in the development of agriculture in accordance with the principles of economic, social, and environmental sustainability. We prioritize the preservation of natural resources, the promotion of environmentally friendly farming practices, efficient use of soil and water resources, and the conservation of biodiversity to have a great impact on UN's Sustainable Development Goals by 2030.

1.2- Quality and Efficiency:

We focus on high-quality standards and increased productivity in agricultural production. We support our farmers in adopting modern farming techniques and utilizing the latest technological advancements. We work towards the production and marketing of high-quality products.

1.3- Farmer Support and Welfare:

We offer various support programs to enhance the welfare and living standards of our farmers. We prioritize understanding their needs and providing solutions. Increasing agricultural income, effective utilization of agricultural support, and strengthening the economic status of farmers are among our goals.

1.4- Collaboration and Stakeholder Relations:

Collaboration and stakeholder relations are fundamental to our achievement. We develop joint projects by closely working with other institutions in the agricultural sector, 13 district governments in Mersin region, 4 universities, more than 52 non-governmental organizations, and 120 farmer associations. Our aim is to establish trust-based relationships with stakeholders and work together to strengthen the agricultural sector.

1.5- Value for People and Education:

We recognize the value of human resources and the importance of education. We provide opportunities for our employees to receive continuous training and develop their knowledge and skills. Additionally, we support the development of young people in the agricultural sector through agricultural education programs, internship opportunities, and mentorship activities.

These core values reflect the working principles and guiding principles of the Mersin Provincial Directorate of Agriculture and Forestry. Mersin Provincial Directorate of Agriculture and Forestry aims to focus on sustainability, quality, efficiency, farmer support and welfare, collaboration, and the importance of human resources and education in the agricultural sector.

2- INTERNATIONALIZATION STRATEGY

Objective and Target

Objective 1:

To enable students to carry out their internship periods at an international level, support them in developing practical skills in the sector, and gain international experience.

Targets

Target 1: Through student short/long-term projects for mobility of learners and staff in vocational education and training programs, ensure the active participation of at least 50 students in various projects in global agricultural enterprises, providing them with practical training opportunities.

Target 2: Enable students to learn about the latest technological advancements in the agricultural sector and enhance their post-graduation employment prospects through international consortium projects.

Target 3: Enhance the internship training program that equips students with technical knowledge and management skills, making their internship programs more effective and efficient. Also, improve the qualifications of instructors.

Target 4: Provide students with mentorship and career support programs, allowing them to meet industry professionals and build networks.

No	Goal	Description
1	To provide practical training opportunities for interns to be able to carry out their internships at the international level, to support	With this goal, we aim to have at least 50 students actively participate in various projects in global agricultural enterprises through student exchange programs. This

Targets	
	<p>them in improving their practical skills in the industry, and to gain international experience.</p> <p>will enable students to enhance their practical skills in the industry and gain international experience.</p>
2	<p>To enable students to learn about the latest technological developments in the agricultural sector and enhance their employment prospects after graduation through international consortium projects.</p> <p>This goal aims to help students learn about the latest technological developments in the agricultural sector and enhance their employment opportunities after graduation by participating in international consortium projects.</p>
3	<p>To develop an internship training program that equips students with technical knowledge and management skills to make their internship programs more effective and efficient, and to enhance the qualifications of trainers.</p> <p>This goal involves developing an internship training program that ensures the effectiveness and efficiency of students' internship programs. We will emphasize technical knowledge and management skills to support students in maximizing the benefits of their internship experiences and learning.</p>
4	<p>To provide mentoring and career support programs to students, enabling them to meet industry professionals and build networks.</p> <p>This goal aims to provide mentoring and career support programs to students, allowing them to network and connect with industry professionals. We will assist students in gaining guidance from experienced individuals in the sector and accessing better opportunities for their careers.</p>

Table of Units Responsible for the Targets and Units to Cooperate with

TARGET	Responsible Units	Collaborating Units	Stakeholders
TARGET 1	Coordination and Agricultural Data Department, R&D Unit	9 Branches, 13 District Directorates	Universities, Global Agricultural Companies, Companies in the Agricultural Sector, Student Exchange Programs
TARGET 2	Coordination and Agricultural Data Department, Project and R&D Unit	Universities' Agriculture Departments	Technology and Innovation Institutions, Research and Development Institutions,
TARGET 3	Internship Training Program Unit	Education and Human Resources Unit	Occupational Health and Safety Unit, Vocational Education Institutions
TARGET 4	Coordination and Agricultural Data Department, Project and R&D Unit, Internship Training Program Unit	Sector Professionals and Associations Mentorship Program Unit,	Graduates Association, Professional Chambers, Organizations actively involved in the business world, Çukurova Development Agency, Tkdk Mersin Provincial Coordinatorship, Kosgeb Mersin Directorate, Alata Horticultural Research Institute,

3- TARGET CARDS:

TARGET-1

Objective: To enable students to carry out their internship periods at an international level, support them in developing practical skills in the sector, and gain international experience.

Target 1: Through student exchange programs, ensure the active participation of at least 50 students in various projects in global agricultural enterprises, providing them with practical training opportunities through different numbers of mobilities.

Responsible Unit	Collaborating Unit(s)	Performance Indicators	Impact on Goal (%)	Start Value (2023)	2024	2025	2026	2027	End Value for Planning Period (Cumulative)	Reporting Frequency
Coordination and Agricultural Department, Project and R&D Unit	Data and Global Agricultural Enterprises, 9 Branches 13 District Directorates	PGI 1.1.1: Number of participants in student exchange programs (Persons)	40	0	5	10	15	20	50	Annual
Coordination and Agricultural Department, Project and R&D Unit	Data and Global Agricultural Enterprises, 9 Branches 13 District Directorates	PGI 1.1.2: Percentage of active involvement in projects (%)	60		100	100	100	100	100	Annual

YEARLY INTERNSHIP AND ON-THE-JOB OBSERVATION ACTIVITY SECTORS

2024 Agricultural Production, Green Agricultural Technologies, Ecological Issues

2025 Agricultural Food Processing and Distribution, Agricultural Consulting, Ecological Issues

2026 Agricultural Research, Agricultural Equipment Manufacturing or Supply, Ecological Issues

2027 Agricultural Trade, Sustainable Agricultural Practices, Ecological Issues

Each year, the focus will be on internship and job-shadowing activities in different sectors. This approach allows students to gain experience in a wide range of agricultural enterprises and explore various areas of the industry. As a result, students can have a more comprehensive understanding of various activities and business sectors within the agriculture sector.

Risks:

- Risk of encountering legal and bureaucratic obstacles in the implementation of student exchange programs.
- Risk of difficulty in finding projects that meet the demands of global agricultural enterprises.

Strategies:

- Expansion and strengthening of international relations and collaborations network.
- Effective and fair implementation of student applications and selection process.

Findings:

- The need for improvement in the coordination and monitoring processes of student exchange programs.
- The necessity of establishing more stakeholder relationships for collaboration with enterprises.

Needs:

- Updating of legal regulations regarding student exchange programs.
- Providing language training opportunities to enhance students' language skills.

TARGET-2

Objective: To enable students to carry out their internship periods at an international level, support them in developing practical skills in the sector, and gain international experience.

Target 2: Enable students to learn about the latest technological advancements in the agricultural sector and enhance their post-graduation employment prospects through international consortium projects.

Responsible Unit	Collaborating Unit(s)	Performance Indicators	Impact on Goal (%)	Initial Value (2023)	2024	2025	2026	2027	End Value (Cumulative)	Reporting Frequency
Coordination and Agricultural Department Project R&D Unit	Data University and Agriculture Departments	PGP 2.1.1: Number of students involved in consortium projects (individuals)	30	0	2	4	8	16	30	Annual
Coordination and Agricultural Department Project R&D Unit	Data University and Agriculture Departments	PGP 2.1.2: Rate of learning technological advancements (%)	35		100	100	100	100	100	Annual
Coordination and Agricultural Department Project R&D Unit	Data University and Agriculture Departments	PGP 2.1.3: Rate of employment after graduation (%)	35		60	70	80	90	80	Annual

2023 – Investigation of international consortium projects and identification of suitable projects. Initiation of the student participation process in projects, step-up our readiness level in implementing trainings abroad.

2024 - Ensuring active participation of selected students in international consortium projects. Providing education and resource support for students to keep up with technological advancements for green ideas to adapt in agricultural activities.

2025 - Monitoring students' work in projects and evaluating their progress. Promoting students' experiences and achievements from projects to enhance post-graduation employment opportunities.

2026 - Evaluation of the effectiveness and success of international consortium projects. Supporting the integration of students' knowledge, skills, and experiences from projects into their career planning.

2027 - Ensuring the continuity of international consortium projects and exploring new projects. Monitoring and supporting students' post-graduation employment opportunities in relation to projects.

Risks:

- Risk of difficulties in finding suitable projects to participate in consortium projects.
- Risk of language or visa issues that may hinder students' active involvement in projects.

Strategies:

- Establishing and maintaining active collaborations with international consortia.
- Enhancing students' language skills and providing support for visa processes.

Findings:

- Need to strengthen the tracking and coordination processes of consortium projects.
- Recognition of the students' need to follow and implement technological advancements.

Needs:

- Providing students with resources and educational opportunities to keep up with technological advancements.
- Organizing intercultural education programs to help students adapt to language and cultural differences.

TARGET-3

Objective: To enable students to carry out their internship periods at an international level, support them in developing practical skills in the sector, and gain international experience.

Target 3: Enhance the internship training program that equips students with technical knowledge and management skills, making their internship programs more effective and efficient. Also, improve the qualifications of 20 agricultural experts or professionals at the end at Directorate.

Responsible Unit	Collaborating Unit(s)	Performance Indicators	Impact on Goal (%)	Initial Value (2023)	2024	2025	2026	2027	End Value (Cumulative)	Reporting Frequency
Coordination and Agricultural Data Department Project and R&D Unit, Internship Training Program Unit	All Units	PGP 3.1.1: Evaluation rate of the effectiveness and efficiency of the internship program, Satisfaction level of interns from the internship program (number of persons)	33	0	5	5	5	5	20	Annual
		PGP 3.1.2: Rate of improvement in the internship training program that provides technical knowledge and management skills (%)	33		80	80	90	100	100	Annual
		PGP 3.1.3: Evaluation rate of trainers' competency level (%)	34		80	80	90	100	100	Annual

2024 - Updating and revising the internship training program.Organizing technical knowledge and skill development workshops.Identifying the training needs of instructors and providing relevant education.Encouraging instructors to participate in qualification-enhancing overseas training activities.

2025 - Organizing trainings to enable interns to learn the latest technological developments in the industry.Establishing support programs for project-based learning and workgroups.Arranging leadership training programs to enhance interns' management skills.

2026 - Initiating a mentorship program for interns and pairing them with industry professionals.Organizing regular meetings and seminars where interns can share their practical experiences in the workplace.Providing interns with opportunities to actively participate in projects and apply their management skills.

2027 - Organizing language and cultural skills training to support interns' international experiences.Establishing assessment and monitoring mechanisms to track interns' performance and provide feedback during the internship.Conducting feedback collection and analysis processes for continuous improvement of the internship training program.Encouraging instructors to participate in qualification-enhancing overseas training activities.

Risks:

- Risk of time and resource constraints that may hinder the effective implementation of the internship program.
- Risk of difficulties in enhancing the qualifications of instructors.

Strategies:

- Analyzing and updating the internship training program based on needs and requirements.
- Providing opportunities for instructors to update their technical knowledge and management skills through education.

Findings:

- Identification of insufficient productivity from internships programs.
- Identification of deficiencies in instructors' specific areas.

Needs:

- Developing a more effective internship training program for interns.
- Identifying and meeting the training needs of instructors based on their areas of expertise.

TARGET-4

Objective: To enable students to carry out their internship periods at an international level, support them in developing practical skills in the sector, and gain international experience.

Target 4: Provide students with mentorship and career support programs, allowing them to meet industry professionals and build networks

Responsible Unit	Collaborating Unit(s)	Performance Indicators	Impact on Goal (%)	Initial Value (2023)	2024	2025	2026	2027	End Value (Cumulative)	Reporting Frequency
Coordination and Agricultural Data Department Project and R&D Unit, Internship Training Program Unit	All Units	PGP 4.1.1: Number of students participating in the mentoring program	33	0	5	10	15	20	50	Annual
		PGP 4.1.2: Participation rate of students in networking activities (%)	33		70	80	90	100	100	Annual
		PGP 4.1.3: Evaluation of students' career planning skills development	34		70	80	90	100	100	Annual

2024 - Creation and announcement of the mentorship program. Establishing collaborations with industry professionals for them to mentor students.

Planning career support programs and organizing relevant training sessions.

2025 - Continuation of mentorship processes and matching students with mentors. Initiating one-on-one meetings and counseling processes between students and industry professionals.

2026 - Evaluation of mentorship processes and gathering feedback. Continuation of career support programs and organizing activities to help students expand their industry networks.

2027 - Sustaining mentorship processes and strengthening students' connections with industry professionals. Evaluating the outcomes of career support programs and gathering student feedback for program improvement.

Risks:

- Risk of insufficient participation of industry professionals in the mentorship program.
- Risk of low student participation rates in the mentorship program.

Strategies:

- Establishing and implementing the mentorship program by collaborating with industry professionals.
- Creating awareness among students about the benefits and importance of the mentorship program.

Findings:

- Identification of deficiencies in students' career development.
- Recognition of low participation of industry professionals in mentorship and career support programs.

Needs:

- Developing and improving the mentorship program by determining its structure and content.
- Supporting students in areas such as career planning, resume building, and interview skills.

MONITORING AND EVALUATION PROCESS

Target 1:

Ensure the active participation of at least 30 students in various projects in global agricultural enterprises through student exchange programs, providing them with practical training opportunities.

Performance Indicators:

- PGP 1.1.1: Participation rate in student exchange programs (%)
- PGP 1.1.2: Rate of active involvement in projects (%)

Monitoring and Evaluation Process:

- Regularly recording the number of students applying for and participating in student exchange programs.
- Determining and recording the duration of students' active participation in projects in global agricultural enterprises.
- Regularly monitoring and reporting performance indicators by relevant units.
- Conducting evaluation meetings when important and making necessary improvements based on the collected data.
- Periodically evaluating and reporting the progress towards the goals.

Target 2:

Enhance students' knowledge of the latest technological developments in the agricultural sector and increase their post-graduation employment opportunities through international consortium projects.

Performance Indicators:

- PGP 2.1.1: Number of students participating in consortium projects (individuals)
- PGP 2.1.2: Rate of learning technological developments (%)

- PGP 2.1.3: Rate of post-graduation employment (%)

Monitoring and Evaluation Process:

- Recording the duration and number of students' participation in international consortium projects.
- Determining and recording the duration of students' involvement in the latest technological developments in the agricultural sector.
- Regularly monitoring and reporting performance indicators by relevant units.
- Conducting evaluation meetings when important and making necessary improvements based on the collected data.
- Periodically evaluating and reporting the progress towards the goals.

Target 3:

Enhance the effectiveness and efficiency of students' internship programs by developing a practical training program that provides technical knowledge and management skills, and improving the qualifications of instructors.

Performance Indicators:

- PGP 3.1.1: Evaluation rate of internship program effectiveness and efficiency
- PGP 3.1.2: Rate of improvement in the practical training program that provides technical knowledge and management skills (%)
- PGP 3.1.3: Evaluation rate of instructor qualifications (%)

Monitoring and Evaluation Process:

- Collecting and evaluating feedback to determine students' satisfaction levels with the internship program.
- Regularly recording student feedback on the effectiveness of the training program.
- Continuously assessing the qualifications of instructors and planning development activities.
- Regularly monitoring and reporting performance indicators by relevant units.

- Periodically evaluating and reporting the progress towards the goals.

Target 4:

Facilitate students' networking and connection with industry professionals by providing mentorship and career support programs.

Performance Indicators:

- PGP 4.1.1: Number of students participating in the mentorship program
- PGP 4.1.2: Rate of participation in networking activities (%)
- PGP 4.1.3: Evaluation of students' career planning skill development

Monitoring and Evaluation Process:

- Regularly recording the participation rate of students in the mentorship program.
- Establishing evaluation processes to track the progress in students' career development.
- Recording and reporting the number of networks students build with industry professionals.
- Regularly monitoring and reporting performance indicators by relevant units.
- Periodically evaluating and reporting the progress towards the goals.

QUALITY ASSURANCE STRATEGY

Establishing a Quality Management System (QMS):

Year 1: Create a QMS based on ISO 9001 standards and define quality policy and procedures within Work Breakdown Structures by the Project Management Team.

Year 2: Provide training on implementing the QMS and complete documentation of processes via Action plan during the accreditation period.

Year 3: Conduct regular internal audits and evaluate the effectiveness of the QMS through Business Testing surveys each year with both staff and students.

Year 4: Review and revise quality objectives as needed.

Year 5: Collect feedback for continuous improvement; optimize the quality management process through MileStone Reporting and personal reports.

Training and Awareness:

Year 1: Provide training to employees on quality requirements, agricultural practices, and processes for Important Career Skills Reports each year.

Year 2: Establish a quality culture and develop awareness programs for a quality-focused work environment.

Year 3: Expand the training program and develop a specialized internship training program that provides technical knowledge and management skills for interns.

Year 4: Evaluate the effectiveness of the training program and make necessary improvements.

Year 5: Organize training and development programs to enhance the qualifications of trainers.

Process Control:

Year 1: Establish quality control points to identify, monitor, and control production processes.

Year 2: Measure and analyze process performance using statistical methods.

Year 3: Identify improvement opportunities and carry out corrective and preventive actions to enhance process effectiveness.

Year 4: Conduct regular reviews to assess process compliance with quality requirements.

Year 5: Implement suitable technologies for process automation and digitalization.

Audit and Review:

Year 1: Conduct periodic audits to evaluate compliance with quality standards.

Year 2: Systematically collect and evaluate customer feedback.

Year 3: Organize management reviews to assess the achievement of quality objectives.

Year 4: Review and report quality indicators and performance data.

Year 5: Focus on measurements related to the effectiveness of the quality management process and customer satisfaction.

Continuous Improvement:

Year 1: Identify improvement opportunities in the quality assurance process and develop action plans.

Year 2: Execute improvement projects to enhance process effectiveness and efficiency.

Year 3: Regularly monitor and evaluate improvement activities in the quality assurance process.

Year 4: Establish a knowledge sharing platform to promote the adoption of best practices.

Year 5: Develop motivation programs and reward systems to foster a culture of employee participation in continuous improvement through Risk Analysis for achievement of accreditation performance each year and at the end there will be Impact Chart analysis.



Year	Objectives	Actions
Year 1	Establish Quality Management System (QMS)	<ul style="list-style-type: none">- Developing a QMS based on ISO 9001 standards- Defining quality policies and procedures- Preparing document processes
	Training and Awareness	<ul style="list-style-type: none">- Providing training on quality requirements and agricultural practices to employees
	Process Control	<ul style="list-style-type: none">- Establishing quality control checkpoints- Monitoring processes and measure performance
	Audit and Review	<ul style="list-style-type: none">- Conducting periodic audits- Collecting and evaluating customer feedback
	Continuous Improvement	<ul style="list-style-type: none">- Identifying improvement opportunities- Implementing corrective and preventive actions
Year 2	Objective 1: Provide practical training opportunities for interns	<ul style="list-style-type: none">- Engaging a minimum of 50 students in various projects at global agricultural enterprises through student exchange programs
	Objective 2: Enhance students' knowledge of technological...	<ul style="list-style-type: none">- Enable students to learn about the latest technological developments in the agricultural sector through international consortium projects
	Objective 3: Improve effectiveness of internship programs	<ul style="list-style-type: none">- Enhancing the internship training program to provide technical knowledge and management skills
	Objective 4: Offer mentorship and career support programs	<ul style="list-style-type: none">- Providing mentorship and career support programs to connect students with industry professionals and build networks
Year 3	In addition to ongoing objectives	<ul style="list-style-type: none">- Evaluating the effectiveness of training programs- Enhancing the qualifications of trainers
Year 4	In addition to ongoing objectives	<ul style="list-style-type: none">- Review quality indicators and performance data- Evaluating the achievement of quality objectives
Year 5	In addition to ongoing objectives	<ul style="list-style-type: none">- Foster an improvement culture through motivation programs and reward systems

CONCLUSION

In line with the objectives and goals of our strategic plan, we are committed to enabling students to carry out their short/long-term projects for mobility of learners and staff in vocational education and training periods at an international level, supporting them in enhancing their practical skills in the industry and gaining international experience. The strategies and plans we have defined to achieve these goals include significant steps that will enable our students to take successful steps towards a career in the agricultural sector.

With regard to Target 1, we aim to have at least 50 of our students actively involved in various projects in global agricultural enterprises through student short/long-term projects for mobility of learners and staff in vocational education and training programs. This will provide our students with practical training opportunities in an international environment, allowing them to experience current industry practices and enhance their skills.

Under Target 2, we aim to provide our students with the opportunity to learn about the latest technological developments in the agricultural sector through international consortium projects. Through these projects, our students will have the chance to increase their employment prospects after graduation and position themselves competitively in the industry.

For Target 3, our priority is to develop a short/long-term projects for mobility of learners and staff in vocational education and training program that equips students with technical knowledge and management skills to ensure the effectiveness and efficiency of their internship programs. This will enable our students to gain more learning and experience during their internship periods.

In line with Target 4, we aim to facilitate students' interaction with industry professionals and help them build networks by offering mentorship and career support programs. This will allow our students to progress in their careers with valuable guidance and support from experienced professionals in the field.

Focusing our strategic plan on these goals will contribute to the development of our students as successful and competent individuals in the agricultural sector. Our aim is to provide our students with international internship experiences and enhance their employment opportunities by learning about the latest developments in the industry. In this regard, we will make every effort to help our students improve their practical skills, acquire management abilities, and establish connections with industry professionals.

Personal Contributions:

1. International short/long-term projects for mobility of learners and staff in vocational education and training programs contribute to personal development by providing students with cultural awareness and a global perspective.
2. Completing an internship in a foreign country helps students develop independence, adaptability, and problem-solving skills.
3. International short/long-term projects for mobility of learners and staff in vocational education and training experiences increase students' confidence and enable them to express themselves successfully in an international arena.

Educational Contributions:

1. Through short/long-term projects for mobility of learners and staff in vocational education and training exchange programs, interns gain practical training opportunities in international agricultural enterprises and expand their knowledge of the sector.
2. Consortium projects expose students to the latest technological advancements in the agricultural sector and increase their post-graduation employment prospects.
3. Enhancing short/long-term projects for mobility of learners and staff in vocational education and training program allows students to acquire technical knowledge, management skills, and practical experience required in the business world.

Professional Contributions:

1. International short/long-term projects for mobility of learners and staff in vocational education and training programs enhance students' professional skills by providing opportunities to develop practical skills in the sector.
2. Through mentorship and career support programs, interns strengthen their professional connections and expand their network with industry professionals.
3. During the internship period, students working in an international work environment gain the ability to adapt to cultural diversity and different work cultures.

Cultural Contributions:

1. International short/long-term projects for mobility of learners and staff in vocational education and training programs increase students' cultural richness by offering opportunities to learn about and understand different cultures.

2. Completing short/long-term projects for mobility of learners and staff in vocational education and trainings in different countries will contribute to students' respect for cultural diversity and help develop intercultural communication skills.
3. Interns become aware of cultural diversity and global perspectives by working in an international work environment.

To ensure that the internship programs are more effective, our focus is on developing an internship training program that provides students with IT and management skills and enhancing the qualifications of the instructors.

PS.: This internationalization strategy plan under Erasmus+ Accreditation is going to be shared on our official website after submitting the idea.

Our Internationalization Strategy, which began with the preparation stages and strategic planning in 2023, will continue until the end of the 2027 ERASMUS+ PERIOD.

<https://mersin.tarimorman.gov.tr/Menu/37/Projelerimiz>



T.C. MERSİN VALİLİĞİ
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2023 MERSİN