

Country:	Turkey
Member/Company	TÜSİAD
Initiative	Multiple Initiatives

Overview

PROJECTS & REPORTS

İşim Gücüm Geleceğim (IGG)

With the rapid rise of new generation technologies, there is a radical transformation process in the way of doing business and in the professions of the future. Qualified workforce equipped with 21st century digital skills and competencies to provide sustainable competitive advantage is increasing its importance day by day.

TÜSİAD considers the implementation of effective policies for Turkey's talent transformation as one of its priority issues in the digital age. In this context, it carries out studies and projects to contribute to the creation of a qualified workforce with digital skills and competencies needed by the business world.

İGG is aimed to develop the digital competencies and skills of students and young professionals through a free online education platform, focusing on new generation technologies. In addition, it is aimed to help young people meet the professions of the new age and meet employment opportunities in these fields.

<https://isimgucumgelecegim.org/en/homepage/>

These Young People Have the Potential (Bu Gençlikte İş Var)

“These Young People Have Potential!” (TÜSİAD Bu Gençlikte İş Var!) is an entrepreneurship programme providing an opportunity for university students and recent graduates. Within the framework of this Programme, our aim is; to raise entrepreneurial awareness all around Turkey; to introduce entrepreneurship as an alternative career path to the youth; to generate alternative solutions to the problem of youth unemployment; to contribute Turkey's entrepreneurship ecosystem by gathering different actors in the ecosystem.

What we see is, not only in Turkey, also globally, one of the major problems of entrepreneurs is lack of information and experience. We seek to offer our knowledge, network and experience to the “entrepreneurs-to-be”, in return we would like to get know their agenda, expectations, priorities and in other words, the future of doing business.

All the applicants are entitled to participate to an online education program. Teams that are successful at selection period are invited to boot camp. During the last day of the boot camp the participants present their business ideas to the mentors, all members of TÜSİAD. Teams selected by mentors develop their business ideas and prepare their business plan under the guidance of their mentor. These teams are offered free digital products and services to improve their business. The Semi-Final Jury evaluates the business plans they prepare, and five teams among them are supported by TRY 20,000 each. The five finalist teams work to develop their business ideas until the final ceremony. In the Final Ceremony, the teams selected by the Final Jury receive a total of TRY 100,000 cash support.

On this journey we embarked on 10 years ago, we have received applications from more than 20 thousand young people, more than 250 universities, and 19 countries. The numbers are not the only part that has been developed over years, the impact on the entrepreneurship ecosystem also has been developed. Our alumni began to be actors of the entrepreneurship ecosystem, build successful ventures, and contribute our boot camp as guest speakers

<https://www.bugenclikteisvar.com/>

STEM Skills

Towards the target of transformation into information society and digital economy, the importance of qualified labor force, especially the labor force trained with STEM+A (Science, Technology, Engineering, Mathematics + Art) approach, is getting more critical. In today's world, where Industry 4.0 transformation is advancing, the need of creative, innovative, inter-disciplinary thinking individuals with advanced IT skills is increasing. That makes STEM+A education extremely critical for economies.

To this end, TÜSİAD carried out projects on STEM education since 2014:

- Expectations and Needs for STEM Educated Workforce Report (2014);

- The STEM Need For Turkey 2023 Report (2017);
- TUSIAD STEM Kit and Teacher Training Project (In collaboration with Bahçeşehir University STEM Center) 2017-2018;
- TUSIAD STEM Teacher Training Project for Vocational High Schools (In collaboration with İstanbul Aydın University STEM Center) 2018-2019

<https://www.stemtusiad.org/>

Social and Emotional Learning Skills

Social and emotional learning (SEL) is a topic of critical interest, particularly in terms of the skills required within education, the business world and society. According to the report published by the ASPEN Institute, 8 out of 10 employers stated that social and emotional skills are the most important ones driving organizations success, but they are also the most difficult competencies to find among candidates.

With this context, TUSIAD published a report prepared by a group of academicians from the Boğaziçi University Peace Education, Application and Research Center, with the aim of underlining the importance of the SEL skills in 2019. The report focused on definitions of Social and Emotional Learning its significance and the current status of SEL skills, both globally and locally in Turkey.

In addition, three focus groups respectively comprising representatives from the business world, education and youth in Turkey were conducted to gather representative views regarding (SEL). And lastly, workshops were undertaken with representatives from public sector, private sector, NGOs and education sector to acquire their views.

The findings of the report indicate that the development of SEL skills should become an essential and integral focus for both formal and informal education in Turkey. To this end, a broad-scope cooperation between government organizations, especially the Ministry of National Education and universities, non-governmental organizations and the business is called for, along with multi-institutional cooperation targeting the development and implementation of SEL programs.

The report was launched on 6th November 2019 with the participation of **Mr. Miloš Kankaraš (Project manager of the Study of Social and Emotional Skills at OECD)** as the keynote speaker in order to give a framework about the upcoming international research of OECD on this topic.

<https://tusiad.org/tr/yayinlar/raporlar/item/10450-sosyal-ve-duygusal-ogrenme-becerileri>

Key Messages

FACTS AND RECOMMENDATIONS FOR SKILLS MISMATCH

- The main challenge in recruitment process is to find the required skills of the business life. According to the PIAAC 2016 Report, adults in Turkey show below-average proficiency in all three domains assessed – literacy, numeracy and problem solving in technology-rich environments in comparison to the adults in the other OECD countries.
- Many students that completes vocational education or university cannot find a job matching their education.
- In addition, Utmost in 2-3 years, all the things that has been learnt during undergraduate education need to be refreshed in order to continue professional life. From this perspective, lifelong learning is a basic necessity for reskilling and upskilling in a very rapidly changing economy.
- Most of the young females are neither in employment nor in education (almost 45% in Turkey). This causes a potential loss both economically and socially. Moreover, with the transformation of the jobs, mostly women dominated and low-skilled jobs are under risk of disappearance.

Recommendations:

- In order to survive in the new economy, with the “new normal” it is very clear that we need creative, innovative individuals with multidisciplinary thinking skills. 21. century skills, including digital and social-emotional skills, critical thinking, problem solving, multidisciplinary thinking, co-operation, creativity, resilience and so on are crucial for young generations to prepare themselves to the future of job, future of economy and society.

- Education policies should be formulated in cooperation with the private sector and civil society, by considering the future of jobs.
- Education is not a process that is from pre-school to university, but is a life-long process. Skills need to be updated and upgraded. We need to adopt the understanding of lifelong learning both as individuals and as companies. **For the future of jobs from the gender equality perspective**, we should handle this transformation period towards the new normal into advantage. In order to gain potential of the half of the society, it is important to support girls and women and to prepare them for the future jobs by 21st century skills, encouraging them to study and work in STEM+A related areas.
- By promoting the care economy, supporting workers with children in childcare, offering flexible working conditions, etc. It is also important to prepare a working environment that will maintain a work-life balance. These measures are also important to provide a better working environment and strengthen the commitment and engagement of experienced employees to the workplace.