

LAW OF THE REPUBLIC OF ARMENIA
ON VOCATIONAL EDUCATION AND TRAINING*

Adopted on May 22, 2024

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ON VOCATIONAL EDUCATION AND TRAINING

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CHAPTER 1

GENERAL PROVISIONS

Article 1. Scope of regulation of this Law

1. This law shall regulate the activities, management and financial and economic relations of the system of vocational and secondary vocational education and training (hereinafter referred to as the VET), as well as the rights and responsibilities of their participants, including social partners, ensuring the realization of a person's right to receive vocational education.

2. This law shall apply to educational institutions and organizations operating in the Republic of Armenia that offer vocational and secondary vocational educational programmes, regardless of their organizational structure and the founder.

3. This law shall apply to organizations implementing or participating in specific educational programmes through social partnerships, insofar as they are related to the education and training process.

Article 2. Vocational education and training legislation

1. The VET sector is regulated by the Constitution, international treaties ratified by the Republic of Armenia, the Civil Code, Labor Code of the Republic of Armenia, Laws “On Education”, “On State Non-Commercial Organizations”, “On Trade and Services”, “On Licensing”, “On Foundations”, this law and other regulatory legal acts of this sector.

Article 3. Basic concepts used in this law

1. The following basic concepts shall be used in this Law:

1) **Vocational education** – the process of formation of outcomes of learning delivered at the levels that award the qualification of a craftsman (or a junior specialist) or a specialist at least on the basis of basic education;

2) **Vocational training** – training delivered by a supplementary education programme based on the assessed needs of an individual or an organization and formulated order., Through this training, the individual acquires or adapts the knowledge, abilities and skills (hereinafter referred to as the capacity) defined by a the description of a specific job or occupation;

3) **Vocational education institution (hereinafter also referred to as VEI)** – an organization with the status of a legal entity, or a subdivision thereof, that implements at least one qualification programme of vocational education at the vocational or secondary vocational level, organizes methodological and work activities, and awards qualifications in the manner prescribed by law;

4) **College** – a VEI that implements a vocational or secondary vocational education programme;

5) **Sectoral qualifications framework for vocational education** – integral part of the overall sectoral qualifications framework, which defines the set (list) of qualifications at the vocational education level and outlines the requirements needed to ensure the achievement of the overall final learning outcomes associated with these qualifications.

6) **Educational programme** – a structured set of educational and labor components, implemented in a sequence designed to achieve specific final learning outcomes, which in turn defines the level of vocational education;

7) **Term of study** – the standard duration of an educational programme for a specific qualification level;

8) **Training module** – an independent component of the course that makes up the educational programme for which a credit is issued;

9) **Learning outcome** – a set of knowledge and competencies required at the end of the course or an educational programme;

10) **Credit** – a conventional unit of measurement of the student’s academic load to achieve learning (also work) outcomes of a course or educational module, including work-based learning;

11) **Credit accumulation and transfer system** – a set of activities for organizing the learning process, measurement, recording and transferring learning outcomes through credits that ensure smooth mobility of students;

12) **Social partnership** – A universally agreed-upon form of educational, labor, partnership, and social cooperation between vocational education institutions (VEIs), employers, their associations, other non-profit organizations, trade unions, and public authorities aimed at providing education aligned with the needs of the labor market and economic development;

13) **Work-based learning (hereinafter also referred to as WBL)** – a way of organizing training at a real workplace or in a work environment adapted thereto, ensuring the acquisition of work skills focused on the learning outcomes;

14) **Distance learning** – a way of organizing basic and supplementary education programmes and a method of synchronous and asynchronous implementation, by which direct or indirect communication between the teaching staff (teacher) and students (attendees) shall be carried out by means of learning management platforms and telecommunication technologies;

15) **Externship** – An approach to organizing primary and supplementary educational programs through self-directed learning or work-based learning. This method involves providing guidance through direct and indirect teacher counseling, assignment of thematic tasks, and summarizing the learner's (attendee's) achievements and outcomes.

16) **State final testing** – a process that verifies and assesses whether the knowledge and capacities of a graduate comply with the outcomes of the educational programme at the appropriate level of professional education, leading to the award of the corresponding qualification upon successful completion;

17) **Qualification of vocational education (hereinafter also referred to as Qualification)** – an educational credential awarded to an individual, certifying the completion of a VET programme at the craftsman (junior specialist) or specialist level. This credential is validated by a graduation document;

18) **Accreditation of a VEI** – an external quality assessment process through which the compliance of the VEI or an educational programme thereof, with the established accreditation criteria is confirmed;

19) **Student** – a person studying under an educational programme of any level of vocational education and qualification;

20) **Attendee** - a person enrolled in and studying under a supplementary education programme of vocational education;

21) **Apprentice** – a student (attendee) undergoing work-based learning at a VEI and at the workplace (at the training and practical center), engaged in employment relationship with an employer;

22) **Student scholarship** – reimbursement of expenses, whether full or partial, for educational services and related student engagement activities, funded through allocations from the state budget, VEIs, other legal entities, individuals, or under international agreements

23) **Special educational conditions** – a set of modules and instructional methods, personalized technical aids for learning, an accessible environment with reasonable accommodations, as well as pedagogical, psychological and other services designed to facilitate the individual's participation in

the educational process, with the goal of achieving the desired outcomes of the relevant qualification level of the education programme;

24) **Reasonable accommodation** - modifications or adaptations agreed upon collaboratively by the student (attendee) and the VEI (such as alternative accessible formats, support equipment and technologies, extended time allowances, and personalized assistance, etc.) that are tailored to meet the individual's specific needs and preferences, do not compromise the integrity or outcomes of the VET programme, enable individuals with disabilities to participate equally in the educational and training process, facilitating their attainment of measurable and assessable outcomes.

25) **Inclusive education** – ensuring maximum participation in the educational process and the end result set by the educational programme for each student, including those in need of special educational conditions, in accordance with the specifics of development, by providing the necessary conditions and an adapted environment;

26) **Pedagogical and psychological support services** – instructional, psychological and teaching support provided to a student, his/her legal representative and teaching staff;

27) **Individual learning plan** – a personalized road map that outlines the career path of a student receiving vocational education and training, evaluates the student's capacities, defines specific targets, actions, and resources necessary to achieve career goals, and includes supporting mechanisms such as support services;

28) **VET teacher** – a VEI employee who contributes to the assimilation of a student's learning modules or provides requirements for content focused on relevant qualification, as well as a vocational training instructor who delivers a work-based learning in the organization;

29) **Lecturer** – a VET teacher who through the learning process ensures the student's (attendee's) assimilation of the final learning outcomes;

30) **Practical training master (hereinafter referred to as master)** – a VET teacher who ensures the student's (attendee's) assimilation of the outcomes of practical learning and craft skills;

31) **Vocational training instructor (hereinafter referred to as instructor)** – a specialist of a social partnership party organization who receives a teacher's status as part of a work-based learning programme and ensures the process of improving applied skills as a result of practical training;

32) **Assistant to the VET teacher** – a teacher who supports the lecturer and the master, if necessary, the instructor in the process of organizing the training;

33) **Training of the VET teacher** - implementation of a supplementary educational programme in training organizations guaranteed by the law in the prescribed manner, aimed at supplementing, improving and updating the professional, including learning and teaching skills of the lecturer or master in accordance with the requirements of the labor market in the relevant period, on the basis of the need identified by the authorized body of the public administration system and the established order;

34) **Evaluation (performance review) of the VET teacher** – the process of determining the suitability of the work skills of the lecturer, master or instructor to the position held;

35) **Qualification category** – a degree corresponding to the professional criteria of a teacher, master or instructor;

36) **Professional criterion** – description of professional development of a lecturer, master or instructor;

37) **National qualifications register (e-register)** – a unified database for registration of information about the academic and job advancement, awarded qualification and VET graduation documents;

38) **Information system for vocational education management** – a unified electronic system of data collection, analysis and information dissemination, which includes information about college management, financial and economic, training and research processes, as well as about students, graduates, VET staff, employers (by agreement).

Article 4. Principles of state policy in vocational education and training and state guarantees of an individual's right to education

1. Vocational education and training are a structured educational process that equips individuals with essential professional skills and practical experience, enabling them to perform qualified professional tasks, address current and future challenges, respond to the changing labor market, adapt to new conditions, and continuously improve and develop their careers.

2. The Republic of Armenia declares universal inclusive education as a guarantee of every student's right to education and work-based learning as a guarantee of competitiveness in the labor market.

3. The principles of state policy in VET include:

1) Reproduction and development of the society's intellectual and practical potential and labor force, and the enhancement of labor market competitiveness;

2) Inclusive, high-quality vocational education and training for all, with the promotion of lifelong learning opportunities;

3) Independence and academic freedom of VETs;

4) Transparency and collective management within the VET system;

5) Public-private partnerships, accountability and recognition of achieved outcomes;

6) Collaboration with social partners;

7) Preservation and promotion of traditional Armenian crafts and arts as a cultural heritage within vocational education;

8) Bringing vocational education qualifications in line with international requirements;

9) Development of comprehensive relations and cooperation with the Armenian Diaspora.

4. Taking into account the composition and structure of the labor market, the State shall ensure for every person in state-owned vocational institutions:

1) Necessary conditions for the normal functioning and development of the VET system, including adequate financing;

2) Access to vocational education through competitive processes funded by the state budget;

3) Financing of VET according to the State's estimated needs and priority development areas;

4) Vocational education and training commissioned and funded by social partners;

5) Equal opportunities for obtaining vocational education and training through reasonable accommodations and inclusion.

5. The State shall also support the work skill development programs for VEI students and attendees in professional areas and organization of these programs.

Article 5. Objectives vocational education and training

1. The objectives of state policy in VET include:

1) Providing training for individuals with vocational education, considering personal preferences, the specifics of development, state and economic needs, current labor market requirements, and future development trends;

2) Eliminating educational inequalities and ensuring equal access to vocational education and training at all levels, including for people with disabilities;

3) Ensuring equal access to affordable and high-quality vocational education and training for both women and men; Defining the sectoral framework of qualifications based on current and future labor market needs, guided by the principle of public-private partnership;

4) Promoting the employment of individuals with appropriate professional capacities, supporting the search for decent job and engagement in entrepreneurship;

5) Reducing the proportion of people without qualifications (microqualification)

6) Providing opportunities for foreign citizens of Armenian origin (Armenian Diaspora) to receive professional education;

7) Promoting the training and improvement of specialists in priority areas, based on the state's projected needs, including those in border or high-altitude settlements

8) Supporting the training and improvement of specialists in priority areas, based on the State's projected needs, including those in border and high-altitude settlements;

9) Ensuring the continuous development of the VET system and expanding opportunities for permanent education;

10) Creating effective cooperation formats between educational programme levels, qualifications and relevant sectors of the economy for collaborative activities, pilot programmes, cost-effectiveness and mutual support;

11) Introducing effective forms of organizing vocational education and training, including verification of the outcomes of vocational education;

12) Providing career guidance and professional orientation for students, helping them make informed decisions about qualifications, career path and growth, employment, and competitiveness in the labor market;

13) Introducing a system for the accumulation and transfer of credits;

14) Contributing to the continuous improvement of teaching staff;

15) Providing state financial assistance in the form of scholarships;

16) Building and equipping building facilities of VEIs accommodating the needs of all students, including those with disabilities, and ensuring a safe, violence-free, inclusive, and effective learning environment for all;

17) Other objectives specified by law.

CHAPTER 2

VOCATIONAL EDUCATION AND TRAINING SYSTEM

Article 6. The vocational education and training system

1. The objective of the VET system is to ensure the state policy of vocational education and training of specialists by creating appropriate infrastructure and mechanisms through mutual beneficial and ongoing cooperation between social partners.

2. The VET system includes:

1) Public administration bodies competent in the field of VET and those organizations that exercise powers in the VET system established by law;

2) VEIs and other organizations delivering vocational education programmes;

3) Social partnership party organizations;

4) Licensing processes and criteria;

5) Accreditation processes and criteria;

6) National qualifications framework, sectoral qualifications framework and their descriptions;

7) Supplementary education programmes;

8) Learning outcomes recognition, evaluation and qualification awarding criteria and processes;

9) State register of qualifications.

Article 7. Vocational education programmes and requirements thereof

1. Vocational education programmes are elaborated in accordance with the requirements of the national qualifications framework and sectoral qualifications framework.

2. Vocational education is delivered at the following level of educational programmes:

1) Vocational basic educational programme – qualification of a craftsman or a junior specialist;

2) Secondary vocational basic educational programme – qualification of a specialist.

3. Name of the qualification established in Paragraph 1 of Part 2 of this Article is determined by the description of the relevant industry qualification scope, depending on the nature of the profession;

4. Based on the appropriate level qualification programme implemented by a VEI, the VEI can develop and implement microqualification programmes that ensure desired learning outcomes

5. The VEI can also develop and implement supplementary education programmes under which the learning outcomes achieved are certified, forming the basis for microqualifications;

6. A VEI can also implement pilot educational programmes according to qualifications in compliance with the requirements established in Part 1 of Article 11 of this Law.

7. Based on the descriptions of industry qualifications at the relevant level of the vocational education program, the authorized public administration body for education shall prepare and approve the description of each qualification. This framework may be revised based on the testing and evaluation of educational programmes as provided in Part 8 of this Article.

8. The framework description of each qualification provided for in Part 7 of this Article shall include:

- 1) The qualification orientation, description of the occupation and the expected learning outcomes;
- 2) Entry and withdrawal requirements for qualifications, including forms and frequency of state final testing);
- 3) Total academic load of a student expressed in credits and the minimum duration of the study;
- 4) Programme content – the list of courses or modules providing the qualification and the credit allocated to each course or module;
- 5) Minimum requirements for the inventory and equipment of relevant laboratory and training and practical premises (workshops) based on qualification specifics;
- 6) The awarded qualification and the possible scope of further professional activity.

9. With input from pertinent employers and guided by their recommendations, as well as based on the documents outlined in Parts 7 and 8 of this Article, the VEIs develop and approve educational programme that leads to qualifications of the appropriate level, encompassing instructional packages such as educational modules, curricula, and programme implementation methods.

10. The VEI prepares the estimate for the organization of the educational programme of the relevant qualification level according to the criteria established by the authorized public administration body for education.

11. The educational programme for a specific qualification and orientation shall be implemented for the first time in the manner prescribed by Paragraph 4 of Part 1 of Article 19 of this Law, which outlines the procedures for testing qualification educational programmes.

12. During testing, the authorized public administration body for education shall monitor and evaluate the qualification educational programmes as per Paragraph 4 of Part 1 of Article 19 of this Law. Upon completion of the initial testing phase, students shall be awarded a diploma and a transcript certifying the qualification defined in Article 16 of this Law.

13. Qualification educational programmes that have undergone testing according to the procedures established by Parts 11 and 12 of this Article may subsequently be implemented by other VEIs without further testing, in the manner prescribed by Article 11 of this Law.

14. VEIs ensure the learning process for students across various levels of vocational education through relevant qualification programs. This includes implementing the credit accumulation and transfer system and awarding qualification degrees.

15. Specifics regarding the implementation and management of individual educational programmes may be established by laws and subordinate legislation based on international agreements, while adhering to the requirements for industry qualifications.

Article 8. Vocational education qualification levels, duration and forms of learning

1. Vocational education is delivered through the following basic educational programmes that award degrees at two separate educational levels:

1) At the first level: vocational education, the learning whereof is completed by a state final testing, and the person who has completed the study is awarded the craftsman or a junior specialist qualification degree;

2) Second level – a specialist education, whose study is completed by a state final testing, and the person who has completed the study is awarded a specialist qualification degree.

2. The duration of the study of the basic educational programme for obtaining a craftsman or a junior specialist qualification degree shall be from six months to three years.

3. The duration of the study of the basic educational programme for obtaining the specialist qualification degree shall be from one year and ten months to five years.

4. A qualification, contingent on the student's ability to achieve the learning outcomes set by the qualification programme, may be awarded earlier or later than the time limits established by Part 2 or 3 of this Article, upon the student's application, with the consent of the employer and the VEI, in accordance with the procedure established by the authorized public administration body for education.

5. The educational programmes by the levels of vocational education can be implemented with full or partial load, combining full-time, distance or externship forms of methodology.

6. A student studying under a part-time vocational education programme shall be obliged to accumulate credits corresponding to at least 50 percent of the annual academic load within the timeframe set for the study established by the given educational programme of the VEI. The total duration of the study of a part-time student can be extended up to twice the duration set for the qualification of the relevant educational programme.

7. The terms of study in vocational education are determined by the qualification component of the qualification educational programme of the relevant level, taking as a basis the education received by the student or the number of credits, the specifics of the training of the given qualification and the methodological form of organization of the education.

8. Combining studies in more than once educational programme at the same time is not prohibited if the mode of organizing the courses does not overlap.

9. Persons who have received a graduation certificate of the relevant level of vocational education have the right to continue their studies under the next level of educational programme in accordance with the procedure established by the authorized public administration body for education, based on the number of the credits acquired or the reasonable amount of academic difference of compatible programmes.

10. Literary Armenian is the teaching language in the VEI, and the Armenian sign language, if appropriate.

11. Training modules, courses or their individual topics can be taught in foreign language in accordance with the procedure established by the VEI:

1) If the qualification orientation of the educational programme involves learning of a foreign language;

2) If the course is delivered by a foreign specialist;

3) In the case of a qualification educational programmes at a relevant level implemented jointly with a foreign VEI;

4) In the case of a qualification educational programmes at a relevant level delivered for foreign citizens;

5) If translation is provided.

12. The start and the end of the organization of the learning process, class schedules, and vacation periods, shall be determined by the VEI, taking into account the specific requirements of the relevant educational programme, including practical work training and the established minimum study duration.

Article 9. VEIs and their types

1. By their founders, VEIs can be:

1) A state-owned VEI founded by a Government decree or on the basis of an international agreement;

2) A public VEI, which is founded on the basis of a cooperation agreement between the State and a non-state organization (including a foreign one);

3) A private VEI, which is founded by a legal entity or an individual (including foreign ones).

2. A state-owned VEI is a non-profit organization. A non-state-owned VEI may have any form of incorporation.

3. In the system of vocational education, the “college” type of educational institution is defined.

4. The cooperation agreement for the establishment of a public VEI sets forth the rights and responsibilities of the founding parties, the specifics of management and organization of education, issues related to ownership rights and other property and personal non-property rights.

5. The establishment and operation of branches of foreign educational institutions are regulated by the Law “On Education”, this law and international treaties of the Republic of Armenia.

Article 10. Main functions of VEI

1. Under this Law, its charter, as well as other regulatory legal acts that regulate this sector, a VEI performs the following:

1) Elaboration and approval of teaching and learning aids of the educational programme that provides the relevant level of qualification with the involvement and cooperation of social partners and employers, their implementation and evaluation of learning outcomes;

2) Organization of the admission process, including the qualification of foreign citizens by a level of the educational programme;

3) Providing professional and career guidance advice;

4) Organizing the training process under a qualification educational programme of the relevant level, selected necessary teaching methods and technologies, organizing current and state final testing according to the educational programme and eligibility requirements;

5) Continuous improvement of VET quality, introducing modern teaching and learning methods, ensuring their diversity and efficiency;

6) Supplementary educational programmes;

- 7) Termination of students' learning, transfer and restoration of the student rights in the manner prescribed by the authorized public administration body for education;
 - 8) Providing persons with special educational needs with necessary services, including reasonable adaptations for efficient and high-quality organization of education on an equal basis with others;
 - 9) Establishing the procedure for students' accumulation of credits, evaluation of learning outcomes, state final testing forms and frequency by the given educational programme qualification;
 - 10) Awarding qualifications provided for by the educational programme;
 - 11) Establishing procedures related to educational, administrative, financial and economic activities, including the selection and appointment of their employees;
 - 12) Organizing courses aimed at professional improvement of the training support, teaching and administrative staff, or ensuring their inclusion therein;
 - 13) Preparing the annual expenditure estimates for the VEI;
 - 14) Approving and providing the strategic plan for the development of the VEI, including priority areas of activity;
 - 15) Launching platforms to promote social partnership, dialogue and cooperation between the parties;
 - 16) Setting tuition fees based on the vocational education programme and qualification;
 - 17) Supporting student self-governance, ensuring the students' involvement in VEI programmes;
 - 18) Establishment of institutions, branches and structural units in the manner prescribed by law, including in foreign countries, as well as structural units that implement general education, vocational and secondary vocational education programmes;
 - 19) Possession, use or disposal of the organization's property as prescribed by law and the charter;
 - 20) Other activities not prohibited by law and the charter of the VEI.
2. The activity of political, party, religious organizations and associations in the VEI is prohibited.

Article 11. Licensing of the right for delivering vocational educational programme and qualification

1. An educational programme of the relevant level of qualification of the vocational education shall be implemented on the basis of the right to implement the educational programme at the vocation or secondary vocational education level, as well as on the basis of each qualification license in the manner and under the terms established by the Government.
2. The right for delivering the educational programme and the qualification provided for in Paragraph 1 of this Article shall be licensed by the authorized body of the public administration system (hereinafter referred to as the Authorized Body) on the basis of a decision of the Licensing Committee for educational programmes in accordance with the Law on Licensing, this Law, regulations of licensing educational programmes of vocational education and other regulatory legal acts.

3. The conditions for granting the right to implement an educational programme at the relevant levels of vocational education include:

1) the existence of a building and educational premises necessary for carrying out educational activities, in respect of which the VEI has ownership, lease or gratuitous use rights;

2) the availability of a sports area that supports the educational process, or a contract for its use or provision of services, and premises equipped with appropriate library equipment in accordance with the sanitary and safety regulations established by the Authorized Body;

3) the availability of field internship, laboratory premises and facilities supporting the classroom and practical training process, in compliance with sanitary and safety regulations;

4) the presence of a five-year strategic development plan of the VEI;

5) the commitment to provide financial support to students in case of public and private VEIs.

4. The compliance with the conditions stipulated by Paragraphs 2 and 3 of Part 3 of this Article shall be certified on the basis of the certificate of the Authorized Body.

5. For a newly established state-owned VEI, the requirement to have a strategic development plan provided for in Item 4 of Paragraph 3 of this Article shall be met within one year from the day of establishment.

6. The conditions for issuing a license for each qualification of the relevant level of vocational education are as follows:

1) availability of teaching and learning aids (training modules, curricula, form of implementation of the programme) providing the qualification (specialization) of the relevant level of the educational programme

2) availability of necessary training inventory, including relevant equipment owing to the specifics of the qualification, library and information system and teaching and learning aids based on the orientation of the qualifications or the existence of an agreement with social partners on their use; the availability of inventory and equipment of laboratories and field internship premises (workshops), library and information fund corresponding to the level or qualification orientation of the given educational programme, or the availability of a contract on their use or provision of services, taking as a basis the provision of conditions established by Paragraph 5 of Part 8, Parts 9 and 10 of Part 8 of the Article 7 of this Law.

3) in the case of application of work-based learning forms provided for in Paragraphs 1 and 2 of Part 9 of Article 15 of this Law, information about a document (memorandum, contract) that defines the scope of cooperation with the employer, and about the relevant human and logistical resources ensuring its implementation;

4) The availability of teaching and support staff necessary to provide training under a vocational education program at the relevant educational level, of which the total number of teaching staff working under the regular employment contract is at least 30 percent of teaching staff.

7. In the case of organizing the study of a certain qualification at the levels of vocational education programs on the basis of basic education, the licensing package of the given programme includes an educational programme that provides the third level state component of secondary education.

8. The right to implement the educational programme of the newly established VEI shall be granted at the same time as the license for at least one qualification. The right to implement the

educational programme and the corresponding qualification license shall be issued to the VEI indefinitely.

9.

10. The validity of the license for the implementation of an educational programme at the relevant level or the qualification issued to the VEI may be terminated by the Authorized Body on the grounds and in the manner prescribed by the Law on Licensing.

11. The Authorized Body shall notify the VEI in a proper manner of the termination of the license within three business days following the day of making the decision, also sending the original decision on the termination of the license.

12. The Authorized Body's decision to terminate the validity of the license can be appealed in court.

13. In case the license for the implementation of a qualification (orientation) programme of a relevant level of vocational education is terminated, the students included in the educational programme shall have the right to continue their studies in the relevant educational field by being included in the educational programmes of this state or another non-state accredited VEI, or to participate in the state final examination under educational programmes of this VEI in the manner prescribed by the Authorized Body:

14. If as a result of the changes in the regulatory legal acts the licensing terms provided for in Parts 3 and 6 of this Article change, the Authorized Body shall notify the VEIs holding the relevant license within 10 business days.

Article 12. Vocational education quality assessment

1. The assessment of the vocational education quality is a continuous process involving the monitoring, evaluation and improvement of VEIs, their educational programmes, student career paths, and opportunities. This process is conducted in accordance with the government standards for internal and external evaluation.

2. The vocational education quality assessment system includes:

- 1) internal assessment;
- 2) external assessment;
- 3) quality assessment or certification agencies.

3. Internal assessment is the assessment of the compliance of the VEI's activities and the educational process with the set goals and final learning outcomes in accordance with the procedure established by the VEI's charter. The internal assessment shall be conducted once a year before the start of the new academic year. Administrative and teaching staff, students, representatives of employers involved in the implementation of WBL take part in the internal assessment.

4. The external assessment is the assessment, in accordance with the standards set by the State, of the effectiveness of the management and operation of the VEI, compared with the outcomes of the previous period, implemented pilot programs or other VEIs. Graduates and students of the VEI, state authorized bodies for management of education and other professional sectors,

representatives of VEI's social partner organizations can participate in the external quality assessment.

5. The quality assessment or certification agencies are specialized bodies established by the Government or recognized in the prescribed manner, independent in their functions, whose main objective is to implement the processes of external quality assessment of the vocational education.

Article 13. Accreditation of a VEI

1. A VEI's accreditation shall be carried out by quality assessment or certification agencies (hereinafter referred to as Specialized Agencies), in the manner prescribed by law. The procedure and criteria and terms of validity of the accreditation of a VEI shall be approved by the Government upon submission of the authorized public administration body for education.

2. The State shall ensure the international mutual recognition and compatibility of accreditation criteria and data of VEIs and their educational programmes, as well as the accessibility of the data on accredited VEIs and their educational programmes on international platforms.

Article 14. Admission to a VEI

1. Admission to a VEI shall be performed through competition, based on the educational programme levels and qualifications.

2. A VEI shall be entitled to announce admission only if it has the right to deliver the relevant level of an educational programme, and a qualification license.

3. The Government shall approve for the next academic year and the following two academic years the percentage of the state scholarships according to the levels of the educational programme and sectoral qualifications, based on the country's economic, social, health, cultural development needs and the need to train specialists with the relevant qualification (specialization) and financial capacities of the State. The approved percentage of state scholarships from the state budget can be changed annually by no more than 20 percent, except in cases of significant changes in priorities in sectoral state strategic programmes.

4. Within the budgetary allocations approved by the Government for the given year by respective educational sectors, the head of the authorized public administration body for education, until March 1st of the given year, in the manner prescribed by the relevant authorized body, shall approve and publish the initial amount of scholarships provided by the State under an educational programme at the level of vocational and secondary vocational education, and the final amount – based on the results of the competition.

5. In accordance with the educational programme levels and qualifications, within the general places allocated by Part 4 of this Article, the head of the authorized public administration body for education, taking as a basis the substantiated preliminary applications of the VEIs, shall allocate admission places subject to reimbursement by VEIs. VEIs can perform paid admission within the limit of places allocated by the license for each qualification (specialization).

6. The competition for admission shall be held on the basis of the VEI's qualifications and specialization places, the applications of the applicants registered in the education management information system, from the date of publication of the announcement on the admission terms until the deadline set by the admission procedure.

7. VEIs performing admissions for qualifications under educational programmes in the field of culture, and sports, shall publish no later than a year before the corresponding academic year the terms of the vocational exams. The published terms cannot be changed, unless it is due to a declared state of emergency or martial law.

8. The procedure for admission to a VEI shall be established by the Authorized Body, providing for the admission dates, the list of published information and the procedure for their publication, the procedure for calculating scores required for entry, the procedure for conducting examinations and competitions for sectoral qualifications established by Paragraph 9 of this Article.

9. The admission requirements for a VEI at the relevant level of vocational education in fields such as culture, sports, and medicine, as well as other qualifications defined by the Authorized Body, include tests or examinations. These may assess skills in creative and performing arts and physical abilities, or, in the case of medical fields, knowledge and skills in the relevant general education subjects.

10. The admission competition results shall be published immediately after summing up the results of the qualification competition at the relevant level.

11. Those citizens with dual citizenship or citizens of the Republic of Armenia who have studied in educational institutions in foreign countries for the last three years and graduated therefrom may at their choice be admitted to a VEI in accordance with the procedure and conditions established for citizens of the Republic of Armenia or foreign citizens, but in compliance with the admission requirements provided for by Part 9 of this Article. Those foreign citizens and stateless persons who have studied in the educational institutions of the Republic of Armenia in the last three years and graduated therefrom, take part in the admission to a VEI in accordance with the procedure and conditions established for citizens of the Republic of Armenia.

12. The VEI shall sign a contract with the student (his/her legal representative), the text whereof shall be published at the same time as the VEI's admission announcement.

13. The maximum duration of study, the annual amount of the tuition fee and the total number of credits for the educational programme of the given profession, the specifics of practical training based on the qualification and respective occupation, as well as other conditions established by law and the charter of the VEI shall be enshrined in the contract signed between the VEI and a student. The terms of the contract signed with the student are not subject to change throughout the study, except in cases when the change is favorable to the student.

14. The student right of a person whose study has been terminated can be restored, regardless of the reasons and terms of termination of study.

15. In case of termination of study or if there is a desire to enter a certain stage of qualification of the relevant level of the educational programme and continue the studies through transfer from one institution to another or receiving education under more than one educational programme, the following shall be the basis:

1) maximum number of limited places allocated by the license for the relevant qualification (specialization);

2) the compliance of the available credits, the amount and content of the modules defined by the educational programme and the curriculum, and the academic difference which is verified in comparison with the learning outcomes set by the educational programme studied by the given student and in force at the moment;

3) compliance with the requirements provided for by Part 9 of this Article

16. In the case of continuing in the future the studies of a person who has stopped studies, the need for accumulation of the relevant credits by the student shall be discussed in accordance with the procedure established by the VEI, taking as a basis the change of the final outcomes of the given educational programme.

17. The authorized public administration body for education shall establish the procedure for conducting competition among applicants on the grounds provided for in Paragraph 15 of this Article.

18. Transfer of a student to a state-owned VEI can only be made only from another accredited state-owned, public and private accredited VEI.

Article 15. Organization of vocational education and work-based learning

1. An educational programme for qualification or micro-qualification (certain learning outcomes) of the relevant level of vocational education can provided in a college, in a subdivision of a higher educational institution implementing an educational programme with qualifications of vocational education levels, in a penitentiary, or another organization, under a license.

2. The procedure for organizing vocational education and training programmes for persons held in penitentiaries shall be established by a Government decree on the basis of the Penitentiary Code of the Republic of Armenia.

3. The education of students with special educational needs shall be organized on the basis of the assessment of the need for their special educational conditions, designation of relevant teaching and psychological support services, and, where appropriate, an individual training plan.

4. Upon the request or consent of the student (his/her legal representative) with special educational needs, a general educational institution provides the VEI with information about teaching and psychological support services collected based on the assessed need of the person.

5. The provisions of the Law on General Education shall apply to the provision of teaching and psychological support services for organizing the education, and to the assessment of the special educational needs, insofar as they are inherently applicable to vocational education.

6. Vocational education shall be organized in accordance with schedule of the training modules and curricula developed collaboratively by the relevant VEI and social partners in the field of the given qualifications and approved by the VEI.

7. If the study under a qualification educational programme at the relevant level is organized on the basis of basic education, then this programme shall include the programme (outcomes) that provides at least the state component of the third level of secondary education, in accordance with

the requirements of the state standard of general education, which is defined in the curriculum and schedule of its implementation.

8. For knowledge and capacity building under a modular qualification programme at the relevant level of a VET educational programme, and for improving the skills to apply them in practice, the VEI, in cooperation with and engagement of social partners, shall provide practical training in the forms specified in Part 9 of this Article. The forms defined in Part 9 of this Article can be used for supplementary educational programmes.

9. Work-based learning shall be organized in the following ways:

1) dual learning – a form of organizing learning at the level of an educational programme based on the specifics of qualifications, which is carried out at the same time at the VEI and at the employer’s premises (including at practical training centers) or by combining the learning in a working environment adapted to a real workplace as established by Paragraph 17 of this Article, ensuring the acquisition of work skills meeting the qualification and occupation.

2) internship – an on-the-job learning stage that complements the cognitive and practical component of the main educational programme and during which the student mostly observes the work process, performs certain tasks according to a set schedule.

3) on-the-job learning – organized in the current work environment. It is provided mainly through the organization of education in the form of externship and ensures the simultaneous education and qualification of a person who is in an employment relationship during work.

10. In providing studies in the form of dual learning, the study in a working environment shall be predominant part of the educational programme, and the final outcomes shall be checked in a practical environment engaging employment.

11. Practical training in the forms of work-based learning, as outlined Paragraphs 1 and 2 of Part 9 of this Article, shall be provided based on a practical training programme. In the case described in Paragraph 3 of Part 9 of this Article, if there is a difference between the practical training programme and the student's current work functions, the practical training programme shall address only this difference.

12. Training in the forms specified in Paragraph 9 of this Article shall be organized based on an agreement defining the scope of cooperation for organizing work-based learning, concluded between a VEI and an employer.

13. When organizing studies as specified in Paragraph 1 of Part 9 of this Article, an employment contract (Apprenticeship agreement) shall be signed between the employer and the student (apprentice) in accordance with the Labor Code of the Republic of Armenia. This contract shall also define:

- 1) Qualification at a relevant level of the educational programme and the purpose of practical training;
- 2) The place of practical training;
- 3) The rights and responsibilities of the parties;
- 4) The scope of work, timing, and duration of commencement and completion of work;
- 5) Health and safety issues;

14. If the work in the relevant field of qualification of an educational programme is defined by law as hard, harmful, especially hard, especially harmful, or considered hard and harmful for

individuals under the age of 18, then an apprentice under the age of 18 may be involved in practical training if certain conditions are met. These conditions include measures to protect the health, safety, and morals of the minor, supply of necessary personal protective equipment, prior provision of information about safe work practices by the employer, conducting of relevant training and induction. The work must be carried out under the supervision of an adult (vocational training instructor) with sufficient professional knowledge and experience in this field. Additionally, before the practical training begins, the student must undergo a medical examination at the expense of the educational institution, unless otherwise stipulated by the contract with the employer.

15. An apprentice engaged in dual learning shall receive appropriate remuneration from the employer (including the VEI, if the VEI is the employer) for the actual time worked or tasks performed and this period shall be considered as professional experience and included in the length of service. The labor relations during dual learning are governed by the Labor Code of the Republic of Armenia.

16. The VEI shall be responsible for insuring students performing a certain job as part of work-based learning under a vocational education programme against accidents at work and occupational diseases, unless otherwise stipulated in the agreement signed with the employer.

17. Per diem allowance, transportation and accommodation expenses of students engaged in practical training as part of work-based learning under a vocational education programme shall be reimbursed by the VEI, unless otherwise stipulated in the agreement signed with the employer. The expenses to be reimbursed and their amount shall be determined by the Government.

18. In the vocational education system, for qualifications deemed a priority by the State, the apprentice's salary mentioned in Part 15 of this Article may be fully or partially reimbursed. This reimbursement follows a principle of gradual decrease in accordance with the student's professional improvement, as outlined in Part 3 of Article 32 of this Law.

19. For providing work-based learning, a VEI, in accordance with the educational programme qualifications and occupation, may alone or collaboratively create an economic association or become a participant in the cases and in the manner prescribed by Paragraphs 5 and 6 of Article 37 of this Law.

20. Regardless of the application of the forms of vocational education provided for in this Article, the vocational educational programme must ensure compliance with the requirements set forth in Part 8-10 of Article 7 of this Law.

21. During the learning, the VEI may change the form of organization of work-based learning in accordance with the procedure established by the Authorized Body.

Article 16. State final testing, qualifications and graduation documents

1. Upon completion of the educational programme at the relevant levels of vocational education, and based on the positive result of the state final testing (examination), the VEI shall award the student an official document certifying the academic degree, namely a diploma and a transcript thereof.

2. A student's ability to solve professional tasks and perform tasks in practical work situations shall be evaluated during the state final testing, based on the final learning outcomes established for the relevant qualification orientation.

3. The state final testing can be conducted in stages.

4. A student who has not passed the state final testing shall not be deprived of the right to take the state final testing on the terms set by the legislation and the agreement signed with the VEI.

5. The state final testing is conducted by the state qualification committee. At least one third of the committee's members must be representatives from organizations involved in social partnership.

6. The procedure for organizing, retaking the state final testing, and establishment of the state qualification committee shall be established by the authorized public administration body for education.

7. A student who has completed the study at the relevant qualification level of the educational programme under the dual work-based learning programme shall also be awarded with a certificate and an insert on the work skills acquired and recognized by the sectoral commission in accordance with the procedures established by Article 26.1 of the Law on Education.

8. VET graduation documents are:

1) for vocational education – a diploma with a qualification of a “craftsman” or “junior specialist” and a transcript thereto;

2) for secondary vocational education – a diploma with a qualification of a “specialist” and a transcript thereto;

3) vocational training or partial qualification (microqualification) certificate and insert;

4) for work-based learning – the certificate and insert for the evaluated and recognized skills.

9. A person who has not completed his/her studies shall be issued an academic certificate for the studied courses and modules and accumulated credits.

10. If a student has not completed the full programme specified for an educational programme of the relevant qualification level, then based on the student's application, he/she may also be issued a vocational training or partial qualification (microqualification) certificate according to the achieved learning outcomes.

11. The documents provided for in Parts 9 and 10 of this Article shall be the basis for the person to continue his/her studies under vocational educational programmes, taking into account the compliance of the qualification content and credits of the selected educational programme.

12. The diploma and its transcript, the certificate and the insert shall be provided in the form of an electronic document.

13. The form of the academic certificate set by Part 9 of this Article, as well as the procedure for ordering, distributing, completing, recording, registering, storing, and providing a copy of the VEI graduation documents, shall be established by the authorized public administration body for education.

14. The forms of the diploma and the transcript certifying the qualifications awarded at the levels of vocational education shall be approved by the Government upon submission of the authorized public administration body for education.

15. Foreign qualifications of vocational education awarded to a person shall be recognized and evaluated in accordance with the conventions ratified by the Republic of Armenia, international

treaties and other legal acts signed between the Republic of Armenia and other states, on the basis of information (consultation) provided by a specialized entity which is independent in its functions. In cases where the acquired qualification of a person cannot be proved by a document, the qualification recognition process shall be carried out in accordance with the procedure established by the authorized public administration body for education.

CHAPTER 3

VOCATIONAL EDUCATION AND TRAINING MANAGEMENT

Article 17. Vocational education and training management system

1. The VET management shall be performed by:
 - 1) the Government;
 - 2) the authorized public administration body for education;
 - 3) other competent authorities of the public administration system, including territorial administration bodies, as well as local self-government bodies;
 - 4) VEI management bodies;
 - 5) Social partners, including sectoral entities provided for in Parts 3 and 4 of Article 20 of this Law.

Article 18. Government Competences in Vocational Education and Training

1. Competences of the Government in vocational education and training shall include:
 - 1) establishing, reorganizing and dissolving state-owned VEIs, as well as making decisions on the establishment, reorganization, withdrawal from participation, and termination of activity of public VEIs with the participation of the State, as prescribed by law;
 - 2) approving the standard charter of state-owned VEIs;
 - 3) approving the procedure and terms for licensing the right to provide an educational programme at relevant qualification levels of vocational education and qualifications licensing;
 - 4) approving the procedure and criteria for accreditation of VEIs, the validity period;
 - 5) approving internal and external evaluation criteria for VEIs, the procedure for external quality assurance assessment, the procedure for the creation and recognition of external quality assessment and certification agencies;
 - 6) approving the competitive selection process for appointing directors of a state-owned VEIs;
 - 7) approving the procedure for adjusting wage rates and determining bonuses for VEI teaching staff who are certified or awarded a qualification category;
 - 8) approving the procedure, coefficients and standards for financing state-owned and public VEIs from the state budget, including performance-based funding indicators;
 - 9) establishing procedures for awarding full or partial state scholarship, including the eligibility criteria, grounds, cases and amounts;

- 10) approving the procedure for the formation and allocation of admission places with scholarships (full or partial) for each academic year in state-owned and public VEIs;
- 11) approving admission places in state-owned and public VEIs by qualifications (specialization) in the form of full or partial scholarship for each academic year;
- 12) approving procedures for targeted training in state-owned and public VEIs, including the admission and secondment of citizens with qualifications prioritized by the State or from border and high-altitude settlements;
- 13) approving forms of diplomas and transcripts certifying qualifications at relevant vocational education levels;
- 14) approving procedures for high-achieving graduates of secondary vocational education institutions to continue their education in relevant professions at higher educational institutions;
- 15) approving procedures for admitting foreign citizens to VEIs;
- 16) exercising other powers as specified by law.

Article 19. Competences of the authorized public administration body for education in vocational education and training

- 1. Competences of the authorized public administration body for education in vocational education and training shall include:
 - 1) approving the description of each qualification of vocational education from sectoral qualifications range;
 - 2) establishing procedures for implementation and functioning of the credit accumulation and transfer system in the VET sector;
 - 3) establishing procedures and methodology for providing forms of work-based learning;
 - 4) approving terms for guaranteeing educational programmes being tested, the grounds and procedure for testing, approval, and early termination of these programmes;
 - 5) approving pilot programmes and projects, and, terminating them early if there are appropriate grounds;
 - 6) performing licensing of the right to provide an educational programme and qualification;
 - 7) setting the minimum requirements for a member of the board of a state-owned VET, the procedure for nomination, replacement and termination of powers;
 - 8) establishing the procedure for the elaboration, approval of the strategic plan of a state-owned VEI development and the reporting on the implementation thereof;
 - 9) establishing the procedure for organizing the certification examination for the right to manage a VEI, the certification thereof, the formations and activities of the Certification Committee;
 - 10) establishing the procedure for monitoring and evaluation of the activities of the VET system;
 - 11) establishing the criteria for preparing the budget for the provision of the educational programme of relevant qualification level;
 - 12) establishing the procedure for admission to a VEI;
 - 13) establishing the procedure for obtaining more than one vocational education;

- 14) establishing the procedure for terminating the students' studies, and restoration of the student right who has terminated the studies;
- 15) establishing the procedure for a student's transfer from a VEI to another;
- 16) establishing the grounds, procedure and terms for granting academic leave to a VEI student;
- 17) establishing the basic criteria for teaching and administrative positions of the VEI;
- 18) establishing the competition procedure for the vacancy of the VEI teaching staff, and the cases of non-announcement of the competition;
- 19) approving the procedure and schedule of retraining of the VEI teaching staff, programme directions;
- 20) establishing the procedure for certification of the VEI teaching staff, the procedure for the formation of evaluation committees and their activities;
- 21) establishing the procedure for awarding a qualification category to teaching staff, the formation of the qualification category awarding commission, the activities thereof and the list of documents required for awarding qualification categories, and the characteristics of the qualification category;
- 22) establishing the procedure for organizing, retaking the state final testing, formation of the state qualification committee, as well as awarding qualifications ahead or beyond the specified period;
- 23) establishing the form of the academic certificate established by Part 9 of Article 16 of this Law, the procedure for ordering, distributing, completing, recording, registration, storing and provision of a copy of the VEI graduation documents;
- 24) establishing the minimum list and scope of subjects specified by the state component of the third level of secondary education in the vocational education programmes on the basis of basic education;
- 25) providing in the prescribed manner and form the copy of the graduation document of the VEI, including reorganized or dissolved, if there are archival forms;
- 26) establishing the procedure for naming a VEI;
- 27) setting the nominations, the requirements and the procedure for holding a contest "Best of the Year" among VEIs, ways of encouragement;
- 28) establishing the eligibility criteria for the competition "Best Students" of VEIs, the amount of nominal scholarships and the procedure for conducting the competition;
- 29) establishing the list of documents used in the VEI and approve their completion (use) procedures;
- 30) organizing the development of courseware and other support materials, guidelines for ensuring access to education aimed at improving the effectiveness of VET, including inclusiveness, and coordinating the provision of methodological support to VEIs;
- 31) establishing the procedure for reimbursement for transport services to students and teaching staff of the state-owned VEI;
- 32) exercising other powers as specified by law.

Article 20. Competences of other authorized public administration bodies in vocational education and training, local self-government bodies and social partners

1. Other authorized bodies of public administration system empowered by the Government, within their competence in the field of VET, shall implement:

1) Assessment and identification of professional competency needs in their areas of expertise, which are necessary for an individual's independent activity in a society based on social market economy principles.

2) In terms of professional education - formation of sectoral qualifications framework, lists and descriptions of qualifications, qualification framework description, requirements for students' knowledge and competencies;

3) state final evaluation of graduates and awarding of qualification degrees;

4) organization of upgrading and improvement of qualifications of pedagogical workers in the field;

5) support and engagement in the organization of students' practical work training as part of work-based learning;

6) Submission of recommendations to the authorized body for education regarding labor market demand research, in-demand specialists and their training conditions;

7) approval of charters of the VEIs under their authority.

2. Local self-government bodies participate in the implementation of the powers defined in Paragraphs 1, 2, 4, and 5 of Part 1 of this Article in the field of VET, as well as support the functioning of the social partnership system in the community

3. The coordination of the dual learning system provided for in Paragraph 1 of Part 9 of Article 15 of this Law is carried out by the authorized public administration body for education or, by its delegated organization (Responsible authority coordinating dual learning) on the one hand, and non-profit organizations representing the interests of the private sector by fields (Sectoral entity) on the other hand. The procedure for the formation and operation of the responsible authority coordinating dual learning is established by the authorized public administration body for education.

4. The responsible authority coordinating dual learning shall:

1) define the minimum requirements and procedure for employers to act as a party implementing an educational programme in the form of work-based learning;

2) set the criteria for selecting vocational training instructors;

3) organize training and continuous improvement of vocational training instructors;

4) create and maintain a directory of organizations that are parties to social partnership;

5) perform other functions specified by legislation.

5. Within the scope of coordination of dual learning, the sectoral entity shall:

1) analyze and present the labour market needs of the sector to the responsible authority coordinating dual learning;

2) support public-private sector cooperation and dialogue;

3) provide advice on the development, implementation, and monitoring of the appropriate level qualification educational program in the form of dual learning provide advice on the development,

implementation and monitoring a relevant level qualification education programme in the form of dual learning;

4) assist in resolving disputes arising during the implementation of the appropriate level qualification educational programme in the form of dual learning, harmonizing the interests of the parties;

5) select and nominate employers to act as a party implementing the educational programme;

6) promote the dissemination of information about the attractiveness of the VET sector among youth, organize and conduct professional orientation measures;

7) organize and carry out testing and recognition of learning outcomes defined by the appropriate level qualification educational program in the form of dual learning, with the involvement of the authorized public administration body for education, the VEI, and employers.

6. Employers of specialists qualified by vocational education levels can develop and propose cooperation programs with VEIs, alternative cost-effective models of providing education and other cooperation mechanisms to the relevant authorized public administration body and the organization.

7. To improve the quality of VET and increase its competitiveness in the labor market, relevant product manufacturers, suppliers and service-providing organizations, within the framework of cooperation with VET, provide them with materials for the maintenance of their products and services, providing necessary advice.

Article 21. Management of a vocational education institution

1. The management of a state-owned VEI shall be exercised by the founder, the authorized body, the collective management body of the VEI - the management board, board of trustees (hereinafter referred to as the Board) and the executive board of the VEI (director, chief, rector, head of the programme or department, hereinafter referred to as the Director).

2. The management and other bodies of state-owned VEIs established on the basis of international agreements, public and private VEIs, as well as VEIs considered to be subdivisions of the organization, their formation and operation procedures, their powers shall be defined by the laws regulating the corresponding organizational and legal form, the charter of the VEI, the founding organization and foundational agreements.

3. The Board may create advisory bodies for defining the strategic aspects of the development of the state-owned VEI, for development and implementation of vocational education programmes, expanding the scope of cooperation, signing cooperation agreements, specifying the types of business activities and conditions of their organization, defining the financial and economic activities and the aspects of expenditures of the VEI, and informed adoption of other managerial decisions. The procedure for the formation and activity of these advisory bodies shall be defined by the VEI charter and the decision of the Board.

4. Professional (creative or arts) councils may be established in the VEIs implementing qualification educational programmes in culture and sports in accordance with the procedure and functions defined by the charter.

Article 22. Board of a state-owned VEI

1. The Board of a state-owned VEI is a standing body, the term of office of a member whereof is five years. The term of membership of a student representative who is a member of the Board shall be determined by the duration of his/her studies.

2. The Board of the state-owned VEI consists of seven members, except for the cases provided for in Part 6 of this Article.

3. The nominal composition of the Board of a state-owned VEI must be approved by the head of the corresponding authorized body within five working days following the day of receiving the candidacy of the board member from the bodies and entities outlined in Part 4 of this Article.

4. The Board of the state-owned VEI shall be formed in the following proportion:

1) two members are to be nominated by the head of the relevant authorized body from the representative of competent state-owned and local self-government bodies in the field of qualification (specialization), employers or other authoritative persons in the sector;

2) two are nominated by the organizations representing the interests of the private sector in the field of qualifications (specialization) from employers most actively cooperating with the VEI in this field or implementing an educational programme;

3) three are nominated by the bodies authorized by the VEI charter: two from the teaching staff and one from student community representatives.

5. A student community representative provided for in Paragraph 3 of Part 4 of this Article shall be nominated by student self-government bodies as stipulated in Article 31 of this Law. This representative shall represent the interests of the student community in the Board.

6. Specifics of management bodies and their formation established by this Article may be provided for in state-owned VEIs implementing educational programmes in the police, defense and security, as well as other sectors of strategic priority for State, by a decree of the Government and by the charter of the VEI based thereon.

7. A state-owned VEI's board members serve on a voluntary basis. However, they may receive reimbursement for expenses incurred in the performance of their duties from the VEI's funds. The amount and procedure for reimbursement shall be determined by the board.

8. A board member of a state-owned VEI cannot be the person:

1) convicted on the basis of a court's legally effective verdict, and his/her conviction has not been removed or expunged in the prescribed manner, or the criminal prosecution against him/her has been terminated not on exculpatory grounds;

2) convicted of an intentional crime or served a sentence related to deprivation of liberty, irrespective of the fact of expunged or removed conviction;

3) recognized by a legally effective judgment of the court as incapacitated or partially incapacitated;

4) is a member of the executive board of a political party;

5) holds a political position;

6) holds an administrative position in this VEI.

9. The procedure for the formation of the board of a state-owned VEI, minimum requirements for the board member, the procedure for the nomination, replacement and termination of powers shall be established by the authorized public administration body for education.

10. A state-owned VEI board members, except those provided by Paragraph 2 of Part 4 of this Article, may be nominated and appointed to the position of a board member no more than twice in a row.

11. At least two months before the expiration of the term of office of the current board member of the state-owned VEI, and in the event that the grounds for early termination of the board member's powers become known or the board member's powers are terminated – no later than within five days after the respective day, the board chairman or a person replacing him/her shall notify the Board in writing, and in the case of the member provided for in Paragraphs 1 and 2 of Part 4 of this Article – the authorized body for filling up the vacancy.

12. The vacancy of a board member of the state-owned VEI shall be filled up in the prescribed manner no later than within 30 business days after receiving the notification of the board chairman on the termination of the powers of a board member.

13. Maintenance and the office work of the board of the state-owned VEI is organized by the secretary of the board.

14. A meeting of the board of the state-owned VEI shall be valid if at least four members participate in it. In case of tied votes, the vote of the board chairman shall be casting.

Article 23. A state-owned VEI board chairman

1. The board chairman of a state-owned VEI shall be elected from among the board members by secret ballot by a majority of votes of the members present at the meeting. The board chairman of the state-owned VEI shall be elected for a term of three years, and if less than three years remain before the expiration of his/her term of office as a board member, then for that term.

2. A VEI student or a teaching staff cannot be elected the VEI board chairman.

3. A state-owned VEI board chairman shall:

- 1) organize the work of the board;
- 2) convene and presides over the board meetings;
- 3) organize taking of minutes of the board meetings;
- 4) exercise other powers specified by the VEI charter.

Article 24. Cease and termination of the powers of a state-owned VEI board member

1. The powers of a board member of a state-owned VEI shall cease if:

- 1) he/she submits a written statement to the board chairman;
- 2) his/her term of office has expired;
- 3) he/she died;
- 4) for the members nominated under Article 22 Part 4 Paragraphs 3 of this Law, the status of a VEI teaching staff or a student has ceased;

5) for the members nominated under Article 22 Part 4 Paragraphs 1 and 2 of this Law, the nominating body has the authority to recall these members from their positions on the board before the end of their term.

2. The powers of a board member of a state-owned VEI shall be terminated by the Authorized Body by a decision of the board if:

- 1) any of the circumstances provided for in Part 8 of Article 22 of this Law has occurred;
- 2) did not attend the board meetings at least three times during a year without a valid excuse.

3. To resolve the issue of termination of powers of a board member of a state-owned VEI, the board chairman shall convene a board meeting within 10 business days following the day the relevant circumstances become known, and in case of failure to convene a meeting it shall be convened by at least three members of the board.

Article 25. Powers of a state-owned VEI board

1. The board of a state-owned VEI shall:

- 1) approve its work procedure;
- 2) elect the VEI board chairman and secretary;
- 3) organize the process of selecting the VEI director and elect the director;
- 4) decide on applying the Authorized Body on the termination of the director's powers in the cases and manner provided for in Part 11 of Article 29 of this Law;
- 5) upon the director's recommendation approve the strategic plan for development of the VEI;
- 6) upon the director's recommendation, approve the VEI's annual action plan and the schedule;
- 7) upon the director's recommendation, approve the estimate of annual expenditures of the VEI or amendments thereto, for submitting to the Authorized Body;
- 8) upon the director's recommendation, review the VEI's annual action plan and the budget execution report, and either approve or assess them as unsatisfactory;
- 9) approve the director's recommendation on major transactions defined by the VEI charter;
- 10) upon the director's recommendation, approve the establishment of an economic entity by the VEI or its participation, approve the charters of the established economic entities;
- 11) in the range of types of business activity not prohibited by the VEI charter, approve individual types of business activity of the VEI, establish their description, essential terms of the agreement, sets the target directions for the use of the profits;
- 12) decide on the establishment of branches and institutions and approval of their charters (or for submitting to the approval of the Authorized Body);
- 13) amend the charter of the VEI, except for the cases provided by law;
- 14) decide on early termination of a board member's powers;
- 15) monitor the execution of its decisions;
- 16) approve the modular qualification programme and curriculum submitted by the director, including a work-based learning programme;
- 17) discuss upon submission from the director the results of internal and external evaluation of the VEI and determine the actions arising from them;

18) decide on creating and implementing new educational programmes of relevant levels of qualification;

19) determine and award honorary titles of the VEI;

20) approve the procedure presented by the director for electing the heads of structural units of the VEI (head of the chair, head of the cycle, etc.);

21) upon the director's recommendation, approve the VEI's structure, staff list and official salary rates of employees;

22) decide on creating, reorganizing and dissolving structural units of the VEI;

23) upon the director's recommendation, approve the internal disciplinary rules, code of conduct of the VEI, adopt internal legal acts specified by the charter of the VEI (regulations, procedures, guidelines, etc.);

24) set the amount of tuition fees according to educational programmes and qualifications;

25) approve the list of students who receive full or partial scholarships from the state budget funds;

26) approve the procedure, requirements and criteria for the provision of scholarships, as well as financial intensives for students provided by the VEI;

27) exercise other powers specified by law and the charter of the VEI.

2. The director may approve amendments to the budget estimate mentioned in Paragraph 7 of Part 1 of this Article, provided these changes do not exceed 5% of the budgeted expenditures and are considered current expenses.

3. Until the board of a state-owned VEI is formed, the director temporarily shall assume the powers defined by Paragraphs 7, 11, 16, 18, 21, 23, 24, 25, and 26 of Part 1 of this Article. .

Article 26. Director of the VEI and requirements imposed on him/her

1. The director manages the current activities of the VEI.

2. A person who has received the right to manage the VEI in accordance with the procedure established by Article 27 of this Law (Certificate) may be elected or appointed the VEI director. This requirement does not apply to the director of a state-owned VEI provided for in Part 6 of Article 22 of this Law, whose nomination procedure and additional requirements are established by the laws regulating the relevant sectors.

3. The director of a state-owned VEI shall be elected by competition for a term of five years.

4. A person may not apply for a competition for the vacancy of a VEI director, if:

1) he/she has been recognized by a legally effective court judgment as incapacitated, partially incapacitated or missing;

2) deprived through judicial process of the right to engage in teaching or administrative activities, to hold managerial positions;

3) on the basis of a legally effective court judgment he/she has been convicted of an intentional crime and his/her conviction is not removed or expunged;

7) convicted of intentional crime or served a sentence related to deprivation of liberty, irrespective of the fact of expunged or removed conviction;

- 4) he/she is a member of the executive board of a political party.
5. The presence or absence of the circumstances provided for in Article 4 Part 4 Paragraphs 1-4 of this Law shall be substantiated by a certificate issued by the competent authority.
6. The director of a state-owned VEI may not hold another position or perform other paid work, except for scientific, teaching activities.
7. During their tenure, the director of the VEI is required to exhibit political restraint. They must not use their official position or resources for the benefit of political parties or social, including religious, organizations, nor to promote any attitudes towards them. Additionally, they must not engage in other political or religious activities while performing their official duties.

Article 27. Certification for the right to manage a VEI

1. A person with a higher education, and at least five years of teaching practice or at least three years of work experience in education management, or at least five years in the management, or at least five years of professional activity during the last ten years may apply for a certificate.
2. A person cannot apply for certification if the circumstances outlined in Part 4 of Article 26 exist, or if their powers as the director of a VEI have been terminated based on Paragraph 7 of Part 6 of Article 29 (if these circumstances have not been resolved) or on the grounds specified in Paragraph 3 of Part 11 of Article 29.
3. Certification shall be conducted in the following stages:
 - 1) verification of documents according to the list of documents specified by the authorized public administration body for education;
 - 2) examination through testing;
 - 3) awarding of a certificate for a period of five years.
4. Certification is organized at least once a year.
5. The procedure for establishment and activity of the Certification Committee, organization of certification exams and certification, and the appeal of exam results shall be established by the authorized public administration body for education.
6. The announcement about the certification process and the well-defined framework of regulatory legal acts and skills required to prepare for the testing stage shall be posted on the official websites of the authorized public administration body for education and public notices: www.azdarar.am - no later than one month before the day of the certification exams.
7. The content of the certification exam questionnaire shall be compiled to test legal knowledge in educational sector, including labor relations, as well as managerial, teaching methodologies, application skills and soft skills.
8. A person who has passed the certification exam shall be awarded with a certificate for a period of five years. The list of persons who have received the certificate shall be published by the authorized public administration body for education.
9. The results of the certification exam can be appealed in court or to the authorized public administration body for education.

10. The certification shall be revoked if false information is found in the documents submitted by the certified person, or if their powers as the director of a VEI have been terminated under Paragraphs 2-4 of Part 4 of Article 26, as well as on the grounds specified in Paragraph 3 of Part 11 of Article 29 of this law.

11. A person who has received a certificate may participate in the competition for the vacancy of the director of a state-owned VEI within five years following the date of receiving the certificate, and in the case of a public or private VEIs or a unit of an organization implementing vocational education programmes, be appointed to the position in the manner prescribed by the charter of the VEI.

Article 28. Competition for the vacancy of the director of a state-owned VEI

1. The competition for electing the director of a state-owned VEI shall be announced not earlier than three and not later than two months before the date of expiration of the director's contract. In the event of vacancy of the director of a state-owned VEI due to reasons provided for in Parts 5, 6 and 11 of Article 29 of this Law, a competition for electing the director shall be announced no later than within a month after the vacancy occurs.

2. In the event of vacancy of the director, the head of the Authorized Body shall appoint in the manner prescribed by this Law and the VEI charter one of the deputy directors as a temporary executor of the director's duties, setting an additional remuneration in the amount of the difference with the director's salary.

3. The new director shall take office from the date of appointment when the position becomes vacant due to the expiration of the current director's term or for any other reason.

4. The Government shall approve the procedure for election of the director of a state-owned VEI by competition, including the format for the elaboration of the VEI strategic development plan and the procedure for appealing the competition results.

5. For participating the competition for the vacancy of the director of a state-owned VEI, a candidate for the director (hereinafter referred to as the Candidate) shall submit to the Board:

- 1) documents corresponding to the list set by the Authorized Body;
- 2) the certificate;
- 3) the five-year development plan of the educational institution.

6. A representative of the Authorized Body can participate in the competition as an observer.

7. The candidate shall present his/her five-year development plan of the VEI to the Board

8. The director of a state-owned VEI shall be elected by the Board by secret ballot, with at least five votes of the members. Each member of the Board has the right to one vote. The vote of an absent member shall not be transmitted.

9. The competition results can be held invalid by a decision of the Authorized Body if the negative conclusion of the observer, violation of the procedure for conducting the competition presented in the appeal of the candidate or a board member is confirmed, or in court.

10. The Board shall send the decision on the voting results to the Authorized Body. Within five business days, the head of the Authorized Body shall sign an employment contract with the candidate recognized as the winner by the voting results in the Board.

Article 29. VEI director's powers, their cease and termination

1. A VEI director shall:

- 1) organize the process of education and training that ensures the final outcomes of the relevant level of the educational programme and qualification;
- 2) ensure the protection of students' health of within its authority;
- 3) ensure normal operation of the VEI;
- 4) organize the execution of the Board decisions;
- 5) administer the property of the VEI (including financial resources), conclude transactions on behalf of the VEI, ensure the effective management of the property and financial resources in accordance with the procedure established by the VEI charter;
- 6) issue orders, instructions, decrees, commissions within its authority and monitor their implementation;
- 7) hire and dismiss VEI employees;
- 8) apply incentives and disciplinary measures to employees;
- 9) form advisory bodies under the director, determine their composition and powers;
- 10) assist in the activities of the VEI advisory bodies;
- 11) represent the VEI in the Republic and Armenia and foreign states;
- 12) act on behalf of the VEI without a power of attorney and issue a power of attorney to act on behalf of the VEI;
- 13) exercise other powers assigned to him/her by this law and the charter of the given VEI.

2. The directors of a state-owned and private VEI shall undergo mandatory state-funded retraining at least once every three years under the programme defined in accordance with the needs assessed by the Authorized Body.

3. The director of a state-owned VEI shall hold office until the expiration of his/her term of office, regardless of the expiration of the five-year term of the certificate, and the director of a public and private VEI or the head of the unit implementing vocational education programmes of the organization shall hold office until the expiration of the certificate.

4. A person who has received a certificate may apply and be certified in the prescribed manner before the expiration of the certificate.

5. The powers of the director of a state-owned VEI shall cease by a corresponding act of the Authorized Body under the following circumstances:

- 1) his/her contract has expired;
- 2) he/she has submitted resignation;
- 3) he/she has reached the age of 65;
- 4) he/she has died or declares as diseased or missing based on a legally effective judgement of the court.

6. The powers of the director of a state-owned VEI shall be terminated based on a reasoned decision of the Authorized Body if:

- 1) he/she was appointed in violation of the requirements of the law, or false information was found in the documents submitted for certification as specified in Article 27, Part 10 of this Law;
- 2) circumstances provided for in Parts 4 and 6 of Article 26 of this Law have arisen;

3) in the exercise of his/her functions, the VEI has suffered damage through his/her fault, the amount of which exceeds one percent of the value of the property owned by the VEI;

4) he/she has been elected or appointed to another position with his/her written consent or taken up other work incompatible with his/her role;

5) Due to temporary incapacity, he/she has not reported to work for more than four consecutive months or more than 120 days during the last eight months, excluding maternity leave days.

6) he/she did not show up for work for more than three days in a row without a valid excuse.

7) He/she suffers from an illness that may impair managerial and pedagogical duties (as per a government-approved list of diseases)

7. In the cases specified in Paragraphs 1 and 3 of Part 5 and Paragraphs 1, 2, and 4 of Part 6, the director's powers shall be terminated the day after the relevant event or legal decision takes effect.

8. In the case specified in Paragraph 2 of Part 5, the termination shall occur on the date specified in the resignation.

9. In the case provided for in Paragraph 2 of Part 5, the director's powers shall be terminated on the date of death or when the court decision becomes legally binding.

10. In cases provided for in Paragraphs 3, 5, 6 and 7 of Part 6, termination shall occur within one month, with the legal and factual reasons provided.

11. The Board of a state-owned VEI may in accordance with the procedure established by this law and the charter of the VEI consider the issue of the director's further tenure and apply to the Authorized Body for the termination of the director's powers in the following cases:

1) The report on the implementation of the VEI's annual activity plan or the strategic development plan was rejected by the Board twice in a row;

2) Based on the results of the VEI's internal and external evaluation, the performance of the director was found by the Board as unsatisfactory.

3) During his/her tenure, he/she has committed acts incompatible with educational functions.

12. The mechanism provided for in Part 11 of this Article may be invoked based on the grounds provided for in Paragraphs 1 and 2 no earlier than one year after the VEI director's appointment, except if the individual has been appointed to the position of the same VEI twice in a row.

13. The decision on the issue provided for in Part 11 of this Article shall be adopted by at least five votes of the board members.

14. The authorized public administration body may reject the Board's application on a reasoned justification within 10 days from the date of receipt of the decision provided for in Part 11 of this Article.

15. In the case of failure to deliver the decision provided for in Part 14 of this Article, the Authorized Body shall terminate the contract with the director within 10 days from the date of receipt of the decision of the Board.

CHAPTER 4

ENTITIES OF VOCATIONAL EDUCATION AND TRAINING SYSTEM, THEIR RIGHTS AND RESPONSIBILITIES

Article 30. Rights and responsibilities of the students and trainees of the VET system

1. A VEI student shall be entitled to:

- 1) choose the level of the educational programme, the qualification, its orientation, terminate or resume studies at any educational level, regardless of the period of its termination;
- 2) choose and participate in the manner prescribed by the VEI in non-mandatory courses (modules) and other additional educational programmes for the studied qualification;
- 3) make recommendations for improving the content of his/her qualification programme and the form of organizing the learning;
- 4) participate in the activities of the relevant VEI management and student self-government bodies;
- 5) benefit from student scholarship and other forms of financial incentives for students, including nominal scholarships, donations, and grants;
- 6) continue in the manner prescribed by the authorized public administration body studies under an educational programme of this or another VEI in case of termination of any of the educational programmes studied;
- 7) initiate and create student organizations, associations - student self-government bodies to be included in and become their members and come up with student initiatives, programmes, social volunteering activities;
- 8) in case of need for special educational conditions, receive education on general basis and benefit from reasonable accommodations without additional payments;
- 9) participate in the VEI's internal quality evaluation by the set directions;
- 10) appeal internal legal acts, defend their rights in court;
- 11) other rights provided for by the law, the VEI charter and the contract signed with the student and the VEI.

2. The student shall be obliged to:

- 1) perform the duties specified by the VEI charter and internal disciplinary rules;
- 2) participate in the learning process of the qualification educational programme of the corresponding level;
- 3) pay tuition fees in the terms and in the manner stipulated by the learning contract, fulfill other contractual obligations;
- 4) perform other duties provided for by laws, the VEI charter, the contract signed with the student.

3. Student self-government bodies within the VEI and its respective structural units function as student representative bodies.

4. Termination of a student's studies through interruption shall be applied in the cases of:

- 1) pregnancy and childbirth;
 - 2) for caring of a child under the age of 3,
 - 3) military service;
 - 4) for reasons of temporary disability;
 - 5) based on family circumstances;
 - 6) intermediate studies in exchange and collaborative programmes.
5. Termination of a student's studies through dropout shall be applied:
 - 1) based on the student's application;
 - 2) in case of transfer to another institution.
 6. Termination of a student's studies through expulsion shall be applied:
 - 1) in cases of non-fulfillment or improper fulfillment of the duties specified by the VEI internal disciplinary rules or the learning contract signed between the VEI and the student, including failure to pay the tuition fee within the period specified by the VEI;
 - 2) in case of insufficient level of achievement of learning outcomes, regardless of the basis of study, if he/she has not completed them in the manner and in terms set by the VEI.

7. Disciplinary sanctions may be imposed on a student, including expulsion from the VEI, in case of violation of the duties stipulated by the VEI charter and internal disciplinary rules. Disciplinary measures in the form of an additional monetary payment cannot be applied to the student, except in cases of compensation for the damage caused.

8. In the cases specified by Paragraphs 1-3 of Part 3 of this Article, a student shall be granted academic leave for the period set by law, and in the cases specified by Paragraphs 4-6 of Part 4 – an academic leave for a reasonable period, but not more than one year. Student rights and learning conditions shall be preserved during the academic leave. The Authorized Body shall define the grounds, procedure and terms for granting academic leave, as well as the timelines for reinstating student status.

9. When restoring the status of a student who has returned from academic leave, as well as in other cases specified by law, the amount of the tuition fee set at the time of admission to the VEI shall be preserved (except for the case of a decrease in the tuition fee in the given academic year), if the student has submitted an application to restore his/her status within the time limits set by the Authorized Body.

10. A student can participate (be involved) in vocational or nationally important events, educational programmes, contests, festivals and other academic events related to the programme he/she studied, in accordance with the procedure established by the Authorized Body. The missed results of the student's educational programme without the condition of additional payment, shall be supplemented with the support of the VEI.

11. When receiving vocational education services, a trainee shall enjoy the rights of a student and bear obligations set for the student.

Article 31. Student self-government bodies

1. Various student organizations, associations - student self-government bodies can be established in the VEI at the initiative of students, the procedure for the establishment and activity whereof shall be defined by the VEI Board.

2. Self-government bodies of the VEI shall be formed and operate on the basis of this law, the VEI's charter.

3. In the VEI and its relevant structural units, student self-government bodies shall act as student representative bodies.

4. Student self-government bodies of the VEI when performing their activities shall be guided by the following principles:

- 1) the freedom and voluntariness in accession (to the relevant body);
- 2) ensuring the possibility of equal participation of the students in the activities of the respective body;
- 3) transparency and openness of activities;
- 4) collective nature, personal responsibility, and accountability of actions;
- 5) ensuring pluralism and diversity;
- 6) independence from the influence of political parties and religious organizations.

5. Student self-government bodies of the VEI shall:

- 1) support student initiatives, participate in their implementation;
- 2) organize student discussions and other professional events;
- 3) support improving the effectiveness of the organization of work-based learning, students' involvement in social partnership programmes;
- 4) support the implementation of programmes aimed at improving the effectiveness of education and training;
- 5) assist in the implementation of students' research works and the publication of their outcomes;
- 6) encourage students to carry out volunteer work and assist them;
- 7) cooperate with relevant international organizations, become members of similar organizations;

8) In accordance with the procedure established by the VEI Board, participate in fundraising events, the funds generated wherefrom can be used exclusively for the implementation of the goals of their activities,

6. The amount of total funding allocated to student self-government bodies, the cases of provision of property and other resources (including additional ones), the minimum amount, conditions for their use and the accountability procedure shall be established by the VEI Board.

Article 32. Students' tuition fees and scholarships

1. VEIs may set tuition fees for providing educational services based on the qualifications (orientation) of each level of the educational programme and determine its amount, which is not

subject to change throughout the study period, except for the cases specified in Part 2 of this Article, or if the change is favorable for the student.

2. The amount of tuition fee for a student who has restored the status of a student shall be determined for the given academic year, except for the cases provided in Article 30 Part 8 of this law and a new contract signed with the student.

3. The State shall provide scholarship in accordance with the number of positions, criteria, amount, and procedure approved by the Government, based on the student's academic performance, results achieved during practical work training, research work, professional achievements, social activity, social and health conditions, and other grounds defined by law, as well as for the student's accommodation, transportation expenses, food, and other cases defined by legislation. A student receiving a scholarship may be subject to transfer based on the results of the academic year.

4. Scholarships shall be provided to students admitted with qualifications prioritized by the State, or from border areas or high-altitude settlements, or on other targeted educational grounds, regardless of the grounds provided for in Part 3 of this Article.

5. Those persons cannot receive funding from the state budget:

1) who are simultaneously studying at the level or qualification of another educational programme, if they have acquired more than half of the credits of that educational programme using the state budget funds, except for the cases specified by the Government;

2) who are simultaneously studying under two qualification educational programmes of the same educational level and receive funding from the state budget for the study under one of them;

3) who study in the branches of foreign VEIs operating in the Republic of Armenia, except for the cases specified by international agreements;

4) who have dual citizenship of the Republic of Armenia, but were admitted to the VEI in accordance with the procedure established for foreign citizens.

6. It is not allowed to charge additional fees for the provision of services required for organizing the learning of persons with needs in special educational conditions.

7. It is not allowed to apply a higher tuition fee (than those set in the given VEI for the citizens of the Republic of Armenia) for Armenians registered and residing in Georgia's Samtskhe-Javakheti and Kvemo-Kartli, those recognized refugees and received asylum in the Republic of Armenia, as well as for those foreign citizens of Armenian origin, in the foreign state of permanent residence of which an emergency situation has occurred that threatens their life or health. The presence of the emergency situation mentioned in this paragraph shall be confirmed by the authorized public administration body for state policy.

8. VEI can reimburse up to ten percent of the students studying on a paid basis, taking into account a student's social status and high academic performance, fully or partially reimburse the tuition fee at its own expense, in the manner prescribed by the Authorized Body.

9. VEI may provide scholarships and student financial incentives to students, and may also set the periodicity of payment of the tuition fee.

Article 33. Preserving students' health

1. VEI provides safe and secure learning conditions, normal working hours, medical care and services, necessary conditions for physical development and promotion of health, form personal hygiene and healthy lifestyle skills in accordance with the procedure established by the authorized public administration body for health.

2. For the purpose of the students' health protection, every student shall undergo a medical (preventive) checkup at the medical care service of the VEI, and if this is not possible – at the health organization of the territorial service using state budget funds.

Article 34. The VEI staff, their rights and responsibilities

1. A lecturer at a VEI can be a person who has:

1) a higher education with a qualification considered fundamental for the modular programme being taught, or at least a secondary vocational education and at least four years of work experience in the relevant field within the last ten years, or

2) Higher education or at least secondary vocational education, and a professional training certificate from additional educational programs endorsed with a qualification considered fundamental for the taught modular programme, and at least four years of work experience in the relevant field within the last ten years, or

3) and in the case of a master craftsman – at least four years of work experience in the field of this occupation over the last ten years.

2. For the purposes of Part 1 of this Article, at least 30 percent of the content of the taught modular programme shall be considered fundamental.

3. Vacancies of a state-owned VEI teacher or a master shall be filled up by competition as prescribed by the authorized public administration body for education. A vacant position is considered to be unoccupied position of a teacher or master teaching the subject or module specified by the curriculum of the given qualification orientation. A competition for vacancy may not be announced in the cases specified by the authorized public administration body for education.

4. Criteria and terms for the selection, appointment, promotion and re-appointment of VEI staff shall be defined by this law, VEI charter and internal legal acts.

5. The positions of the teaching staff are classified according to the following hierarchy:

1) assistant or assistant lecturer, junior master;

2) lecturer (teacher), master;

3) senior lecturer, senior master;

4) vocational training instructor.

6. The positions specified by Part 5 of this Article are interrelated with a teacher's evaluation results or the awarded qualification category in accordance with the procedure established by the authorized public administration body for education.

7. Based on the specifics of organizing learning of at the level of educational programmes and qualifications of the VEI in culture, sports and other sectors, support, production staff and other positions may be set forth by the VEI charter.

8. Persons holding an administrative position or performing managerial functions and having the appropriate qualifications may also carry out teaching activities in the same VEI with a load of no more than eight academic hours per week.

9. A person holding an administrative position may not hold an administrative or other position performing managerial functions.

10. The activity of the head of an educational structural unit of the VEI (head of the chair, head of the sectoral section, etc.) shall be considered teaching (pedagogical) activity.

11. The professional criteria for the support, teaching and administrative positions of a state-owned VEI shall be set out by the Authorized Body, taking into account the specifics of the VEI, the level of education and educational programmes of professional areas.

12. A VEI teaching staff shall be entitled to:

1) within scope of the educational programme, at their discretion, make up the content of the course or training module, choose the teaching and learning methods and the necessary resources, topics of student tasks and researches and determine the methodology for their implementation, means of evaluating current and summative results that ensure the effectiveness of meeting the final outcomes;

2) make recommendations for improving the descriptions of the educational programme, modules and learning aids;

3) participate in professional improvement courses and professional exchange and other academic events;

4) participate in unscheduled qualification, apply for the respective qualification category;

5) engage in the development and implementation of pilot, innovative programmes and methods;

6) organize and implement vocational training and improvement programmes, as well as social, volunteer and business programmes;

7) participate in local and international programmes, competitions and engage in working groups;

8) elect and be elected to respective positions and bodies of the VEI in the manner prescribed by the VEI charter;

9) engage in the discussion of issues related to the activity of the VEI;

10) have organizational and logistical facilities for carrying out professional activities;

11) use the services of the VEI's library, information repositories;

12) freely use, distribute and exchange professional information, print and publish the results of own research, if they do not contain information considered state, official, commercial secret and other classified information;

13) be immune to the actions of students, teaching and other staff that downgrade their professional rating and humiliates their dignity;

14) enjoy the rights arising from the principles of academic freedom;

15) use the reimbursement allocated for transport services in the prescribed manner;

16) enjoy other rights reserved to them by law and the VEI charter and other legal acts.

13. A VEI teaching staff shall be obliged to:

- 1) complied with the requirements set out by the VEI charter and internal legal acts;
- 2) respect and protect the student's rights and freedoms, honor and dignity;
- 3) contribute to the exercise of the right of a person to education, taking into account the specific educational needs of everyone;
- 4) contribute to the students' assimilation of learning modules and achievement of learning outcomes;
- 5) participate in mandatory evaluation, take part in trainings relevant to the description of his/her position, in accordance with the procedure and schedule established by the authorized public administration body for education;
- 6) consistently improve their subject and professional knowledge, perform creative and research work;
- 7) collaborate with colleagues for the exchange of experience and improving the efficiency of professional activities;
- 8) form proper behavior and manners, foster patriotism among students;
- 9) develop students' independence, proactivity and creative abilities;
- 10) perform other duties stipulated by law, the VEI charter, other legal acts and the employment contract.

14. Incentives may be set out for teaching staff by the VEI, state and local self-government bodies, social partners, organizations and individuals.

Article 35. Requirements for the teaching staff of the VEI, their training, evaluation, awarding of category

1. Based on the professional criteria of teaching positions established by Part 11 of Article 34 of this Law, the VEI shall define the job description for a teacher or master who provide each module.

2. The job description of the teacher and master includes:

- 1) professional objectives;
- 2) instructional description of theoretical and practical learning and teaching;
- 3) targets of analytical and research work;
- 4) description of work planning and organization skills;
- 5) advisory and feedback provision skills requirement;
- 6) the range of digital skills.

3. To verify the suitability for the position held, evaluation shall be conducted once in three years of a teacher or master craftsman who is a regular employee, and for the teaching staff and instructors who have second jobs the evaluation shall be conducted at their request.

4. Before the expiration of the specified term, a member of the VEI teaching staff may apply for unscheduled evaluation, but not earlier than a year after the next evaluation.

5. An evaluation committee shall be formed by the VEI for each evaluation, which includes representatives of the authorized public administration body for education and employers.

6. A lecturer teaching a syllabus corresponding to the third level of secondary education, may undergo training, evaluation and receive a qualification category according to the procedure for teacher evaluation and awarding a qualification category established by the Law on General Education.

7. A teaching staff member can undergo training funded by the VEI or through other means not prohibited by law, in line with the directions of the training programme set out by the authorized public administration body. These programmes aim to meet the professional standards for pedagogical positions as specified in Part 34 of Article 11.

8. The training of the VEI teaching staff shall be organized in accordance the procedures for the organization and implementation of supplementary educational programmes defined by the law and Government, through a modular training programme, which provides an ordinary national and an insert on the achieved learning outcomes.

9. The authorized public administration body for education shall set the nominal list of necessary credits collected by the teaching staff member for the evaluation, and the professional criteria. The criteria set by this paragraph shall also include the documents specified in Paragraph 8 of this Article and the basis of the tasks performed during the training, as well as the opinions of the beneficiaries of the VEI (director, student, VEI teaching staff member), internal and external assessment results.

10. Based on the results of the evaluation of the teaching staff, the Evaluation Committee shall make a decision whether they fit their position or they don't. On the basis of the Evaluation Committee's decision on non-fitting the position held, the employment contract concluded with the teaching staff for the given position shall be terminated.

11. The Evaluation Committee's decision can be appealed in court or to the authorized public administration body for education. In the event of an appeal, the dismissal of the teacher or master from the occupied position shall be put off until a final decision is made.

12. The right of a person to engage in teaching activity is not limited in the case of unfit for the position held and dismissal from the position held.

13. During the evaluation process, the adequate result of the VEI teaching staff in accordance with the procedure established by the Government shall be the basis for changing the rate and setting a bonus.

14. The VEI teaching staff working a second job may be paid remuneration specified in Part 13 of this Article, based on the compliance with the criteria set by the job description, as well as their professional experience and knowledge in the field they teach.

15. The bonus given for the qualification category shall be cut out if the teaching staff did not fit the position held after the evaluation.

16. The evaluation shall not be applicable to:

- 1) a teacher holding the given position for a period of less than one year;
- 2) a teacher who is pregnant or on leave to take care of a child under the age of three, if he/she has not submitted such an application.

17. A teacher being pregnant or on leave to take care of a child under the age of three shall be subject to evaluation no earlier than one year after returning from leave, if he/she has not previously applied for an evaluation.

18. A teacher who is subject to evaluation, but is on leave, on a business trip, as well as temporarily incapacitated, shall be subject to evaluation within four months after reporting for work.

19. A certified teacher of the VEI, on his/her own initiative, may participate in the process of awarding a qualification category or promotion of the teacher, master or the instructor.

20. The category of the teaching staff is three-level.

21. The decision on awarding a qualification category shall be adopted by the National Committee for Category Awarding to the Teaching Staff by means of documentary verification confirming compliance with the criteria set by Part 24 of this Article.

22. The qualification categories of the teaching staff correspond to the professional criteria for teacher, master, instructor set by the authorized public administration body for education, on the basis of teaching, professional (sectoral), organizational and leadership functions and the following criteria for their provision, including:

- 1) Building and application of teaching capacities:
 - a. development and testing of new methods and tools;
 - b. development and application of practical training and utilized skills;
 - c. publications of thematic materials, reports;
 - d. new skills aimed at forming a student's value system during the implementation of the course programme;
 - e. digital educational technology adaptation and application skills, etc.
- 2) Development and implementation of professional industry skills:
 - a. participating in professional development and other supporting supplementary educational programmes, their localization;
 - b. participating in experience and skills exchange programmes, their localization;
 - c. developing new professional programmes;
 - d. introducing innovative programmes and methods;
 - e. publications and reports on scientific platforms;
 - f. encouraging students' involvement in professional programmes and events, creating participatory opportunities.
- 3) Application of organizational and leadership skills:
 - a. organizing events and competitions;
 - b. organizing trainings or vocational training programmes for the staff and representatives of other organizations;
 - c. development and implementation of social, volunteer, business programmes;
 - d. involving the private sector and promoting continuous cooperation;
 - e. student career promotion actions;
 - f. involvement in international programmes.

23. Based on the results of documentary assessment, the Committee for Category Awarding to the Teaching Staff shall adopt one of the following decisions:

- 1) is subject to be awarded a relevant category;
- 2) is not subject to be awarded a relevant category.

24. Decisions of the Committee for Category Awarding to the Teaching Staff can be appealed to the Authorized Body or in court. In the event of appeal, awarding a category to a teacher or master shall be put off until a final decision is made.

25. The decision of the Committee for Category Awarding to the Teaching Staff shall be the basis for awarding a relevant qualification category to a teacher by the authorized public administration body for education, and setting a bonus. The category shall be awarded for a period of three years.

26. A teacher who has been awarded the qualification category, shall be given a corresponding bonus, from the funds allocated to the VEI, in the amount and manner set by the Government.

27. The bonus given for the qualification category shall be cut out if the teacher did not fit the position held after the evaluation.

28. The category of the teacher moving from the VEI to another VEI shall be preserved.

29. A teacher of a public or a private VEIs may participate in the category awarding process in accordance with the procedure established by the Authorized Body, using the funds of the VEI or own and other financial resources.

CHAPTER 5 ECONOMIC FOUNDATIONS OF VOCATIONAL EDUCATION SYSTEM

Article 36. Ownership relations of vocational education institution

1. To support the activity provided for by the VEI charter, the founder shall provide the VEI with the right of ownership or use in accordance with the law.

2. The VEI has a title to funds, property and other assets transferred to the VEI by individuals and legal entities in the form of a donation, fund or bequest, other sources not prohibited by law, as well as income from own activities and property acquired at the expense of these incomes. towards.

Article 37. A VEI's funding

1. The activities of a VEI are funded from the following sources:

- 1) funding from the state budget;
 - 2) grants;
 - 3) incomes from paid learning services, including tuition fees;
 - 4) reimbursements of scholarships or tuition fees of students included in educational programmes implemented as part of work-based learning and on request of the employer;
 - 5) funds derived from business activity;
 - 6) loan funds, state-owned VEIs exclusive;
 - 7) donations and endowments of individuals and legal entities, including of foreign citizens and international organizations;
 - 8) funding received from other states;
 - 9) funds received from other sources not prohibited by law.
2. VEIs can be financed from the state budget in the following ways:

1) institutional funding allocated to state-owned and public VEIs for the infrastructure maintenance and development, as well as organizing the education and improving the quality of education, regardless of the state scholarships provided to the VEI;

2) provision of scholarships – full or partial reimbursement of the tuition fee in the form of a scholarship based on the VEI admission results or academic performance shown in the course of the study to students who meet the scholarship eligibility requirements and criteria or have concluded an appropriate contract for targeted learning in the manner prescribed by law;

3) student financial incentive – financial support for the best students for other learning expenses or for achieving academic and work outcomes that meet the requirements and criteria set for financial incentives;

4) competitive financing provided by competition to finance innovative and targeted projects aimed at the development of the VEI;

5) targeted financing – financing provided by the State for the implementation of specific measures.

3. Funding shall be provided to state-owned and public VEIs from the state budget to provide reasonable adaptations in the process of organizing the education of students who need special educational conditions, including students with disabilities. The funding procedure shall be established by the Government.

4. State-owned and public VEIs shall be funded based on the financial calculations of the expenses for the operations of VEIs and costs required to implement educational programmes at the corresponding qualification levels, as specified in Article 7, Part 10 of this Law

5. VEIs can perform the following types of business activities not prohibited by law and set out by the VEI charter:

1) organize general and vocational education programmes in compliance with the requirements set by the license;

2) elaborate and implement supplementary educational programmes in the form of vocational training, retraining, extracurricular education, preparatory courses, non-formal learning, etc.

3) create a resource center as per the needs of the education sector and social partners;

4) create a network of mutual services and cooperation between VEIs and the organizations providing other educational programmes;

5) perform creative, research, pilot and expert activities, including on request or in cooperation with state or local self-government bodies;

6) provide services, organize production, product sales in accordance with the qualifications of licensed educational programmes and occupation, as well as within the scope of the apprenticeship in work-based learning model;

7) elaborate and publish literature, manuals, guidelines and other teaching aids;

8) organize public catering for students (trainees), staff, employers collaborating with a VEI and other customers;

9) provide accommodation services, operate dormitories;

10) organize recreational and healthy lifestyle activities for students and the staff;

11) perform educational, cultural, social, sports and other activities and organize events.

6. For performing the types of business activities stipulated in Part 5 of this Article, a VEI may establish an economic company or become its shareholder in the manner prescribed by law and the Authorized Body.

7. VEIs may conduct tests of product and services according to their qualifications or derived therefrom.

8. VEIs perform the accounting of their economic and financial activities in the prescribed manner.

9. The economic and financial activities of the VEI shall be supervised by authorized bodies within their scope of authority.

10. The credibility of the annual financial statements of the VEI may be subject to an independent audit in accordance with the procedure established by the Government.

CHAPTER 6 CONCLUDING PART AND TRANSITIONAL PROVISIONS

Article 38. Concluding part and transitional provisions

1. This Law shall come into effect on the tenth day following the day of its official publication, except for the provisions for which other dates of entry into force shall be set by this Article.

2. The Law No. HO-164 of July 2005 “On Primary Vocational and Secondary Vocational Education” shall be repealed upon the entry into force of this Law, with the exception of Article 7 Parts 1-3, 6, Articles 18, 18.1, , 20, which cease to be in force from the moment of adoption of relevant regulatory legal acts provided for in Parts 3, 5 and 6 of this Article.

3. Subordinate legislation ensuring the implementation of the provisions set forth in Article 7, Parts 1, 7-14, Article 8, Parts 5-7, Article 15, Parts 16-18, Articles 22-29 of this Law shall be subject to adoption in accordance with the action plan and schedule approved by a decision of the Prime Minister, but no later than January 31st 2026.

4. The national educational standards for relevant qualifications of professional education adopted before the entry into force of Parts 7 and 8 of Article 7 of this Law shall continue to be in effect until they are brought into compliance with Parts 7 and 8 of Article 7 of this Law, and the qualifications awarded and to be awarded based on these standards maintain their validity. Until the introduction of the credit system, the credits provided for in Paragraph 3 of Part 8 of Article 7 of this Law shall be calculated by hourly workload.

5. Article 11 of this Law shall enter into force on July 1, 2025. The Government shall ensure the compliance of educational programmes implemented by state-owned and public vocational education institutions with the new requirements and conditions arising from Article 11 of this Law according to the timeline set by the Prime Minister.

6. Subordinate legislation defined by Articles 18 and 19 of this Law, except for those defined in Part 3 of this Article, shall be subject to adoption by July 31, 2025, according to the action plan and schedule approved by the Prime Minister's decision. Until the adoption of the subordinate legislation

defined by Articles 18 and 19 of this Law, the subordinate legislation regulating the corresponding legal relations that entered into force before the adoption of this law shall continue to be in effect.

7. The electronic document system provided for in Part 12 of Article 16 of this Law shall be implemented by January 15, 2027. Until then, the VEI shall provide the diploma and the transcript thereof, certificate and insert to the student in paper form and free of charge.

8. Boards of state-owned VEIs formed before the entry into force of this Law shall continue to function until the formation of new boards in accordance with Article 22 of this law, according to the timeline defined in Part 3 of this Article. Accordingly, one member (with the exception of student community representatives) nominated by each body in the first composition of the new boards formed in accordance with Article 22 of this Law shall hold office for a two-year term, and one member for a three-year term. One member, nominated from the teaching staff shall hold office for a four-year term, and the other - for five-year term.

9. The directors of state-owned VEIs elected before the entry into force of this Law shall continue to hold office until the expiration of their term of office.

10. Teachers or master craftsmen working in a VEIs who have been working in that position for at least three years but do not meet the requirements set out in Part 1 of Article 34 of this Law may continue their tenure if they have obtained a qualification of the corresponding level educational programme by August 20, 2030, and meet the requirements set by law.

11. After the entry into force of this Law, the regulations contained in the subordinate legislation on primary professional (vocational) education adopted before the entry into force of this Law shall apply to the basic vocational education programme specified in Article 7 Part 2 Paragraph 1 of this Law.

PRESIDENT OF THE REPUBLIC OF ARMENIA

V. KHACHATURYAN