



VOCATIONAL EDUCATION AND TRAINING PROGRAMME  
FOR OIC MEMBER COUNTRIES

**REPORT**

STUDY VISIT ON SKILL DEVELOPMENT FOR YOUTH  
EMPLOYMENT PROJECT

(ANKARA, 11-13 JANUARY 2012)



**Ankara, January 2012**

## **I. BACKGROUND**

1. The Study Visit on Skill Development for Youth Employment Project was held in Ankara, Republic of Turkey from 11 to 13 January 2012.
2. The main objectives of the Meeting were:
  - To share knowledge and experiences among relevant organizations and institutions in OIC Member Countries with regard to policies, strategies, programmes and best practices for combating youth unemployment;
  - To discuss the modalities of closer collaboration among similar agencies in the area of youth unemployment;
  - To provide an understanding of the role of training for skills development in combating youth unemployment; and
  - To discuss skill development projects carried out in OIC Member Countries and introduce 'Skill 10' Project of Turkey in the context of exchanging of practices and models.

## **II. ORGANIZATION OF WORK**

### **A. Attendance**

3. The Study Visit was attended by representatives of the following OIC Member Countries:
  - Republic of Cameroon
  - Arab Republic of Egypt
  - Republic of Indonesia
  - Kyrgyz Republic
  - Kingdom of Morocco
  - State of Palestine
  - Republic of Tunisia
  - Republic of Turkey
  - Republic of Senegal

4. Also representatives of TOBB Economics and Technology University, Economic Policy Research Foundation of Turkey, Ankara Chamber of Industry, Ankara Course Administration of the Skill 10 Project, Al Fakhoora Programme of Qatar and UNDP Office in Palestine participated in the Study Visit as observers.
5. The representatives of the following OIC institutions attended the Meeting as well:
  - Standing Committee of Economic and Commercial Cooperation of the Organization of Islamic Conference (COMCEC)
  - Islamic Development Bank (IDB)
  - Statistical, Economic and Social Research and Training Center for Islamic Countries (SESRIC)

## **B. Documentation**

6. The documentation of the meeting consisted of the Draft Agenda and Programme. The meeting was also provided with the Annual Economic Report on the OIC Countries 2011, Review on Economic Cooperation and Development and SWOT Analysis.

## **III. OPENING SESSION**

7. The Opening Ceremony of the Study Visit was held on 11 January 2011. Following the recitation from the Holy Qur'an, Mr. Faik Yavuz, Vice President of TOBB, welcomed all participants and emphasized the importance of the Study Visit whilst the youth unemployment draw near %30 percent in OIC Member Countries. He further stated the fundamental reasons of unemployment among youth where lacking of a profession takes the lead.
8. In his inaugural address, Assoc. Prof. Ömer Açıkgöz, Director General of Vocational and Technical Education Directorate under the Ministry of National Education of the Republic of Turkey, mentioned the overall stand of vocational education and training in Turkey by giving the relevant statistics and introducing the main institutions such as Vocational Qualifications Authority. He further stated the financial resources including national and foreign invested in the development of VET in Turkey since 2003.

9. After Assoc. Prof. Ömer Açıkgöz, Mr. Namık Ata, Deputy Undersecretary of the Ministry of Labor and Social Security of the Republic of Turkey took the floor for an opening statement. Mr. Namık Ata stated that consumption patterns are changing rapidly in today's world and individuals adapting themselves to the changing technologies and circumstances are more fortunate than others to secure their employment in the labour market.
10. Mr. Ata continued his statement by pointing out the significance of policies that analyze and meet with the demands of the labour market. In this regard, Mr. Namık Ata stressed the importance of technical and vocational training in general and Skill 10 Project in particular as the most important tools for the policy of employment, industrial development and human capital management.
11. Dr. Savaş Alpay, Director General of SESRIC, made a statement at the Opening Session. He expressed his special thanks to Islamic Development Bank (IDB) Group, The Union of Chambers and Commodity Exchanges of Turkey (TOBB), Ministry of National Education and the Ministry of Labour and Social Security of the Republic of Turkey for their support and contribution to the organization of the study visit. He also expressed his thanks to the delegates for accepting SESRIC's invitation and designating their time to attend the visit.
12. In his speech Dr. Savaş Alpay stated that the figures on youth unemployment in OIC countries are less promising and OIC countries had recorded higher average youth unemployment rates compared to the world average and the averages of other developing countries. In this regard, Dr. Alpay emphasized the importance of developing effective strategies, policies and programmes for combating unemployment, particularly in the segment of the young people through promoting their participation into labour market.
13. Dr. Savaş Alpay further stated that the Study Visit was organized as an initial phase of the SDYE programme with the aim of sharing and exchanging the experience of Turkey in fighting against youth unemployment through the project named "Skill 10" which provides skills training based on careful research of the needed skills of the labour market and industrial companies. Dr. Savaş Alpay, at last, shared his belief that the visit would

provide an invaluable platform for systematic sharing of knowledge and experience on youth employment issues and improving the quality of OIC Member Countries' national programmes in this important and challenging area.

14. Lastly, the Session adopted the Draft Programme of the Study Visit Meeting.

#### **IV. WORKING SESSIONS**

##### **Working Session I: Introduction of the “Skill 10 Project”**

15. The session started with the presentation of “Skills’10 Project: Specialized Vocational Training Centers Project” by Prof. Dr. Serdar Sayan, Director of Center for Social Policy Research at TOBB University of Economics and Technology. Prof. Dr. Serdar Sayan informed the participants on the framework of the Skills’ 10 Project including its importance, activities and governance mechanism as well as the importance of skill development for economic development, the role of private sector and the problem of unskilled workforce in Turkey.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

16. Following his presentation, Prof. Dr. Serdar Sayan invited participants to give their remarks at the end of the session.

17. Ms. Iftida Yasar (Indonesia, Chamber of Commerce Representative) inquired the legal status of the Union of Chambers and Commodity Exchanges of Turkey (TOBB), the entrepreneurship perspective of the project and the leading factors that enable all the stakeholders of the project to work together. Ms. Yasar further questioned whether Turkey made use of Germany’s experiences while developing the Skills’ 10 Project and the challenges that have been faced during the implementation.

18. Prof. Sayan briefed the participants that TOBB is a legal institution which has a very well defined law. He further informed that since skill mismatch is most severe in manufacturing sector in Turkey, Skill 10 project has been initially designed for manufacturing sector however plenty of courses on entrepreneurship are offered by İŞKUR and different private institutions. Regarding the stakeholders of the project, the

local head of National Employment Agency, secretary general of local chamber of commerce and local director general of the Ministry of National Education come together every two weeks within the framework of Skill 10 Project. As for the challenges, Prof. Sayan mentioned that the number of interested participants who registered to the courses was lower than the expected amount. He, eventually, pointed out the successful elements of German vocational education system which Turkey has been trying to adopt.

19. Mr. Ahmad Hamada (Egypt, Ministry of Education Representative) shared the experiences of Egypt in vocational education and training. Mr. Hamada stated that Egypt is also in need of skilled people as well as projects in the field of service sector. He further mentioned that Egypt has collaborated with Italy to establish new vocational schools on tourism in order to meet the needs of the skilled workforce in tourism sector.
20. Mr. Hassan Abdelaal (Egypt, Ministry of Manpower Representative) inquired about the assistance provided to participants of Skills' 10 Project courses.
21. Mr. Kazım Yiğit (Turkey, Turkish Employment Institution Representative) briefed the participants on the role of the Ministry of Labor and Social Security of Republic of Turkey on vocational education. He further mentioned that Skills' 10 Project aims to increase the number of workers with appropriate skills which the manufacturing sector needed. Mr. Yiğit also informed the participants on the entrepreneurship courses organized by Turkish Employment Institution in collaboration with Ministry of Science, Industry and Technology of the Republic of Turkey.
22. Ms. Şennur Çetin (Turkey, Ministry of National Education Representative) expressed that all people who completed compulsory education and above 14 can benefit from the formal and non-formal vocational education facilities in Turkey. She further informed participants on the new program prepared by Ministry of National Education within the scope of vocational education including universities.
23. Prof. Serdar Sayan stressed that Skills' 10 project has been developed to meet the needs for skilled labor of the manufacturing sector. He also stated the importance of providing a certain amount of money -as pocket money- to the trainees during their participation to

the courses and he inquired from the representatives of OIC Member Countries whether they have such practices in their vocational education programs.

24. Mr. Azzam Musa Tawfiq Abusoud (Palestine, Jerusalem Chamber of Commerce and Industry Representative) emphasized the importance of developing an education system in universities to fulfill the needs for skilled workforce of the private sector. In this regard, he mentioned that the Jerusalem Chamber of Commerce and Industry developed internship program funded by Islamic Development Bank (IDB) and European Union. Within the scope of that program, Jerusalem Chamber of Commerce and Industry pays one third of the salaries of workers trained and employed by private companies.
25. Mr. Hassan Abdelaal (Egypt, Ministry of Manpower Representative) briefed the participants that a daily stipend/allowance of 10 EGP (per person) has been provided to trainees of vocational education courses for each day they participate in a month.
26. Ms. Şennur Çetin (Turkey, Ministry of National Education Representative) informed the participants about the process of developing vocational education training materials and curriculum by experts from the Ministry of National Education in collaboration with private sector representatives and experts. Ms. Çetin further stated that the Ministry of Education is currently developing a vocational education program and related training materials for Libyan Arab Republic and Islamic Republic of Afghanistan. She also expressed their readiness to collaborate with OIC Member Countries in the field of vocational education and to share experiences of Ministry of National Education of the Republic of Turkey.
27. Mr. Ahmed Hamada (Egypt, Ministry of Education Representative) informed that within the scope of vocational education projects, Egyptian students are provided to pursue their internships upon the completion of their first semester in vocational education schools either in USA or companies that made agreement with those schools.

**Working Session II: Implementation Mechanism of Skill 10 Project at Local Level:  
“Municipal Course Administrations, Decision Mechanism to Open Courses and Local  
Implementation of the Project”**

28. Mr. Nurettin Özdebir, President of Ankara Course Administration and Ankara Chamber of Industry made a presentation in this session. Mr. Özdebir mentioned the dramatic increase of the manufacturing sector' share in exports of Turkey in the last decade and how it affected the demand of skilled labor force. Mr. Özdebir further stated that people graduate from high schools or universities without any particular skill find opportunity to be employed after participating Skills' 10 Project courses.
29. In his presentation, Mr. Özdebir informed the participants on what criteria the local courses have been established, the governance mechanism of these courses, the most important challenges faced during the implementation of Skills' 10 Project and the importance of qualified trainers to encourage youth to attend courses and to create awareness of vocational education.
30. Following his presentation, Mr. Nurettin Özdebir invited participants to give their remarks at the end of the session.
31. Mr. Hassan Abdelaal (Egypt, Ministry of Manpower Representative) inquired about the average age of participants to the local courses. In response, Mr. Özdebir mentioned that the average age of participants is between 25-30 years.
32. Ms. Dorra Cherif (Tunisia, Ministry of Professional Training and Employment Representative) asked about the governance system of Skills' 10 Project including the joint participation of private and public sectors, the curriculum of the courses and youth perspectives about vocational education and training in Turkey.
33. Mr. Özdebir informed that the administrative body of Ankara courses consists of the representatives of Turkish Employment Agency, Ministry of National Education and Ankara Chamber of Industry. He further stated that the curriculum of the courses is arranged by a board in charge of the modification/revision according to sector based needs. Mr. Özdebir also expressed that societies define what is successful and prestigious. Thus, the values of societies should be underlined which may affect youth perspectives on vocational education and training. Mr. Özdebir ultimately informed that the trainers are

chosen according to their field experiences and/or recommendations made by school principals. It is possible to employ experts working in industrial sector as trainers.

34. Mr. Çağatay Gökyay (Turkey, Turkish Employment Agency Representative) mentioned that the stakeholders of Skills' 10 Project signed a protocol indicating the main responsibilities of each and they evaluate the implementation of the project and try to solve emerging problems in their periodical meetings.
35. Mr. Abdul-Azis Idrisov (Kyrgyz Republic, Ministry of Labor, Employment and Migration Representative) inquired whether Turkey has a program for youth aged below 16 years old. Mr. Özdebir responded that Turkish labor law does not allow people below 16 years old to be employed. Thus, he stressed that the target age group of Skills' 10 Project is 18-35 years.
36. Mr. Abdi Abdullahi (Islamic Development Bank Representative) underlined the importance of the image of vocational education and training that can negatively affect the participation rate of the training courses. He, in this regard, inquired how Skills' 10 Project stakeholders addressed the problem of negative image of vocational education among youth. In addition, he asked how the linkages between vocational training institutions and employers have been established.
37. Mr. Nurettin Özdebir stressed the importance of qualified workforce to meet the demands of the labor market and informed participants about the matching process of the Skills' 10 Project where the candidates are interviewed before starting to take courses as well as private sector representatives are asked about their workforce needs. He also expressed that students graduated with success are generally being recruited in the companies.
38. Mr. Aly Mboup (Senegal, National Union of Chambers of Commerce and Industry Representative) asked about the tax exemptions provided to the partners of Skills' 10 Project from the private sector. He further inquired the possibility of conducting long-distance education and conferences in continuation of the Study Visit.

39. Prof. Serdar Sayan emphasized that the Turkish government does not receive the social security premiums that has to be paid by employers to facilitate the Project. Besides, Mr. Özdebir stated that long distance education is not feasible since vocational education and training requires practical applications and the industrial zone is crucial in the education process. However, Prof. Sayan mentioned that Turkey can provide long-distance conferences to OIC Member Countries on the theoretical part of the project including the design and implementation with the financial support of IDB Group.
40. Mr. Mohamed Dieng (Senegal, National Agency for Youth Employment Representative) asked the average cost for per students in the scope of Skills' 10 Project. Mr. Özdebir informed that the average fixed cost of per student for one year is approximately \$500 in Turkish case but it decreases as long as the project continues.
41. Mr. Muhammad Iqbal Abbas (Indonesia, National Development Planning Agency Representative) emphasized that the needs of the labor market have been changing according to the developments in technology. In this respect, Mr. Iqbal inquired how the competency of the trainers is maintained in the face of technological changes.
42. Prof. Sayan mentioned while the first round of 'training of trainers' was the most difficult part in the project, sustaining the competency of trainers will be much more easier in coming years. In addition, Mr. Özdebir expressed that Turkish Employment Agency has a working group responsible to evaluate the competency of the trainers.
43. Mr. Moute Bidias Camille (Cameroon, National Employment Fund Representative) stressed the importance of private sector participation to such projects and asked about the process of creating linkages between public and private sectors in Skills' 10 Project. He further inquired about the existence of labor unions in Turkey and their participation to the project. Mr. Özdebir responded that the private sector has been realized their needs of skilled workforce in the last decade so that they voluntarily participated the project. Besides, he stated that Turkey has labor unions but they are not a partner of this project.

44. Mr. Çağatay Gökyay (Turkey, Turkish Employment Agency Representative) informed the participants about the details of the financing process of Skills' 10 Project.

45. Mr. Mbarek Khaldouni (Morocco, Ministry of Employment and Vocational Training Representative) inquired whether applicants of the project graduated from formal education institutions and in this connection underlined the problem of the current education system generating skill mismatch in the labor market. Mr. Özdebir stressed that all candidates are required to graduate from primary education which lasts 8 years and compulsory in Turkey.

### **Working Session III: Knowledge Sharing on Policies/Measures to Fight with Youth Unemployment**

46. The session was chaired by Ms. Hatice İlbay Söylemez (SESRIC) and started with a presentation on Youth Employment in Cameroon. Mr. David Esseck (Cameroon, Ministry of Employment Representative) informed the participants on the general features, socio-economic context, problems and government actions of Cameroon on vocational education. He stressed that the diversification in languages and climates leads to diversification of the general structure of the society.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

47. Mr. Esseck further listed the main problems of Cameroon as low level of economic growth, weak manufacturing sector, high unemployment rate and high level of informal employment which complicate the necessary policy measures to be taken in order to prevent unemployment.

48. Mr. Nasser Al-Faqih (UNDP Office in Palestine) briefed the participants on Youth Economic Empowerment in Palestine. In his presentation, he mentioned about the facts, programme strategy, the DEEP programme, business development approach, guiding principles and the twinning between DEEP and Al-Fakhoora programme.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

49. Following Mr. Nasser's presentation, Mr. Amr Kamal Khedr (Egypt, Cairo Chamber of Commerce Representative) inquired about the effects of political struggle in Palestine on the implementation of project and whether the project is special for Gaza or comprises all cities of Palestine.
50. Mr. Al-Faqih responded that the project is being implemented in all cities of Palestine and people with different political views work together in implementation process of project for its success.
51. Mr. Çağatay Gökyay (Turkey, Turkish Employment Agency Representative) asked about labor market signaling system of Deprived Families Empowerment Programme (DEEP). Mr. Al-Faqih stated that the labor market signaling system is used to guide curriculum and course development in Universities.
52. Dr. Amal El-Ghonimy (Egypt, Ministry of Industry and Foreign Trade Representative) briefed the participants on the activities of Productivity and Vocational Training Department including strategy for marketing of continuing vocational training and marketing information system.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

53. Mr. Ahmed Hamada (Egypt, Ministry of Education Representative) informed the participants on vocational education and training programmes which are being implemented during the summer break of schools.
54. Mr. Abdi Abdullahi (Islamic Development Bank Representative) inquired the strategies of Ministry of Education of the Arab Republic of Egypt against a very high and persistent youth unemployment rates observed in the country.
55. Mr. Ahmad Hamada (Egypt, Ministry of Education Representative) informed the participants, in this respect, about the labor market policies of Egypt as well as the 6 year plan developed in order to fight against unemployment.

56. Mr. Hassan Abdelaal (Egypt, Ministry of Manpower Representative) also collated the pillars of employment policies in Egypt as to increase number of small and medium size enterprises, to enhance the quality of business statistics and to enhance the quality public works.

57. Mr. Mohamed Dieng (Senegal, National Agency for Youth Employment Representative) made a presentation on socio-economic status of Senegal and its characteristics of the labour market. He informed the participants about National Agency for Youth Employment activities and listed the reasons for unemployment in Senegal as extremely low salaries paid to workers, lack of qualifications and migration from towns to the cities. He concluded his presentation by stating new policies of Senegal regarding youth employment which are being implemented in collaboration with private sector.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

58. Following Mr. Dieng's presentation, Mr. Mbarek Khaldouni (Morocco, Ministry of Employment and Vocational Training Representative) started his presentation by identifying the experiences of the Ministry of Employment and Vocational Training on youth employment policies in collaboration with private sector. He stressed the importance of private sector to enhance vocational education and in this regard informed the participants about the projects designed and implemented by private sector in Morocco.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

59. Mr. David Esseck (Cameroon, Ministry of Employment Representative) inquired about the share of budget on vocational education in Morocco. Mr. Khaldouni informed the participants on the tax remedies provided to the applicants of vocational education projects and stated that the amount of funding differentiates between several ministries who are in charge of vocational education in Morocco.

60. Ms. Iftida Yasar (Indonesia, Chamber of Commerce Representative) started her presentation with a brief summary of activities of Indonesian Youth Employment

Network (IYEN), main role, key services and funding mechanism. Further, she listed the pillars of IYEN as policy of youth employment, skill development, fostering entrepreneurship and knowledge sharing. She also informed the participants about Indonesia youth employment action plan regarding its objectives, examples and achievements.

**Working Session IV: Knowledge Sharing on Policies/Measures to Fight with Youth Unemployment (Continued) and Group Work on “How to Apply Skill 10 Project in OIC Member Countries”**

61. The session was chaired by Mr. Hüseyin Hakan Eryetli (SESRIC) and started with the discussion on “How to Apply Skill 10 Project in OIC Member Countries”. Mr. Eryetli, Acting Director of Training and Technical Cooperation Department, presented the Draft Recommendations to the Session and highlighted important points of agreement contained in the recommendations. The Session then adopted the Recommendations of the Study Visit on Skill Development for Youth Employment Project.
62. After the adoption, Mr. Saliou Diouf (Senegal, Ministry of Technical Education and Vocational Training Representative) briefed the participants on the reforms that have been carried out in vocational education field in Senegal. He listed the perspectives of reform i.e. training of trainers, joint participation of private and public sectors to projects and an establishment of observatory monitoring board.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

63. Mr. Diouf further pointed out the need of a project for qualified unemployed youth graduated from universities. In addition, he stressed the importance of life-long trainings which should be included in vocational education projects.
64. Mr. Moute Bidias Camille (Cameroon, National Employment Fund Representative) made an introductory presentation on the activities of National Employment Fund of Cameroon. He mentioned that trainings are organized after deciding whether unemployed people need training for employment or financial support to start a business. He further stated that Turkey’s experience on vocational education and training is valuable and similar Skills’ 10 Projects are worthy to be implemented in Cameroon.

65. Mr. Abdul-Azis Idrisov (Kyrgyzstan, Young Workforce Centre Representative) presented on unemployment problem in Kyrgyz Republic especially among graduates and the new project of the government which plans to supply skilled workers to tourism sector. He further stated project objectives as the acquisition of experience of young professionals in the field of tourism, explore new forms of tourism activities and reduce the levels of youth unemployment in Kyrgyz Republic. After he mentioned about the implementation mechanism of the project, he expressed the expected outcomes as rising of socio-economic level of the youth of Kyrgyzstan and reduction of illegal migration of citizens.

(The presentation can be reached through <http://www.oicvet.org/event-detail.php?id=621>)

### **Closing Session**

66. The Closing Session of the Study Visit was held on 13 January 2012. Dr. Savaş Alpay, Director General of SESRIC, made a closing statement at the Session. Dr. Alpay emphasized that in order to develop and implement additional capacity building and training programs, and enhance the technical cooperation in this important field of unemployment for the benefit of all OIC Member Countries, the outcomes of this event is highly crucial. He further expressed his belief that this short experience will valuably contribute to the efforts of the member countries' institutions towards reducing youth unemployment.

67. He concluded his statement by thanking the Islamic Development Bank (IDB), the Union of Chambers and Commodity Exchanges of Turkey (TOBB), the Ministry of National Education and the Ministry of Labor and Social Security of the Republic of Turkey and all those who, in one way or another, contributed to the success of the study visit. He also thanked to the delegates for their excellent presentations, interest and lively participation.

68. Rıfat Hisarcıklioğlu, President of TOBB, made a statement in the closing session. He stated that in the last two years, the world has been experiencing rapid economic and political transformations and Islamic Countries must be aware of these transformations. He further emphasized that the population of the Islam geography is approximately 23%

of the world's population by 2011 but the share of wealth of 57 OIC Member Countries is only 11%. Furthermore, he mentioned that the scale of prosperity between the richest and the poorest OIC Member Countries differs 220 times.

69. Mr. Hisarcıkliođlu stressed the importance of commerce and entrepreneurship in OIC Member Countries as the most significant solution to unemployment. In this regard, he expressed that conducting training programs and capacity development programs to ensure a strong, functioning, service providing and entrepreneurship supporting chambers system are utmost value to share knowledge, learn from each other and to stand in unity and solidarity.

70. He concluded his speech by thanking OIC General Secretariat, Islamic Development Bank and SESRIC for their efforts to enhance cooperation among Islamic Countries.

71. The Study Visit expressed its gratitude to the Union of Chambers of Commerce and Commodity Exchanges of Turkey (TOBB), SESRIC, the Ministry of National Education and the Ministry of Labor and Social Security of the Republic of Turkey for the excellent organization.