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*Uzmanlaşmış Meslek Edindirme Merkezleri Projesi*



# **Skills'10 Project Specialized Vocational Training Centers Project (UMEM Beceri'10)**

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**TOBB, Ankara**

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## Framework

- Skills development for economic development
- Unskilled workforce as a major problem in Turkey
- Important role for the private sector
- UMEM Skills'10 Project
- Relevance to Other Countries
- Conclusions



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## Skills Development

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## Skills Development

- Improvement of the vocational education system:
  - improves human capital and productivity
  - reduces skills mismatches in the labor market
  - increases competitiveness of the economy
  - reduces unemployment and poverty
  - promotes **economic growth**



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## Unskilled Workforce in Turkey

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# Unskilled Workforce in Turkey

- 3.4 million unemployed people in December 2008 (14% of the workforce)
  - As of September 2011, 2.4 million people are unemployed (8.8% of the workforce)
- Skills mismatch due to low-skilled work force
  - One of the main reasons behind unemployment
  - Firms have difficulties in hiring qualified staff
- The global financial crisis exacerbated the situation
  - Mostly unskilled people lost their jobs



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## Role of the Private Sector

- Skills development for economic development
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## Role of the Private Sector

- Two sides of the unemployment problem
  - Unemployed people do not satisfy the requirements of firms, due to their low skills.
  - Although there are vacancies, firms can not find qualified candidates in the labor market.
- The private sector organizations can contribute to reduce these mismatches
  - Taking an active role in the vocational training system
  - Serving as a mediator between firms and job seekers





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## UMEM Skills'10

### Why Skills'10 is Different?

- A unique example of Public-Private-University Partnership
- Local Labor Market Analyses are being conducted for the first time in Turkey
- In the new design, private sector is located at the center of the Vocational Training system through the Chambers of Industry and Commerce
- Courses for the unemployed are designed according to the requirements of the private sector, to increase their employment opportunities.



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### Flexible Project

- Firms get involved in the creation of the course curriculum
- Firms can choose the trainees they want to employ
- Firms' own foremen can act as trainers in the courses
- Firms can observe trainees during the whole process
- Firms can provide in-house trainings



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## UMEM Skills'10

### UMEM Skills'10 Activities

- Strengthening the Infrastructure
  - Renewal of the equipment, Revision of the curricula, Training of the trainers
- Labor Market Needs Analysis
  - 19 cities selected as pilot, Capacity building for the remaining cities
- Matching the trainees with the firms
  - Selection of the trainees, Matching the trainees with the firms
- Implementation of the courses
  - Internships provided for successful trainees, Job placement for successful interns



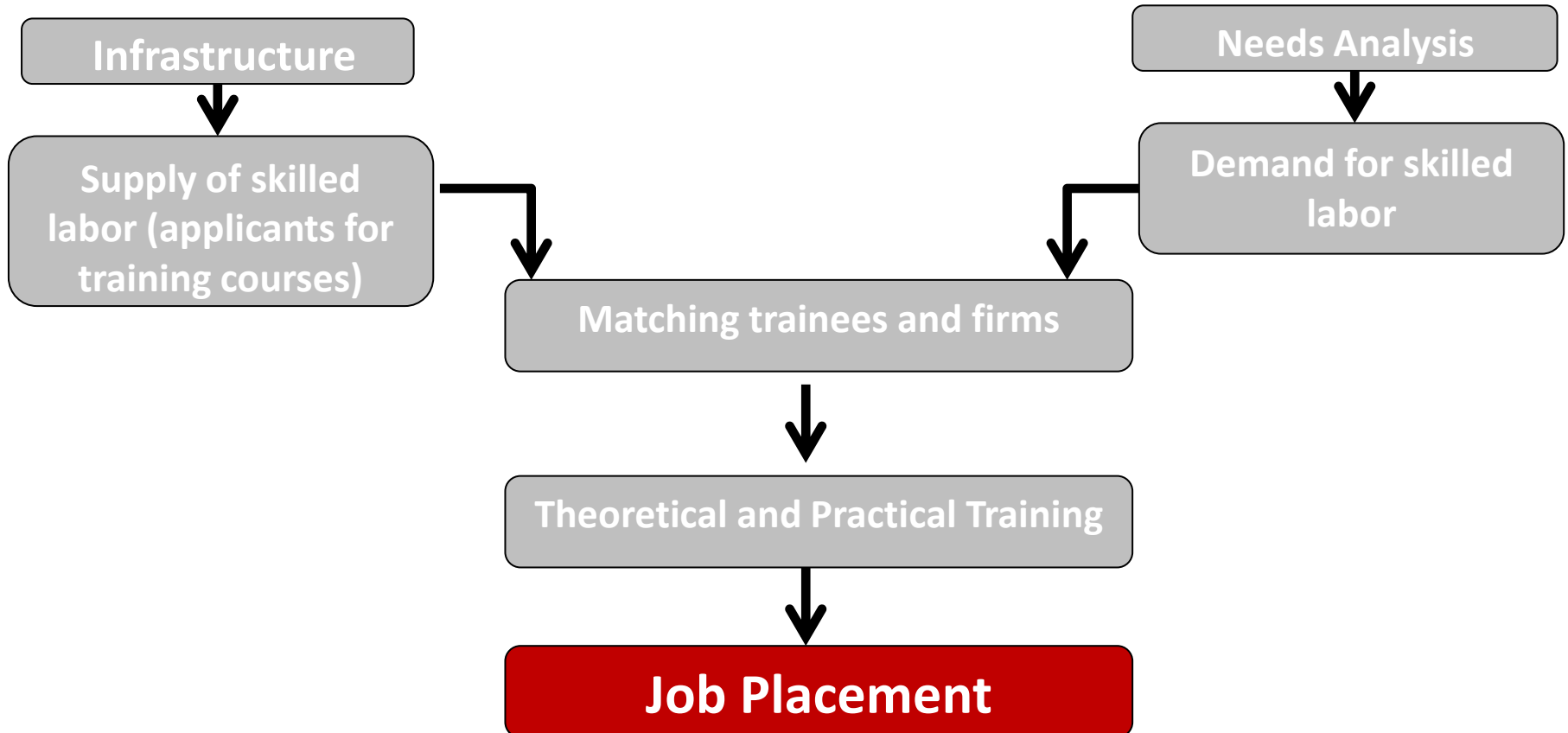
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## UMEM Skills'10

### Process





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### Process in Detail

Course identification according to the demands and curriculum revision



Course announcements and application collection



Determination of the trainees according to the interviews



Initialization of the courses – max. 3 months and Evaluation of the courses



Initialization of the internships – max. 3 months (in the factories – full time)



Evaluation of the internships (will be evaluated by the employer)



Employment of the Successful Trainees



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### Incentives to Promote the Project

- Theoretical and practical training period
  - Daily 15 TL, monthly 360 TL allowance
  - Public health insurance
- When successful trainees are employed
  - employer's insurance contribution is paid by government for up to 4.5 years

	Female /30 yr old or younger Male Employee	30+ Male Employee
Has vocational competence certificate	4,5 years	3,5 years
Does not have vocational competence certificate	3,5 years	2,5 years



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## UMEM Skills'10

### Achievements-1

- In all 81 cities, 100 million TL (app. 57 million USD\*) is invested on the infrastructure of 140 vocational high schools.
- Local Course Administration councils were established
- The instructors of these schools have been trained to train the unemployed.
- In 19 provinces that constitute 80% of the work force, Labor Market Needs Analyses are performed.
- 5,000 firms are surveyed, their requirements concerning their employees and vacant positions are detected.

\*Expenditure is converted into dollars using the average annual exchange rate for 2011 which is published by CBRT





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### Achievements-2

- In 5,000 firms, the demand for intern positions are also identified.
- Analysis results were shared with public by meetings in 19 provinces. Problems of labor market were discussed with industrial employers of 19 provinces.
- Central Information System studies have been completed. The labor demands are collected through this system. ([www.beceri.org.tr](http://www.beceri.org.tr))
- Advertisement activities (posters, brochures, TV programmes, etc.)
- A 7/24 call center was established in order to respond to informational inquiries.

Result: Successful trainees are getting their certificates.



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### New Governance Mechanism

“Course management” structure:

- Empowering local stakeholders
  - Retrieving the labor market information
  - Deciding the courses to be opened
  - Modifying curricula according to local needs
  - Selecting suitable candidates for the courses
  - Quality assurance for the courses
  - Matching local unemployed with local firms
- Forcing them to work together
  - Local MoNE representative
  - Local İŞKUR representative
  - Local Chamber representative



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### Current Situation

As of 10.01.2012;

- 1,987 courses have been opened for 29,247 trainees.
  - At the moment 5,531 people are being trained.
  - 1,434 courses have been completed, 17,842 people graduated.
  - The successful people are being employed.
- 4,740 firms have demanded 50,608 interns so far.
- 35,001 unemployed people applied to these courses.



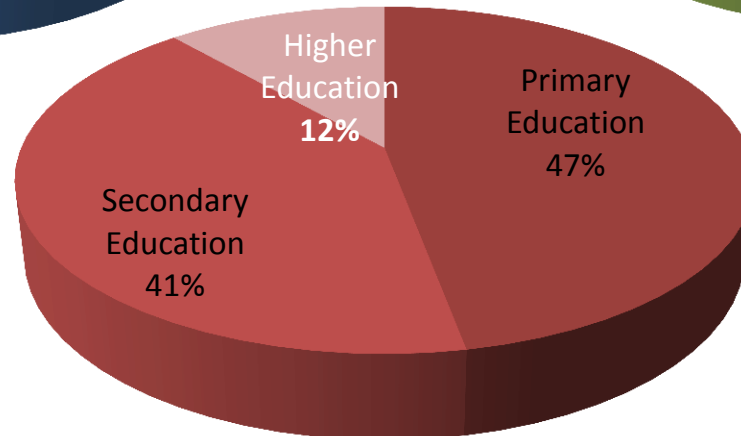
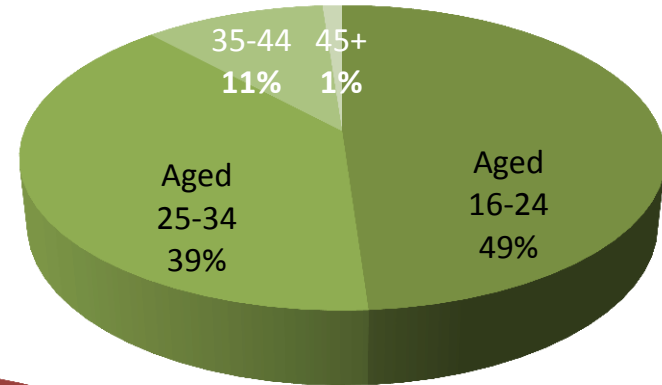
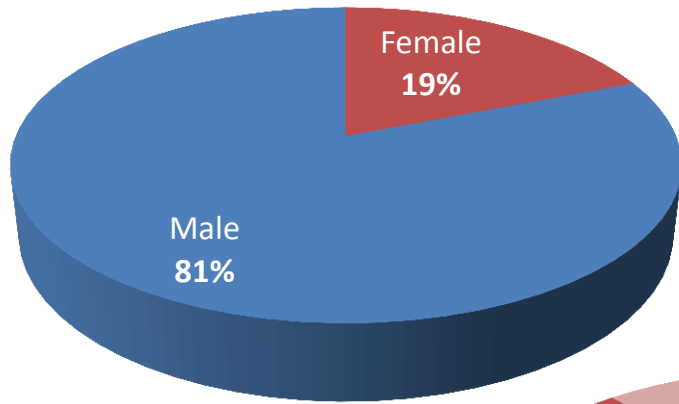
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### Profile of the Course Participants





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### Most Demanded Occupations by Firms

Occupation	Demand for Interns (persons)
Sewing Machine Operator	764
Gas Metal Arc Welder	376
Sewing Machine Operator (fabric)	337
Weaving Machine Operator	314
Confection Worker	303
CNC Operator	278
Thread Maker (Ring/Vater/Vargel)	276
Quality Controller (Textile)	273
Welder (Oxygen and Electricity)	233
Presser	231
Plastics Injection and Molding Machine Operator	219
Other Sewer and Embroiderer	212
Mechanical Maintenance-Repairer	201
Lathe Operator	201
Overlock Machine Operator	197
Pirn Folding/Bending Machine Operator	192



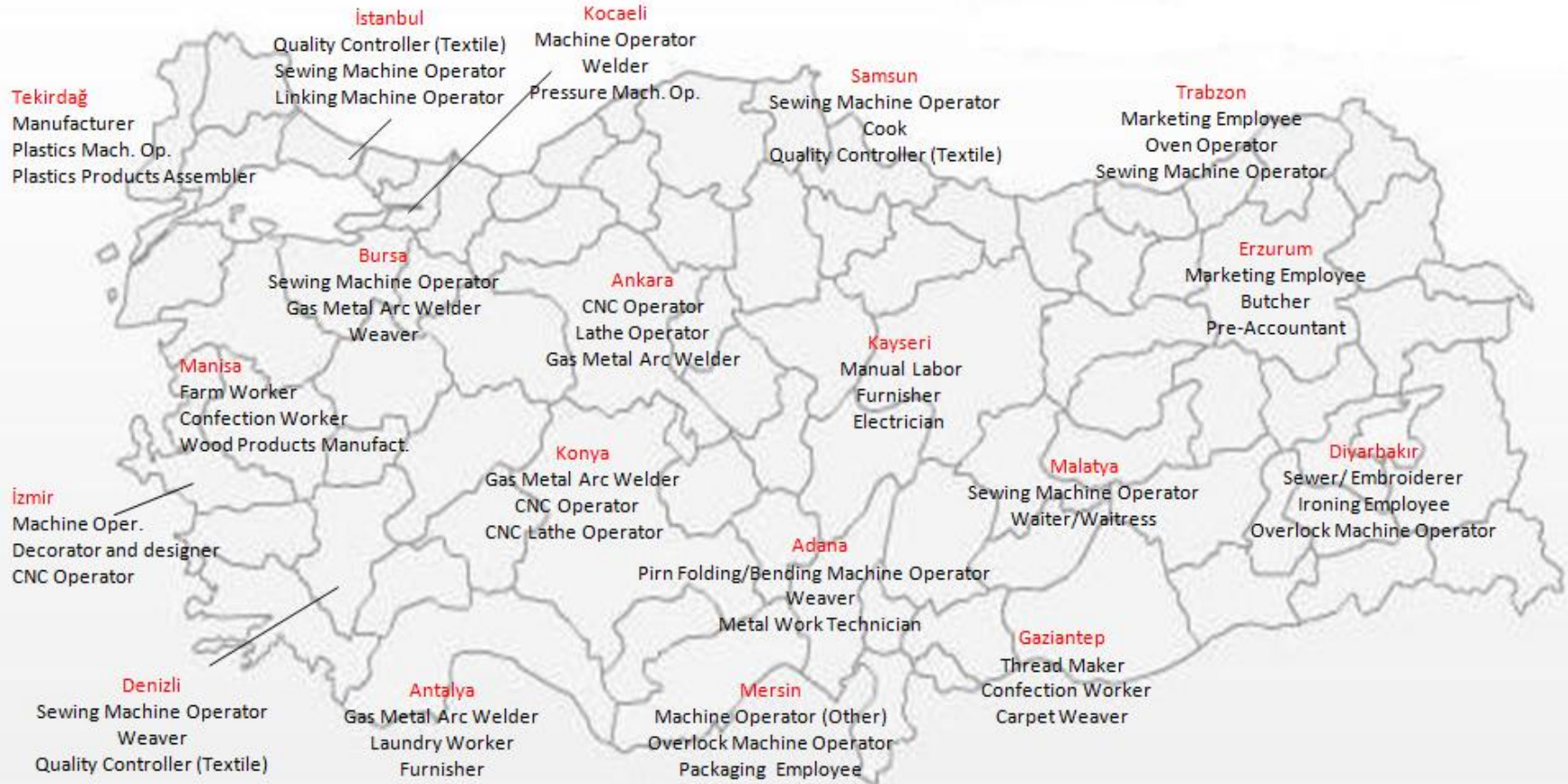
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## Most Demanded Occupations in Provinces





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## Relevance to Others

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## Relevance to Others

- How do countries perform in terms of labor market efficiency?
- What is the demographic structure?
- What does this tell about the need for labor market transformations?





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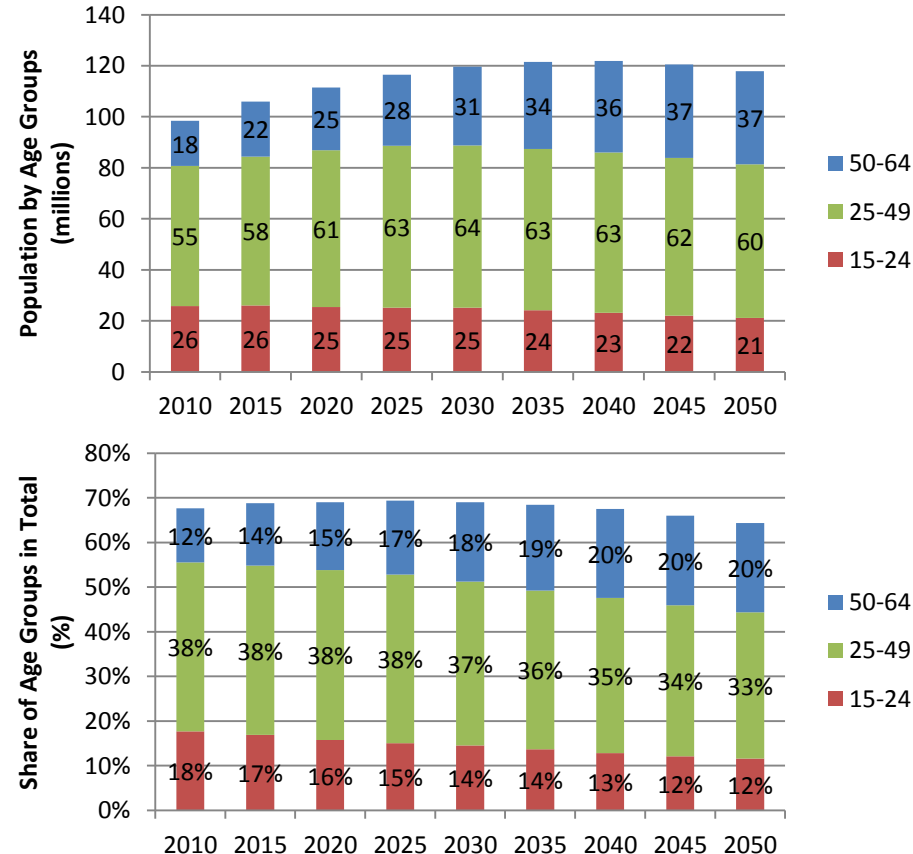
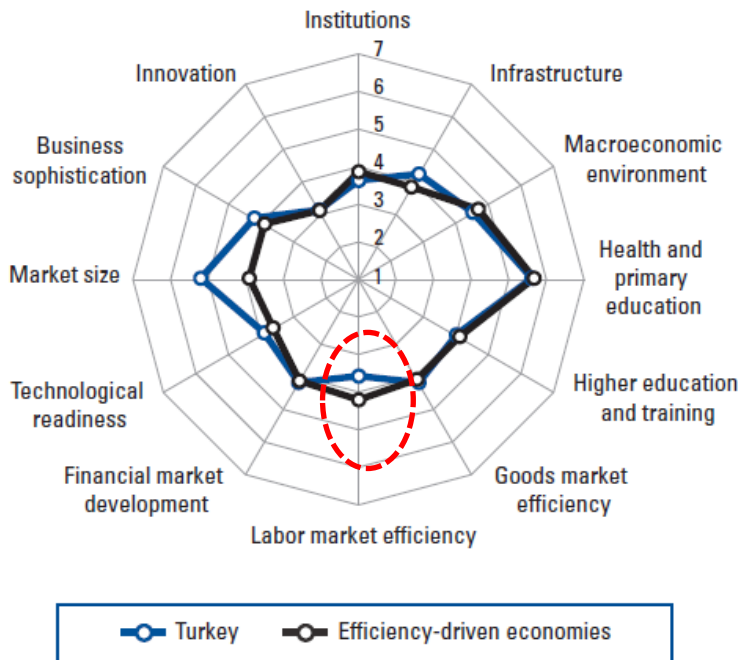
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## Relevance to Others

### TURKEY

- Labor market efficiency is a constraint,
- Young population's share shrinks but number increases.





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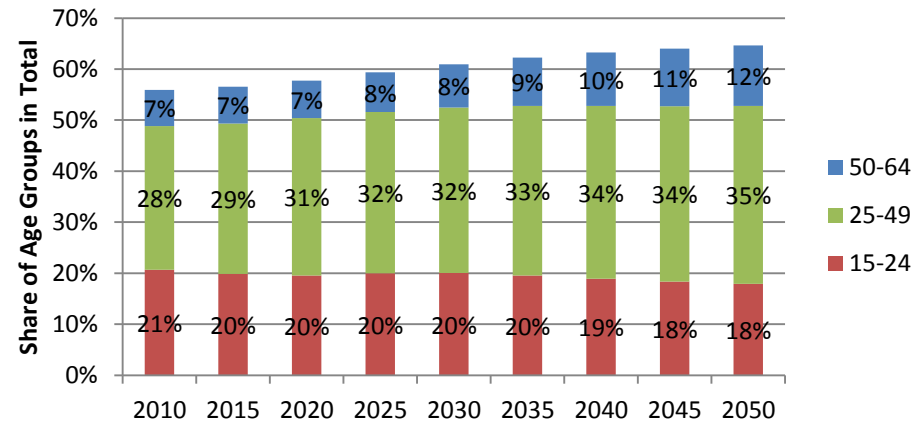
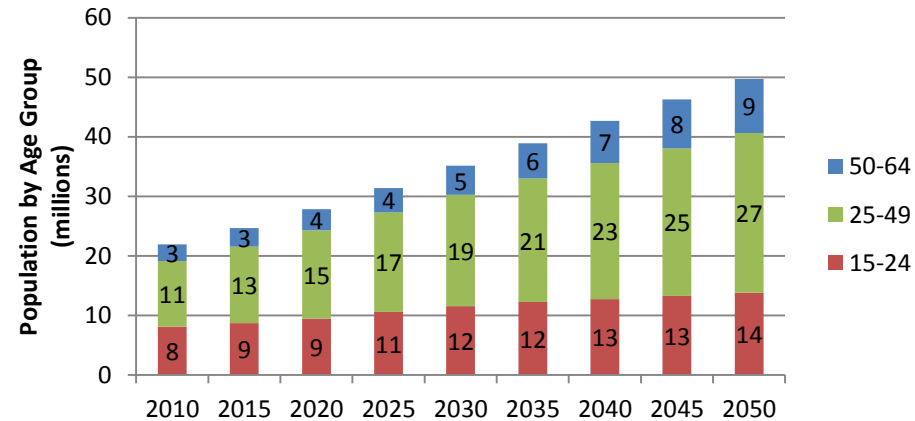
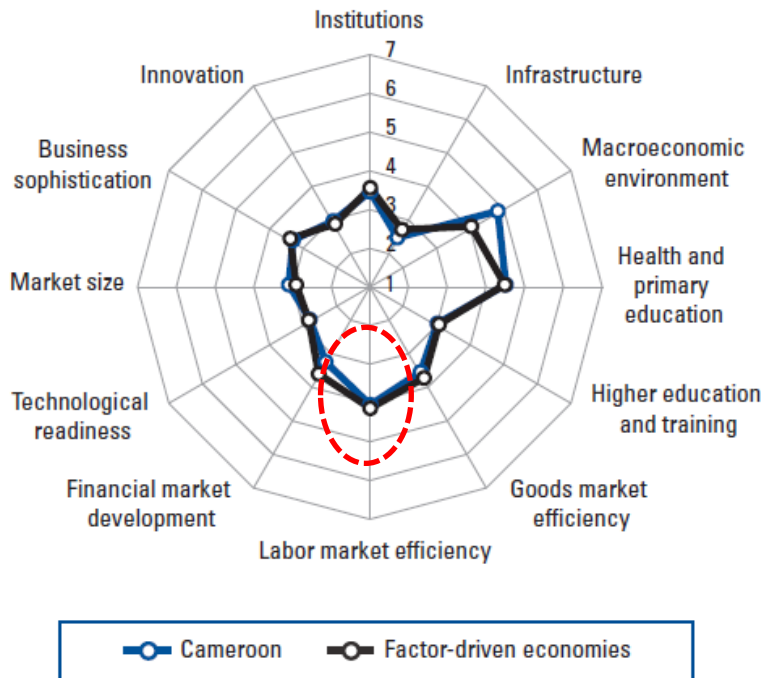
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## Relevance to Others

### CAMEROON

- Labor is as efficient as the average but,
- Young population's share and number increases.





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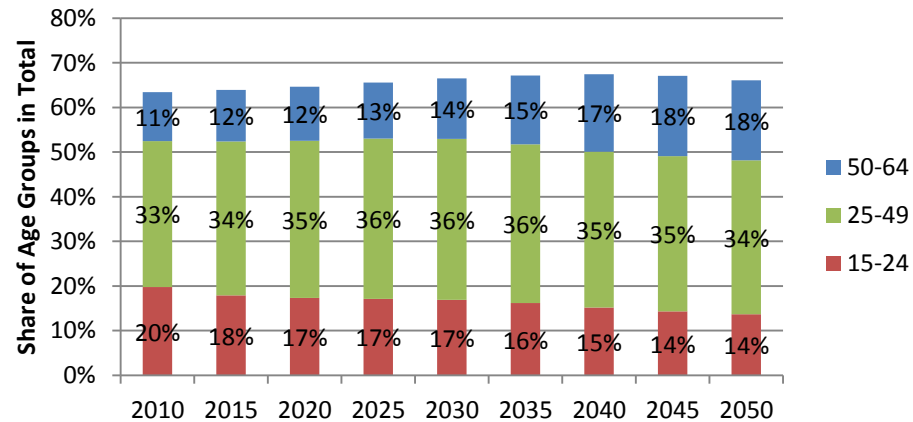
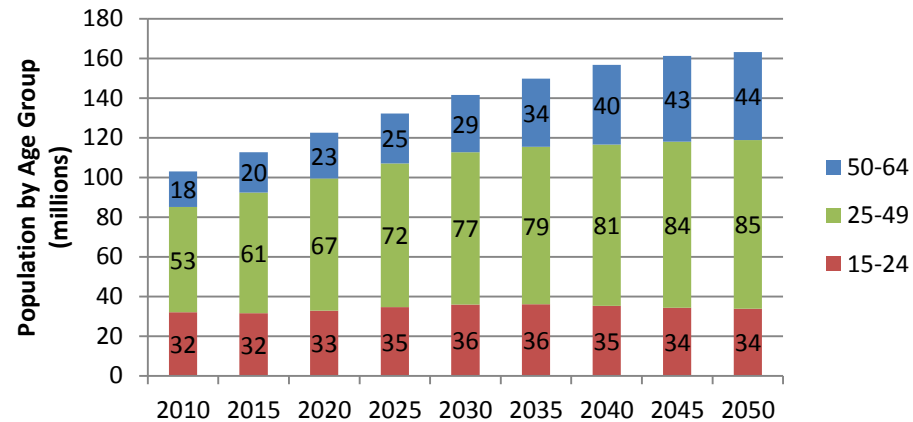
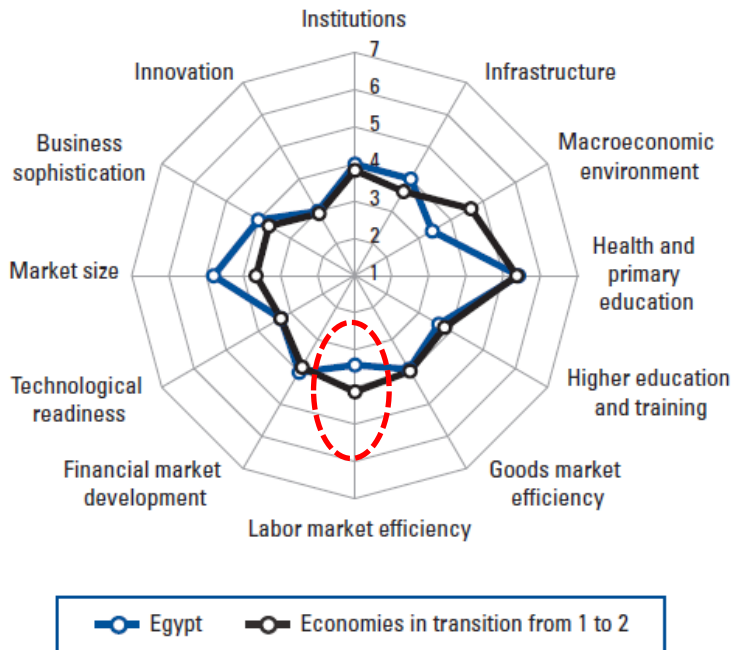
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## Relevance to Others

### EGYPT

- Labor market efficiency is a constraint,
- Share of young people remains fixed but number increases 60% in the next 40 years.





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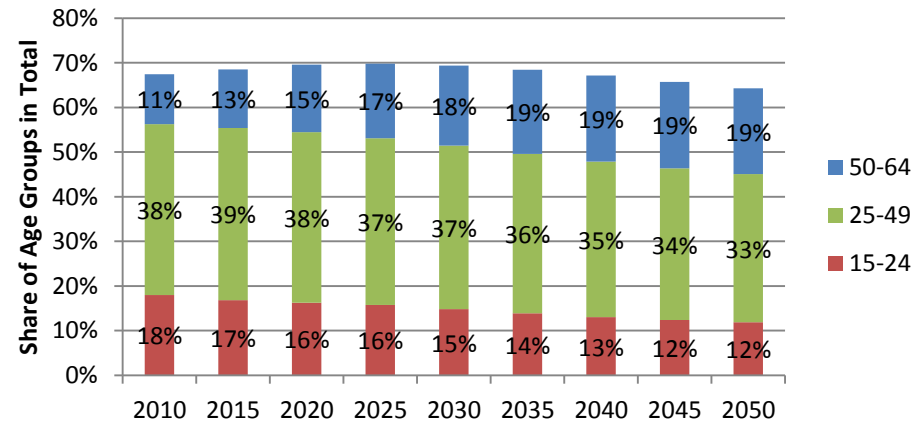
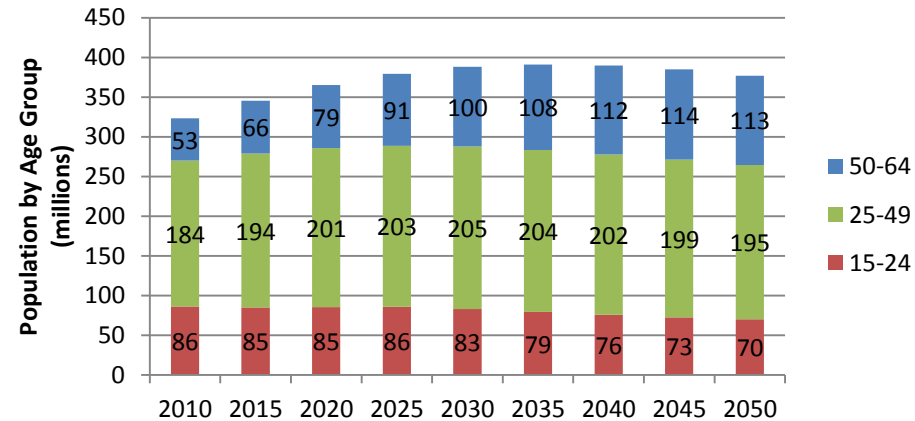
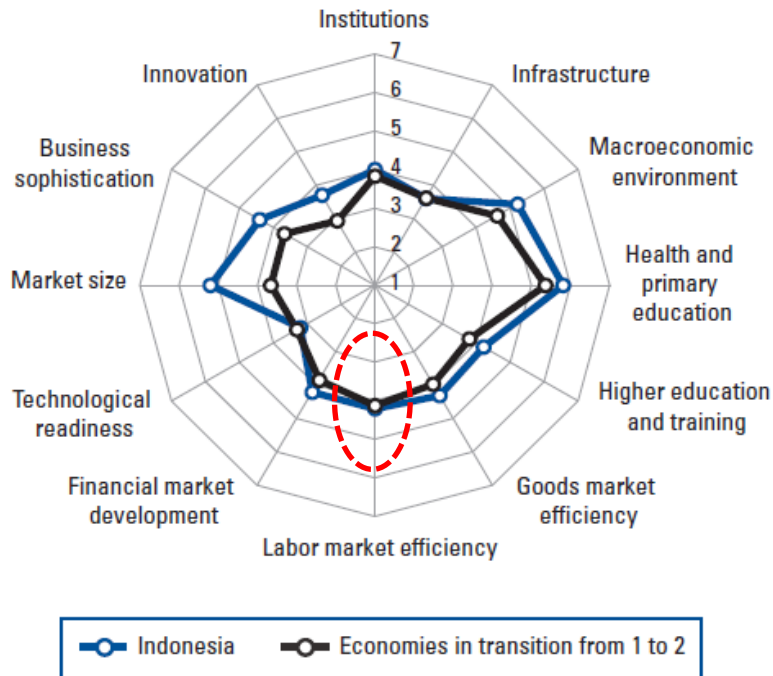
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## Relevance to Others

### INDONESIA

- Labor is as efficient as the average but,
- Share of young people decreases but number increases.





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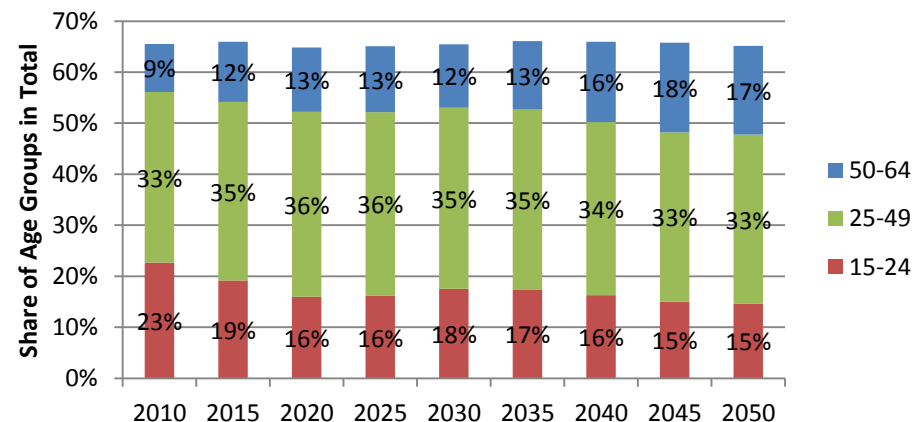
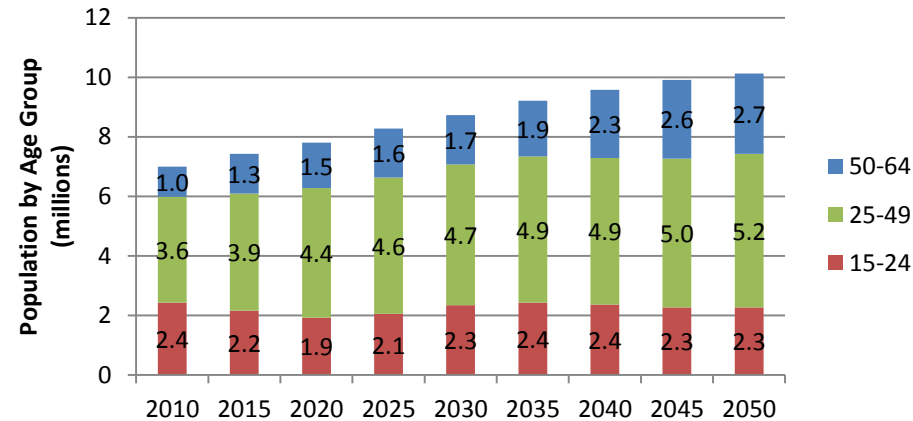
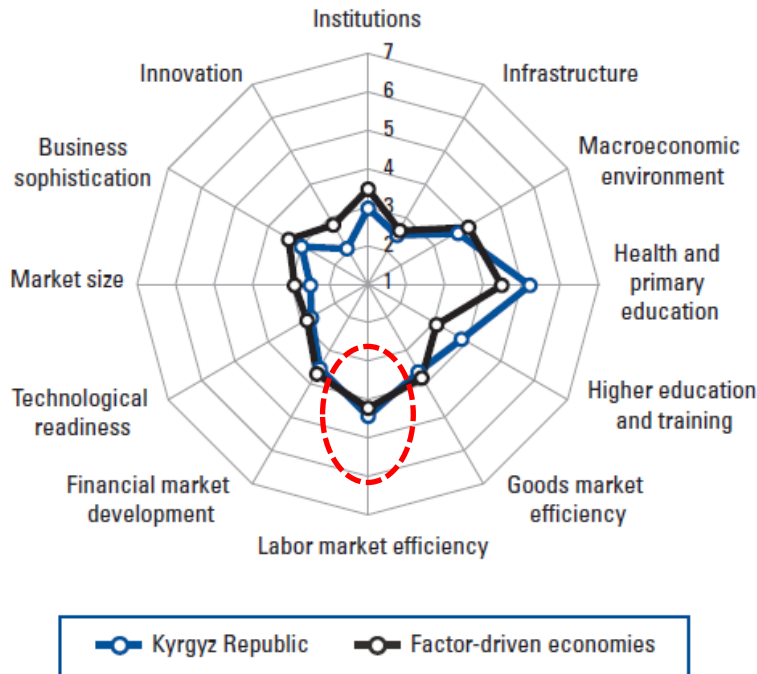
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## Relevance to Others

### KYRGYZ REPUBLIC

- Labor is as efficient as the average but,
- Share of young people remains fixed but number increases.





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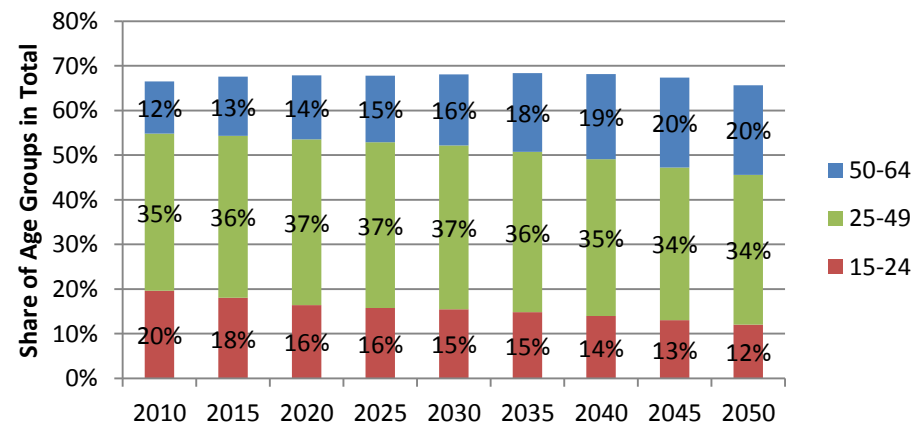
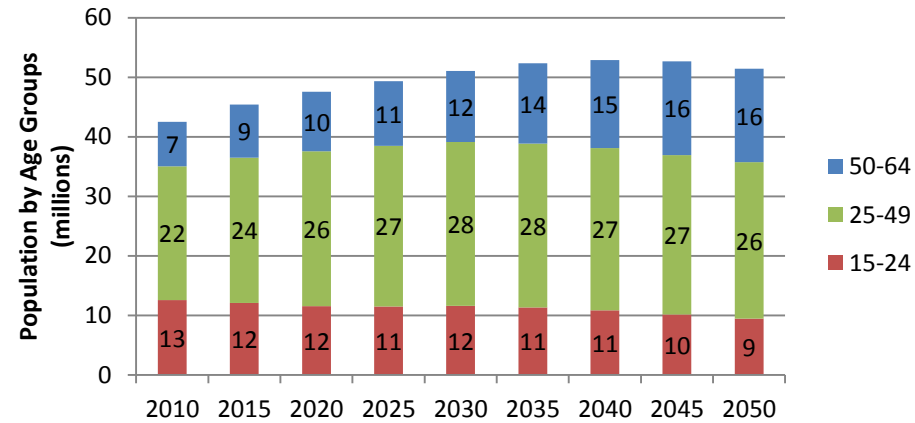
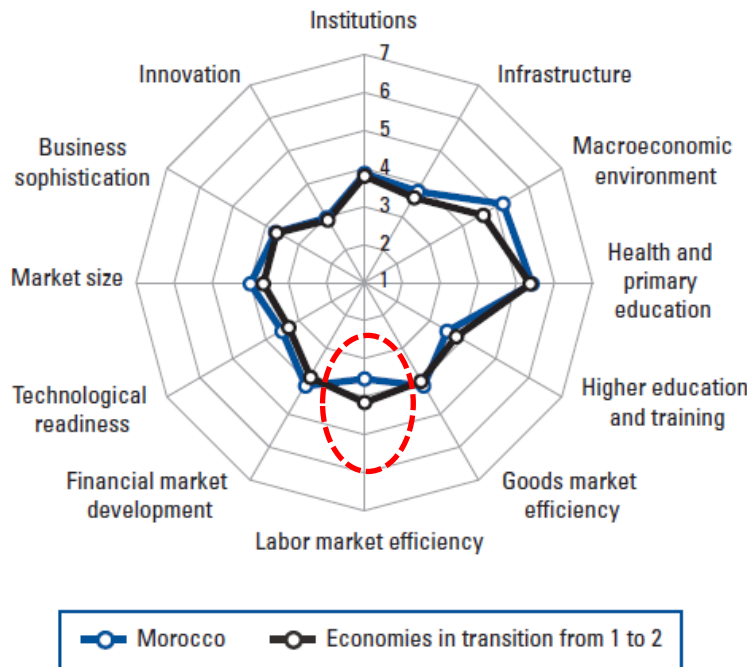
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## Relevance to Others

### MOROCCO

- Labor market efficiency is a constraint,
- Share of young people remains fixed but number increases slightly.





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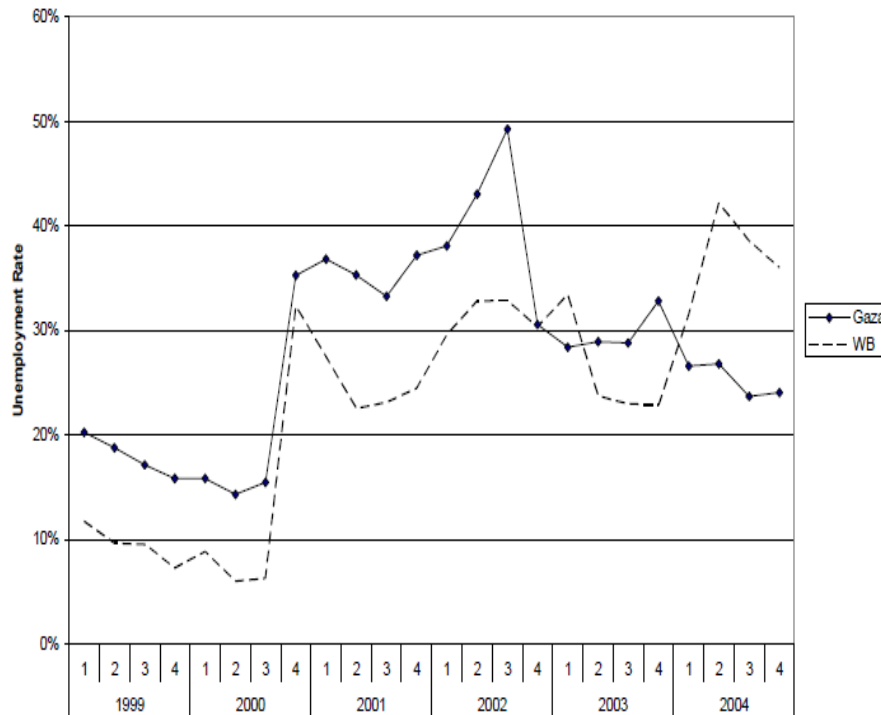
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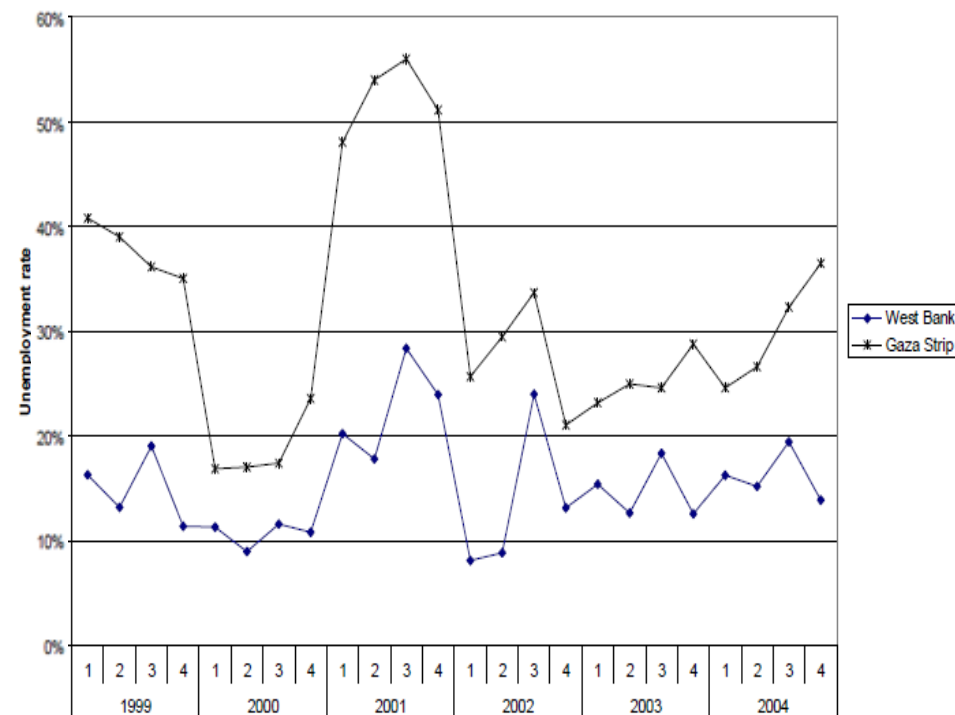
## Relevance to Others

### PALESTINE

Unemployment Rate for Men



Unemployment Rate for Women





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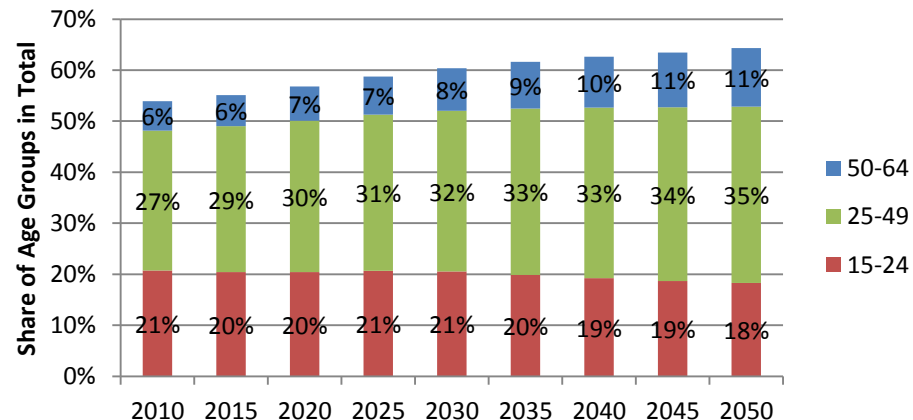
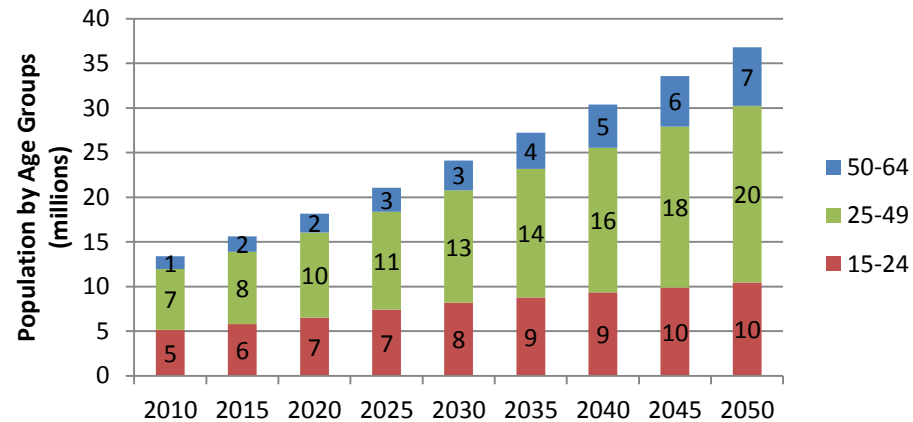
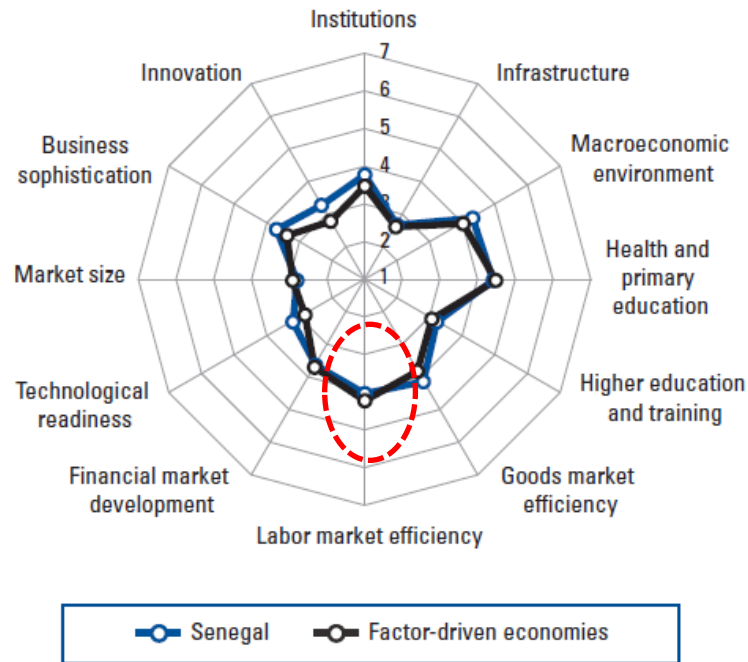
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## Relevance to Others

### SENEGAL

- Labor is as efficient as the average but,
- Young population's share and number increases.







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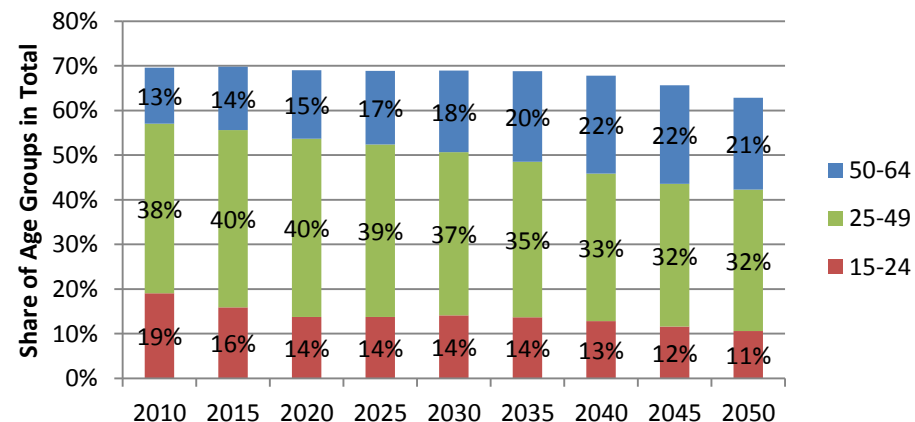
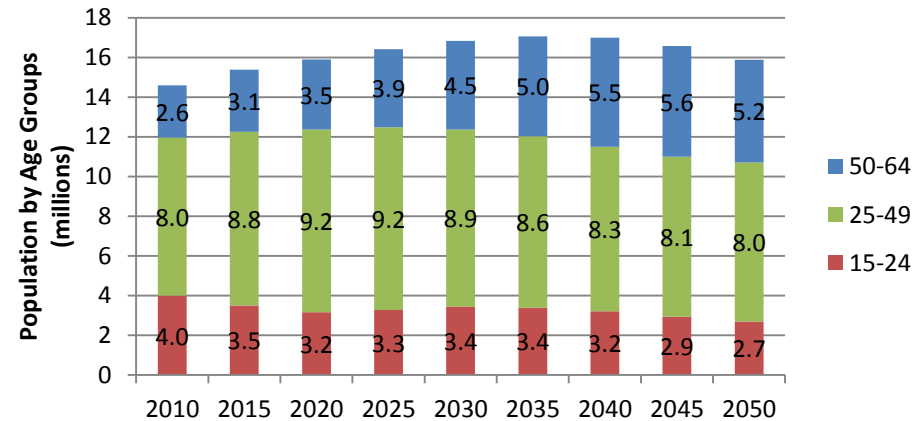
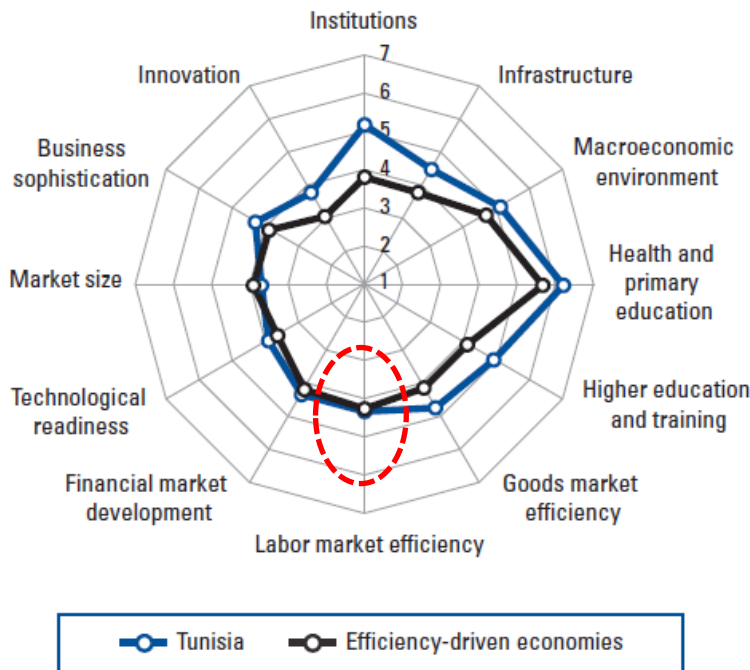
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## Relevance to Others

### TUNISIA

- Labor is as efficient as the average but,
- Share of young people decreases as number increases and then decreases.





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## Conclusions

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## Conclusions

- Skills development is essential for economic development
- Skills development can be seen as a next step for Millennium Development Goals
  - Improving human capital beyond primary education
  - Creating equal opportunity for men and women
- Private sector should have a key role in the skills development process
- Skills'10 Project seems as a successful start for Public-Private Sector Partnership (PPP) in vocational education and training
- Empowering local stakeholders, while forcing them to work together is a key success factor