



VOCATIONAL EDUCATION AND TRAINING & ACTIVE LABOR MARKET POLICIES

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TURKISH EMPLOYMENT AGENCY (İŞKUR)

Responsibilities of İŞKUR

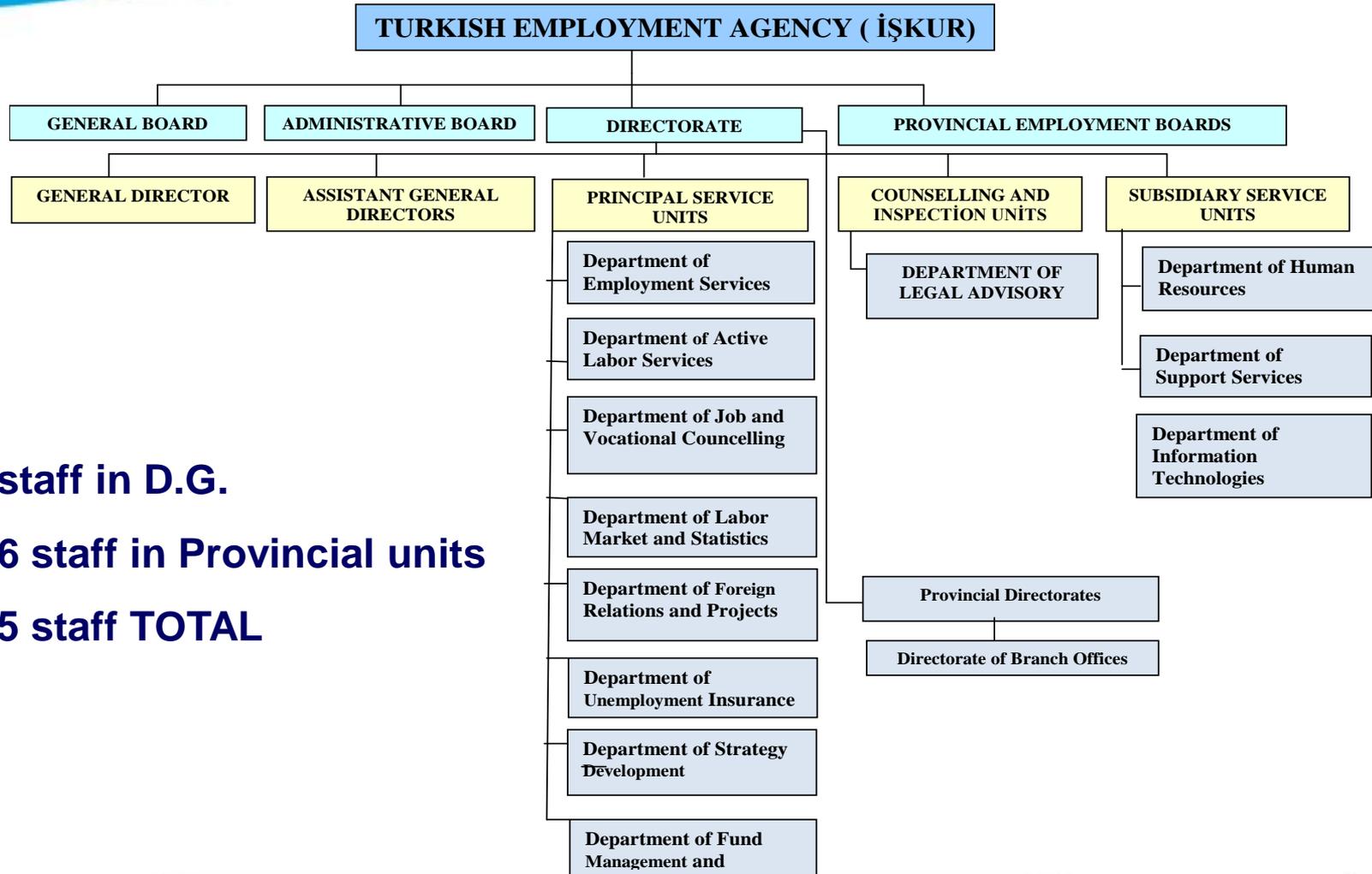
The responsibilities of İŞKUR are as follows:

- To help in activities for developing a national employment policy, protecting and enhancing employment, preventing unemployment, and to execute unemployment insurance procedures,
- To compile, analyse, interpret and publish labour market data on a local and national basis, to analyse labour force requirements in order to determine labour force supply and demand, and to have them analysed,
- **To train labour force with the aim of increasing employment of the labour force, to develop and implement vocational training and labour force harmonisation programmes, to arrange training seminars for the labour force in employment,**
- To make job and occupation analyses and to have them analysed, to provide consultancy services for job and occupation and enable them to be provided,

Responsibilities of İŞKUR

- To carry out studies for regularising job search and worker demands, to mediate with the purpose of finding suitable jobs to the labour force both in home and abroad and concluding foreign service contracts, to contribute to employment of the labour force for whom it is difficult to create employment and to create employment for work places who legally have to employ labour force,
- To follow up the decisions taken by the European Union and international organisations concerning labour force, employment and working life, to implement the decisions of the bilateral or multilateral agreements, contracts and recommendations falling into the Organisation's field of operation to which Turkish Republic Government is a party.

TURKISH EMPLOYMENT AGENCY (İŞKUR)



509 staff in D.G.

6.236 staff in Provincial units

6.745 staff TOTAL

THE MAIN FUNCTIONS OF İŞKUR IN VOCATIONAL EDUCATION AND TRAINING AREA

- Active Labor Market Policies
- Job and Vocational Counseling
- Projects
- Subsidies

Active Labor Market Policies

Started in 1988 with vocational training courses

- Used to be limited to insured unemployed only
- Only a fraction of unemployed were benefiting
- International projects (EU, UN, WB) in 2000's.
- Stimulated via Unemployment Insurance Fund
- Extended to all unemployed since 2008
- Public works, entrepreneurship and internship programs introduced

Active Labor Market Policies

In this context, İŞKUR has the activities below:

- **Vocational Training Courses**
- **Work Programs for Public Benefit (Public Works)**
- **On the Job Trainings / Internships**
- **Entrepreneurship Trainings**

Active Labor Market Policies

📌 Vocational Training Courses

- Developing qualifications and employability
- 6 months duration, 40 hrs/week, 8 hrs daily (min 5 hrs)

📌 Public Works

- Target short-term employment and education of unemployed
- In use when unemployment is intense
- 9 months duration, 45 hrs/week

📌 On-the-Job-Training Programs

- Educating unemployed people on the job and employing them more easily
- 2+ work places, 6 months duration, 45 hrs/week
- İŞKUR pays 14\$ daily, corresponding to minimum legal wage

📌 Entrepreneurship Trainings (Programs)

- Education about setting up and managing a business
- Raising accessibility to financial resources like SME Development Organization.

Active Labor Market Policies

Numbers of
Courses According
to Years

YEARS	NUMBER OF COURSES	NUMBER OF PARTICIPANTS
2007	765	15.363
2008	1.109	19.557
2009	9.889	222.503
2010	11.821	211.627
2011	16.594	250.016
2012*	21.268	377.081
TOTAL	61.446	1.096.147

Resources Allocated
for ALMPs

Years	1- Resources (Million TL)	2- Used (Million TL)	2/1 (%)
2010	509	392	77,0
2011	1.411,5	409	28.9
2012**	1.556,8	774,3	49,7

*from 01 January 2012 to 31 October 2012

** from 01 January 2012 to 31 August 2012

Vocational Training Courses

For all unemployed, in order to

- improve skills,
- change vocation
- direct towards labor demand.
- Can re-apply to other courses only after 24 months
- 10 to 25 participants
- No lower limit for vulnerable groups (youth, women, disabled, long-term unemployed etc.)
- 5-8 hrs/day, max 40 hrs/week, max 6 months

Vocational Training Process

Demand Analysis

- Provincial Employment and Vocational Education Boards
- Annual Plans

Contracting

- By tender
- By Cooperation
- Via individual assignment to contracted providers

Training

- Identification of course participants
- Cooperation of IŞKUR and providers
- Certification at the end of courses

Employment

- Employment guarantee determines further cooperation

Service Providers

- Ministry of National Education
 - Technical and Vocational High Schools
- Universities
- Private Educational Institutions
- Firms, businesses, factories
- Charities, foundations, professional associations, unions

Financial Issues

Cost determined according to

- Trainer fees,
- Equipment costs,
- Training field costs,
- Profit of service provider.

All participants are paid;

- A daily stipend of 20 TL(11 \$), (for on-the-job training 25 TL (14 \$), for public works minimum legal wage)
- Universal health insurance premiums,
- Vocational accident and illness insurance premiums

Employment Obligation

Service Provider	Employment Rate	Employment Date	Employment Term
Educational Institutions	Min % 20	Within 3 months after course -end exam	Max of course term and 3 months
Firms- Businesses	Min % 50	Within 30 days after course-end exam	Max of course term and 3 months

On-the-Job-Training Programs

Training on the job

- Trainees should be
 - Registered unemployed
 - Aged 15 or more
 - Not students
- Workplaces should be
 - Registered employer employing 2 or more
 - Adding to last 3 months employment
 - Non-governmental
 - Not using short-time benefits

Public Works

- Max duration 9 months, aims long-term unemployed.
- Salaries, administrative costs and limited profit covered.

AREAS:

- Environment clean-up and protection
- Stream improvement, struggle with soil erosion
- Infrastructure
- Protection of historical and cultural heritage

SERVICE PROVIDERS:

- NGO's
- Regional governments
- Private firms

Entrepreneurship Programs

MAIN MODULE (60 hrs)

- Idea test
- Creativity
- Work plan
- Management
- Marketing-Finance

SUPPORT MODULE (12 hrs)

- Hiring
- Employing
- Monitoring & evaluation
- e-trade
- Export - Import

Active Labor Market Policies

2011 TYPE OF COURSE	NUMBER OF COURSES	NUMBER OF PARTICIPANTS		
		MALE	FEMALE	TOTAL
COURSES	10.176	76.559	74.738	151.297
VOCATIONAL TRAINING OF EMPLOYEES	430	3.918	1.060	4.978
WORK PROGRAMS FOR PUBLIC BENEFIT	2.424	50.434	13.651	64.085
ON THE JOB TRAININGS / INTERNSHIPS	2.658	2.593	2.918	5.511
ENTREPRENEURSHIP TRAININGS	906	13.605	10.540	24.145
TOTAL	16.594	147.109	102.907	250.016

Active Labor Market Policies

2012* TYPE OF COURSE	NUMBER OF COURSES	NUMBER OF PARTICIPANTS		
		MALE	FEMALE	TOTAL
COURSES	8.030	77.862	94.704	172.566
VOCATIONAL TRAINING OF EMPLOYEES	290	5.824	332	6.156
WORK PROGRAMS FOR PUBLIC BENEFIT	4.599	119.901	37.884	157.785
ON THE JOB TRAININGS / INTERNSHIPS	7.679	13.140	9.450	22.590
ENTREPRENEURSHIP TRAININGS	670	9.311	8.673	17.984
TOTAL	21.268	226.038	151.043	377.081

* from 01 January 2012 to 31 October 2012

Job and Vocational Counseling

IŞKUR provides this service with 2817 professional counselors all over the Turkey. Total number of IŞKUR's counselors will be 4000 at the beginning of 2013.

TARGET AUDIENCE:

- New in workforce or changing vocation,
- Long-term unemployed
- Disadvantaged groups,
- Recipients of unemployment benefits,
- Those aiming to improve vocational skills,
- Those changing jobs,
- Youth prior to starting vocational education

Job and Vocational Counseling

With IŞKUR's counseling services:

- ❖ **Students** are able to select the best job complying with their education and skills,
- ❖ **Unemployed** people receive counseling for having a new job,
- ❖ **Employees** can have the support to change their jobs,
- ❖ **Employers** learn how to educate and improve the capacity of their employees,
- ❖ **All the target groups of IŞKUR can benefit from training possibilities related to their professions.**

Projects

İŞKUR also implements both national and international funded projects

Some important examples of İŞKUR's projects are:

- Promoting Youth Employment Project**
- Promoting Women Employment Project**
- Specialized Profession Acquirement Centers (SPAC) Project / Skills'10**
- Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya(South-West Turkey)**

Projects

Promoting Youth Employment Project:

The aim of Project is to reduce unemployment among young unemployed people and school leavers by implementing a series of activities that will help them start up in business by increasing entrepreneurship skills or helping them into jobs.

The Project includes:

- Entrepreneurship trainings,
- Guidance and counseling services for young entrepreneurs,
- Internships for young people which facilitate transition from school to work,
- Apprenticeship programs to increase young people's occupational qualifications.

Projects

Promoting Women Employment Project

Main purpose of the Project is to improve women employment by fighting against the challenges in women employment and by improving women's employability.

One of the results of this project is to provide vocational information, guidance and counseling services specific to different target groups of women.

Some specific results with the Project:

- 9856 women attended employment guaranteed vocational courses,
- 780 women received entrepreneurship trainings,
- 1940 women received trainings about children, elderly, disabled and sick care.

Projects

Specialized Profession Acquirement Centers (SPAC) Project / Skills'10

PARTNERS:

- MLSS – İŞKUR
- MNE – General Directorate of Vocational and Technical Education
- Turkish Union of Chambers and Commodity Exchanges
- Turkish Union of Chambers and Commodity Exchanges-University of Economy and Technology

Projects

Specialized Profession Acquirement Centers (SPAC) Project / Skills'10

Main purpose of the Project is to strengthen the relation between education and employment by providing some solutions for unemployment caused by the supply-demand incompilance in the labour force market.

Project aims to educate more and more people according to employees' skills and employers' labour force needs to reach that purpose.

In this context, main concentration of the Project is improving the quality and the effectiveness of ALMPs that IŞKUR implements.

IŞKUR uses national financial resources in the implementation of this Project.
(Total Budget: 162,5 million Euro)

Projects

Specialized Profession Acquirement Centers (SPAC) Project / Skills'10

Examples of some specific activities:

- ❖ Conduct of labour force market needs analysis in 19 pilot provinces.
- ❖ Improvement of the institutional capacity of Provincial Employment and Vocational Training Boards.
- ❖ Establishment of Course Management Boards in all provinces that ensure the cooperation between public and private sectors.
- ❖ Establishment of Demand and Matching System for employers' labour force needs.

Projects

Specialized Profession Acquirement Centers (SPAC) Project / Skills'10

- ❖ Providing on the job trainings and internships possibilities for all participants after theoretical courses.
- ❖ Renewal of Vocational and Technique Training Schools' equipments in parallel with technological developments. *(137 Schools' equipments are renewed in 2010-2011)*
- ❖ Education of instructors for updating the instructors' knowledge according to theoretical and technological developments in their fields. *(2482 instructor in 2010 ; 2500 instructor in 2011)*

Projects

Specialized Profession Acquirement Centers (SPAC) Project / Skills'10

YEAR	TYPE OF COURSE	NUMBER OF COURSES	NUMBER OF PARTICIPANTS		
			FEMALE	MALE	TOTAL
2011	Theoretical Courses	1.770	7.966	19.874	27.840
	On the Job Trainings	3.191	3.001	7.881	10.882
2012*	Theoretical Courses	2.006	12.539	22.065	34.604
	On the Job Trainings	2.926	3.526	7.896	11.422

*from 01 January 2012 to 31 October 2012

Projects

Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya(South-West Turkey)

- ❖ United Nations Millenium Development Goals Achievement Fund (Oct 2009-Dec 2012)
- ❖ Budget: USD 3,980,000
- ❖ Local Project with National outcomes
- ❖ Adoption and implementation of employment policies benefiting the most vulnerable groups
- ❖ To reduce youth unemployment among vulnerable young members of migrant families and increase the participation of young women in the labor force.
- ❖ A National Youth Employment Action Plan lays the policy, budgetary and institutional framework for this objective.

Projects

National Youth Employment Action Plan

- ❖ **Objective 1:** Development of İŞKUR Capacity on youth employment
 - ❖ Performing periodic needs analysis of youth
 - ❖ Social Dialog Mechanisms
 - ❖ PVTEB effectiveness
- ❖ **Objective 2 :** Strengthening Education-Employment Relation
 - ❖ Easing of transition to Labor Market
 - ❖ Opportunities to gain experience
- ❖ **Objective 3 :** Contribution of İŞKUR to Job Creation
 - ❖ Monitoring and Sustaining youth employment
 - ❖ Promoting Entrepreneurship
 - ❖ Developing strong communication channels and supporting Entrepreneurship via legal ammendments

Subsidies

When employers hire someone who is a woman older than 18 or a man at the age between 18 and 19, and completed the vocational courses of İŞKUR, the amount of insurance premium shares of employers is paid from Unemployment Insurance Fund for 36 months.

When employers hire someone who is a man older than 29, and completed the vocational courses of İŞKUR, the amount of insurance premium shares of employers is paid from Unemployment Insurance Fund for 24 months.

If these people are selected from unemployed people who are registered to İŞKUR, these periods are extended for 6 additional months.



Thank You

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