



ACTIVE LABOUR MARKET POLICIES

07.03.2023 - Rome

- İ Information about İŞKUR
- İ On the Job Training Programs
- İ Vocational Training Courses
- İ Disabled and Ex-Convict Projects



Founded in **1946**
with the name of
Institution of Finding
Job and Employee

Transformed to
İŞKUR in **2003**

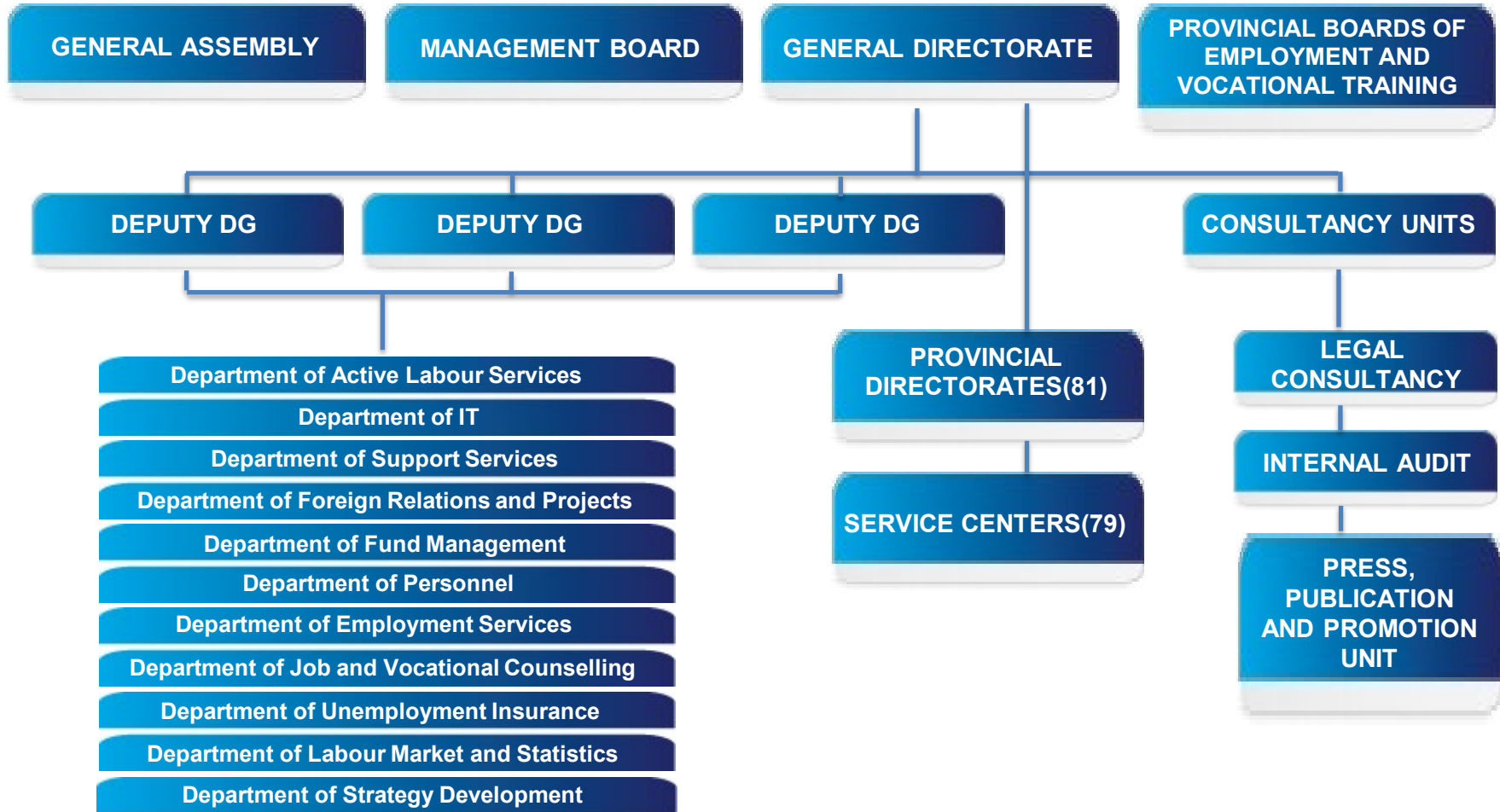
Establishment of
Unemployment
Insurance Fund-
1999

Presidency of the
World Association of
Public Employment
Services (WAPES)
between **2015-2018.**

TÜRKİYE İŞ KURUMU

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TURKISH EMPLOYMENT AGENCY



81 Provincial Directorates
and 79 Service Centres
with 8.856 staff in total.



573

staff at the
Directorate General



8.283

staff at the Provincial
Directorates

❖ General Directorate

- ❖ **The General Directorate is authorized** and responsible for
 - ❖ the determination of policies regarding active labor market services,
 - ❖ the preparation of the relevant legislation,
 - ❖ the coordination of the services provided and
 - ❖ the activities carried out within the framework of the policy and legislation.

❖ Provincial Directorate

- ❖ Provincial directorates are authorized and responsible for the procurement and cooperation of active labor force services and the execution of services.

- İ Organizing vocational training courses and on-the-job training programs to increase the employability of the workforce,
- İ Organizing active labor market programs for groups requiring special policies,
- İ Organizing training programs for employees who will work in heavy and dangerous jobs which require certifications,
- İ Carrying out secretarial works related to allocating resources to projects for the vocational training, rehabilitation and employment of the disabled and ex-convicts,
- İ To monitor the employment status of those benefiting from active labor market programs,
- İ To make/have effect assessment of active labor market programs,
- İ Developing, executing and monitoring projects for active market programs,

**On the Job Training
Programs**

Vocational Trainings

**Disabled and Ex-
Convict Projects**

❖ Budget

- ❖ Vocational training courses expenses from the Unemployment Insurance fund
- ❖ On-the-job training programs expenses from the Unemployment Insurance Fund.

❖ Planning

- ❖ The course/program to be opened must be included in the annual workforce training plan.
- ❖ The annual workforce training plan is prepared by the provincial directorate at the latest in January of the relevant year, and is announced within 15 days following provincial employment and vocational education board approval.
- ❖ Changes to be made in the plan during the year are implemented with the approval of the Board.



Labour Market Research

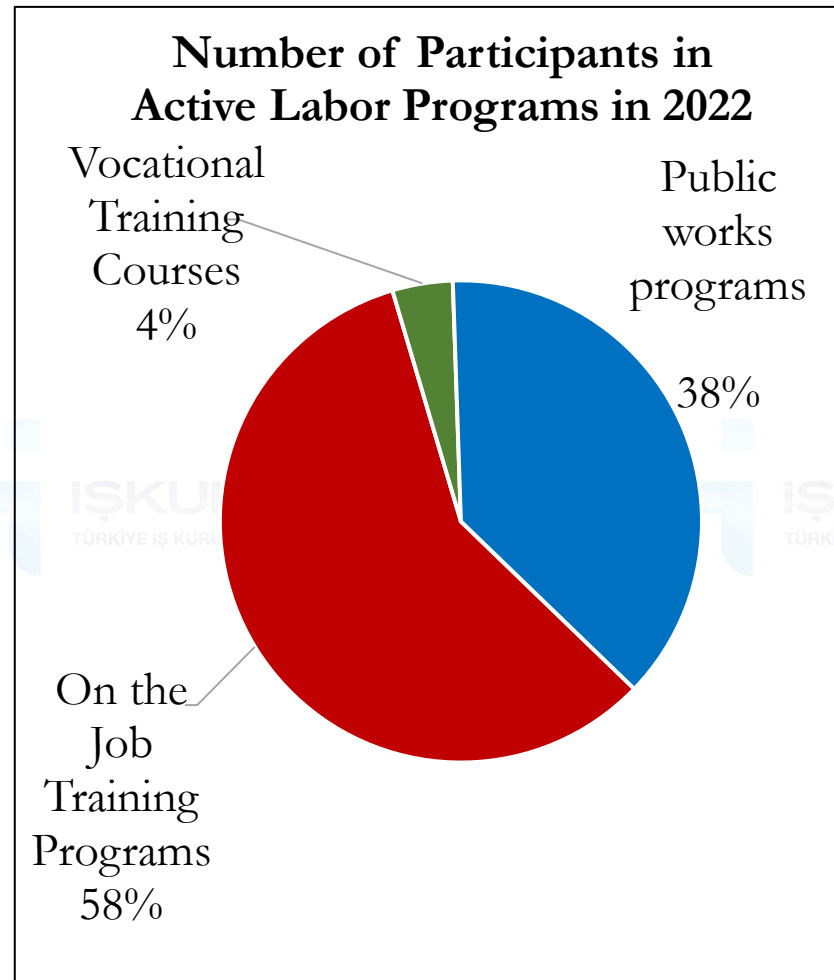
İŞKUR has periodically carried out labour market research (LMR) since 2007

It is carried out once a year across Turkey. Labour market research has been carried out in cooperation with TURKSTAT.

Information about the developments in the labor market, the vacant jobs of the enterprise and the workforce they will need in the future are obtained from the employers by the job and vocational counselors.

Through labour market research, it is tried to determine the needs of employers and to direct the country-wide employment policies and the local employment policies in 81 provinces.

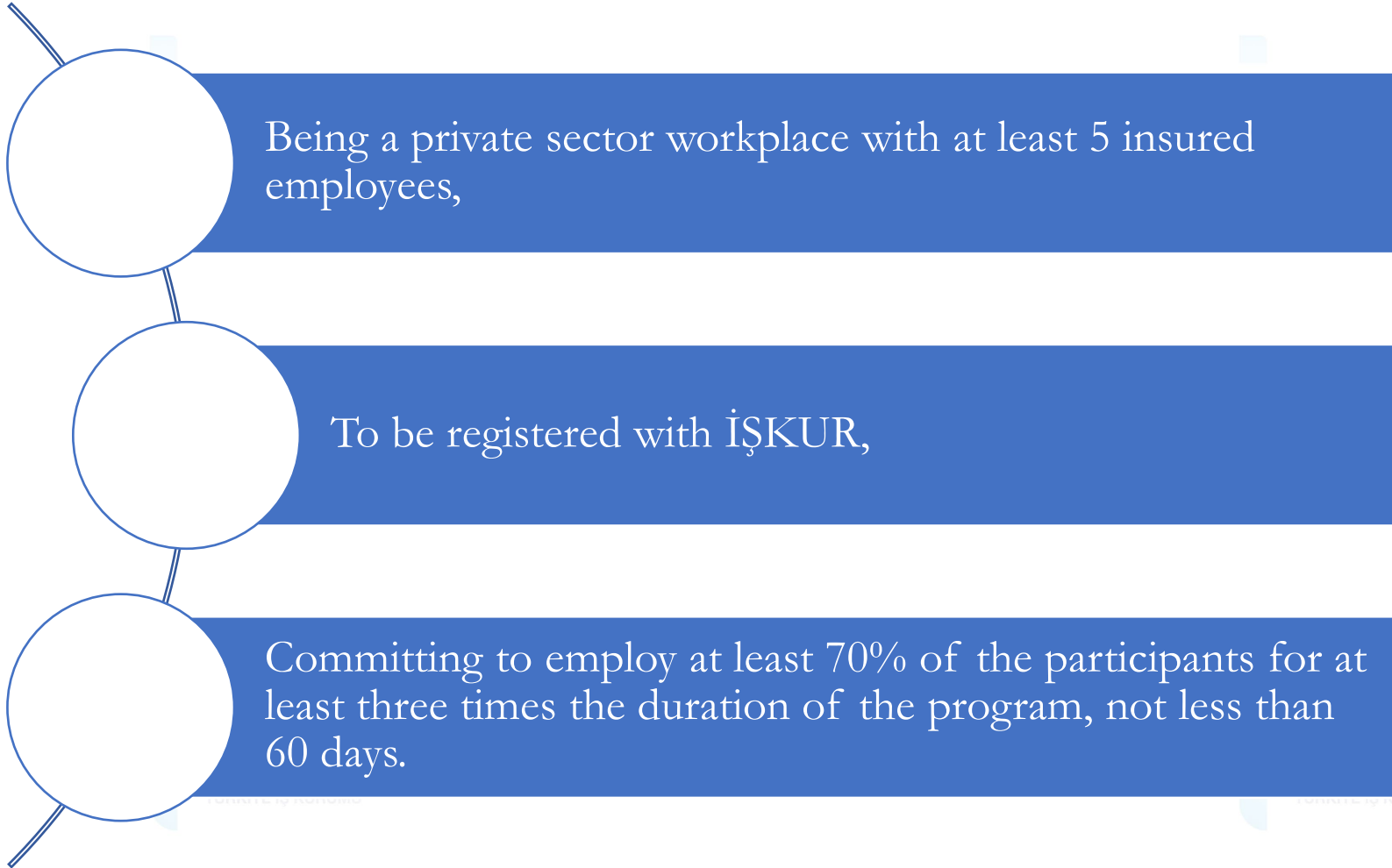
The number of participants





On the Job Training Programs

- ❖ On-the-Job Training Program is an active labor market program organized to enable the unemployed registered with İŞKUR to gain professional experience and thus increase their employability.
- ❖ At the same time, the OJTP program provides employers with a demand for qualified labor force to have detailed information about people and to make a right decision about hiring by observing and training the people they will hire at the workplace for a certain period of time.



Being unemployed registered with İŞKUR

To have completed the age of 15

Not being retired

Not being sanctioned for not attending the programs.

Not being a first or second degree blood relative or spouse of the employer

Not having paid long-term insurance premium in the last 1 month

Not being an employee of the employer to whom the program will be held in the last 1 year

Not having attended a course or program in the same profession before.

- † Employers may request participants **up to the 30% of number of insured persons** employed in workplaces located in the same province.
- † In accordance with both the legislation and the purpose of the program, programs can be organized for professions other than those whose main group is defined as "**Occupations without Qualifications**" in the Turkish Dictionary of Occupations.

Occupation /Sector	Program Duration
Manufacturing and IT Sector	6 months
In Other Sectors and Professions	3 months
Professions of the Future	9 months
Dangerous and very dangerous professions	Minimum MoNE/University module duration

The program can be planned **for a minimum of 5 hours and a maximum of 8 hours** a day and can **not to exceed 45 hours** per week, provided that it does not exceed 6 days a week.

- ❖ Expenses covered by the program;
 - ❖ We pay the participants as much as the daily minimum wage for each day they attend.
 - ❖ Some professions (software, cyber security, etc.) pay more higher wages.
 - ❖ General health insurance and occupational accident and occupational disease insurance premiums are covered by our Institution during the program.
- ❖ Payments made to the participants are made by the provincial directorates through the bank.

Additional Payment to Participants

- ❖ Employers to the participants; road, food, clothing assistance, insurance premium support, etc. can make optional payments.
- ❖ The amount of optional payments up to half of the gross minimum wage can be deducted from the tax base.

Employment Commitment	Mandatory Employment Period After the Program	Calculation Procedure	Compulsory Employment Start Date
At Least % 70	Three times the duration of the program (minimum 60 days)	Over the remaining participants at the end of the $\frac{1}{4}$ period	Within 30 days from the end of the program

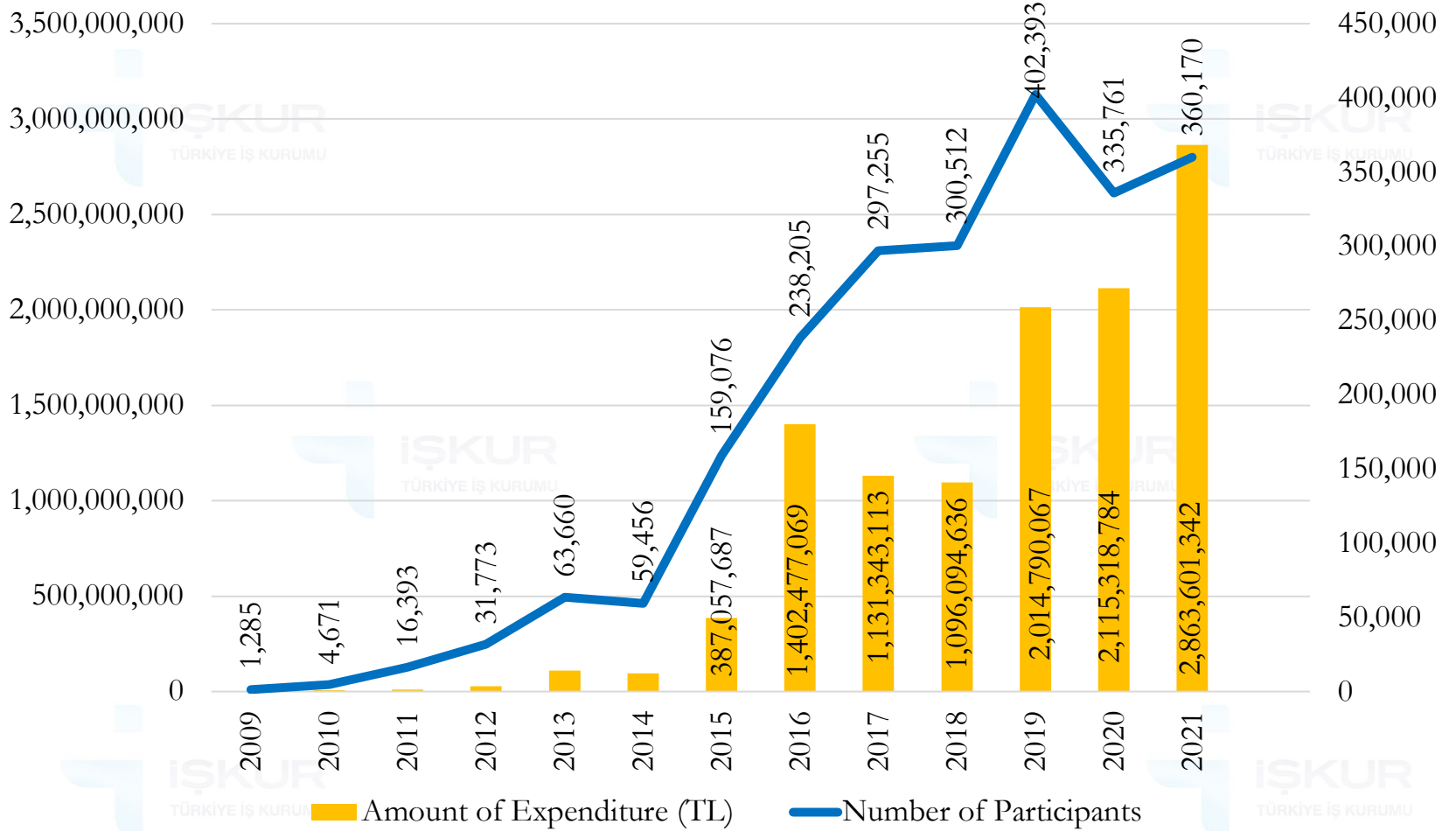
!!! In order for employers to benefit from the program again, the number of insured persons calculated for the most recently completed program must have increased as much as the number of persons covered by the employment obligation regarding the programs organized in the last year before the month before the program will start.

- ❖ In case of the employers do not fulfill their employment obligation under the program, all payments made under the contract are collected from the employer together with the legal interest.
- ❖ In this case, the employer is prohibited from courses or programs organized within the scope of this Regulation for a period of 24 months.

- ❖ Persons who have completed a course or program in a profession cannot benefit from another course or program organized in the same profession.
- ❖ A person can benefit from the on-the-job training program at most twice.
- ❖ The total number of individuals benefiting from the vocational training course and on-the-job training program cannot exceed three.

- ❖ As of August 2018, on-the-job training programs started to be organized in 25 professions determined as the profession of the future.
- ❖ The 25 professions in question were determined by İŞKUR.
- ❖ In 2022, the number of professions considered as the profession of the future has been expanded to 100.
- ❖ The duration of the on-the-job training program has been increased from 3 months to 9 months for young people aged 18-29 who participate in on-the-job training programs organized in 100 professions, such as **cyber security specialists, cloud computing specialists and game development specialists.**
- ❖ The trainees are paid more in the programs carried out in these professions than in other professions.

On the Job Training Programs Number of Participants



From 2009 to 2022, **2.426.966 participants** benefited from the program and **13,8 billion TL** was spent.



Vocational Training Courses

- ❖ It is an active labor market program organized in order to increase the employability of the unemployed who do not have a profession, who have a profession, but cannot find a job or are not competent in their profession, by improving their qualifications.

- ❖ In order to organize a course in a profession, demand must come from the labor market or from employers.
- ❖ It is essential that the request be met from the Institution records as a result of the studies to be carried out by the provincial directorate.
- ❖ The unemployed who have a certificate in the requested profession are also taken into consideration in meeting the demand.
- ❖ Vocational training courses are organized in order to meet the labor force needs that come from employers or the labor market and cannot be met from the Institution records.

- ❖ Public and private education institutions affiliated to MEB,
- ❖ Universities,
- ❖ Private Sector Enterprises,
- ❖ By being in line with the purposes of the establishment;
 - ❖ Public institutions and organizations and professional organizations,
 - ❖ Workers, employers, trades unions,
 - ❖ Banks and organizations established by special law and their affiliated workplaces
 - ❖ Associations and foundations with economic enterprises.

- ✦ Being unemployed registered with the institution,
- ✦ Having completed the age of 15 and not exceeding the upper age limit (if determined by the General Directorate),
- ✦ To have special conditions determined in accordance with the requirements of the profession,
- ✦ Not having completed the course, organized in the same profession,
- ✦ To benefit from Job and Vocational Counselor (JVC) services,
- ✦ Not being retired
- ✦ Not being a 1st or 2nd degree blood relative or spouse of the service provider,
- ✦ Not being previously banned by the institution

- ✦ **Higher education students** can become trainees.
- ✦ Those who **receive unemployment benefits** can be trainees.
- ✦ Those who are in penitentiary institutions and have less than 1 year to release from the date of starting the course, can attend the courses provided that they meet the other conditions except for being registered unemployed.
- ✦ Trainees who have completed the course, cannot benefit from a new course in a different profession before 9 months waiting period.

- ❖ Educational programs are approved by the Ministry of National Education or the university. It ensures that the curriculum of the MoNE or university course training programs is compatible with the National Occupational Standards (NOS).
- ❖ Courses can consist of theoretical and practise parts. Depending on the nature of the profession, theoretical and applied sections can be given together.
- ❖ Theoretical and applied sections can be done in different education venues or in different provinces.

- ❖ The total course duration **cannot exceed 160 days.**
- ❖ Courses must be a **minimum of 5, a maximum of 8 hours** per day and a **minimum of 30** and a **maximum of 45 hours**, not exceeding 6 days per week.

- ❖ **Attendance to the courses is mandatory.**
- ❖ The attendance status of the trainees is followed by the attendance schedule prepared by the Institution.
- ❖ The duration of the leave **cannot exceed 1/10 of the actual course duration.**

- ❖ Supervision and monitoring of the courses are carried out by the provincial employment and vocational education Supervisory Board and the course supervisor.
- ❖ In order to monitor the course, the provincial directorate assigns one principal and one substitute personnel for each course, regardless of title. Course manager;
 - ❖ Visiting the course who is responsible for at least once during the course,
 - ❖ Preparing and keeping the interim and final reports, which include the developments and problems, if any, related to the course,
 - ❖ The trainee is obliged to check whether the contractors and trainers fulfill their obligations set forth in the Regulation, contract or protocol and the relevant legislation.

- ❖ In the courses opened in the professions for which a vocational qualification certificate can be issued, the service provider has to carry out the examination, measurement, evaluation and certification procedures through authorized institutions and institutions providing training services.
- ❖ In courses in professions for which a vocational qualification certificate cannot be given, success is determined by the exam to be held on the last day of the course.
- ❖ The result of the exam is announced within 5 working days at the latest from the date of the exam.
- ❖ Those who successfully complete the course are given a course completion certificate or certificate within the scope of the relevant legislation.

- ❖ The number of trainees within the scope of employment obligation is determined by multiplying the number of finalized trainees with the employment obligation ratio in the contract or protocol.

Number of Trainee= Finalized Number of Trainees X Employment Liability Ratio

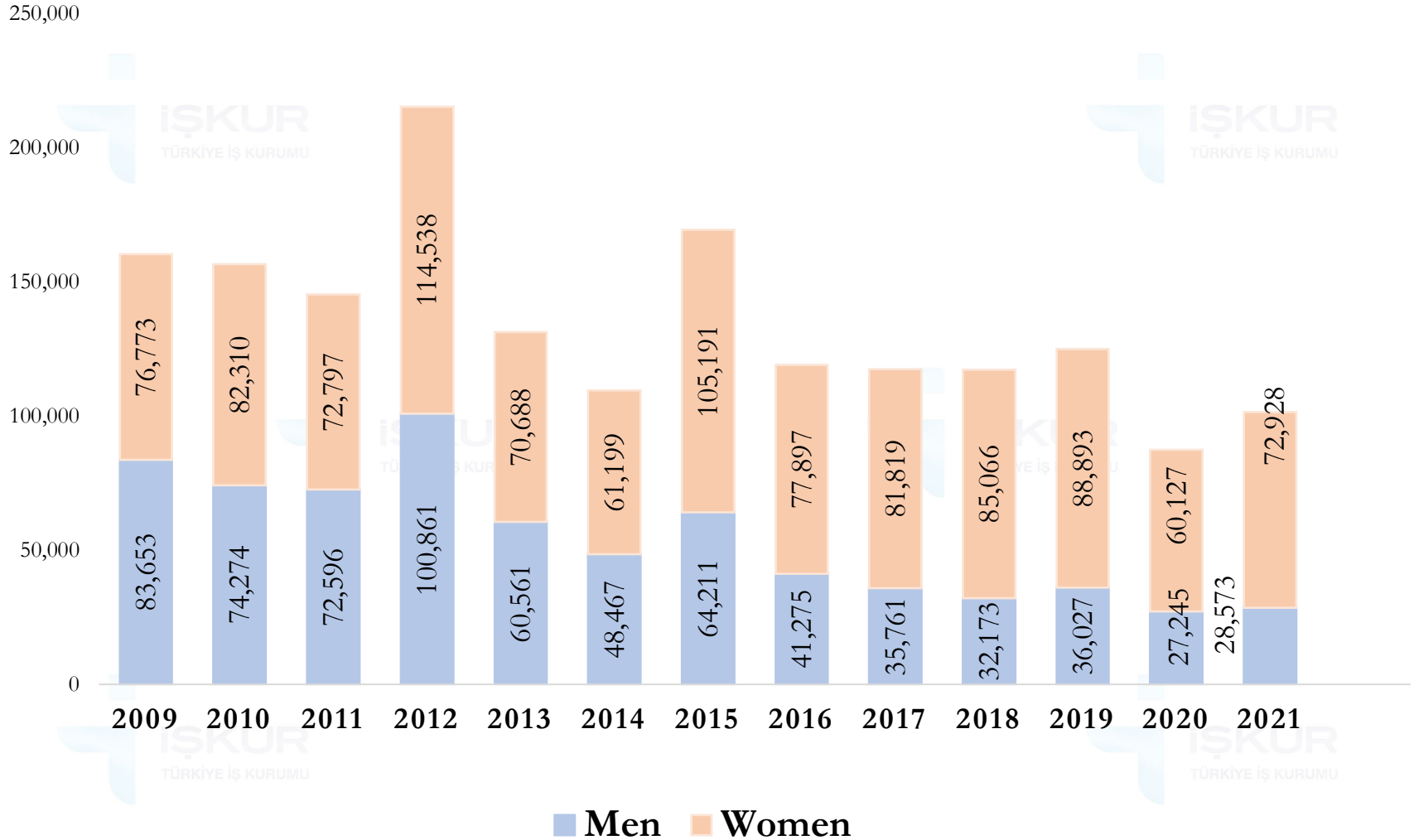
- ❖ Trainees are obliged to be employed for at least 3 times the actual course day, not less than 120 days by the service provider .

- ❖ The fulfillment of the employment obligation is in the responsibility of the service provider.
- ❖ For trainees; they are obliged to accept at least one of the 3 job offers in accordance with their qualifications and not to leave the job without an excuse. In case of violation, a 24-month ban is applied.

- ❖ If it is not fulfilled within the period; payments made to the service provider including VAT under the contract, and all payments made under the protocol are taken back together with the legal interest to be incurred as of the payment date.
- ❖ The contractor is not benefited from the courses or programs organized within the scope of this Regulation for a period of 24 months.

- ❖ Vocational training courses can be organized for employees within the scope of cooperation with service providers.
- ❖ Trainer expenses may be paid to the contractor in the trainings to be organized.
- ❖ The trainees participating in the courses organized within this scope are not paid the necessary expenses of the trainees.
- ❖ Short-term insurance and general health insurance premiums of the trainees are covered by the Institution.
- ❖ Course completion certificates are given to the trainees.

Vocational Trainings Number of Participants





Disabled and Ex-Convict Projects

- ❖ Employers are obliged to employ 3% disabled workers in private sector workplaces where they employ 50 or more workers, and 4% disabled and 2% ex-convict workers in public workplaces in jobs suitable for their professional, physical and mental conditions.
- ❖ An administrative fine is applied to the employer or employer's representative who does not employ disabled and ex-convicts for each disabled and ex-convict that they do not employ, and public institutions cannot be exempted from this fine in any way.

- ❖ **Administrative fines collected are used for;**
 - ❖ Disabled grant support projects,
 - ❖ Ex-convict grant support projects,
 - ❖ Projects on support technologies that will provide employment for the disabled,
 - ❖ Projects for the placement of disabled people and their adaptation to work and workplace,
 - ❖ Projects for vocational training that increase the employability of the disabled,
 - ❖ It is used to support projects for sheltered workplace support, where people with mental and mental disabilities will be employed.

- ❖ We are trying to offer institutionally active programs in a much more diverse field and in line with the demands of the labor market.
- ❖ We regularly collect data from the field to identify the right areas.
- ❖ We attach importance to social dialogue and participation.
- ❖ The organizational structure of the institution allows our stakeholders to participate in decision-making mechanisms at the central and local level.

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- ❖ We can open our courses very quickly according to the demand from employers.
- ❖ We determine in which professions the courses will be held, according to the demands of the employers.
- ❖ Both job seekers and employers can terminate the program without any excuse until the end of the first quarter of the program period.
- ❖ We accelerated the decision-making processes at the local level. We can quickly adapt to local developments by increasing the efficiency of provincial employment and vocational education boards.



Daima Yanınızda...

THANK YOU FOR YOUR ATTENTION

For detailed information or questions:

international@iskur.gov.tr

www.iskur.gov.tr



TurkiyeIsKurumu