



TRAINING AT WORKING LIFE

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URGENT ACTION PLAN

■ **AT WORKING LIFE**

- ⑩ Legislation for Flexible working forms.
- ⑩ Maintaining short term training and consultation services for improving **manforce quality**.
- ⑩ Effective **manforce planning**
- ⑩ Preventing informal employment and informal foreign labour
- ⑩ Preventing child labour



ACTIVE LABOUR MARKET PROGRAMMES PROJECT (ALMPP)

Aktive Labour Market Programmes Project (ALMPP)

- This is a project based on an agreement between Turkey and the EU Commission for 25 months.
- The ALMPP took action on 21 October 2003 and it is considered to be completed at the end of 2005. But it is still continuing and will be ended on the 17th of March.
- The project is financed by the Commission and has a budget of 50 million €. Where Turkey's contribution is 10 million €.



Objective of the project

- The objective of the project is to provide technical assistance to İŞKUR (Turkish Employment Organisation) and to develop its institutional capacity for taking effective employment measures according to the European Employment Strategy.
- To help Turkey for developing its sustainable Human Resources Development strategy and to contribute its economic and social development.



Target group of the Project

Project has a large target group and social partners:

- Developing İŞKUR's senior management and Human Resources, developing employment policy and other public institutions involved in EU accession process,
- Social partners,
- Unemployed people particularly the long term unemployed ones,
- Currently working people having the risk of being dismissed,
- Small enterprises looking for support to get bigger via investment on its human resources.



Components of the Project

The programme works with both public sector and the NGOs and has 4 components:

- Component 1: Policy Development
- Component 2: Institutional Development
- Component 3: Staff Training and Development
- Component 4: Grant Scheme

Component 1 – Policy

Under this component we have the objectives such as:

Promoting Social Dialogue and,

Strategy Development for
Human Resources Development



Component 3 – Staff Training and Development

Activities:

1. Training necessities assessment,
2. Training activities,
3. Management skills,
4. Training ISKUR's Staff and Training Department staff,
5. Training of trainers.



Component 4 – Active Labour Market Measures Grant Scheme

The grant scheme called “New Opportunities” aims at granting NGOs and all relevant social parties for reinforcing their project management capacities in order to contribute to the unemployment problem in Turkey.



Who can apply for Grant plan?

- NGOs,
- Local administrations
- Trade unions, civil servants unions, employers' unions, confederations, chambers and organizations of commerce, agriculture, industry and occupations,
- Foundations and Associations.
- Universities,
- Non lucrative education organisations, research institutions, cooperatives etc.



The Grant Scheme comprises

Projects supporting independantly working people and SME's and creating new jobs for the unemployed.

Training projects aiming at training at work and out of working hours for the employed people.

Innovator projects creating employment/training possibilities.





Regional distribution of the Projects

	Ankara	İstanbul	Adana	Antalya	İzmir	Malatya	Trabzon
Project	46	70	38	18	31	23	19
Share in Total Grant	22%	27%	10%	10%	10%	10%	10%

The total amount of the ALMPP has been realised at **35.922.727 million €** for 245 projects under first and second call for proposals where the grant has been 31.956.649 million €.



Project distribution according to social groups						
	Disadvantaged	young	unemployed	Women	İş Sahipleri (employed)	Others
Project	17	37	122	30	23	16

The number of people benefiting from the training in all regions is **49.224**.

Distribution according to the Subject of the Project				
	Skill training	Training	Job Development	Occupational Training
Project	20	99	62	64



CERTIFICATION SYSTEM IN TURKEY



- Turkey has no certification institution for occupations.
- Almost every body and institution give vocational education and certificates. (Ministries, Municipalities, Universities, private sector etc.)
- Their certificates are not recognised by the others.



- The Draft Law creating National Qualifications Institute waits for approval at the Prime Ministry.
- The certificates given by this institute will be recognised at Labour Market.
- Its effect on the Labour market has not been analysed
- Suspends since 2000.



Dictionary of Occupations-1

- An IBRD financed project (ended in 2000),
- In order to meet the demands of Turkish labour market,
- The research and Technical Services Department has defined the occupational standards of **250** occupations under the coordination of our institutions,
- Very comprehensive.



Dictionary of Occupations-2

- Includes only brief descriptions and codes of the job titles which are in the classification system.
- Favorable for national and international norms. Based on ILO's ISCO-88 standards and composed of 9 main groups.
- **2567** jobs with brief descriptions and codes.



THE ROLE OF SOCIAL PARTNERS IN VOCATIONAL EDUCATION AND TRAINING IN TURKEY



- According to the Law No: 3308, social partners' representatives, schools and companies actively participate in Vocational Education Commissions for making proposals on the subjects such as planning, development and assessment the vocational and technical education.
- The apprenticeship vocational education commissions where social partners are represented have been established in all provinces.
- Within the framework of MoNE, certain autonomous units welcome social partners' representatives in their own managerial structure.



Thank you for
Listening...