



Lifelong Guidance and Counselling

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Presentation Plan

- † General overview of Turkish Labour Market
- † Structural Situation in Education and Employment Fields
- † İŞKUR in Vocational Guidance and Counselling fields
- † Planned actions





What is Lifelong Learning?

- ❖ Lifelong Learning (LLL), "all learning activities participated throughout life with the aim of **developing knowledge, skills and qualifications** in personal, societal, social and/or employment perspective".
- ❖ LLL addresses everyone regardless of differences in age, gender, employed/ unemployed, socio-economic status, education level etc. and takes part in every aspect of life.
- ❖ It is very closely related to employment dimension and labour market.

Turkish Labour Market- I

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Working age population (Thousand people)	47.544	48.359	49.174	49.994	50.772	51.686	52.541	53.593	54.724	55.608
Workforce (Thousand people)	22.016	22.455	22.751	23.114	23.805	24.748	25.641	26.725	27.339	28.271
Employment (Thousand people)	19.632	20.067	20.423	20.738	21.194	21.277	22.594	24.110	24.821	25.524
Unemployed (Thousand people)	2.385	2.388	2.328	2.376	2.611	3.471	3.046	2.615	2.518	2.747
Labour force participation rate (%)	46,3	46,4	46,3	46,2	46,9	47,9	48,8	49,9	50	50,8
Employment rate (%)	41,3	41,5	41,5	41,5	41,7	41,2	43	45	45,4	45,9
Unemployment rate (%)	10,8	10,6	10,2	10,3	11	14	11,9	9,8	9,2	9,7
Non-agricultural unemployment rate (%)	14,2	13,5	12,7	12,6	13,6	17,4	14,8	12,4	11,5	12.0
Youth unemployment rate (%)	20,6	19,9	19,1	20	20,5	25,3	21,7	18,4	17,5	18.7

* TURKSTAT data.

Turkish Labour Market - II

- i Every year on average **850 thousand** people are added to working population.
- i Employment has been increased by **4 million 786 thousand** between 2007-2013.
- i Unemployment rate is high (**%9.7**)
 - Youth unemployment rate is even higher. (**%18.7**)
- i Education level of labour force is low.
 - %60 of labour force has an education level below high school degree.
- i Labour force participation rate is low. (**%50.8**)
 - Female labour force participation rate is even lower. (**%30.8**)
- i Education level and labour force participation is directly related with each other.
- i Unregistered employment is high. (**%35.1**)

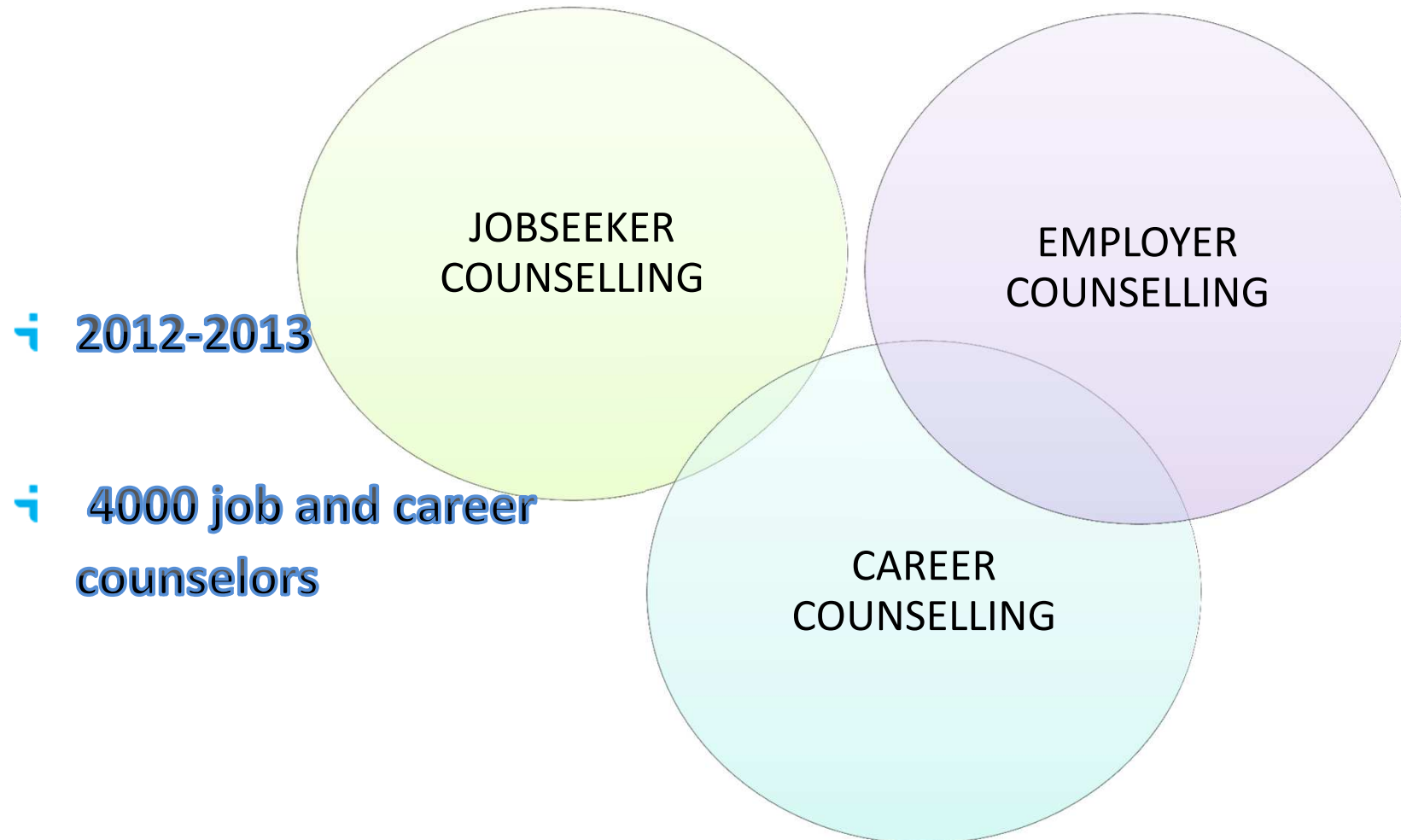
Structural Situation in Education and Employment Fields

- ↳ Through **Provincial Employment and Vocational Education Boards** all stakeholders at local level interrelate vocational education and employment periodically.
- ↳ **National vocational standards and qualifications** are prepared by Vocational Qualifications Authority (VQA).
- ↳ At national level, **Development of Employment and Vocational Education Coordination Council** coordinates the basic policies through action plans.
- ↳ Studies on **National Employment Strategy** have been finalized.

Life Long Learning Activities Carried Out by Turkish Employment Organisation (İŞKUR)

- Needs Analysis for Labour Market
- Job and Career Counselling Services
 - Individual Counselling Services - Group Counselling –Employer Counselling
- Vocational education courses, on-the-job training programs, entrepreneurship training program, programs aiming societal benefit
 - Job placement services
- International activities

Job and Career Counselling Services



Aim and Target Group for Job and Career Counselling Services

Aim: Providing counselling services to individuals and employers who seek for jobs, desires to develop vocational skills, desires to change jobs, have difficulties in finding a job, have difficulties in getting a profession or choosing one and having problems in vocational adaptation.

Target Group:

- Job seekers,
- Employers,
- Students,
- Disadvantaged groups,
- Dismissed people,
- Unemployment compensation receivers,
- Parents,
- People who seek decision on which profession to choose, who desires to improve their vocational skills, desires to change jobs, have difficulties in finding or changing a job/in vocational adaptation,
- Counsellors,
- People who want to become an entrepreneur.

JOB AND CAREER COUNSELLING

“A job and career counsel for every unemployed and employer”

Within the scope of Job and Career

Counselling services; it is aimed to provide

- Vocational Information and assessing individual qualifications
- Vocational guidance
- Directing to labour force development courses
- Job placement
- Vocational adaptation support
- Consultancy services for employers
- Vocational information seminars in schools; for job seekers.

By this way it is aimed to;

- Reduce unemployed period
- Increase employment and productivity
- Ensure continuity in employment.

One of the most important problems of labour force that is the asymmetrical information, will be resolved through counselling services.



Professional success can only be achieved by choosing the profession according to one's skills, and **choosing the right profession** is possible with **effective guidance and counselling**.

- İŞKUR vocational tendency tests
- Vocational skills tests with İŞKUR-MoNE partnership
- İŞKUR Journal of Support for Choice of Profession
- University Contact Points
- İŞKUR, EUROGUIDANCE (European Guidance Centre) Country Representative
- Career Days and Employment Fairs

“A job and career counsel to every school”

- School portfolios within the responsibility of each counsellor.
 - Individual interviews in career counselling dimension are conducted with the students who would like to know more about themselves, professions and education opportunities, and vocational tendencies.
 - Group work conducted to address the importance of professional choice and key points to consider in the choice of profession, vocational opportunities and education options on one higher level are explained and vocation information is provided to groups of students in İŞKUR vocational information centre and schools.

Journal of Support for Choice of Profession



- Journal of «Support for Choice of Profession» is prepared to be used in career guidance and counselling and to increase interest and knowledge of the students who are at the stage of choosing a profession, their parents and teachers.

- Job and Career Counsellors gave seminars to the final grade students of all vocational high schools and other high schools in topics like job searching skills, information about institutions and interview techniques and distributed 700,000 journals around Turkey (in 2014 1 million



Vocation Information Centres and Vocational Research and Development Activities

- ❖ Vocation Information Centres are centres where resources related to professions, vocational education providers and working life are provided and put into use of people in need.
- ❖ In Vocation Information Centres founded in 65 ISKUR Province Directorates; Target group has access to all information regarding professions and can be informed by counsellors.



Vocational Advisory Committee (MEDAK)

- ❖ “**Vocational Guidance and Counselling Services Agreement**” has been signed and issued on 18.03.2009.
- ❖ MEDAK operates with the contribution of social stakeholders and related public institutions and the secretariat duties of MEDAK is performed by İSKUR. **MEDAK works include consideration of all aspects of improvement and expansion of vocational guidance and counselling services and development of policies regarding this area.**



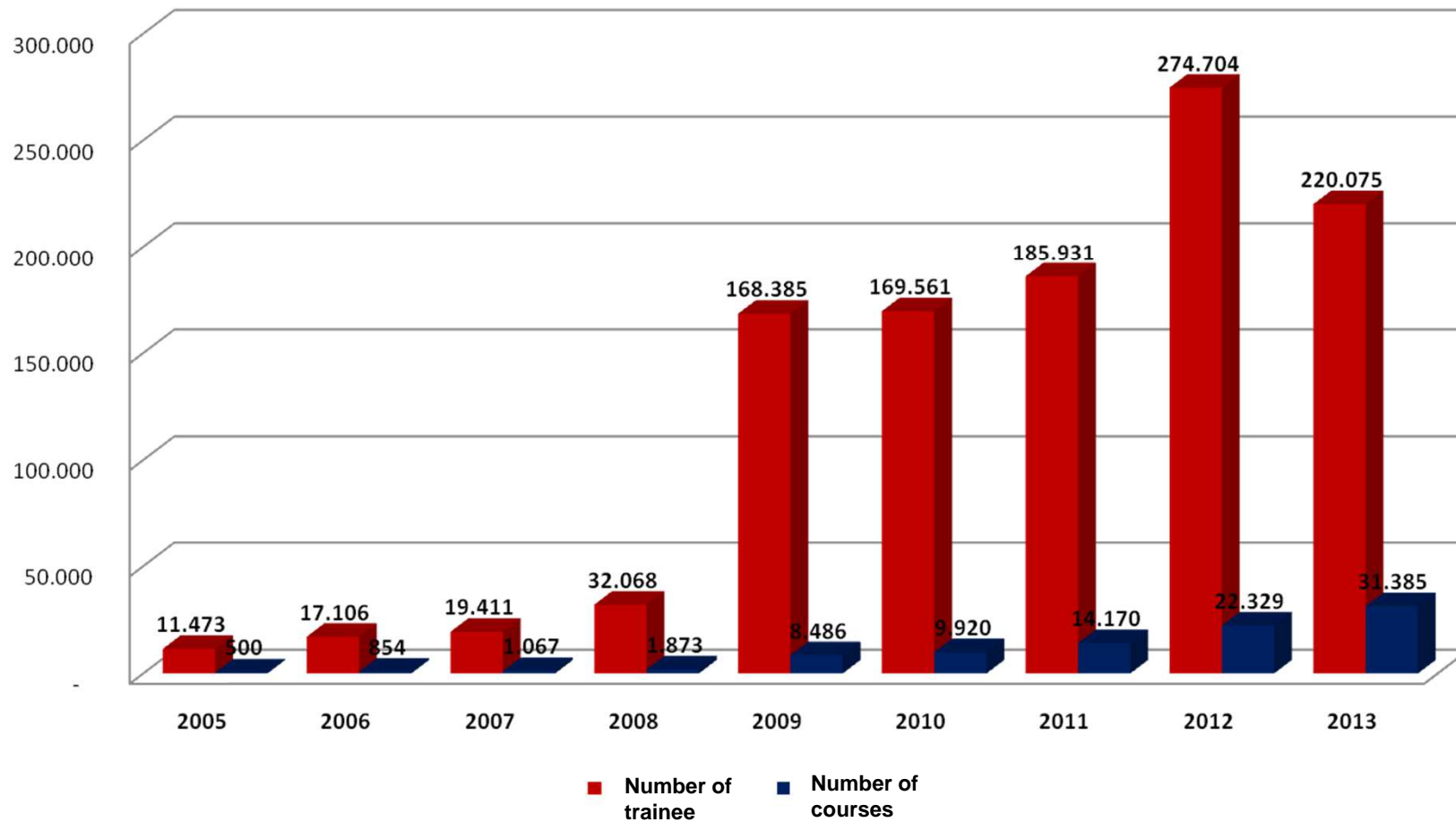
University Contact Points

- ❖ In order to increase accessibility of guidance and counselling activities and recognition of the institution, **65 ISKUR Contact Points established in universities** provide counselling services to individual/groups of students face-to-face.
- ❖ Students are informed about labour market, ISKUR's activities, job searching skills, interview techniques, preparing resume, etc.
- ❖ On-the-job training and flexible working requests are met.

Job and Career Counselling Activities

Year	Number of Job and Career Counsellors	Number of Work Place Visits	Number of Students Received Counselling Service
2002	8.915	40.749	88.038
2003	2.983	16.379	48.639
2004	4.066	15.291	49.247
2005	1.645	20.610	68.207
2006	2.124	19.117	67.223
2007	2.600	40.379	90.015
2008	4.154	35.939	110.445
2009	6.853	33.978	133.950
2010	19.634	42.025	163.501
2011	165.105	70.505	155.220
2012	795.740	192.258	138.336
2013	1.631.024	391.476	600.718
TOTAL	2.644.843	918.706	1.713.539

Active Labour Market Programs



EUROGUIDANCE

(EUROPEAN CENTRE FOR GUIDANCE)

In Turkey, Euroguidance activities have been carried out since 2009 by İSKUR.



Education and Culture DG

Lifelong Learning Programme

1st International Job and Career Counselling Congress



İ İŞKUR, carries out EUROGUIDANCE activities since 2009.

İ 1st International Job and Career Counselling Congress was organised on 28 – 29 November 2013 with the participation of international stakeholders.

İ Within the scope of the congress; introducing EUROGUIDANCE and European Union's work, sharing papers in national/international platforms and developing relations between institutions/universities were targeted.

Plans

- ❖ Developing institutional cooperation and implementing action plans determined in the 'Improving The Relation Between Education and Employment' axis of National Employment Strategy,
- ❖ NATIONAL FORUM foundation studies,
- ❖ Carrying out projects and activities for more effective provision of guidance and counselling services to individuals and target groups with local and International resources.
- ❖ **Cooperation towards a labour market comprising more informed and conscious individuals**



THANK YOU

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