



Republic of Kosovo  
Ministry of Education, Science,  
Technology and Innovation

# NATIONAL EDUCATION **STRUCTURE** AND FIELDS OF STUDY IN KOSOVO

Classification based on the International Standards  
Classification of Education (ISCED 2011) and the ISCED  
Fields of Education and Training (ISCED-F 2013)

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This document was drafted under the leadership of the Ministry of Education, Science, Technology and Innovation (MESTI) with the contribution of the working group composed of representatives of MESTI, Kosovo Agency of Statistics, National Qualifications Authority, Kosovo Accreditation Agency, Faculty of Education/University 'Hasan Prishtina', UNICEF Office in Kosovo. The analysis and report was drafted by international expert Aurélie Acoca.

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## Introductory speech by the Minister

The mapping of the national education structure of Kosovo with the International Standard Classification of Education (ISCED) 2011, as well as the alignment of national programs in upper secondary education with the Fields of Education and Training (ISCED - F 2013) is an important step for the education system of Kosovo, which enables the reporting of education data in Kosovo in accordance with the international reporting requirements and standards. Kosovo's readiness to report data at the international level and overcoming outdated references to ISCED 1997 were the key reasons for starting the process of harmonization with the ISCED 2011 classifications. Furthermore, this process will increase transparency in the education sector, as well as provide accurate data on education profiles, which are essential for the planning process and development of the national policies related to labour market demands.

The results of this process will enable the Ministry of Education, Science, Technology and Innovation (MEST) to report on education statistics and calculate internationally comparable indicators, as well as ensure comparability of Kosovo's educational programs with those of the international level. The fundamental concepts and definitions aim to be valid at the international level and will also meet the MESTI requirements for reporting on educational attainment, including monitoring and reporting of the Sustainable Development Goals (SDGs).

The process of mapping national programs in upper secondary education with the Education and Training Fields (ISCED - F 2013) aims to approximate access to work and further learning by making qualifications relevant to employment and learning, as well as to meeting the needs of students, the economy and educational and training institutions.

This report provides a guideline for all education officials in collecting and reporting education related data.

On behalf of the Ministry, I thank the working group, the consultant and all those who contributed to the drafting of this document. In particular, I thank the UNICEF Office in Kosovo for supporting the entire process.

**Arbërie Nagavci, Minister**

Ministry of Education, Science, Technology and Innovation

## Acronyms

<b>ECTS</b>	European Credit Transfer System
<b>ECVET</b>	European credit system for vocational education and training
<b>ISCED</b>	International Standard Classification of Education
<b>KCF</b>	Kosovo Curriculum Framework
<b>MESTI</b>	Ministry of Education, Science, Technology and Innovation
<b>OECD</b>	Organization for Economic Cooperation and Development
<b>EMIS</b>	Education Management Information System
<b>UIS</b>	UNESCO Institute of Statistics
<b>UNICEF</b>	United Nations Children's Fund

# I. Introduction

The purpose of this technical document is to propose the alignment of the national education structure of Kosovo with the International Standard Classification of Education (ISCED) 2011, as well as the alignment of national programs in upper secondary education with the Fields of Education and Training (ISCED - F 2013). The guideline is intended for government officials working in the field of education and who are responsible for collecting and reporting statistics and indicators in the education sector.

The outcome of this alignment process will enable MESTI to report education statistics and indicators comparable to other countries around the world, while educational programs will be translated into a set of internationally comparable categories. The basic concepts and definitions of ISCED are intended to be internationally valid and, therefore, will also allow MESTI to fulfill educational achievement reporting requirements.

International education statistics are collected by three organizations: the UNESCO Institute for Statistics (UIS), Eurostat and the Organization for Economic Co-operation and Development (OECD). Since the structure of education systems varies widely between countries, to produce internationally comparable education statistics and indicators, it is necessary to have a framework for collecting and reporting data on educational programs with a similar level of educational content.

International Standard Classification of Education ISCED<sup>1</sup>, maintained by UNESCO, is the reference classification for organizing education programmes and related qualifications by education levels and fields of education. The classification is used to collect national data which is then compiled and disseminated by the UNESCO Institute for Statistics (UIS). ISCED 2011 is the second major revision of this classification. The ISCED classification was first developed in 1976 and revised in 1997.

Three key components of ISCED 2011 are:

- i) internationally agreed concepts and definitions;
- ii) the classification systems; and
- iii) ISCED alignments of education programmes and qualifications in countries worldwide.

1 The abbreviation ISCED refers to the International Standard Classification of Education and as such can be found in official MESTI documents

Part of ISCED 2011 is the ISCED Fields of Education and Training 2013 (ISCED-F 2013) which aims to classify fields of education.

ISCED alignments are an essential tool for organizing information on national education systems, their programmes and related qualifications to ensure the comparability of ISCED-level information and to support their interpretation for international statistical purposes.

In Kosovo, so far, ISCED 1997 has been used as a reference for the classification of national programmes. However, there is no official document supporting the classification of educational programs with ISCED 1997.

Therefore, this report summarizes the process of the alignment of the current educational structure of Kosovo with the ISCED 2011 classification (first part), presents the alignment with ISCED 2011 and ISCED-F 2013 (second part) and proposes some recommendations for the future steps.

## II. Process

The main purpose of ISCED is to classify national education structure to ensure **that educational data are internationally** comparable.

ISCED<sup>2</sup> classifies education programmes, i.e. curriculum content based on the programme/qualification, using the 'proxy' criteria (such as the duration of programme, the entry requirements and the qualification awarded) to determine the scope of programmes and to classify them when reporting data at the international level. The proxy criteria are a set of detailed information for each educational programme. At the international level, these proxy criteria have been translated into a series of questions about educational programmes that help compare national education systems worldwide.

For Kosovo, the proxy criteria for alignment of education programmes were related to:

- a) duration and age and
- b) the entry requirements and the qualifications awards received at the end of the programmes.

To this end, a working group was established that would guide the work of the consultant during the alignment of national programmes with ISCED 2011 as well as the development of a database containing the upper secondary education programmes' profiles with ISCED-F 2013 coding.

The first step in this process was the desk review of official documents relevant to the Kosovo education system and the ranking of all national programmes. The documents reviewed are mainly developed by the MESTI or the National Qualifications Authority (NQA). Furthermore, laws and administrative instructions on education were used to understand the legal framework.

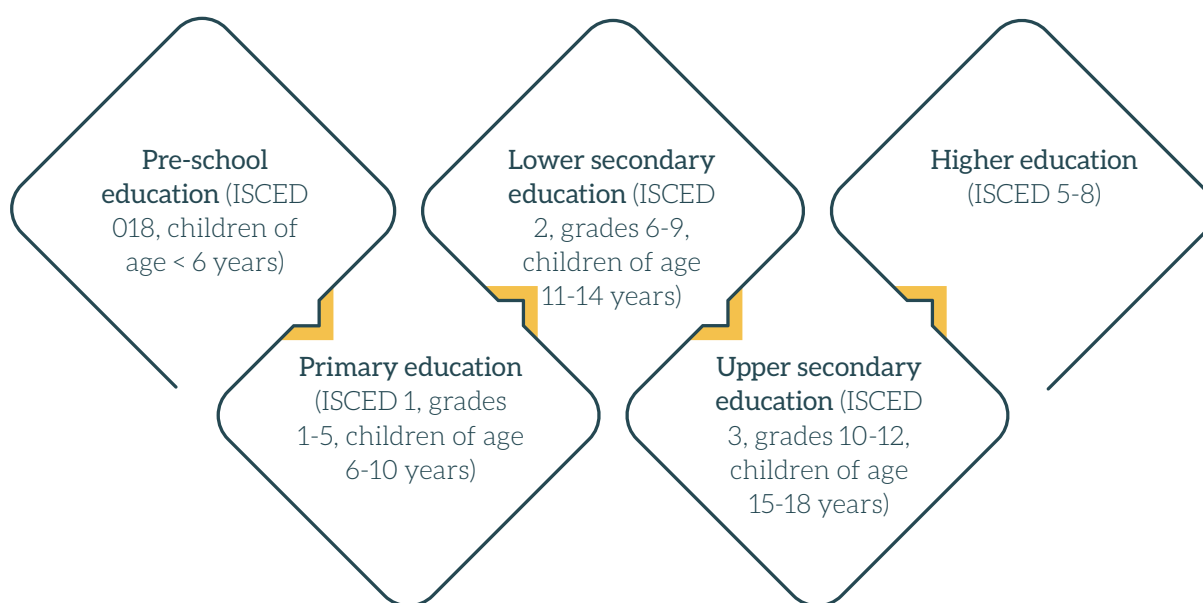
All relevant reviewed documents are listed as an annex to this document.

2 " In ISCED, an education programme is defined as a coherent set or sequence of educational activities or communication designed and organized to achieve pre-determined learning objectives or to accomplish a specific set of educational tasks over a sustained period. Learning objectives are typically linked to the purpose of preparing for more advanced studies and/or for an occupation, trade, or class of occupations or trades but may be related to personal development or leisure. A common characteristic of an education programme is that, upon fulfilment of learning objectives or educational tasks, successful completion is certified"; (UIS, 2012, page 7)



Kosovo's willingness to report data at the international level and overcoming outdated references to ISCED 1997 was the key reason for initiating the process of mapping of education system with ISCED 2011 classifications. In compiling strategic documents for education in Kosovo, MESTI has used the ISCED 1997 or ISCED 2011 classifications. In the Kosovo Education Strategic Plan 2017-2021 published in 2016, key education programs were mapped with ISCED 2011 (see Figure 1). But, so far there is no official document that fully explains the process of mapping the education system with ISCED 2011.

**The educational system in Kosovo is structured as follows:**



*Figure 1 - Example of ISCED 2011 used in the Kosovo Education Strategic Plan 2017-2021*

The classifications of educational programmes and fields of upper secondary education, ISCED F-2013 enables the classification of national programmes with 11 existing fields. Based on ISCED F, there are 11 broad fields of education (00 to 10) as well as a considerable number of narrow and detailed fields of education. This process aims at coding the upper secondary education programmes in Kosovo into detailed fields of education, and from there determine the associated narrow and broad detailed fields.

## III. Alignment

Levels and fields of education are the main variables of the ISCED classification. Within ISCED levels, programmes and qualifications are classified according to complementary dimensions. This includes:

- programme orientation;
- completion of the ISCED level;
- access to higher levels of ISCED; and
- position in the national structure of degrees and qualifications.

Not all complementary dimensions apply to all levels. Furthermore, ISCED level 0 is further broken down by programme and targeted age group. The categories and subcategories provided by these complementary dimensions allow for more detailed collection and reporting of internationally comparable data.

For Kosovo, the estimation criteria for alignment of educational programmes were:

- a) **duration and age** and
- b) **entry requirements to the programme and qualifications attained after completion of the programme.**

But before presenting the mapping of the national education structure with the ISCED 2011 levels (Table 3), we will present the current education system of Kosovo and national education programmes.

### 1. Current education structure in Kosovo

Kosovo's education system consists of: Pre-university Education and Higher Education (Figure 2). Pre-university education is regulated by the Law on Pre-University Education (04/L-032) and is organized in four levels:

- **Level 0** - Pre-primary education (normally ages zero (0) to six (6), key phase 0 and a part of phase 1 of the Kosovo Curriculum Framework (KCF), regulated by this law only for the age of five (5) to six (6) years (pre-primary school);
- **Level 1** - Primary education for five (5) years or grades 1-5 (normally from age six (6), remaining part of KCF Key Stage 1 and 2); **Level 2** - Lower secondary education for four (4) years or grades 6-9 (normally from age twelve (12), KCF Key Stages 3 and 4);

- **Level 3** - Upper secondary education for three (3) years or grades 10-12, depending on curriculum determined by the MESTI (normally from age fifteen (15), KCF Key Stages 5 and 6), including gymnasium, high vocational school, schools of music and art; and,
- **Level 4** - Post-secondary vocational institution for one (1) to two (2) years, depending on the curriculum determined by the MESTI (normally from age eighteen (18), KCF postsecondary specialisation).
- **Lifelong** learning programmes for adults which may be at ISCED Levels 3 or 4.

Higher education in Kosovo is regulated by the Law on Higher Education (04/L-037), and it is organized around these levels:

- **First level** - three (3) to four (4) years of studies by which the student reaches 180 credits, respectively 240 credits/ECTS<sup>3</sup>, and obtains Bachelor Diploma.
- **Second level** - one (1) to two (2) years of studies after completion of the first level by which the students reaches 60, respectively 120 credits/ECTS/ and the student obtains Master Diploma.
- **Third level** - program of doctorate studies with academic and independent research scientific character any other post-secondary education in the levels 5, 6, 7 and 8 of the European Qualifications Framework for Lifelong Learning, for which credits may be given (ECTS).

Upon completion of lower secondary school, students may choose to continue their education in upper secondary education, i.e. in Gymnasium or Vocational Education and Training. However, after the completion of this educational level, students must undergo the State Matura test if they want to continue their studies at the higher education level.

In addition to education levels, qualifications are also related to their programmes and curricula. **The student assessment framework in pre-university education in Kosovo** describes the main features of the education system, and has also helped to further refine the mapping between the levels of education programmes and the Kosovo National Qualifications Framework (see Figure 3).

3 The abbreviation ECTS refers to the European Credit Transfer System

General Structure of the Educational system in Kosovo

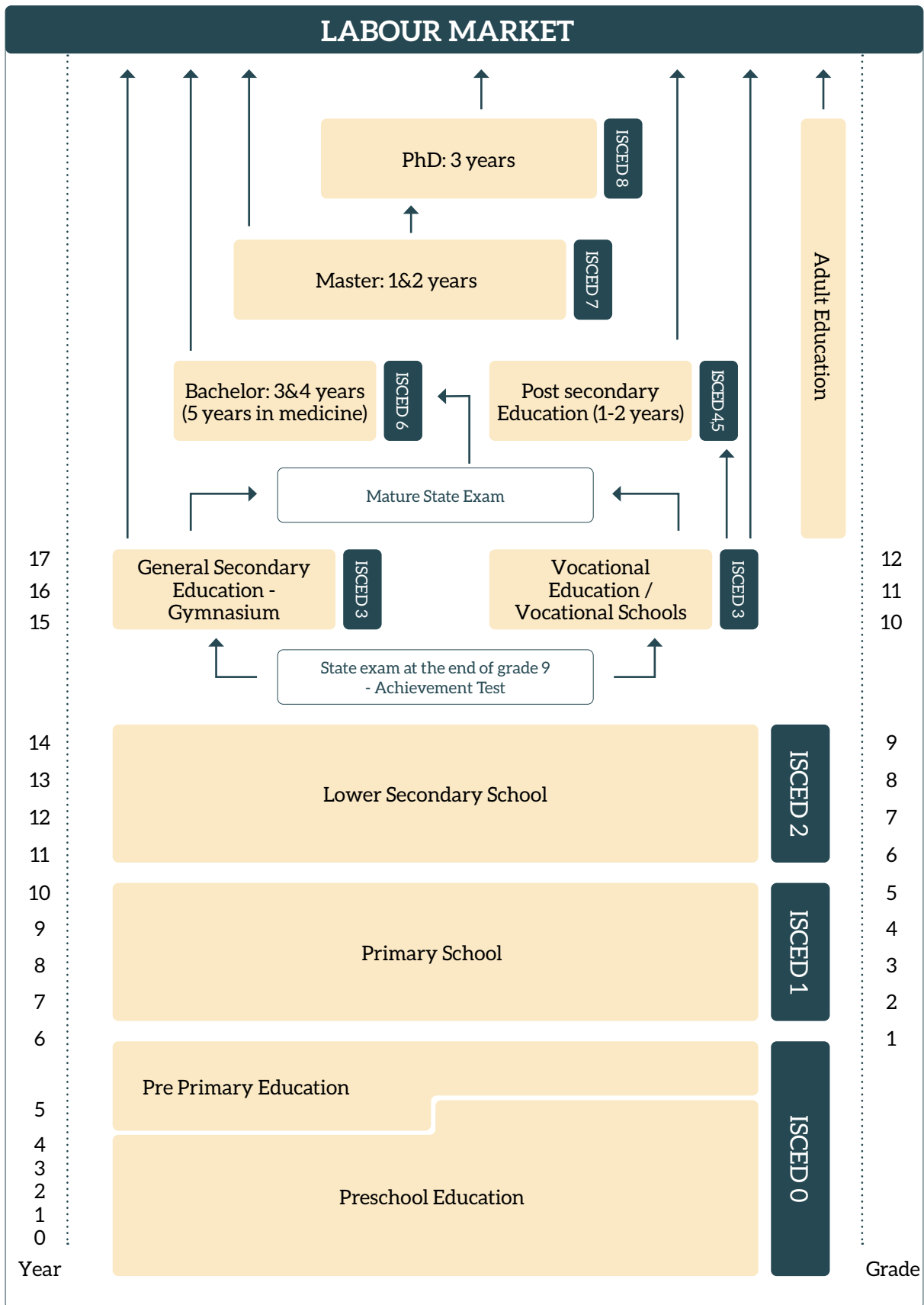


Figure 2: Education structure in Kosovo

Source: Student Assessment Framework in Pre-University Education in Kosovo

Figure 3 presents the key levels of education and training, qualifications for each level, opportunities for advancement, respectively flows between programmes.

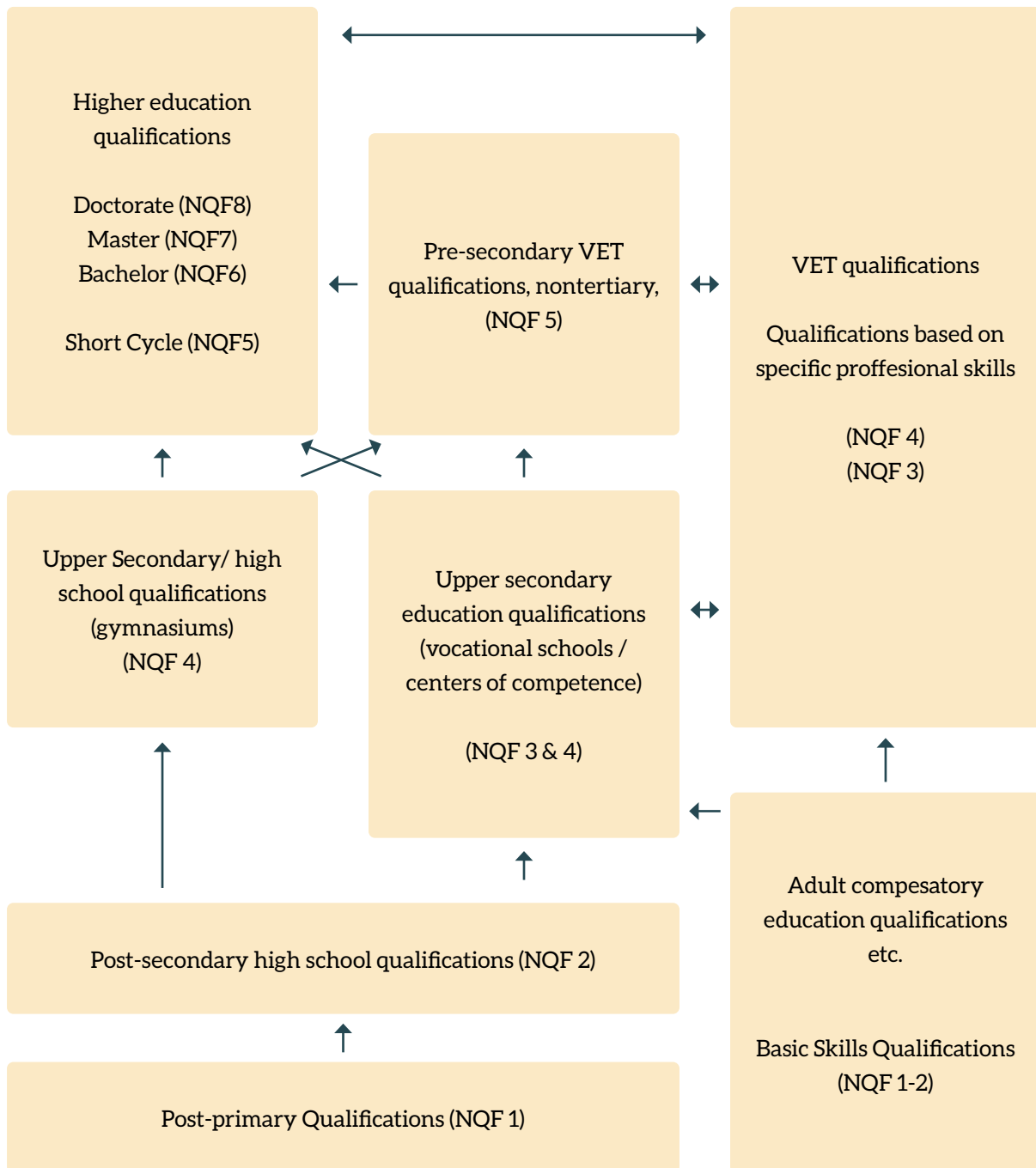


Figure 3 - Source: Kosovo National Qualifications Framework

The third important resource for this process and that will complement the National Qualifications Framework is the **'EQF Referencing Report of the Kosovo National Qualification Framework'** which presents vocational education and training programmes. According to this publication, 17 vocational fields, 140 profiles and about 56 occupational standards have been developed so far.

The Law on Vocational Education and Training (04/L-138) identifies the main areas of vocational education and training such as: development of competencies and training for employment of individuals in accordance with their occupations and careers and according to the labour market demands; creation of a general and professional culture in accordance with the principles of lifelong education and economic, scientific and technological developments; and recognition of the competencies of individuals based on the occupational standards at the respective level.

Based on the applicable laws, Vocational Education and Training programs are part of upper secondary education and differ in their composition and opportunities to continue with higher education or in the labour market after the completion of the programme.

Also, according to the Law on Vocational Education and Training (04/L-138), education programmes are formal and non-formal. Formal education is when learning process is organized in a given environment and is clearly structured and designed as learning in terms of goals, time or resources. From the student's point of view, formal learning is intentional and offers qualifications 3 to 5 from the NQF. Non-formal education and training is learning that extends to planned activities, but which is not explicitly labelled as learning. From the student's point of view, non-formal learning is intentional and offers qualifications 2 to 5 from the NQF.

Finally, **official legal documents and administrative instructions** helped to structure the legal aspects of the educational structure and were the main references that informed the criteria for the classification of programmes in ISCED 2011.

## 2. Mapping

ISCED mapping is an essential tool for organizing information on national education systems, their programmes and ensuring comparability of information with ISCED levels.

ISCED mapping for each country helps to ensure that international comparisons are more transparent and better understood by users. Therefore, the contextual information presented during mapping is essential. Information includes, among others, the names of national programmes, the theoretical entrance (enrolment) age and the duration of programs, minimum entry (enrolment) requirements, and qualifications obtained upon successful completion of programmes. This information is presented alongside relevant ISCED dimensions meaning ISCED level, programme orientation and completion and access subcategories, or for ISCED 5-8, position in national structure of levels. There are a total of 9 levels in ISCED 2011 presented in Figure 4.

Figure 4: ISCED Levels 2011

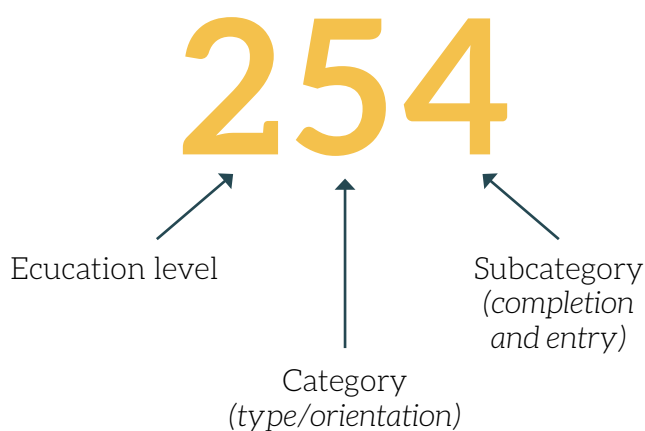
<p><b>ISCED 2011</b></p> <p><b>0 Early childhood education</b></p> <p>01 Early childhood educational development (designed for children under 3 years)</p> <p>02 Pre-primary (designed for children 3 years and older)</p> <p><b>1 Primary education</b></p> <p><b>2 Lower secondary education</b></p> <p><b>3 Upper secondary education</b></p> <p><b>4 Post-secondary non-tertiary education</b></p> <p><b>5 Short-cycle tertiary education</b></p> <p><b>6 Bachelor's or equivalent level</b></p> <p><b>7 Master's or equivalent level</b></p> <p><b>8 Doctoral or equivalent level</b></p>
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The classification of national programmes into additional ISCED levels and dimensions can then be used to define a three-digit ISCED code of a programme.

The scheme of the three-digit code is presented below:

- Digit 1 - represents the levels of education
- Digit 2 - represents the categories (type or orientation)
- Digit 3 - represents the sub-categories (completion and entry, or position in the level structure).

The third digit is the combination of completion and access for ISCED levels 2 to 5 and positioning within the structure for ISCED levels 6 to 8 (see Annex 1).



Finally, mapping provides clear guidelines on how to report national education data for international purposes. For example, in Kosovo, there are some elements that need to be considered for the preschool level. ISCED provides a framework that helps statisticians classify different education systems in such a way that they are comparable to all countries.

Figure 5 - Example: a vocational programme (5) in lower secondary education (2) with full completion and access to the highest level of education (4)

Before presenting the scope of the 19 national programmes (see Table 3), the various elements of the national programmes are discussed in the following chapters - a) duration and age, and b) admission requirements and qualifications obtained at the end of the programmes.

In order to have an overview of programmes in Kosovo, in addition to formal programmes, non-formal programs have been added to educational structures. They are highlighted in *italics*.

### a) National structure - duration and age

Table 1: Duration and age of entry into national programmes

Compulsory	National programmes	Grade	Duration	Age
No	Preschool - Nursery		3 years	0 to 2
No	Preschool - Kindergartens		2 years	3 to 4
No	Pre-primary		1 year	5
Yes	Primary	1 - 5	5 years	6 to 10
	<i>Primary - non-formal education</i>	<i>At least 2 years older than the official age of access / entry</i>	<i>2.5 years</i>	<i>8+</i>
Yes	Lower secondary	6 - 9	4 years	11 to 14
	<i>Lower secondary - Non-formal education</i>	<i>At least 2 years older than the official age of access/entry and proof of completion of primary education</i>	<i>2 years</i>	<i>14+</i>
No	Upper secondary - Gymnasium	10 - 12	3 years	15 to 17
No	Upper secondary - Vocational training - NQF 4	10 - 12	3 years	15 to 17
No	Upper secondary - Vocational training - NQF 3	10 - 11	2 years	15 to 16
No	Education and Training Institutions (Upper Secondary - Vocational Training) NQF 1 to 4	1 to <120 ECVET	Less than 2 years	15+
<b>No</b>	<b><i>Education and Training Institutions (Upper Secondary - Vocational Training) NQF 4</i></b>		<b><i>1.5 years</i></b>	<b><i>17+</i></b>
No	Post-secondary vocational education and training NQF 5	120 ECVET	2 years	18
No	Post-secondary vocational education and training NQF 5	1 to <120 ECVET	less than 2 years	18
No	Higher education - Short academic cycle / NQF 5	120 ECTS	2 years (120 credits)	18
No	Bachelor's / NQF 6	180 to 240 ECTS	3 to 4 years (180 to 240 credits)	18
No	Higher education - Short academic cycle / institutes in faculties	1 to 60 ECTS	1 year or less	21
No	Master's / NQF 7	60 to 120 ECTS	1 to 2 years (60 to 120 credits)	21
No	Doctoral studies / NQF 8		At least 3 years (180 credits)	23



Pursuant to the Administrative Instruction No. 19/2016 for Children Inclusion in Pre-school institutions in Kosova, the programme for preschool education was drafted for children aged 9 months to 6 years.

Namely, preschool education is divided into two groups:

- Nursery, for children aged 9 months to 2 years (3 years at the end of the programme)
- Kindergarten, for children aged 3 to 5 years (6 years at the end of the programme).

The Law on Pre-University Education (04/L-032) sets out the entry age for all levels of pre-university education. According to this law, pre-primary education is organized for children aged 5 to 6 years, creating continuity with other levels and relevant ages. However, in addition to age, continuing education at the next level requires proof (certificate) of completion of the relevant level, which is defined in the National Qualifications Framework.

### **b) National structure - requirements and qualifications obtained**

As noted above, attending education programmes is determined by the age and duration of the programme. Enrolment at any level of pre-university education is age-based and therefore a birth certificate and proof of residency are required. However, starting from lower secondary education, in addition to the evidence outlined above, evidence of completion of the previous level of education is also required. Depending on the level, the requirements for proof can be more specific and supplemented with additional information on the completed programme or even the successful completion of the Matura test. For example, completion of level NQF 4 is required in order to continue with post-secondary education, while the State Matura certificate is required to continue in Higher Education (short academic cycle or Bachelor).

To continue studies in higher education, i.e., short academic cycle (faculty), one of the requirement is proof of NQF level 6 diploma, similar to Bachelor. However, since the programmes are designed to be shorter and more specialized, while not being more complex in terms of their content, the qualifications obtained are also different (certificate or diploma).

Details on the conditions for admission or start of the programme and its completion are presented in Table 2.

*Table 2: Conditions to enter into programmes and qualifications obtained at the end of programmes*

	<b>Programmes</b>	<b>Conditions for access/entry into the programme</b>	<b>Examination and evaluation at the end of the programme</b>
1	Preschool - Nursery		
2	Preschool - Kindergarten		
3	Pre-primary	Age 5 years	
4	Primary	Age 6 years	Grade sheet/Annual report and certificate for completion of primary education/State Exam at the end of grade 5
5	<b>Primary - non-formal education</b>	<b>At least 2 years older than the official age of access/entry</b>	<b>Grade sheet of completion of primary education</b>
6	Grade sheet of completion of primary education	Mosha 11 vjeç dhe dëshmia e përfundimit të arsimit fillor	Deftesa/Raporti vjetor dhe certifikata për përfundimin e arsimit të mesëm të ulët/Provimi shtetëror në fund të klasës 9
7	<b>Lower secondary - Non-formal education</b>	<b>At least 2 years older than the official age of access/entry and proof of completion of primary education</b>	<b>Certificate of completion of lower secondary education</b>
8	Upper secondary - Gymnasium NQF 4	Age 15 and proof of completion of lower secondary education	Completion of upper secondary education (diploma NQF 4) / State Matura Exam for those who take the test and pass it
9	Upper secondary - Vocational training - NQF 4	Age 15 and proof of completion of lower secondary education	Completion of upper secondary education (diploma NQF 4) / State Matura Exam for those who take the test and pass it
10	Upper secondary - Vocational training - NQF 3	Age 15 and proof of completion of lower secondary education	NQF level 3 certificate
11	Education and Training Institutions (Upper Secondary - Vocational Training) NQF 1 to 4	Age 15 and proof of completion of lower secondary education	Certificate of achievements based on the level of the NQF, National Vocational Certificate
12	<b>Education and Training Institutions (Upper Secondary - Vocational Training) NQF 4</b>	<b>At least 2 years older than the official age of enrolment/entry and proof of completion of lower secondary education</b>	<b>Completion of upper secondary education</b>
13	Post-secondary vocational education and training NQF 5	Completion of upper secondary education (diploma NQF 4)	Vocational certificate or diploma
14	Post-secondary vocational education and training NQF 5	Completion of upper secondary education (diploma NQF 4)	Certificate of achievements (based on credit)
15	Higher education - Short academic cycle / NQF 5	Matura Certificate	Higher education qualification - certificate or diploma (depending on qualification)
16	Bachelor's / NQF 6	Matura Certificate	Diploma
17	Higher education - Short academic cycle / faculty	Level 6 NQF Diploma (Bachelor, at least 180 credits)	Certificate
18	Master's / NQF 7	Level 6 NQF Diploma (Bachelor, at least 180 credits)	Diploma
19	Doctoral studies / NQF 8	Master's Degree (at least 300 credits in Bachelor's and Master's combined)	Diploma

### c) ISCED structure and adaptation to national education

After analysing the national education structure and reviewing existing programmes, criteria for access to programmes and qualifications achieved at the end of the programme, the mapping process resulted with alignment of education system with ISCED 2011 and international criteria. Therefore, Table 3 specifies all education programmes in Kosovo (19 in total) listed according to ISCED 2011.

*Table 3: Classification of the structure of education in Kosovo according to ISCED 2011*

Compulsory Programmes			ISCED LEVEL 2011	
			Classification	Three-digit code
1	No	Preschool – Nursery	ISCED 01	
2	No	Preschool – Kindergarten	ISCED 02	020
3	No	Pre-primary	ISCED 02	020
4	Yes	Primary	ISCED 1	100
5		<b>Primary - non-formal education</b>	<b>ISCED 1</b>	<b>100</b>
6	Yes	Lower secondary	ISCED 2	244
7		<b>Lower secondary - Non-formal education</b>	<b>ISCED 2</b>	<b>244</b>
8	No	Upper secondary - Gymnasium	ISCED 3	344
9	No	Upper secondary - Vocational training - NQF 4	ISCED 3	354
10	No	Upper secondary - Vocational training - NQF 3	ISCED 3	353
11	No	Education and Training Institutions (Upper Secondary - Vocational Training) NQF 1 to 4	ISCED 3	352
12		<b>Education and Training Institutions (Upper Secondary - Vocational Training) NQF 4</b>	<b>ISCED 3</b>	<b>354</b>
13	No	Post-secondary vocational education and training NQF 5	ISCED 4	454
14	No	Post-secondary vocational education and training NQF 5	ISCED 4	451
15	No	Higher education - Short academic cycle / NQF 5	ISCED 5	544
16	No	Bachelor's / NQF 6	ISCED 6	665
17	No	Higher education - Short academic cycle / faculty	ISCED 6	667
18	No	Master's / NQF 7	ISCED 7	767
19	No	Doctoral studies / NQF 8	ISCED 8	864

The mapping process of education programmes in Kosovo has revealed some specificities of the education structure that required adjustment to the ISCED 2011 levels. These adjustments are:

- Pre-school education

Children aged 0-2 years are included in the Nursery and the programme was aligned with ISCED 00, specifically, with sub-level 02, as a pre-primary programme.

Within ISCED 0, early childhood educational development programmes are targeted at children aged 0 to 2 years; and pre-primary education programmes are targeted at children aged 3 years until the age to start ISCED 1. The upper age limit for the pre-primary education category depends in each case on the theoretical age of entry into ISCED level 1, i.e., primary education<sup>4</sup>.

Table 4: Mapping at preschool and pre-primary level

	Compulsory	Programmes	Duration	Age	ISCED LEVEL 2011	
					Classification	Three-digit code
1	No	Preschool – Nursery	3 years	0 - 2	ISCED 01	010
2	No	Preschool – Kindergarten	2 years	3 - 4	ISCED 02	020
3	No	Pre-primary	1 year	5	ISCED 02	020

- Compulsory education:

Only two programmes are compulsory: primary programme and lower secondary programme, as specified in the Law No. 04/L-032 on Pre-University Education: "Compulsory schooling shall begin at the start of the school year following the date on which a child attains the age of six (6), the minimum compulsory school age and shall end upon the completion of ISCED level 2" (Article 9).

- Non-formal programmes:

Students in non-formal programmes, upon completion, are certified according to applicable laws, similar to students in formal programmes. The ages of the students vary.

- Upper secondary education - three-digit code for NQF 3 and NQF 4:

The National Qualifications Framework (NQF) was useful in terms of categorizing several education programmes for all levels, in particular for clarifying the quali-

The three-digit code for NQF 3 is **353**:

The programme is upper secondary (ISCED) **3**

The programme is vocational (5)

The programme is designed to be completed after 2 years, without the possibility of access to the next level of education (**3**)

4 Source: UIS, 2012, page 27.

fications obtained in the NQF Level 3 and 4 education programmes. According to this document, the qualifications obtained upon completion of NQF Level 3 do not lead to a higher level of education, however, they prepare the youth for the labour market. Level 3 includes qualifications obtained after completing two years of higher vocational education and certificates obtained after completing short training courses offered by VET.

*Table 5: Different ISCED codes for NQF 3 and NQF 4*

	National programmes	Grade	Duration	Age	Exam and evaluation at the end of the programme	ISCED 2011 LEVEL	
8	Upper secondary - Gymnasium NQF 4	10 - 12	3 years	15 - 17	Completion of upper secondary education (diploma NQF 4) / State Matura Exam for those who take the test and pass it	ISCED 3	344
9	Upper secondary - Vocational Education and Training - NQF 4	10 - 12	3 years	15 - 17	Completion of upper secondary education (diploma NQF 4) / State Matura Exam for those who take the test and pass it	ISCED 3	354
10	Upper secondary - Vocational Education and Training - NQF 3	10 - 11	2 years	15 - 16	NQF Level 3 certificate	ISCED 3	353
11	Vocational Education and Training Institutions (Upper Secondary - Vocational Education and Training) NQF 1 to 4	1 <120 ECVET	Less than 2 years	15+	Certificate of achievements based on the NQF level, National Vocational Certificate	ISCED 3	352

- Post-secondary programmes NQF 5 - classified in both ISCED 4 and ISCED 5:

Based on the Curriculum Framework for Pre-University Education in the Republic of Kosovo, post-secondary programmes are classified in ISCED 4. Therefore, post-secondary non-university education is a continuation of upper secondary education and qualified candidates must be over 18 years of age. The diploma obtained at this level of education will correspond to the level 5 of qualification in the NQF, which will allow entry into the labour market or requalification for certain jobs.

The Short Academic Cycle in Higher Education, which is also the NQF 5 in the national structure, is classified as a short programme in ISCED 5, since the State Matura exam is required to enter the programme and the credits used in the programme are different ECTS (European Credit Transfer System) for short cycle and ECVET (European credit system for vocational education and training) for post-secondary education

Table 6: Classification of NQF 5 programmes

	Programmes	Credits	Duration	Exam and evaluation at the end of the programme	NIVELI ISCED 2011	
					Classification	Three-digit code
13	Post-secondary vocational education and training NQF5	120 ECVET	2 years	Completion of upper secondary education (diploma NQF 4)	ISCED 4	454
14	Post-secondary vocational education and training NQF5	1 <120 ECVET	less than 2 years	Completion of upper secondary education (diploma NQF 4)	ISCED 4	451
15	Higher education - Short academic cycle / NQF5	120 ECTS	2 years (120 credits)	State Matura Certificate	ISCED 5	544

### 3. Profiles of upper secondary education programmes

The National Qualifications Framework and the EQF Referencing Report of the Kosovo National Qualification Framework (2016) state that, in upper secondary education, there are 140 profiles for vocational education and training programmes that can be categorized into 17 vocational fields.

For this exercise, the working group identified 171 profiles of upper secondary education programmes to be coded in ISCED-F 2013 (166 of the profiles are vocational programmes, while 5 are Gymnasium programmes).

### 4. ISCED-F 2013 Coding

ISCED-F 2013 Fields of Education and Training classifies education programmes by fields of study defined as "broad domain, branch or area of content covered by an education programme" (UIS, 2014, p.5). There are 11 broad fields of education (00 to 10), 29 narrow fields and about 80 detailed fields (Tables 7 and 8).

Table 7: Broad and narrow fields of education (ISCED-F - 2013)

ISCED - Fields of Education and Training 2013	
00 General programmes and qualifications	06 Information and Communication Technologies
001 Basic programmes and qualifications	061 Information and Communication Technologies
002 Literacy and numeracy	Engineering, manufacturing and construction
003 Personal skills and development	071 Engineering and engineering trades
01 Education	072 Manufacturing and processing
011 Education	073 Architecture and construction
02 Arts and humanities	Agriculture, forestry, fisheries and veterinary
021 Arts	081 Agriculture
022 Humanities	082 Forestry
023 Languages	083 Fisheries

03 Social sciences, journalism and information	084 Veterinary
031 Social and behavioural sciences	Health and welfare
032 Journalism and information	091 Health
04 Business, administration and law	092 Welfare
041 Business and administration	10 Services
042 Law	101 Personal services
05 Natural sciences, mathematics and statistics	102 Hygiene and occupational health services
051 Biological and related sciences	103 Security services
052 Environment	104 Transport services
053 Physical sciences	
054 Mathematics and statistics	

Source: UIS, 2014, page 15.

The NQF is one of the main reform tools in the education system that aims to improve access to work and further learning by rendering qualifications important in terms of employment and learning and meeting the needs of students, the economy and educational and training institutions. The NQF also aims to establish a basis for cooperation and mutual recognition by using the European Qualifications Framework for Lifelong Learning (EQF) as a basis. These documents were the basis for classifying the 171 existing profiles at ISCED-F 2013 levels. The classified profiles are described in detail in Annex 2 to this document.

Table 8: Structure of the database that classifies the field of study of upper secondary education programmes for the field of Business, administration and law

Profile	National structure	NQF	ISCED level	FoE Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Business administration	Upper secondary education - Vocational	NQF-4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Office administration	Upper secondary education - Vocational	NQF-4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Financial assistant	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Administrative assistant	Upper secondary education - Vocational	NQF-4	354	0415	0415 Secretarial and office work	041 Business and administration	04 Business, administration and law
Insurance assistant	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Legal assistant	Upper secondary education - Vocational	NQF-4	354	0415	0415 Secretarial and office work	041 Business and administration	04 Business, administration and law
Marketing assistant	Upper secondary education - Vocational	NQF-4	354	0414	0414 Marketing and advertisement	041 Business and administration	04 Business, administration and law

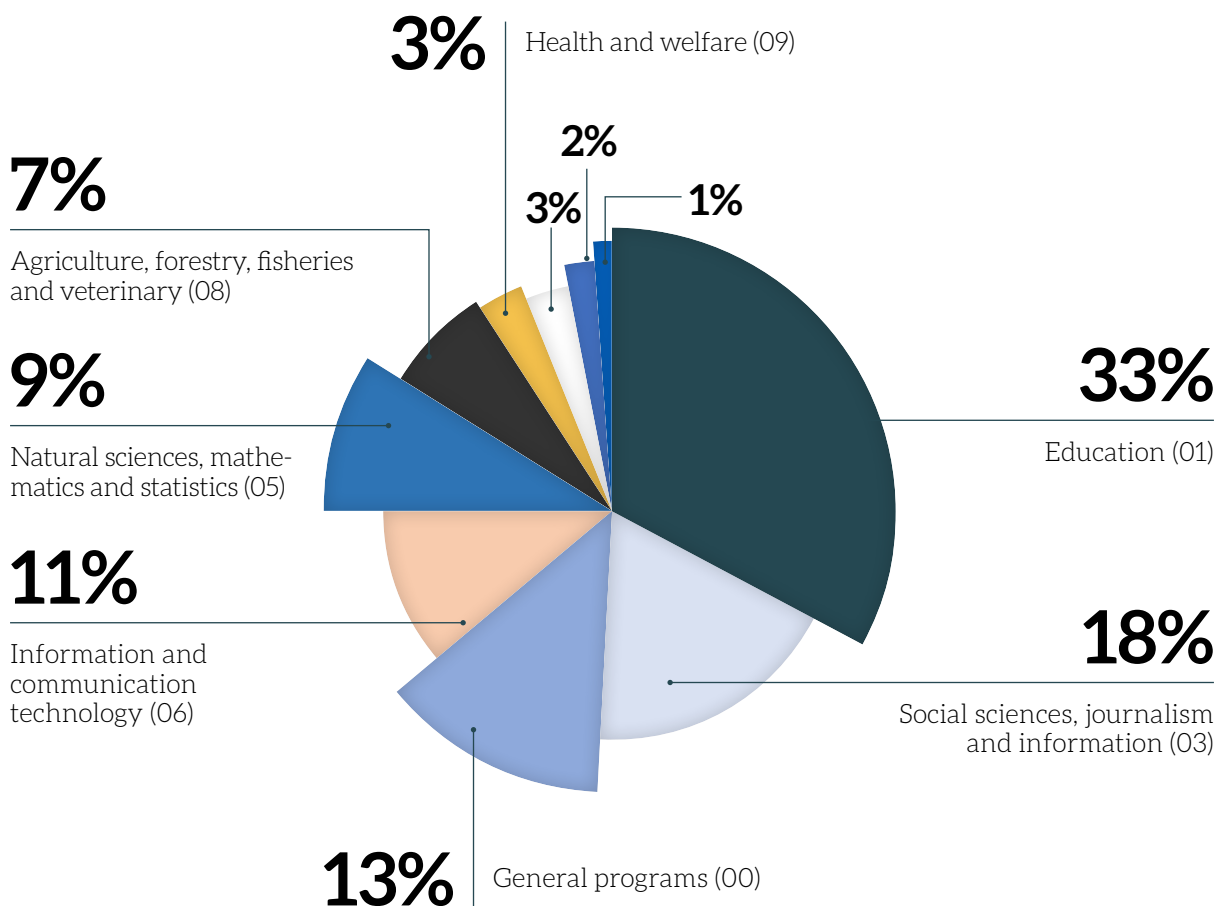
Banking and insurance services	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Banking and insurance	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Banker	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Finances	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Accountant	Upper secondary education - Vocational	NQF-4	354	0411	0411 Accounting and taxation	041 Business and administration	04 Business, administration and law
Logistics and warehouse operation	Upper secondary education - Vocational	NQF-4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Marketing	Upper secondary education - Vocational	NQF-4	354	0414	0414 Marketing and advertisement	041 Business and administration	04 Business, administration and law
Business management	Upper secondary education - Vocational	NQF-4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Bank officer	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Export-import officer	Upper secondary education - Vocational	NQF-4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Finance officer	Upper secondary education - Vocational	NQF-4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Industry officer	Upper secondary education - Vocational	NQF-4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Marketing officer	Upper secondary education - Vocational	NQF-4	354	0414	0414 Marketing and advertising	041 Business and administration	04 Business, administration and law
Human resources development officer	Upper secondary education - Vocational	NQF-4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Production operator	Upper secondary education - Vocational	NQF-4	354	0417	0417 Work skills	041 Business and administration	04 Business, administration and law
Customer and sales services	Upper secondary education - Vocational	NQF-4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Office and public administration services	Upper secondary education - Vocational	NQF-4	354	0415	0415 Secretarial and office work	041 Business and administration	04 Business, administration and law



Sales and marketing	Upper secondary education - Vocational	NQF-4	354	0414	0414 Marketing and advertising	041 Business and administration	04 Business, administration and law
Business informatics technician	Upper secondary education - Vocational	NQF-4	354	0415	0412 Secretarial and office work	041 Business and administration	04 Business, administration and law
Retail and wholesale vendor	Upper secondary education - Vocational	NQF-4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Retail trade	Upper secondary education - Vocational	NQF-4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Wholesale trade	Upper secondary education - Vocational	NQF-4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law

In Kosovo, out of 80 possible detailed fields, only 49 were used in the classification of upper secondary education programmes. Figure 4 presents the distribution of programmes across broad fields of study. Broad field 07 for Engineering, Manufacturing and Construction has the most classified programmes in this field, a total of 57, or 33% of all upper secondary education programmes. Programmes in Business, Administration and Law (Field 04) and Arts and Humanities (Field 02) are the second and third fields with 30 and 22 classified programmes, respectively.

Figure 4: Distribution of programmes in upper secondary education by broad fields of education (ISCED-F 2013)



## IV. Conclusion and recommendations

The ISCED framework serves to collect, compile, and analyse internationally comparable education statistics. Therefore, countries are obliged to map national education statistics based on ISCED in order to report their national education data without changing the national structure of education. Furthermore, the mapping will enable countries to report their national data to international organizations that collect comparable education statistics such as the UIS, Eurostat and OECD without changing the national education classifications.

However, to report the data at the international level, Kosovo needs to have a stable and robust data collection system that allows reporting at the national and global levels according to ISCED levels. ISCED indeed defines how international education statistics are reported, such as inclusion in education, enrolment, graduates, teachers, and financial resources for education.

Therefore, ISCED mapping is essential to be applied by the EMIS /MESTI and all other institutions dealing with education in the Republic of Kosovo.

ISCED 2011 is referenced in recently developed education-related documents and publications, but it is imperative that this mapping and classification of programmes with ISCED-F be approved and formalized by the MESTI as a classification used in education.

An added value of this process is the comparison of education statistics with other countries and the possibility of analysing a well-functioning educational structure or environment, especially in the framework of the Sustainable Development Goals (SDGs) - Education Objective (SDG 4).

Finally, a standardized set of categories (levels or fields) that classifies educational programmes worldwide has the advantage of being discussed in the same 'language'. This can help validate documents or qualifications for students studying abroad.

Following this document, it would be an added value for the pedagogical documentation to have levels, fields and codifications.

## Next steps

A list of possible steps to help implement ISCED 2011 and ISCED-F 2013 is presented below.

- The proposed ISCED 2011 mapping and ISCED-F 2013 coding are to be endorsed by MESTI. Once approved, all references to ISCED (levels, codes, or field of education) ought to be updated.
- If ISCED 1997 is taken as a reference, the changes required for the transition from ISCED 1997 to ISCED 2011 must be documented.
- All documents proving the completion of the educational level should be referenced with ISCED 2011 and ISCED-F 2013
- The mapping process will help the MESTI and the EMIS to harmonize statistical reports with ISCED 2011 and ISCED-F 2013 to support the reporting of national education data to the OECD and other international organizations. Some elements to be considered are:
  - The need to have a good understanding of international questionnaires and data requirements; and
  - Nationally-generated education data should be aligned with ISCED 2011 codes and, where applicable, ISCED-F 2013 codes to allow quick and easy international reporting.
- If required by the OECD, prepare and complete the National Education System questionnaire that enables countries to report on their educational structure and programmes aligned with ISCED. Based on the questionnaire, the OECD will publish the mapped information for transparency on its website (enables international data users to understand each country's education system).
- Upper secondary education and upper education programmes should be coded based on ISCED-F 2013 proposed in this document.
- All programmes coded under ISCED 2011 and ISCED F 2013 should be integrated into the EMIS (database), a better analysis of flow between education levels can be made, enabling the gaps between education supply and the demand in the labour market to be filled.
- Annex 2 should be published and distributed to all educational institutions according to the field of activity.

# Annex 1

## Overview for ISCED levels 0 to 4

ISCED 2011 (UIS)				
Level label	Level	Category	Sub-category	Notes on sub-categories
Early childhood educational development	0	01	010	Education programmes targeting children under 3 years old
Pre-primary education		02	020	
Primary education	1	10	100	
Lower secondary education	2	24 General	241	Insufficient for level completion or partial level completion, without direct access to upper secondary education
			242	Partial level completion, without direct access to upper secondary education
			243	Level completion, without direct access to upper secondary education
			244	Level completion, with direct access to upper secondary education
		25 Vocational	251	Insufficient for level completion or partial level completion, without direct access to upper secondary education
			252	Partial level completion, without direct access to upper secondary education
			253	Level completion, without direct access to upper secondary education
			254	Level completion, with direct access to upper secondary education
Upper secondary education	3	34 General	341	Insufficient for level completion or partial level completion, without direct access to tertiary education
			342	Partial level completion, without direct access to tertiary education
			343	Level completion, without direct access to pre-tertiary programmes (but may give direct access to post-secondary non-tertiary education) <sup>1</sup>
			344	Level completion, with direct access to the first tertiary programmes (but may also give direct access to non-tertiary post-secondary education) <sup>1</sup>
		35 Vocational	351	Insufficient for level completion or partial level completion, without direct access to tertiary education
			352	Partial level completion, without direct access to tertiary education
			353	Level completion, without direct access to pre-tertiary programmes (but may give direct access to post-secondary non-tertiary education) <sup>1</sup>
			354	Level completion, with direct access to first tertiary programmes (but may also give direct access to non-tertiary post-secondary education) <sup>1</sup>
Arsimi pas-sekondar jo-terciar	4	44 General	441	Insufficient for level completion, without direct access to tertiary education <sup>2</sup>
			443	Level completion, without direct access to the first tertiary programmes <sup>2</sup>
			444	Level completion, with direct access to the first tertiary programmes <sup>2</sup>
		45 Vocational	451	Insufficient for level completion, without direct access to tertiary education <sup>2</sup>
			453	Level completion, without direct access to first tertiary programmes <sup>2</sup>
			454	Level completion, with direct access to first tertiary programmes

## Overview for ISCED levels 5 to 8

ISCED 2011 (UIS)					
Level label	Level	Category	Sub-category	sNotes on sub-categories	
Level label	Level	Category	Sub-category	Notes on (sub-)categories	Notes
Short-cycle tertiary education	5	54 General	541	Insufficient for level completion	
			544	Sufficient for level completion	
		55 Vocational	551	Insufficient for level completion	
			554	Sufficient for level completion	
Bachelor's or equivalent level	6	66 <sup>1</sup> Orientation unspecified	661	Insufficient for level completion	
			665	First degree (3-4 years)	
			666	Long first degree (more than 4 years) (Bachelor's or equivalent programme)	
			667	Second or further degree (following a Bachelor's or equivalent programme)	If the equivalent to programmes already classified in level 6
Master's or equivalent level	7	76 <sup>1</sup> Orientation unspecified	761	Insufficient for level completion	
			766	Long first degree (at least 5 years) (Master's or equivalent programme)	Unless equivalent to programmes already classified in level 6, then 666
			767	Second or further degree (following a Bachelor's or equivalent programme)	
			768	Second or further degree (following a Master's or equivalent programme)	
Doctoral or equivalent level	8	86 <sup>1</sup> Orientation unspecified	861	Insufficient for level completion	
			864	Sufficient for level completion	Programmes that lead directly to a doctoral degree only

## Annex 2

Classification of fields of study of upper secondary education programs in Kosovo with ISCED-F 2013

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Business administration	Upper secondary education - Vocational	NQF - 4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Office administration	Upper secondary education - Vocational	NQF - 4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Agribusiness	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and live-stock products	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Architecture	Upper secondary education - Vocational	NQF - 4	354	0731	0731 Architecture and town planning	073 Architecture and construction	07 Engineering, manufacturing and construction
Archivist- librarian	Upper secondary education - Vocational	NQF - 4	354	0322	0322 Library, information and archival studies	032 Journalism and information	03 Social sciences, journalism and information
Applied figurative art	Upper secondary education - Vocational	NQF - 4	354	0213	0213 Fine arts	021 Arts	02 Arts and humanities
Financial assistant	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Hotel assistant	Upper secondary education - Vocational	NQF - 4	354	0415	0415 Secretarial and office work	041 Business and administration	04 Business, administration and law
Catering assistant	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Social-health care assistant	Upper secondary education - Vocational	NQF - 4	354	0923	Social work and counselling	092 Welfare	09 Health and welfare
Orthopaedic assistant	Upper secondary education - Vocational	NQF - 4	354	0912	0912 Medicine	091 Health	09 Health and welfare
Restaurant assistant	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Insurance assistant	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Food safety and diet assistant	Upper secondary education - Vocational	NQF - 4	354	0721	0712 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Dental assistant	Upper secondary education - Vocational	NQF - 4	354	0913	0913 Nursing and midwifery	091 Health	09 Health and welfare
Midwife nurse assistant	Upper secondary education - Vocational	NQF - 4	354	0913	0913 Nursing and midwifery	091 Health	09 Health and welfare
Paediatric nurse assistant	Upper secondary education - Vocational	NQF - 4	354	0913	0913 Nursing and midwifery	091 Health	09 Health and welfare
General nurse assistant	Upper secondary education - Vocational	NQF - 4	354	0913	0913 Nursing and midwifery	091 Health	09 Health and welfare
Legal assistant	Upper secondary education - Vocational	NQF - 4	354	0415	0413 Secretarial and office work	041 Business and administration	04 Business, administration and law
Marketing assistant	Upper secondary education - Vocational	NQF - 4	354	0414	0414 Marketing and advertising	041 Business and administration	04 Business, administration and law
Assistant in organizing events	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Assistant in information offices and travel agencies	Upper secondary education - Vocational	NQF - 4	354	1015	1015 Travel, tourism and leisure	101 Personal services	10 Services
Tourist assistant	Upper secondary education - Vocational	NQF - 4	354	1015	1015 Travel, tourism and leisure	101 Personal services	10 Services
Audiometrist	Upper secondary education - Vocational	NQF - 4	354	0914	0914 Medical diagnostic and treatment technology	091 Health	09 Health and welfare
Auto mechanic	Upper secondary education - Vocational	NQF - 4	354	0716	0716 Motor vehicles, ships and aircraft	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Ballet	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Banking and insurance services	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Banking and insurance	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Banker	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law



Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
General musical collaborator	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Concrete finisher	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Livestock	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and livestock products	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Apiculture	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and livestock products	081 Agriculture	07 Engineering, manufacturing and construction
Computer control of cars	Upper secondary education - Vocational	NQF - 4	354	0714	0714 Electronics and automation	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Interior design	Upper secondary education - Vocational	NQF - 4	354	0212	0212 Fashion, interior and industrial design	021 Arts	02 Arts and humanities
Graphic design	Upper secondary education - Vocational	NQF - 4	354	0211	0211 Audio-visual techniques and media production	021 Arts	02 Arts and humanities
Textile and clothing design	Upper secondary education - Vocational	NQF - 4	354	0212	0212 Fashion, interior and industrial design	021 Arts	02 Arts and humanities
Software designer	Upper secondary education - Vocational	NQF - 4	354	0613	0613 Software and applications development and analysis	061 Information and Communication Technologies (ICT)	06 Information and Communication Technologies (ICT)
Industrial electronics	Upper secondary education - Vocational	NQF - 4	354	0714	0714 Electronics and automation	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Consumer electronics	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Electricity	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Energy, climate and environment	Upper secondary education - Vocational	NQF - 4	354	0712	0712 Environmental protection technology	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Pharmacist	Upper secondary education - Vocational	NQF - 4	354	0916	0916 Pharmacy	091 Health	09 Health and welfare
Farmer	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and live-stock products	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Finances	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	B041 Business and administration	04 Business, administration and law
Physiotherapist	Upper secondary education - Vocational	NQF - 4	354	0915	0915 Therapy and rehabilitation	091 Health	09 Health and welfare
Ceramic shaper	Upper secondary education - Vocational	NQF - 4	354	0214	0214 Handicrafts	021 Arts	02 Arts and humanities
Baker	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Cook	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Geodesy	Upper secondary education - Vocational	NQF - 4	354	0532	0532 Earth sciences	053 Physical sciences	05 Natural sciences, mathematics and statistics
Geologist	Upper secondary education - Vocational	NQF - 4	354	0532	0532 Earth sciences	053 Physical sciences	05 Natural sciences, mathematics and statistics
Bookbinding graphics	Upper secondary education - Vocational	NQF - 4	354	0211	0211 Audio-visual techniques and media production	021 Arts	02 Arts and humanities
Media graphics	Upper secondary education - Vocational	NQF - 4	354	0211	0211 Audio-visual techniques and media production	021 Arts	02 Arts and humanities
Graphical preparation graphics	Upper secondary education - Vocational	NQF - 4	354	0211	0211 Audio-visual techniques and media production	021 Arts	02 Arts and humanities
Press graphics	Upper secondary education - Vocational	NQF - 4	354	0211	0211 Audio-visual techniques and media production	021 Arts	02 Arts and humanities

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Hydrotechnics with road infrastructure	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Horticulture	Upper secondary education - Vocational	NQF - 4	354	0812	0812 Horticulture	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Hotel and tourism services	Upper secondary education - Vocational	NQF - 4	354	1015	1015 Travel, tourism and leisure	101 Personal services	10 Services
Of languages	Upper secondary education - Vocational	NQF - 4	344	0231	0231 Language acquisition	023 Languages	02 Arts and humanities
General	Upper secondary education - Vocational	NQF - 4	344	0011	0011 Basic programmes and qualifications	001 0011 Basic programmes and qualifications	00 General programmes and qualifications
General nurse	Upper secondary education - Vocational	NQF - 4	354	0913	0913 Nursing and midwifery	091 Health	09 Health and welfare
Informatics	Upper secondary education - Vocational	NQF - 4	354	0612	0612 Database and network design and administration	061 Information and Communication Technologies (ICT)	06 Information and Communication Technologies (ICT)
Electrical installer	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Heating and air conditioning installer	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Sanitary equipment installer	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Heating and ventilation installers	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Water, sanitary and energy installer	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Water supply and sewerage installer	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Instrumentalist	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Performer - wind instruments	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Performer - vocals	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Performer - piano	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Performer - bows	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Railway traffic	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Road traffic	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Audio and Video communication	Upper secondary education - Vocational	NQF - 4	354	0211	0211 Audio-visual techniques and media production	021 Arts	02 Arts and Humanities
Confectioner	Upper secondary education - Vocational	NQF - 4	354	0723	0723 Textiles (clothes, footwear and leather)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Accountant	Upper secondary education - Vocational	NQF - 4	354	0411	0411 Accounting and taxation	041 Business and administration	04 Business, administration and law
Chef	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Biology laboratory technician	Upper secondary education - Vocational	NQF - 4	354	0511	0511 Biology	051 Biological and Related Sciences	05 Natural sciences, mathematics and statistics
Physics laboratory technician	Upper secondary education - Vocational	NQF - 4	354	0533	0533 Physics	053 Physical Sciences	05 Natural sciences, mathematics and statistics
Chemistry laboratory technician	Upper secondary education - Vocational	NQF - 4	354	0531	0531 Chemistry	053 Physical Sciences	05 Natural sciences, mathematics and statistics
Health laboratory technician	Upper secondary education - Vocational	NQF - 4	354	0914	0914 Medical diagnostic and treatment technology	091 Health	09 Health and welfare

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Ploughing and vegetables (vegetables and crops)	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and live-stock products	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Artistic field (instrumental)	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
General field - general musical collaborator	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
Movement of trains	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Logistics and warehouse operation	Upper secondary education - Vocational	NQF - 4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Electric machines	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Marketing	Upper secondary education - Vocational	NQF - 4	354	0414	0414 Marketing and advertising	041 Business and administration	04 Business, administration and law
Mathematics-Informatics	Upper secondary education - Vocational	NQF - 4	344	0541	0541 Mathematics	054 Mathematics and statistics	05 Natural sciences, mathematics and statistics
Plant protection	Upper secondary education - Vocational	NQF - 4	354	0812	0812 Horticulture	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Machines mechanic	Upper secondary education - Vocational	NQF - 4	354	0713	0713 Electricity and energy	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Mechatronics	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Business management	Upper secondary education - Vocational	NQF - 4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Metal worker	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Pipe fitter and canal builder	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Bricklayer and tiler	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Builder	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Low construction	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
High construction	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Road builder	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Dry constructions builders	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Bank officer	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Export-import officer	Upper secondary education - Vocational	NQF - 4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Finance officer	Upper secondary education - Vocational	NQF - 4	354	0412	0412 Banking, finance and insurance	041 Business and administration	04 Business, administration and law
Industry officer	Upper secondary education - Vocational	NQF - 4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Marketing officer	Upper secondary education - Vocational	NQF - 4	354	0414	0414 Marketing and advertising	041 Business and administration	04 Business, administration and law
Human resources development officer	Upper secondary education - Vocational	NQF - 4	354	0413	0413 Management and administration	041 Business and administration	04 Business, administration and law
Enamel worker	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction
Production operator	Upper secondary education - Vocational	NQF - 4	354	0417	0417 Work skills	041 Business and administration	04 Business, administration and law
Organizer of social activities	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Confectioner	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Arboriculture and viticulture	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and live-stock products	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Metal extractor	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Tobacco processing	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Meat processing	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Wood processing	Upper secondary education - Vocational	NQF - 4	354	0722	0722 Materials (glass, paper, plastic and wood)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Fruit and vegetable processing	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Milk processing	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Metal processor	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Food processor	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Producers of mixed crops and animals	Upper secondary education - Vocational	NQF - 4	354	0811	0811 Crop and live-stock products	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Profile performer-piano	Upper secondary education - Vocational	NQF - 4	354	0215	0215 Music and performing arts	021 Arts	02 Arts and humanities
PTT	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Landscape worker	Upper secondary education - Vocational	NQF - 4	354	0812	0812 Horticulture	081 Agriculture	08 Agriculture, forestry, fisheries and veterinary
Wood and roof works	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Forestry	Upper secondary education - Vocational	NQF - 4	354	0821	0821 Forestry	082 Forestry	08 Agriculture, forestry, fisheries and veterinary
Repair of office equipment	Upper secondary education - Vocational	NQF - 4	354	0415	0415 0415 Secretarial and office work	041 Business and administration	07 Engineering, manufacturing and construction
Tailor	Upper secondary education - Vocational	NQF - 4	354	0723	0723 Textiles (clothes, footwear and leather)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Welder	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Customer and sale services	Upper secondary education - Vocational	NQF - 4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Information technology services	Upper secondary education - Vocational	NQF - 4	354	0612	0612 Database and network design and administration	061 Information and Communication Technologies (ICT)	06 Information and Communication Technologies (ICT)
Office and public administration services	Upper secondary education - Vocational	NQF - 4	354	0415	0415 Secretarial and office work	041 Business and administration	04 Business, administration and law
Sales and marketing	Upper secondary education - Vocational	NQF - 4	354	0414	0414 Marketing and advertising	041 Business and administration	04 Business, administration and law
Natural sciences	Upper secondary education - Vocational	NQF - 4	344	0011	0011 Basic programmes and qualifications	001 Basic programmes and qualifications	00 General programmes and qualifications
Social	Upper secondary education - Vocational	NQF - 4	344	0011	0011 Basic programmes and qualifications	001 Basic programmes and qualifications	00 General programmes and qualifications
Freight Forwarder - Logistics / Customs officer	Upper secondary education - Vocational	NQF - 4	354	1032	1032 Protection of persons and property	103 Insurance services	10 Services
Dental technician	Upper secondary education - Vocational	NQF - 4	354	0911	0911 Dental studies	091 Health	09 Health and welfare
Applied figurative technician	Upper secondary education - Vocational	NQF - 4	354	0213	0213 Fine arts	021 Arts	02 Arts and Humanities
Dental (teeth) technician	Upper secondary education - Vocational	NQF - 4	354	0911	0911 Dental studies	091 Health	09 Health and welfare



Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Pharmacy technician	Upper secondary education - Vocational	NQF - 4	354	0916	0916 Pharmacy	091 Health	09 Health and welfare
Hotel technician	Upper secondary education - Vocational	NQF - 4	354	1013	1013 Hotel, restaurants and catering	101 Personal services	10 Services
Informatics technician	Upper secondary education - Vocational	NQF - 4	354	0612	0612 Database and network design and administration	061 Information and Communication Technologies (ICT)	06 Information and Communication Technologies (ICT)
Business informatics technician	Upper secondary education - Vocational	NQF - 4	354	0415	0415 Secretarial and office work	041 Business and administration	04 Business, administration and law
IT systems technician	Upper secondary education - Vocational	NQF - 4	354	0613	0613 Software and application development and analysis	061 Information and Communication Technologies (ICT)	06 Information and Communication Technologies (ICT)
Machinery technician	Upper secondary education - Vocational	NQF - 4	354	0714	0714 Electronics and automation	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Optics technician	Upper secondary education - Vocational	NQF - 4	354	0914	0914 Medical diagnostic and treatment technology	091 Health	09 Health and welfare
Orthoprosthetics technician	Upper secondary education - Vocational	NQF - 4	354	0914	0914 Medical diagnostic and treatment technology	091 Health	09 Health and welfare
Chemical technology	Upper secondary education - Vocational	NQF - 4	354	0711	0711 Chemical engineering and processes	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Food technology	Upper secondary education - Vocational	NQF - 4	354	0721	0721 Food processing	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Rubber and plastic technology	Upper secondary education - Vocational	NQF - 4	354	0722	0722 Materials (glass, paper, plastic and wood)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Construction material technology	Upper secondary education - Vocational	NQF - 4	354	0722	0722 Materials (glass, paper, plastic and wood)	072 Manufacturing and processing	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Recycling technology	Upper secondary education - Vocational	NQF - 4	354	0712	0712 Environmental protection technology	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Telecommunications	Upper secondary education - Vocational	NQF - 4	354	0714	0714 Electronics and automation	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Tinsmith and metal-worker	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Traction-machinist	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Knitter	Upper secondary education - Vocational	NQF - 4	354	0723	0723 Textiles (clothes, footwear and leather)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Spinning	Upper secondary education - Vocational	NQF - 4	354	0723	0723 Textiles (clothes, footwear and leather)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Road traffic	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Road transport	Upper secondary education - Vocational	NQF - 4	354	1041	1041 Transport services	104 Transport services	10 Services
Retailer and wholesaler	Upper secondary education - Vocational	NQF - 4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Retail trade	Upper secondary education - Vocational	NQF - 4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Wholesale trade	Upper secondary education - Vocational	NQF - 4	354	0416	0416 Wholesale and retail sales	041 Business and administration	04 Business, administration and law
Travel and tourist groups guide	Upper secondary education - Vocational	NQF - 4	354	1015	1015 Travel, tourism and leisure	101 Personal services	10 Services
Toolmaker	Upper secondary education - Vocational	NQF - 4	354	0715	0715 Mechanics and metal trades	071 Engineering and engineering trades	07 Engineering, manufacturing and construction
Weaver	Upper secondary education - Vocational	NQF - 4	354	0723	0723 Textiles (clothes, footwear and leather)	072 Manufacturing and processing	07 Engineering, manufacturing and construction

Profile	National structure	NQF	ISCED level	FoE_Code	FoE_Detailed field	FoE_Narrow field	FoE_Broad field
Veterinary	Upper secondary education - Vocational	NQF - 4	354	0841	0841 Veterinary	084 Veterinary	08 Agriculture, forestry, fisheries and veterinary
Miner	Upper secondary education - Vocational	NQF - 4	354	0724	0724 Mining and extraction	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Carpenter	Upper secondary education - Vocational	NQF - 4	354	0722	0722 Materials (glass, paper, plastic and wood)	072 Manufacturing and processing	07 Engineering, manufacturing and construction
Carpenter with roof works	Upper secondary education - Vocational	NQF - 4	354	0732	0732 Building and civil engineering	073 Architecture and construction	07 Engineering, manufacturing and construction

## Annex 3 References

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