



ALMP in TURKEY

Asım G. Keskin
Deputy General Director
Turkish Employment Agency

30.04.2012

Active Labor Market Programs in Turkey



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

	NUMBER OF BENEFICIARIES				COST (Thousand TL)			
	Courses	Public Works	Internships	TOTAL	Courses	Public Works	Internships	TOTAL
2003	3.251	281	-	3.532	11.796	699	-	12.496
2004	8.215	370	-	8.585	56.313	921	-	57.234
2005	11.473	-	-	11.473	9.515	-	-	9.515
2006	17.106	-	-	17.106	27.974	-	-	27.974
2007	22.834	-	-	22.834	29.672	-	-	29.672
2008	31.788	139	-	31.927	35.000	511	-	35.511
2009	166.713	45.467	1.285	213.852	192.907	111.359	2.100	306.366
2010	164.890	42.066	4.671	211.627	245.704	138.255	8.684	392.644
2011	169.538	64.085	16.393	250.016	263.917	134.129	10.551	408.597
2012 Q1	35.643	19.462	4.395	59.500	46.343	89.231	1.898	137.472



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 IŞKUR and provider
- Certification at the end of courses

Employment

- Employment guarantee determines further cooperation



Employment Obligation

Service Provider	Employment Rate	Employment Date	Employment Term
Educational Institutions	Min 20%	Within 3 months after course-end exam	Max of course term and 3 months
Firms-Businesses	Min 50%	Within 30 days after course-end exam	Max of course term and 3 months

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..

Asım Göker KESKİN
Turkish Employment Agency
Deputy General Director

asim.keskin@iskur.gov.tr

