



Long term Vision and Planning in HRD Field – The position of Turkey in a global context

FRAME:

Skills for the Future

Supporting the development of comprehensive
strategic visions for HRD in the countries of the EU
enlargement region

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Vision 2023: A vision for hi-tech, hi-capability Turkey

An example of the use of Foresight to anticipate the scientific and technical human resources needed to enable significant progress in key hi-tech domains:

- Transport
- Logistics
- Aviation
- Energy
- Space
- Defense

But what about lo-tech Turkey?

Lo-tech can also be hi-capability!

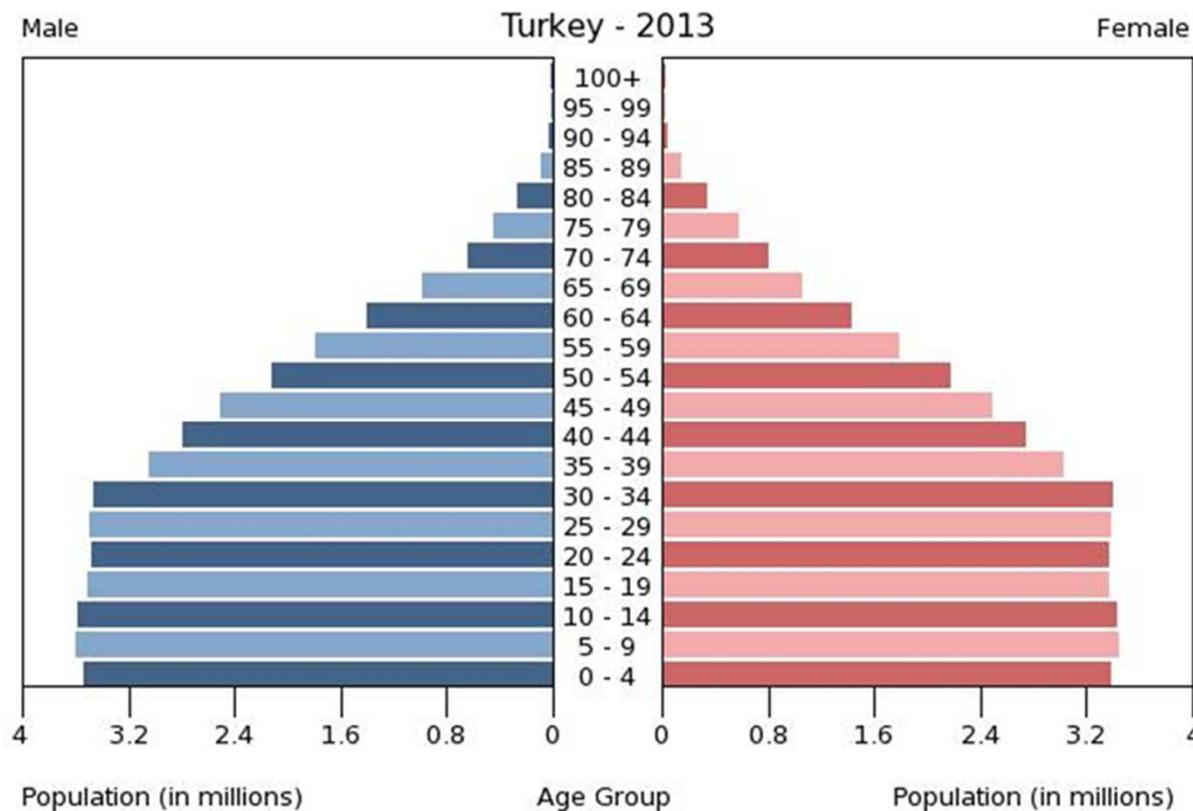
How will this work out, especially in the regions, or for excluded groups?



Selected Employment Related Challenges for Turkey

Three challenges stood out in the IPA programming workshop, (Ankara, February 2013):

- Employing the «Youth Bulge » (the bulge is biggest in poorer communities...)
- Activating the Female Workforce (impact on child education, household incomes...)
- Including important social groups (people with disabilities, IDP, Roma...)



The LLL Strategy Paper (Sep 2013) lists 11 challenges of which:

- Lack of awareness of LLL
- Low levels of participation in LLL
- Poor coordination of LLL system
- Gaps in some forms of LLL
- Gaps in forms of knowledge and skill addressed by LLL system

The 6 priorities

- Culture of LLL ...
- Opportunities for LLL...
- Access to LLL ...
- System for vocational G+C ...
- System for RPL ...
- System for M+E ...

A need for massive change ...

Use of Foresight in Addressing these Challenges

The report on the system for Education, Training and Learning in Turkey, lists a great number of challenges faced in the area of LLL:

- Insufficient signaling of needs by companies, coupled with a lack of infrastructure to capture these needs and match opportunities with job seekers...
- Low status of VET among young people, in particular low status of apprenticeships
- Low incentive due to weak bridging mechanisms leading from VET into HE
- Large numbers of women not in education, training or in work
- Women tied up with housework, held back by cultural biases and attitudes
- Relatively high levels of violence at home, at work and in school
- Conservative attitudes of people working within the system
- High drop out rates etc ...

On the other hand strong points include the willingness of the private sector to support Life Long Learning, work with service providers and co-invest with the government.

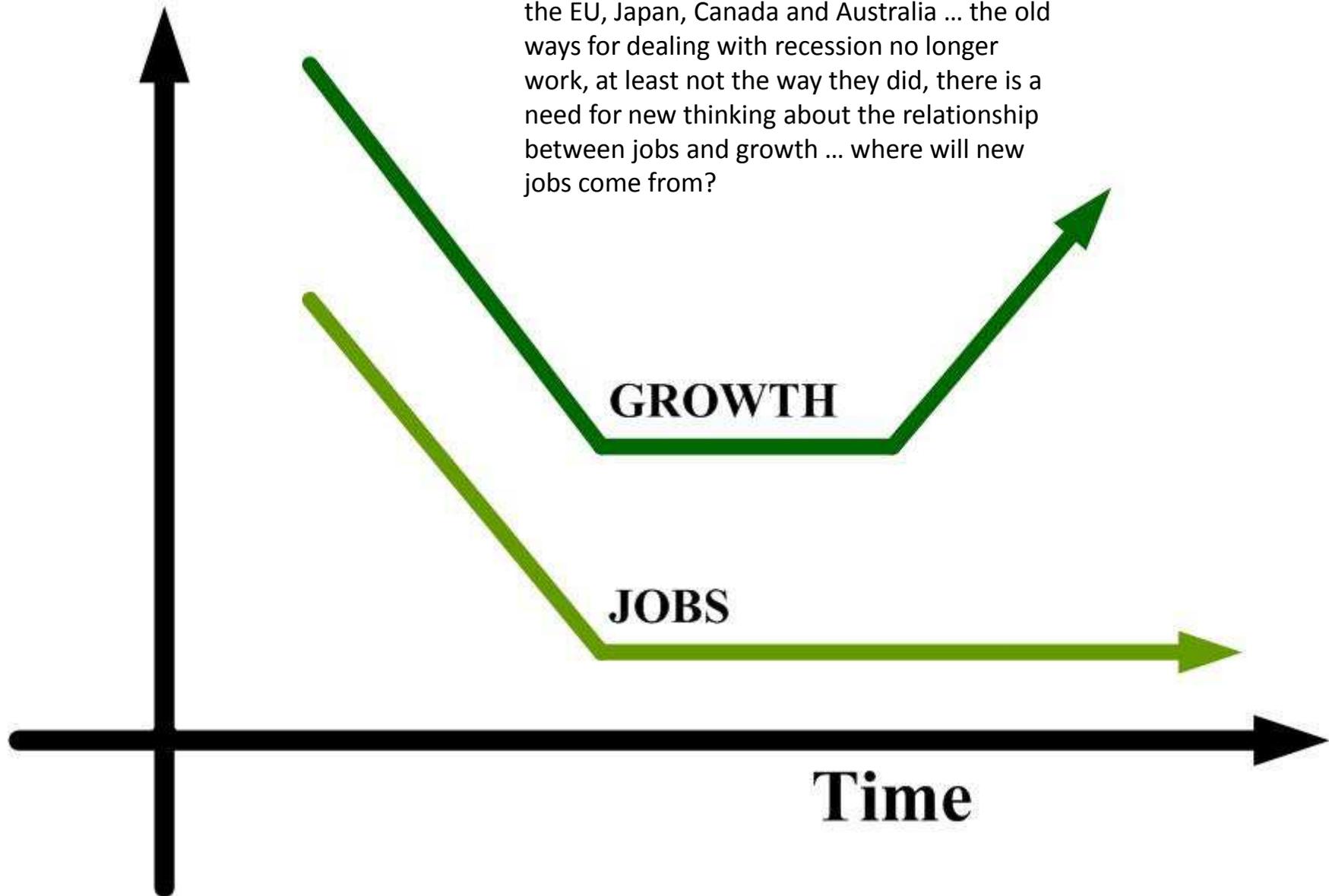
A regional approach may work best. For example the opportunities needed for employment and entrepreneurship in regions dominated by agriculture, tourism or mining will be quite different. It is at the regional level that cooperation with sectoral ministries and their agencies will yield best results.

In Europe :

- We use **Regional Foresight** to connect the Education, Training and Learning system more closely with the local economy to address not just LLL but also issues relation to entrepreneurship, research and innovation ...
- We have established **Learning Networks** that allow experts in regional administration to learn from each, swapping and adapting ideas ...

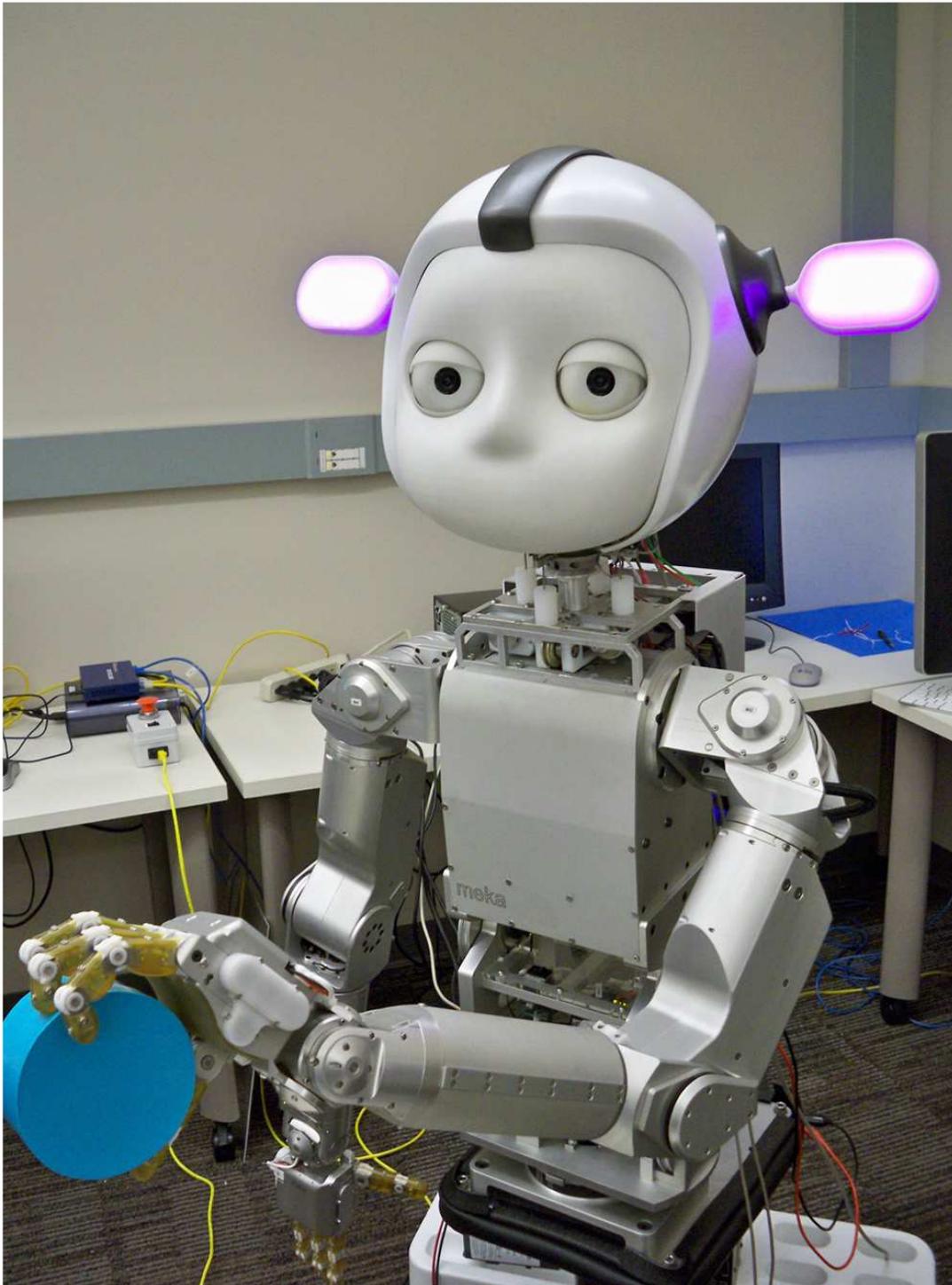
We may be entering an age of « Jobless Recovery »

At least it very much looks like this for the US, the EU, Japan, Canada and Australia ... the old ways for dealing with recession no longer work, at least not the way they did, there is a need for new thinking about the relationship between jobs and growth ... where will new jobs come from?



1 company, 1 million robots and 400,000 out of work





**The robot is an
extra pair of eyes
and hands ...**

**... a new colleague
at work ...**

**Are we entering a
new « Age of the
Machine »?**

... or a « Third Industrial Revolution »?



The « APP » era...

... you don't need to be an engineer to design an APP
... from « e-commerce » to « m-commerce » to
« f-commerce » and « f-business »



The MOOC ...



.. an assistant teacher...

Suggestion for a FRAME Foresight Pilot in Turkey

Foresight is a planning and change management tool that relies on

- Participation (involve everyone who needs to be a part of the solution...)
- Anticipation (don't be a victim of change that has already started elsewhere...)

Suggestion 1 – Anticipating new skill needs for LLL: Use of a Foresight Pilot to **closely couple** the Turkish system for Education, Training and Learning, to discussions on the external forces changing

- Global markets, opportunities for growth, opportunities for job creation
- The nature of work and the need for new skills
- Demands on the skills system (focus on Life Long Learning)

Suggestion 2 – Tuning the LLL system to meet the needs of a region: All systems converge in the region ... systems for economic and sectoral development ... systems for education, training and learning, support for entrepreneurship ... a catalyst for overcoming cultural barriers, changing attitudes of parents, integrating a fragmented system at regional level...

Suggestion 3 – Tuning the LLL system to meet the needs of a population: Use of a Foresight Pilot to develop a holistic approach to complex problems concerning specific populations, for example the **activation of the female workforce**...