İŞKUR
TÜRKİYE İŞ KURUMU

TURKISH EMPLOYMENT AGENCY

29/09/2021

VOCATIONAL TRAINING COURSES

- Vocational Training Courses aim to retain, increase and develop employment and reduce unemployment. They aim to improve the qualifications and increase employability of the unemployed, who are registered to İŞKUR, do not have a profession, cannot find a job in their profession, or are not qualified in their professions.
- Vocational training courses, which are realised in line with the demands from employers or labour market, are organised with at least 50% employment guarantee.
- Trainees participating in the courses are paid daily allowance between 35 TL and 75 TL for the duration of course. General health insurance premiums and insurance premiums for occupational accidents and diseases of trainees are paid.

VOCATIONAL TRAINING COURSES

- After the course, participants are given Vocational Qualification Authority (VQA) certificate for courses in which vocational qualification certificate can be given. Certificates approved by the Ministry of National Education (MoNE) or universities are given for courses in which VQA certificate cannot be given.
- Minimum 50% of the trainees are employed for at least the duration of course period and not less than 120 days.
- Vocational training courses aim to improve the professional qualifications of the unemployed, to reduce unemployment and to bring individuals and groups that require special policies into the labour market.

VOCATIONAL TRAINING COURSES

- Requirements for those who want to participate in courses :
  - Being registered unemployed to the Agency,
  - Being 15 years old or older,
  - Having the specific qualifications determined in line with the requirements for the occupation,
  - Not having completed a course for the same vocation organised by the Agency
  - Having benefitted from the job and vocational counselling services,
  - Not being retired.
  - Not being imposed any sanction for not attending courses.
- The students of higher education or open education can participate in the courses, if it is approved that there is no obstacle for them to participate in trainings and to be employed.
- Those who carry out agricultural activities and receive social benefit, invalidity pension or widow's and orphan's pension and who are voluntarily insured can also benefit from vocational training courses.

VOCATIONAL TRAINING COURSES

- The training programmes approved by MoNE or universities are implemented in the vocational training courses organised by İŞKUR.
- Vocational Training Courses can be implemented as 160 actual days at maximum. Courses are organised for minimum 5 and maximum 8 hours per day provided that they do not exceed 6 days per week. Courses are implemented as minimum 30 and maximum 40 hours.
- Trainings cannot be provided in national, religious and public holidays including half day holidays and these days cannot be included in total training duration..
- Women who participate in courses to be organised in industrial sector are provided with child care support of 400 TL monthly for their dependent children between 2 and 5 years old during the course.

VOCATIONAL TRAINING COURSES

- Within the scope of the measures taken carried out during out COVID-19 pandemic, various methodologies such as suspension of active labour market programmes, tele-working and tele-training have been assessed.
- Courses and programmes which had started before the pandemic and whose continuity was seen harmful in terms of social health were suspended in workplaces due to COVID-19.
- In addition, the continuity of the programmes was supported by providing the opportunity of tele-working for specific sectors and workplaces which are appropriate for tele-working within the scope of COVID-19 pandemic.

VOCATIONAL TRAINING COURSES

YEAR	VOCATIONAL TRAINING COURSES			
	Number of Courses	Male	Female	Total Trainees
2021*	3.120	17.413	45.561	62.974
2020	3.888	27.245	60.127	87.372
2019	6.080	36.027	88.893	124.920
2018	5.648	32.173	85.066	117.239
2017	5.649	35.761	81.819	117.580
2016	5.715	41.275	77.897	119.172
2015	7.668	64.211	105.191	169.402
2014	5.552	48.467	61.199	109.666
2013	6.096	60.561	70.688	131.249
2012	10.001	100.861	114.538	215.399
2011	7.415	72.596	72.797	145.393
2010	7.805	74.274	82.310	156.584
2009	7.626	83.653	76.773	160.426
TOTAL	**82.263**	**694.517**	**1.022.859**	**1.717.376**

*As of July

ON-THE-JOB TRAINING PROGRAMME

- Employability of those who do not have any professional or job experience is increased by making them gain professional and job experience. It gives the employers, who have difficulty in recruiting qualified labour force, the opportunity to observe the persons they will recruit for a period at the workplace, train them, have information about them and make a right decision on recruitment.
- The main objective of the programme is to enable people who do not have any vocational or job experience to gain vocational experience and to facilitate their entry to labour market by increasing their employability.
- This is a programme through which the unemployed can improve their vocational competencies and obtain experiences.
- Those who want to participate in the programme can find workplaces they will realise on-the-job training on their own as well as they can request our Agency to find workplaces for themselves. Moreover, employers can find the participant nominee having qualifications they seek as well as they can request İŞKUR to find participant nominee for themselves.
- On-the-job training programmes can be applied in all workplaces that are registered to the Agency and have at least 2 insured employees.

ON-THE-JOB TRAINING PROGRAMME

- In on-the-job training programme, from which employers who have minimum 2 employees and give commitment of minimum 50% employment can benefit, employers can demand participants up to 30% of the number of employees.
- At the end of the programme, employers must employ the participants at least for a period as long as the duration of on-the-job training programme and not less than 60 days.
- Among participants, 54.34 TL is paid to those receiving unemployment benefit, 81.51 TL is paid to students and 108.68 TL is paid to job seekers as daily allowance, and their general health insurance premiums and insurance premiums for occupational accidents and diseases are covered.

ON-THE-JOB TRAINING PROGRAMME

- Requirements for Benefitting from On-the-job Training Programmes
  - Being registered unemployed to the Agency,
  - Being 15 years old or older,
  - Not being the first or second degree blood relative or spouse of the employer,
  - Not being retired,
  - Not being an employee of an employer applying to the programme within three-month period before the beginning date of the programme,
  - Not having long-term insurance branch premium paid within the last 1 month before the beginning of the programme,
  - Having benefitted from job and vocational counselling services.
- All students from secondary, higher and open education can participate in the programme, and protocols are signed between İŞKUR and universities to encourage students to participate in the programme. Those who receive unemployment benefit, disability pension or widow's and orphan's pension or are considered as voluntarily insured.

ON-THE JOB TRAINING PROGRAMME

- On-the-Job Training Programme is applied in workplaces and for professions in IT and manufacturing sectors for maximum 6 months, in other sectors for maximum 3 months, for professions related to press for maximum 9 months and for dangerous and very dangerous professions for the period not less than maximum duration of MoNE Life-long Learning Modules.
- On-the-job training programmes in the fields envisaged as today's and future's professions such as cyber security, cloud computing, game developing expert and coding can be delivered for young people between the ages of 18 and 29 for maximum 9 months.
- Programmes can be planned as minimum 5 and maximum 8 hours a day, maximum 6 days a week and maximum 45 hours a week.
- Women who participate in on-the-job training programmes in industrial sector are provided with child care support of 400 TL monthly for their dependent children between 2 and 5 years old during the course.

ON-THE JOB TRAINING PROGRAMME

- Remote and teleworking model which came into prominence due to pandemic brought up different models in service providing in on-the-job training programmes.
- During the period in which COVID-10 was severe and contamination risk continued, an arrangement was made in order to use teleworking without contradicting the main purpose of on-the-job training programme.
- Arrangements have been made to use teleworking model for call centre officer that allows teleworking during pandemic primarily and is one of the most important sub-components of service sector, and for similar occupations.
- For the occupations which do not allow teleworking, various flexibilities are brought up on condition to attend the programme and employment obligation of the employer after the programme. Within this scope, in order the programme participants not to suffer from restrictions imposed to some sectors and age groups, individual break system has been actualised.
- In order the sick participants not to have problems during programme, they have been allowed to leave the programme with a valid reason, so they have had chance to participate in other programmes without being subject to waiting period.

ON-THE-JOB TRAINING PROGRAMME

YEAR	ON-THE-JOB TRAINING PROGRAMMES			
	Number of Programmes	Male	Female	Total participants
2021*	52.708	110.250	103.779	214.029
2020	86.328	177.318	158.443	335.761
2019	118.151	208.747	193.646	402.393
2018	95.445	141.306	159.206	300.512
2017	107.284	145.867	151.388	297.255
2016	103.852	131.000	107.205	238.205
2015	76.934	81.830	77.246	159.076
2014	26.283	30.028	29.428	59.456
2013	24.379	33.417	30.243	63.660
2012	11.407	18.011	13.762	31.773
2011	5.849	10.474	5.919	16.393
2010	1.796	2.643	2.028	4.671
2009	555	727	558	1.285
TOTAL	**710.971**	**1.091.618**	**1.032.851**	**2.124.469**

*As of July

ON-THE JOB TRAINING PROGRAMMES FOR FUTURE PROFESSIONS

- Meeting the need of qualified labour force in digitalised industry is a quite important issue for our country. It is foreseen that in future, with Industry 4.0, new professions will emerge with the developing technology and changes of production processes in the fields of information and communication technologies and R&D, and labour demand for some professions will also increase. .
- The most critical feature expected from labour force is to possess interdisciplinary skills and use them. Therefore, individuals should acquire the required skills and be ready for new digital skills emerging with Industry 4.0 to cope with digital working environment.
- Qualified labour force will be needed particularly in fields such as data analysis, software, cyber security, robotic applications and digital business processes. In this context, it is foreseen that labour demand will increase in professions such as Industrial Computer Programming, Wearable Technology Designer, Industrial User Interface Designer, Cloud Computing Expert, Cyber Security Expert, Data Analyst, ERP Expert, Social Media Expert, Software Development Expert, Mobile Software Expert, Game Developer.

ON-THE JOB TRAINING PROGRAMMES FOR FUTURE PROFESSIONS

- The Circular on Organising Trainings for Training Qualified Labour Force to Meet the Needs of Digital Economy was issued in 2018. An application has been implemented to organise on-the-job training programmes up to 9 months for the professions determined as future professions for the participants between 18-29 years old.
- Programmes are applied within the scope of the project in workplaces having minimum two insured employees and operating in "Technology Development Zones" and "technology centres", "R&D centres" and "Design centres". Apart from these workplaces, workplaces having minimum twenty insured employees and operating in information and communication sector, and workplaces which are found appropriate for organising programmes for the professions to be determined may benefit from the project.
- Participants who participate in the programmes within the scope of the Project are paid a daily allowance of 115 TL and their general health insurance premiums and insurance premiums for occupational accidents and diseases are paid by our Agency. .
- 7.565 people attended the courses and programmes for future professions from 2018 toJuly 2021.

PROJECT ON TRAINING QUALIFIED INFORMATION TECHNOLOGIES EXPERT (TQITE)

- Development in the Information and Communication Technologies sector creates a multiplier effect and will be more important in the forthcoming years. In this context, the active labour programmes organised by İŞKUR are given specific importance in terms of quality and quantity. For this aim, vocational training courses and on-the-job training programmes are organised within the scope of the active labour programmes every year for the information and communication technologies sector.

- Through this Project initiated in 2015, specific trainings started to be organised to meet the needs of the sector «by improving the standards» of vocational training courses. These vocational training courses for information Technologies started to be delivered in İstanbul and in 2018, the trainings started to be delivered in Ankara within the scope of the Project.

- Unlike other vocational trainings, the trainings organised in the TQITE Project required special qualifications from the trainers, trainees and service providers. Similarly, it was required for trainees to have bachelor's degree or associate's degree in the fields determined in relation to the sector. In this way, the trainings were delivered to the true target group in a more qualified way.

PROJECT ON TRAINING QUALIFIED INFORMATION TECHNOLOGIES EXPERT (TQITE)

- When the profiles of graduate trainees in labour force are analysed, it is seen that trainees are employed as software specialist, system specialist and engineer primarily in software, telecommunication and banking sectors in information technologies field.
- 7.942 people attended the trainings organised within the scope of the Project from 2015 to July 2021.

COOPERATION PROTOCOL ON VOCATIONAL TRAINING AND SKILLS DEVELOPMENT (MEGİP)

- Through Cooperation Protocol on Vocational Training and Skills Development (MEGIP) which was signed between TOBB and ISKUR in 2018, it was aimed to train qualified labour force in cooperation with employers. In this context, by improving cooperation between public-private sector, a new system has been launched in which vocational training courses and on-the-job training programmes are delivered together in order to meet the qualified labour force demand of employers.
- Within the scope of the Project, theoretical and practical trainings are provided together in order to train the labour force demanded by labour market.
- Through the Project, in vocational skills trainings, people are trained by delivering theoretical and practical training together in line with the demands of the employers.

COOPERATION PROTOCOL ON VOCATIONAL TRAINING AND SKILLS DEVELOPMENT (MEGİP)

- The main goal of the protocol which was signed between İSKUR and TOBB is to organise vocational trainings by combining theoretical and practical trainings with the cooperation between public-private sector in order to train qualified labour force demanded by labour market.
- Training programmes are created to include theoretical and practical together.
- In this context, people participating in vocational training courses which will be organised as not exceeding 160 actual days receive a daily allowance of 108.68 TL (54,34 TL for those receiving unemployment benefit). General Health Insurance premiums and insurance premiums for occupational accidents and diseases of the trainees are also covered.
- At the end of the quarter period of vocational training, at least 50% of the trainees who continue their training must be employed as much as the minimum duration of vocational training and not less than 120 days. .
- 78.352 people benefitted from vocational trainings delivered within the scope of the Protocol, from 2018 to July 2021.

MOTHER AT WORK PROJECT

- Through "The Project on Supporting Women's Employment through the Mother at Work Project", which started to be implemented under the first 100-Day Action Plan, it is aimed to enable the women who are more disadvantageous than others in the labour market and cannot work because they have to take care their children to participate in labour force. After the preparations, the principles and procedures of the project have been published by September 2018 and the project started to be implemented and Mother at Work Units are established in 81 provinces.
- The project is implemented in vocational training courses with minimum fifty per cent employment guarantee (MEGIP is included) and on-the-job training programmes. The women who will benefit from the project are be referred to the Job Clubs to benefit from club activities in the Provincial Directorates of Labour and Employment Agency that have Job Clubs. In the provinces in which any Job Club does not exist, women are primarily provided with intensive job and vocational counselling services. After this process, they are referred to the vocational training courses with employment guarantee or the on-the-job training programmes organised by the Agency.

MOTHER AT WORK PROJECT

- The women benefiting from the project are paid a daily allowance of 110 TL as the necessary expenses of trainees or participants for the days they attend the course or programme. Only women having children between the ages of 0-15 can benefit from the project. Women also have the right to benefit from support for their adopted children.
- From September 2018, when the project started, to July 2021, 54,892 women benefited from the Mother at Work project.

CHILD CARE SUPPORT FOR WOMEN

- Childcare support is provided to increase labour force participation of women who are disadvantaged in the labour market and to meet the qualified labour needs of employers in the industry and manufacturing sectors.
- This support is given to women who participate in vocational training courses and on-the-job training programmes through active labour programmes in the industry and manufacturing sectors.
- With this application, women who participate in vocational training courses in industrial sectors and women who participate in on-the-job training programme in manufacturing sector are provided with child care support of maximum 400 TL monthly for their children between 2 and 5 years old and going to nursery school/day-care centre during the course. As of July 2021, a total of 662 women benefited from this support.

COMMISSION ACTIVITIES FOR THE DISABLED AND EX-CONVICT

- According to the legislation, 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.
- Within the scope of the same legislation, an administrative fine (4.345 TL in 2021) is applied to the employer or employer representative, who does not employ disabled people and ex-convicts, for each disabled and ex-convict that they do not employ. Public institutions cannot be exempted from this fine in any way.
- Administrative fines collected are used to support grant support projects for the disabled, grant support projects for ex-convicts, projects for supporting technologies that will provide employment for the disabled, projects for the placement of the disabled and their adaptation to work and workplace, projects on vocational training that increase the employability of disabled people, and projects for the support of sheltered workplaces where people with psychological and mental disabilities will be employed.

COMMISSION ACTIVITIES FOR THE DISABLED AND EX-CONVICTS

- The Commission, chaired by the Director General of İŞKUR, the Ministry of Labour and Social Security consists of the represantatives of;
  - The Directorate General of Labour,
  - The Directorate General of Occupational Health and Safety
  - The Ministry of Family and Social Services, the Directorate General of Disabled and Elderly Services,
  - Ministry of Justice, the Directorate General of Prisons and Detention Houses,
  - The Confederation of Turkish Trade Unions, which is the top organization that represents the most workers,
  - Turkish Confederation of Employer Associations, which is the top organization that represents the most employers,
  - The Confederation of the Persons with Disabilities, which is the top organization that represents the most persons with disabilities.

COMMISSION ACTIVITIES FOR THE DISABLED AND EX-CONVICTS

- The Commission consisting of a chairman and seven members, holds its regular meeting twice a year, in March and September, and evaluates the projects submitted to it through the Provincial Directorates.
- The main purpose of the projects is to support disabled people and ex-convicts in establishing their own businesses and to help disabled people to be employed and rehabilitated through vocational training.
- In order to receive project support from the Commission, a call is made within the framework of the Project Application Guide published by İŞKUR twice a year.
- Projects must be prepared in accordance with the format in the application guide and sent to the Provincial Directorates of Labour and Employment Agency or Service Centres, together with the requested information and documents, by the deadline specified in the guide.

GRANT SUPPORT PROJECTS FOR THE DISABLED

- Grant support projects for the disabled aim to rehabilitate disabled individuals by starting their own businesses, realizing their projects and creating added value. These projects aim to make them useful by reintegrating them into society, to provide for themselves and their families, and to create new employments.
- Registered disabled persons who have completed the age of 18 and document that they are deprived of minimum 40% of the workforce due to the loss of their physical, mental, psychological, emotional and social abilities to various degrees can apply for the project.
- The project, supported for one year, is expected to stand on its feet for an additional two years.
- Disabled individuals who want to apply for grant support project for the disabled during the project call periods, which are issued twice a year, can apply for projects online without going to the Agency.
- Grant support up to 65 thousand TL is provided to disabled people who want to start their own business.
- As İŞKUR, we have provided 3,090 disabled people with the opportunity to start their own businesses since 2014.

GRANT SUPPORT PROJECTS FOR EX-CONVICTS

- For grant support for ex-convicts, the ex-convict must prepare his/her project through the relevant units of the Ministry of Justice within the framework of the procedures and principles specified in the "Project Application Guide".
- The prepared projects must be submitted to the Provincial Directorate through the relevant units.
- After the application made by the relevant units of the Ministry of Justice, "establishment support" is given to projects that are deemed successful in line with the budgetary possibilities, up to a maximum of 15 times the gross minimum wage.
- As İŞKUR, we have provided 2,168 ex-convicts with the opportunity to start their own businesses since 2014.

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Daima Yanınızda...

THANKS

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