

## Proposal ETF/EBRD/ILO/EUD conference in Adana

Wednesday 20/9 and Thursday 21/9 (half day)

**Conference title: “Improving skills and labour market integration for refugees and host communities in Turkey”**

**Rationale:** there is an unavoidable interaction between formal and informal skills acquired, recognition and validation of qualifications and skills and further development of skills by training, which should be reflected in policies for the improvement of the refugees’ integration in any recipient country labour market. Only by understanding and utilising the existing systems of the recipient country, in our case Turkey, effective policy actions can be effective for the labour market integration for refugees and host communities in Turkey. In addition to concrete actions to respond to the immediate refugee crisis, it also highlighted the need to fill skill needs in Turkey labour market, facilitating job matching and recognition and validation of migrants’ qualifications and skills.

This conference is a follow up of the “Workshop on Validation of Informal and Non- Formal Learning for Refugees in Turkey”, held in Ankara on the 17<sup>th</sup> of May, organized jointly by ILO Ankara Office, European Training Foundation (ETF), and the European Bank for Reconstruction and Development (EBRD) in co-operation with Ministry of Labour and Social Security, Ministry of National Education, General Directorate of Lifelong Learning, Professional Competence Authority, authorized certification bodies, workers and employers’ organizations. EU Delegation to Turkey, United Nations agencies and other international and national organisations working on Syrian refugees in Turkey joint the workshop. All the participants to the workshop found the opportunity to discuss the issue of validation of non-formal and informal learning of Syrians now under temporary protection within the framework of Turkey national qualification system. More on the May workshop: [http://www.ilo.org/ankara/news/WCMS\\_556085/lang--en/index.htm](http://www.ilo.org/ankara/news/WCMS_556085/lang--en/index.htm).

Following this workshop, it was agreed that a one-day and a half conference would be held in Adana on the 20-21 of September. All in close co-operation with Turkish Authorities - Ministry of National Education, Ministry of Labour and Social Welfare, ISKUR, Turkey Vocational Qualification Authority - and other public/private institutions working on skills, EU, ETF, EBRD, ILO and World Bank. The aim is to present outcomes of some piloting and to further discuss how to boost the coordinated efforts for the integration of Syrian refugees and host community into the Turkey labour market.

### **Background information:**

**DG EMPL:** The European Commission has developed the EU Skills Profile Tool for Third Country Nationals, launched on the 20<sup>th</sup> of June 2017. The EU Skills Profile Tool for Third Country Nationals is part of the New Skills Agenda for Europe, which launches a number of actions to ensure that the right training, skills and support is available to people in the European Union. The EU Skills Profile Tool for Third Country Nationals is meant to support early identification of the skills of refugees, migrants and other third country nationals. The tool is intended for use by any service that may be offering assistance services to third country nationals and aims to get to know the individual, their skills and experiences and provide recommendations on next steps. The tool is not intended to recognise or authenticate skills. It is an off – and online web editor that will make it possible for non-EU nationals to present their skills, qualifications, and experiences in a way that is well understood by employers, education and training providers and organisations working with migrants across the whole European Union. The EU Skills Profile Tool for Third Country Nationals could inspire and be useful to adapt to fit Turkey’s institution work for the labour market integration for refugees and host communities in Turkey. The Skills Profile Tool is a first instrument for reception centres, integration services, public employment services and other organisations offering services to refugees and host community to make sure their skills and education are recognised, and to further guide them to training, education or employment. The tool helps to simplify the process of matching jobseekers to vacancies. It targets both those with a high level of education – who perhaps need help to get their qualifications recognised – and those with a low level of education and who need further education and training to

obtain the skills needed in our labour market. The tool complements other tools for skills transparency in Turkey: such as Europass and the Turkey Qualifications Framework, which have both been developed in Turkey to allow employers, education and training providers and relevant authorities to compare Turkey qualifications across the EU and internationally. The tool can be found in **BETA - EU Skills Profile Tool for third country nationals**. Of course, it will be further developed and continually reviewed for the improvement the beta version of the tool. Turkey experience can be a great knowledge course for improving the tool.

**EU Delegation:** the European Union is the leading donor in the international response to the Syrian crisis, with an overall total of €9 billion from the EU budget and Member States collectively allocated in humanitarian and development assistance since the start of the conflict in 2011. Recognizing the need for a coordinating mechanism to financially assist Turkey in its remarkable efforts, the Facility for Refugees in Turkey entered into force on March 2016. The Facility for Refugees in Turkey is the response to the EU Member States' call for significant additional funding to support refugees in the country. The Facility is designed to ensure that the needs of both refugees and host communities are addressed in a comprehensive and coordinated manner. The Facility is active in six priority areas: humanitarian assistance, migration management, education, health, municipal infrastructure, and socio-economic support. The implementation of actions financed from the Facility is being carried out by ECHO (European Commission's Humanitarian Aid and Civil Protection department) for humanitarian assistance, IPA (Instrument for Pre-Accession), IcSP (Instrument contributing to Stability and Peace), and the EUTF (EU Regional Trust Fund for Syrian Refugees) for non-humanitarian assistance.

Within the scope of the Projects funded under the Facility, an important emphasis has been given to improve the employability of the Syrian refugees and host communities and facilitate their integration to the labour market. The projects includes activities on active labour market measure such as provision of job and vocational counselling, on the job training programs, vocational training programs, language training programs, cash for work programs, as well as skills profiling for Syrian refugees, certification of vocational qualifications, promotion and support of entrepreneurship. The projects also support Turkish authorities to improve their institutional capacity to support the labour market integration of Syrian refugees and host communities as well as the social integration among the communities.

For more information about Complement to the Communication and Visibility Manual for European Union External Actions Projects funded under the EU Facility for Refugees in Turkey, please [click here](#). Useful Links: The Facility For Refugees in Turkey Factsheet; Facility for Refugees in Turkey, an overview in figures; Instrument contributing to Stability and Peace Projects Map; AFAD - Prime Minister Disaster & Emergency Management Presidency; Türk Kızılay - Turkish Red Crescent; First Annual Report on the Facility for Refugees in Turkey; Actions for the protection of children in migration

**European Training Foundation (ETF):** works closely with Turkey Vocational Qualification Authority and all the related institutions increasingly seeking to make qualifications more relevant to the workplace, as part of efforts to promote lifelong learning and to gain international recognition at a time of globalisation and population mobility. Turkey has gained momentum in reforming its qualifications systems. Turkey's qualifications framework (TQF) has been referenced to the EQF in April 2017 and is now in the process of implementation based on the TQF Action Plan. A specific focus is on development and implement a system for validation of non-formal and informal learning (VNFIL). It is within this framework that ETF has joint efforts with other partners on how to better use the Turkey Validation of Informal and Non- Formal Learning system for Refugees and hosting community in Turkey. Based on its expertise on EU and Turkey system for validation of non-formal and informal learning (VNFIL), ETF has developed a process chart on key routes towards labour market integration for refugees in Turkey.

**ILO:** The ILO has been implementing its strategy "ILO Response to the Syrian Refugee Crisis in Turkey" to address the impact of the Syrian refugee crisis in Turkey since 2014. The ILO strategy is based on three integrated pillars, further reinforced by crosscutting actions, to facilitate the early entry of Syrian refugees and Turkish workers from host communities into the labour market at the local level and to help them develop, strengthen and upgrade their skills and competences as required. In addition, the programme will support both communities where relevant through entrepreneurship

training and business services development, supporting of active labour market policies, leveraging opportunities identified by regional development agencies, private sector actors and value chain analysis methodology.

In implementing its strategy, ILO works closely with Ministry of Labour and Social Security, tripartite constituents, regional and local collaborates such as GAP Regional Development Administration, regional development agencies, training institutions, Chambers of Commerce and Industry, municipal authorities.

One of the components of ILO strategy is the development of a framework for the validation of non-formal and informal learning of refugees who face with difficulties of having their qualifications, earned in Syria, validated in Turkey mostly due to absence of any proof of their formal qualifications or prior learning in the country of origin. Such a framework will offer opportunities for refugees, in particular Syrians, who have some knowledge or skill in a particular field but have no certificate or diploma. To that end, ILO, ETF and EBRD initiated a joint work to develop a model for the validation of non-formal and informal learning (VNFIL) leading to recognition of skills of refugees.

**EBRD:** In response to the Syrian Refugee Crisis, the European Bank for Reconstruction and Development (“EBRD”) has developed a Refugee Crisis Response Programme consisting of three pillars: access to services through infrastructure development, access to finance and Small and Medium Sized Enterprises (SMEs) support, and access to jobs and skills through economic inclusion.

The economic inclusion pillar aims to support economic integration and resilience of communities hosting large number of refugees through EBRD`s established private sector economic inclusion approach. EBRD is supporting the accreditation and authorization of a new VocTest centre for assessment and certification of skills, based on occupational standards. This new VocTest Centre is established by the Gaziantep Chamber of Industry and is part of the existing infrastructure of over 70 VocTest Centres in Turkey that are accredited by the Vocational Qualifications Authority. The certificates issued by these centres are part of the Turkish Qualification Framework. Adana and Gaziantep harbour among the largest concentration of Syrian refugees. The VocTest Centres will assess and certify refugees but also Turkish citizens from the whole regions. Final aim is employment in the key economic sectors in the regions, construction, textile, mechanics and services.

**WORLD BANK:** The World Bank is implementing a EUR 50 million, allocated under the European Commission’s Special Measure for Syrians under Temporary Protection. The project aims to improve the employability of Syrians under Temporary Protection as well as of Turks residing in selected communities with high presence of SuTP. The project has two components. The first component will support a sequence of employment services and ALMPs, prioritizing placement into jobs. The full sequence includes a skills assessment, counselling and matching, language training, on-the-job training, vocational training, and cash for work for those unable to find employment. Component 2 will provide institutional support to ISKUR and MoLSS for delivery, monitoring, and evaluation. This will include project coordination, communication, monitoring and evaluation activities and IT support.

Skill assessment as well as skills upgrading are significant elements under the proposed project. Following registration with ISKUR, basic employment services including an assessment and counselling will be provided to all program participants. In the case of SuTP, the skills assessed will include language, a key barrier, basic cognitive skills of literacy and numeracy, as well as, to the extent possible, technical skills. Together with job preferences, and labor demand, Job and Vocational Counsellors (JVCs) to place SuTP in the various ALMPs financed under the project will use to this assessment.

## **The Conference concept**

This day and a half conference will follow-up on the results of the Ankara May 17th ILO workshop, but will have a broader scope, bringing together national and international actors, working on labour market integration of refugees and host communities and finally the private sector which is at the core of any approach designed to address the jobs challenge, as it provides some 90 percent of the jobs in the world.

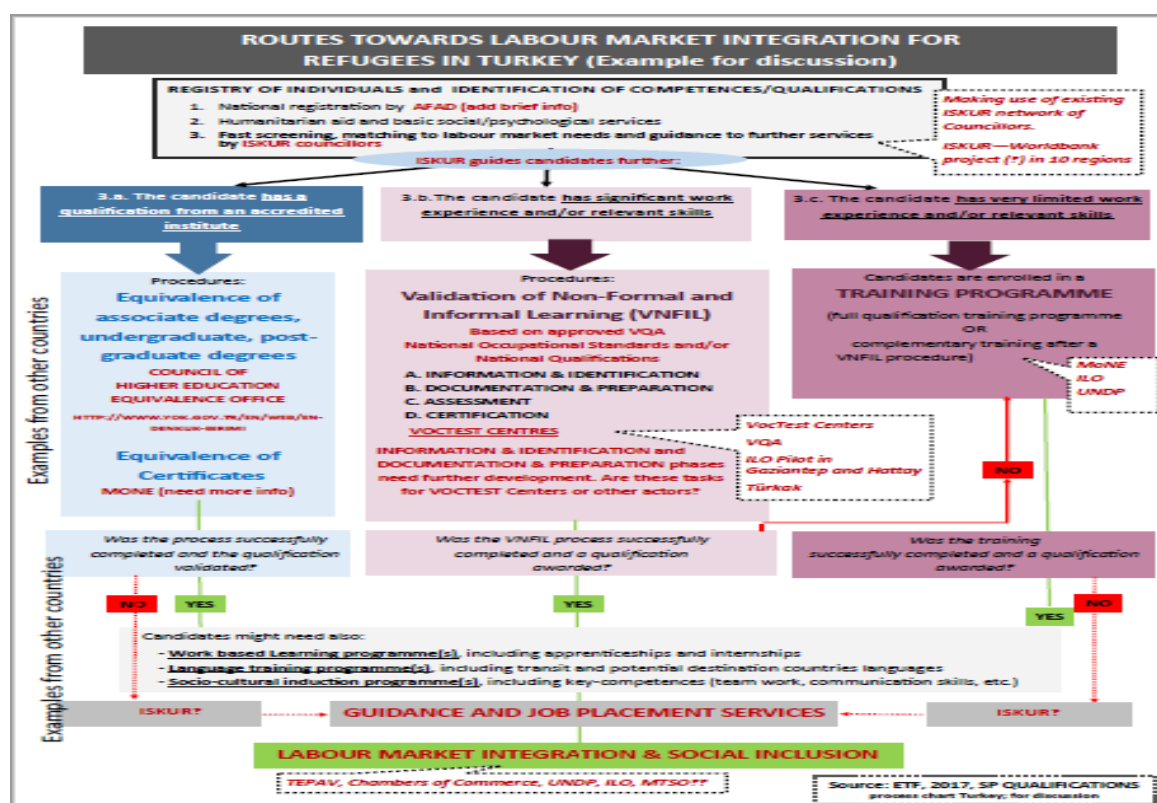
### **Process chart- Improving skills and labour market integration for refugees and host communities in Turkey**

A process chart showing routes towards labour market integration of refugees was introduced by ETF during the ILO workshop on 17 May. The process chart was adapted to the Turkish situation, based on the May workshop discussions and the side meetings with all the national and international actors working on the issues. The institutional roles of the Turkish and international institutions were added to this process based on the results of working groups.



The process chart helps to visualise institutional roles and tasks of actors, show where there are overlaps and where there are gaps. The chart will be used to discuss communication and coordination between actors in the field.

## Process chart adapted for Turkey- for discussion



**Participants (+/- 150 participants)** (the number depending on the capacity on the venue)

- AFAD, MoLSS, MoNE DG Lifelong Learning, DG Vocational and Technical Education, DG of Education and Guidance Services, ISKUR, VQA, TÜRKAK
- TOBB, TİSK, TUSIAD, TESK, Gaziantep, Hatay, Urfa, Adana and Mersin Chambers of Commerce and Industry, Technical Education Foundation
- Workers' and employers' organizations (TİSK, Turk-İs, Hak-İş, MESS, Intes)
- Selected VocTest Centres
- DG EMPL, EUD, EBRD, ETF, ILO
- UNDP, UNHCR, World Bank, IOM, KfW and other bilateral donors
- Inclusion Policy Dialogue EBRD-MoNE-ETF Steering Group (members from private sector stakeholders)
- Representatives of refugee community

## Draft Agenda Outline

Wednesday 20 September

### Morning Session

- Opening speeches (director Gaziantep VocTest Centre, Chamber of Industry Gaziantep, DG EMPL, EUD EBRD, ETF, ILO, MoNE, MoLSS others)
- Presentation of EU Delegation to Turkey on the Facility
- Presentation ISKUR & World bank about "Fast screening, matching to labour market needs and guidance to further services by ISKUR councillors"
- Presentation of EBRD on their inclusion policy and refugee response programme in Turkey

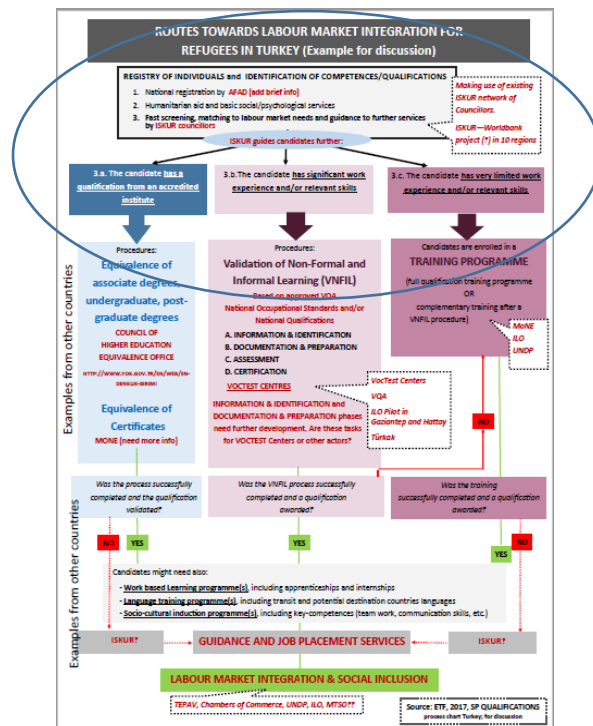
- Presentation ILO about results of pilot Validation of Non-Formal and Informal Learning for refugees in Gaziantep and Hatay
- Presentation ETF about recognition and validation practices in Europe
- Presentation of EU New skills Agenda by a Member of the European Parliament

**Lunch-**

**Afternoon Session- three working groups:** working groups further to be developed.

Each working group will focus on a part of the process of improving skills and labour market integration for refugees and host communities in Turkey; and on the communication between the different parts of the process.

**Working Group One:** Skills profiling/ fast screening, matching to labour market needs and guidance to further services by ISKUR councillors.

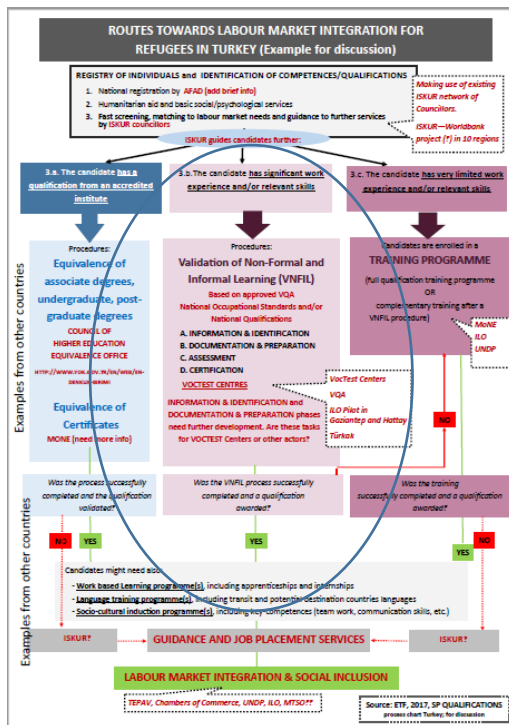


Key actors: EU Delegation to Turkey, ISKUR and World Bank

Guiding questions:

1. What are the existing skills assessment tools? How can they be improved and adapted for SuTP?
2. Do JVC need additional support in implementing assessing the skills of SuTP?
3. What should/could be done for those occupations for which a technical assessment is not in place?

**Working Group Two:** Validation of Non-Formal and Informal Learning. What do VocTest Centres need to be able to offer VNFIL to Syrian refugees (and other new target groups)? Lessons learnt from the ILO pilot and Europe. Result could be a list of priority actions to work on in the coming 2 (?) years.

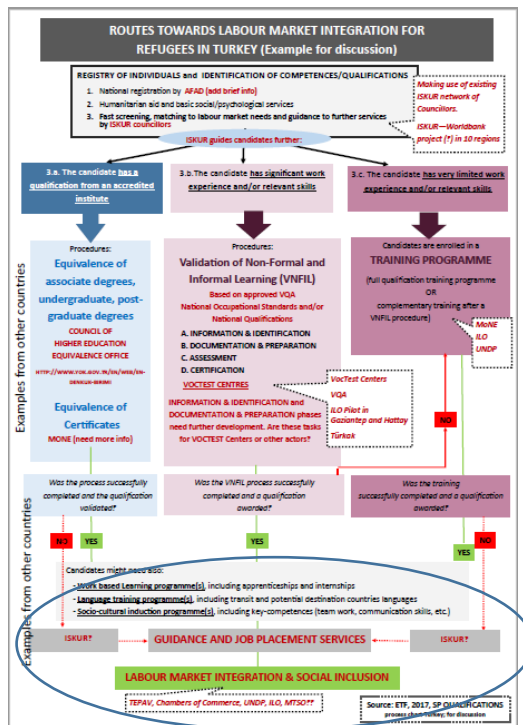


Key actors: VQA, VocTest Centre representatives, MoNE LLL and DG VET, VQA, EU Delegation, ILO and ETF.

Guiding questions:

- How are refugees/Turkish citizens selected for a process of Validation of Non-Formal and Informal Learning? What are basic requirements for refugees / Turkish citizens to start the VNFIL process?
- What do VocTest Centres need to be able to identify, document, assess and certify non-formal and informal learning of refugees and Turkish citizens? Could identification and documentation be tasks of VocTest Centres or are other institutions better equipped for this? Which ones?
- How can VocTest centres be enforced to accommodate refugees and other target groups for VNFIL processes?
- Result of working group discussion could be a list of priority actions to work on in the coming 2 (?) years and an agreement among main partners on co-operation in the field, with division of responsibilities and activities

**Working Group Three:** Labour market integration and social inclusion through skills development: building a future for refugees and host communities



Key actors: Ministry of Labour, Ministry of National Education, Ministry of Family and Social Policy, ISKUR, ILO, EBRD, ETF

Guiding questions:

- How do refugees /Turkish citizens get a job after validation procedures and/or training? What are the shortcomings, additional needs of support and services?
- How can different national and international actors working in the field of labour market and social integration of refugees and supporting host communities in Turkey coordinate their activities more efficiently and effectively? What is needed, what is possible?
- Result of working group discussion could be a list of priority actions to work on in the coming 2 (?) years and an agreement among main partners on co-operation in the field, with division of responsibilities and activities

**Concluding plenary session with reports from the three working groups and closing remarks**

**Thursday 21 September**

Site visits (1/2 day) - in lead EBRD in cooperation with the Mayor's Office, Adana Chamber of Industry, MoNE Provincial Authorities and VocTest centre, in Adana.