ALMP in TURKEY

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Active Labor Market Programs in Turkey

Vocational Training Courses

Vocational Trainings for Special Groups

Public Works

Entrepreneurship Programs

Internship Programs

Vocational Training for Employees

Job and Vocational Counselling

ACTIVE LABOR MARKET PROGRAMS
ALMP Policy

• Started in 1988 with vocational training courses
  – Used to be limited to insured unemployed only
  – Only a fraction of unemployed were benefiting

• International projects (EU, UN, WB) in 2000’s.

• Stimulated via Unemployment Insurance Fund
  – Extended to all unemployed since 2008
  – Number of beneficiaries increased tenfold
  – Public works, entrepreneurship and internship programs introduced
## ALMP in Figures

<table>
<thead>
<tr>
<th>Year</th>
<th>Courses</th>
<th>Public Works</th>
<th>Internships</th>
<th>TOTAL</th>
<th>Courses</th>
<th>Public Works</th>
<th>Internships</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>3.251</td>
<td>281</td>
<td>-</td>
<td>3.532</td>
<td>11.796</td>
<td>699</td>
<td>-</td>
<td>12.496</td>
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<td>2004</td>
<td>8.215</td>
<td>370</td>
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<td>8.585</td>
<td>56.313</td>
<td>921</td>
<td>-</td>
<td>57.234</td>
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<td>2006</td>
<td>17.106</td>
<td>-</td>
<td>-</td>
<td>17.106</td>
<td>27.974</td>
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<td>-</td>
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<td>2007</td>
<td>22.834</td>
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<td>22.834</td>
<td>29.672</td>
<td>-</td>
<td>-</td>
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<tr>
<td>2008</td>
<td>31.788</td>
<td>139</td>
<td>-</td>
<td>31.927</td>
<td>35.000</td>
<td>511</td>
<td>-</td>
<td>35.511</td>
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<tr>
<td>2009</td>
<td>166.713</td>
<td>45.467</td>
<td>1.285</td>
<td>213.852</td>
<td>192.907</td>
<td>111.359</td>
<td>2.100</td>
<td>306.366</td>
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<tr>
<td>2010</td>
<td>164.890</td>
<td>42.066</td>
<td>4.671</td>
<td>211.627</td>
<td>245.704</td>
<td>138.255</td>
<td>8.684</td>
<td>392.644</td>
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<td>2011</td>
<td>169.538</td>
<td>64.085</td>
<td>16.393</td>
<td>250.016</td>
<td>263.917</td>
<td>134.129</td>
<td>10.551</td>
<td>408.597</td>
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<td>2012 Q1</td>
<td>35.643</td>
<td>19.462</td>
<td>4.395</td>
<td>59.500</td>
<td>46.343</td>
<td>89.231</td>
<td>1.898</td>
<td>137.472</td>
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Vocational Training Courses

- For all unemployed, in order to
  - improve skills,
  - change vocation
- direct towards labor demand.
- Can re-apply to other courses only after 24 months
- 10 to 25 participants
  - No lower limit for vulnerable groups (youth, women, disabled, long-term unemployed etc.)
- 5-8 hrs/day, max 40 hrs/week, max 6 months
Service Providers

• Ministry of National Education
  • Technical and Vocational High Schools
• Universities
• Private Educational Institutions
• Firms, businesses, factories
• Charities, foundations, professional associations, unions
Vocational Training Process

Demand Analysis
- Provincial Employment and Vocational Education Boards
- Annual Plans

Contracting
- By tender
- By Cooperation
- Via individual assignment to contracted providers

Training
- Identification of course participants
- Cooperation of İŞKUR and provider
- Certification at the end of courses

Employment
- Employment guarantee determines further cooperation
## Employment Obligation

<table>
<thead>
<tr>
<th>Service Provider</th>
<th>Employment Rate</th>
<th>Employment Date</th>
<th>Employment Term</th>
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</thead>
<tbody>
<tr>
<td>Educational Intitutions</td>
<td>Min 20%</td>
<td>Within 3 months after course-end exam</td>
<td>Max of course term and 3 months</td>
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<tr>
<td>Firms- Businesses</td>
<td>Min 50%</td>
<td>Within 30 days after course-end exam</td>
<td>Max of course term and 3 months</td>
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</tbody>
</table>
Financial Issues

• Cost determined according to
  – Trainer fees,
  – Equipment costs,
  – Training field costs,
  – and profit of service provider.

• All participants are paid;
  – A daily stipend of 20 TL,
  – Universal health insurance premiums,
  – Vocational accident and illness insurance premiums.
Entrepreneurship Programs

**MAIN MODULE (60 hrs)**
- Idea test
- Creativity
- Work plan
- Management
- Marketing-Finance

**SUPPORT MODULE (12 hrs)**
- Hiring
- Employing
- Monitoring & evaluation
- e-trade
- Export - Import
Internship Programs

Training on the job

• Trainees should be
  – Registered unemployed
  – Aged 15 or more
  – Not students

• Workplaces should be
  – Registered employer employing 5 or more
  – Adding to last 6 months employment
  – Non-governmental
  – Not using short-time benefits
Public Works

Max duration 8 months, aims long-term unemployed. Salaries, administrative costs and limited profit covered.

AREAS:
• Environment cleanup and protection
• Stream improvement, struggle with soil erosion
• Infrastructure
• Protection of historical and cultural heritage

SERVICE PROVIDERS:
• NGO’s
• Regional governments
• Private firms
Job and Vocational Counselling

New scheme to struggle unemployment. Every unemployed will have a counsellor.

TARGET AUDIENCE:
• New in workforce or changing vocation,
• Long-term unemployed
• Disadvantaged groups,
• Recipients of unemployment benefits,
• Those aiming to improve vocational skills,
• Those changing jobs,
• Youth prior to starting vocational education
Specialized Vocational Training Centers Project

PARTNERS:

• MLSS – İŞKUR
• MNE – General Directorate of Vocational and technical Education
• Turkish Union of Chambers and Commodity Exchanges
• TOBB University of Economy and Technology
Specialized Vocational Training Centers Project

OBJECTIVES:

• Renewing equipment & technology of technical-vocational schools.
• Adapting trainers to new technologies.
• Constructing an independent course management with participation of employers.
• Training unemployed according to the needs of local industries.
• Providing internships and employment to vocational school students/graduates & course participants.
Thanks..