Country:	Turkey
Member/Company	TISK
Initiative	*Multiple initiatives*

Overview

TİSK Akademi

It is an online training platform launched in April 2020, which includes many trainings for people from TISK ecosystem free of charge (as became widespread during pandemic period).

The platform has three training categories: Occupational Health and Safety Trainings, Personal and Professional Development Trainings and Skillsoft Informatics Trainings. Under these categories there are more than 100 different training programs constituted by national and international experts. All trainings are free of charge.

Some of the trainings such as Occupational Health and Safety Training are mandatory for companies; therefore, TİSK Akademi also aims to lessen the burden on companies, especially considering the effect of Covid-19 pandemic. This service is still in progress. There are already more than 75.000 registered employees or their families from more than 200 companies and everyday tens of new users register to the Platform.

Users had already taken more than 120.000 trainings together with 12 million-minute e-learning experience in total by means of TİSK Akademi.

In face-to-face trainings, approximately 30-page printed materials are used by a person. It means 90 thousand trees were rescued through 12 million-minute e-learning experience in TİSK Akademi.

"Occupational Health and Safety", "How to Deal with Tough People", "Time Management", "Information Security", "Child Development for Parents", "Agile Software Development" and "FSD Development: Java Spring Framework" trainings are the most preferred trainings by the users of the Platform so far.

Content and training catalogues of the Platform are regularly updated in line with the requirements and demands of the companies.

Future of Work

As TİSK, we launched Future of Work project in early 2020 with a publication prepared in collaboration with McKinsey & Company on Future of Work in Turkey, which provides an overview about the potential and challenges that FoW trends pose to Turkey. In line with the findings of this study, we have launched a pilot project in collaboration with Turkish Textile Employers' Association (TTSİS). In this project, the transformation of textiles industry has been examined, most-needed worker profiles have been identified, re-skill and up-skill needs have been documented. In line with the curricula developed for the

most-needed worker profiles, we will launch the trainings in a near future, with a specific focus on youth and women employment.

Youth Transformation Project (Genç Dönüşüm)

The program is a partnership between the Turkish Confederation of Employer Associations (TİSK) and Women in Tech Association (wTech) that is initiated with the technical support of the European Bank for Reconstruction and Development (EBRD).

Training contents delivered in this program are composed of 1) Technical Trainings, 2) Soft-Skills Trainings and 3) Coaching and Mentorship. Albeit the composition of training hours for each component differs in every technical training subject, overall, the educational contents are composed of: 200 hours of technical trainings, 50 hours of social and communication skills, 20 hours of coaching and mentorship.

Soft-skills trainings are designed in a way to complement the technological skills with most-demanded social and communication skills for each training content.

Participants were also provided with coaching and mentorship support which focuses on their individual traits and career development.

Successful candidates are provided with following job matching and employment supports:

- An alumni catalogue was created and dissemminated in job networks

- CVs of the candidates were shared in LinkedIn under Youth Transformation page

- An alumni club was established to enhance communication amongst the candidates

- Career staff of wTech provided consultancy to the candidates

The first phase was completed with 68 participants and the second phase is launched in March 2021. Amongst these participants, around 20 participants were placed to jobs during and after the trainings. Amongst 68 beneficiaries, ratio of women is %61 with 47 women participants.

The trainings include Business Analyst, SQL Data Administration, .NET Software Development, Python Software Development and Data Science trainings. In second phase, the following trainings are to be included:

- Robotic Process Automation (RPA)

- Cyber-Security

- Test Engineering

- Emotional Intelligence

- Sales & Marketing and Technological Transformation

- E-commerce

Key Messages

- Educational institutions have a significant role to play in equipping future generations with new skills. They can improve the learning experience, update training models, and enhance opportunities for lifelong capability building.
- The education system can use digital technologies to meet the demand for new skills by providing customizable learning materials for students and improving schools' technology infrastructure. The system can also identify and implement programs to address known skill gaps; relevant classes can be made compulsory at appropriate levels and provide valuable job experience to workers, postsecondary students, and youth in general.
- Universities and educational institutions should create programs tailored to future skills, open to adults through seminars, certificate programs, and online training. Relevant stakeholders (public institutions, companies, and so forth) could provide financial contributions proportional to their gains through shared financing
- Revamping vocational education to teach skills needed for the future could be worth exploring. Programs to support vocational schools under the leadership of companies could establish a connection between companies and students.
- The classroom experience should be more personalized, shifting from traditional content on traditional schedules to building job skills anytime, anywhere. The new learning experience can be built through collaboration with community centers and experts, using project-based learning and problem-solving skills, rapid prototyping, and asking the right questions.
- In an era of digitization, it is critical to conduct field research and create a predictive database of skills in order to redesign the content, method, frequency, and target audience of training programs in the most efficient and results-oriented manner. Training initiatives could be created to allow a balanced approach to the changing needs of students, youth, and employees, addressing issues related to, for example, gender equality, equality of opportunity, disadvantaged groups, geographical conditions, age, education level, employment history, and more