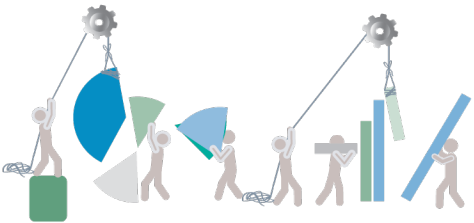
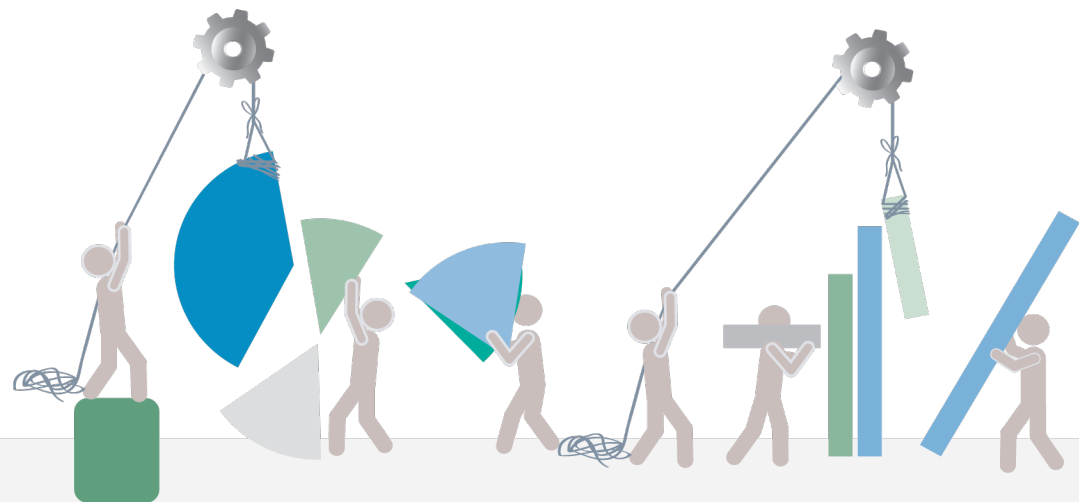


21ST MEETING OF THE COMCEC POVERTY ALLEVIATION WORKING GROUP

October 9-10, 2023
Ankara, Türkiye





Effective VOCATIONAL EDUCATION
AND TRAINING *Strategies*
to **Reduce**
Youth
Unemployment
in the
OIC Member
Countries



Background & Key Concepts

Bekir S. Gür, PhD

Hacettepe University

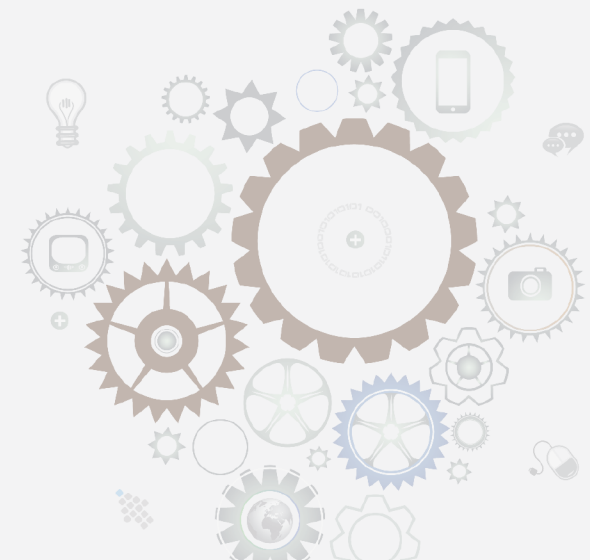
Zafer Çelik, PhD

Ankara Yildirim Beyazıt University



Aim

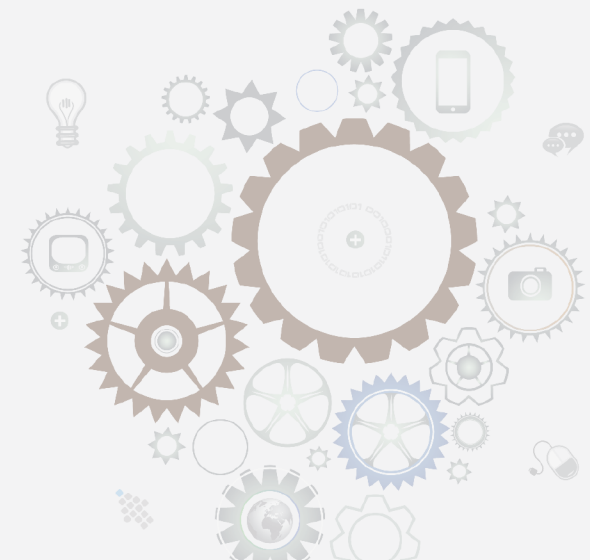
- To identify the deficiencies and weaknesses of the existing vocational education systems in the OIC member countries
- To present a comprehensive guide.





Method

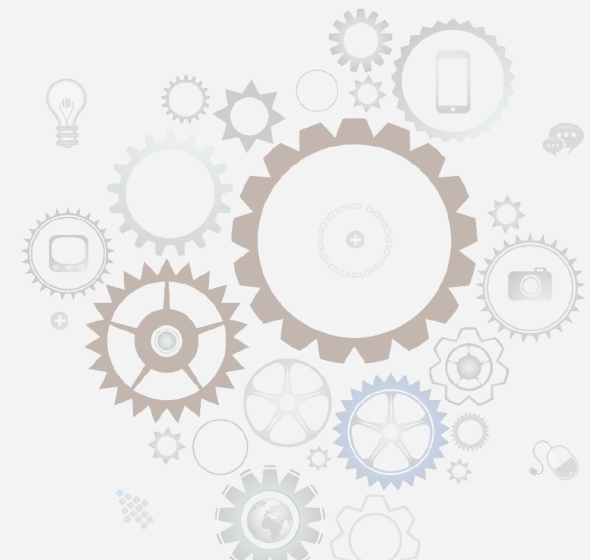
- Literature review
- Case studies with field studies
 - Uganda, Tunisia, Türkiye, & Germany





Content

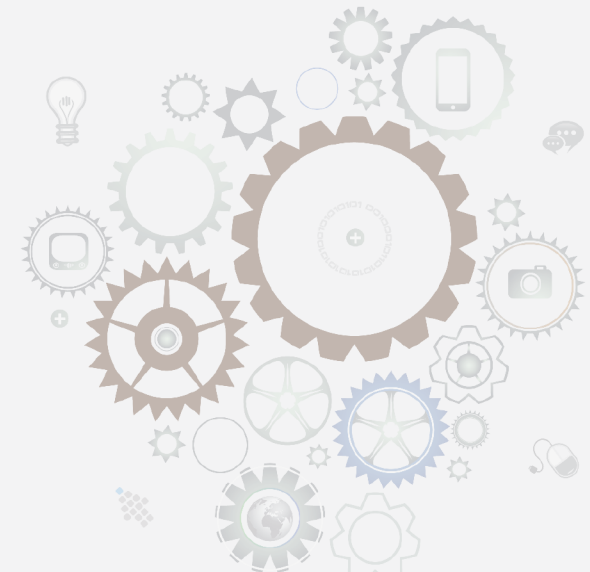
- A global concern
- Youth unemployment in OIC member states
- Labor market dynamics
- Governance and institutional factors
- Active labor market policies
- Main challenges in measuring youth unemployment
- Social and economic consequences
- The status of international cooperation





Youth Unemployment and NEET As a Global Concern

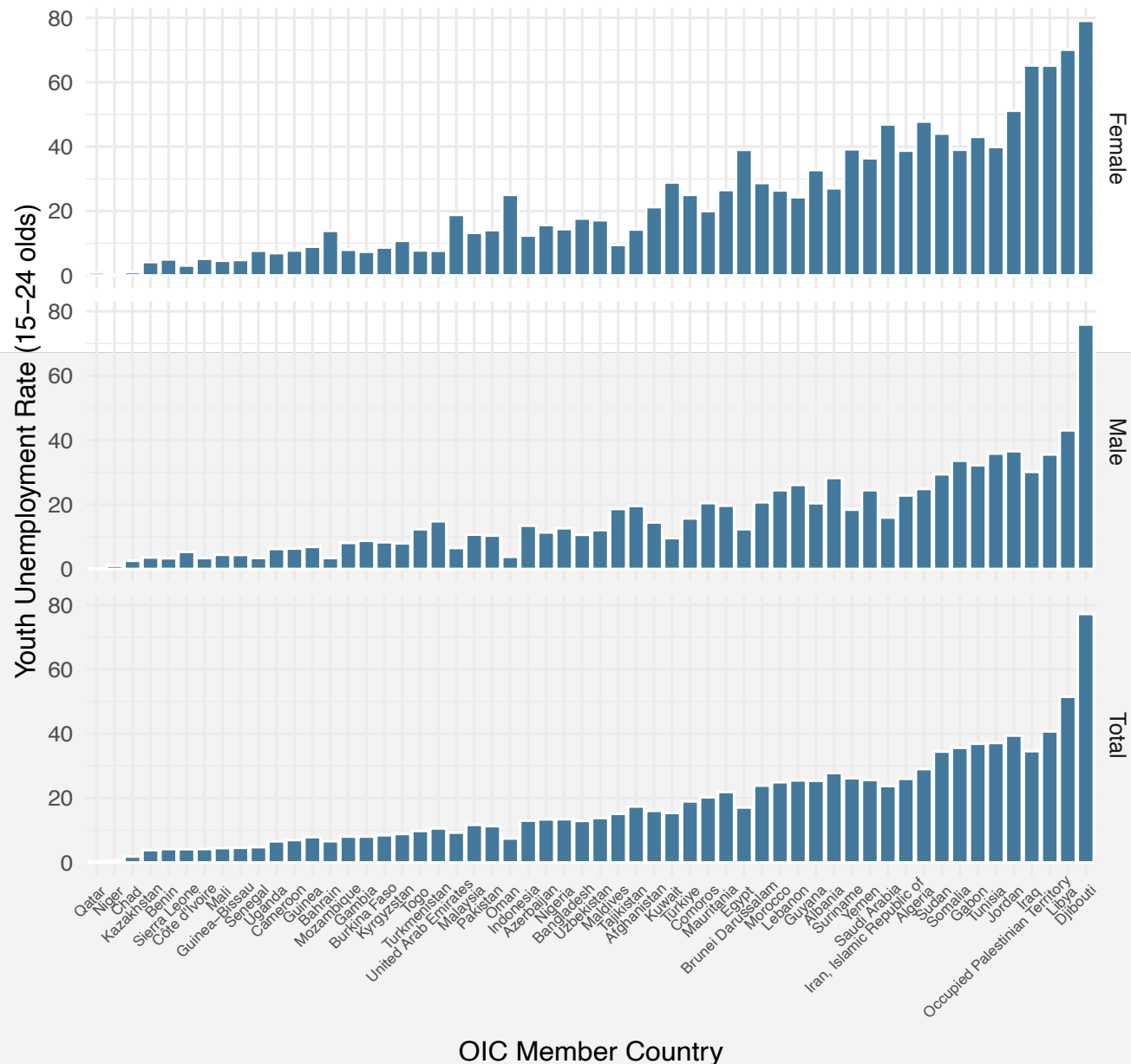
- A serious issue in many countries
- A new emerging problem: NEET
- At risk of social exclusion
- Higher unemployment rates



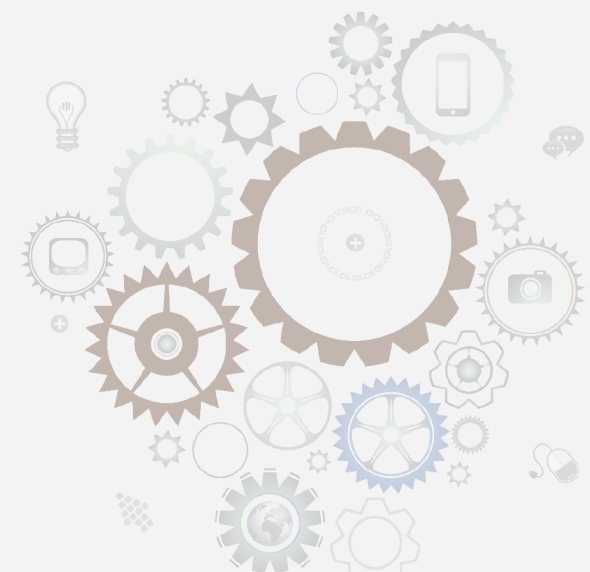


2

Youth unemployment rate (ILO modelled estimates)
(2022 or most recent year)



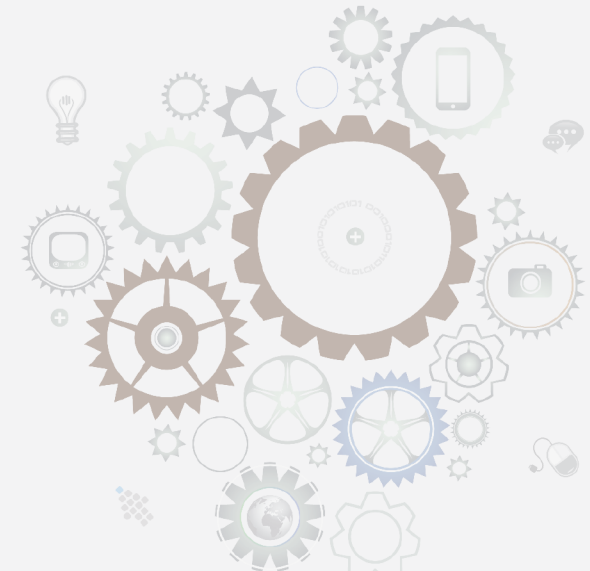
Youth Unemployment in OIC Member States





Youth Unemployment and Labor Market Dynamics

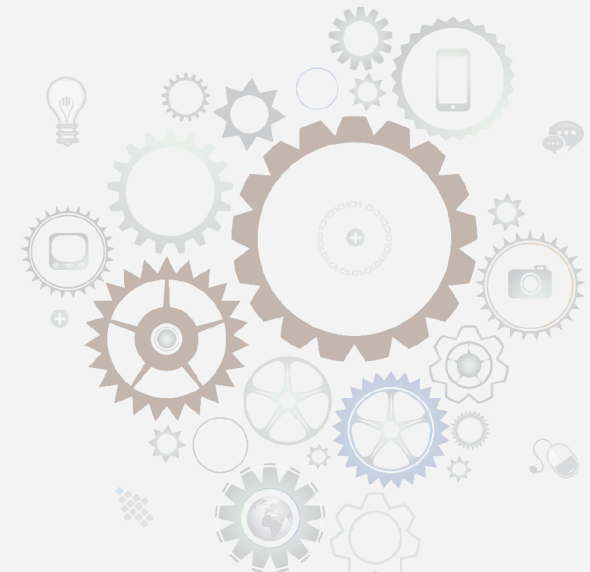
- Various theories explaining unemployment
- The human capital theory
- Screening theory
- Labor market segmentation theory





Main reasons of unemployment

- Weak macroeconomic performance
- The mismatch between education and labor market
- Demographic changes and youth bulge
- Technological changes and globalization
- The impact of COVID-19
- Informal employment

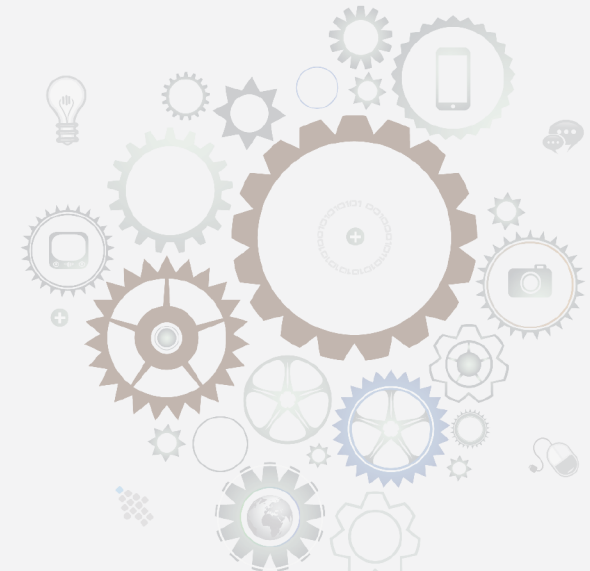




Active labor Market Policies and Youth Unemployment



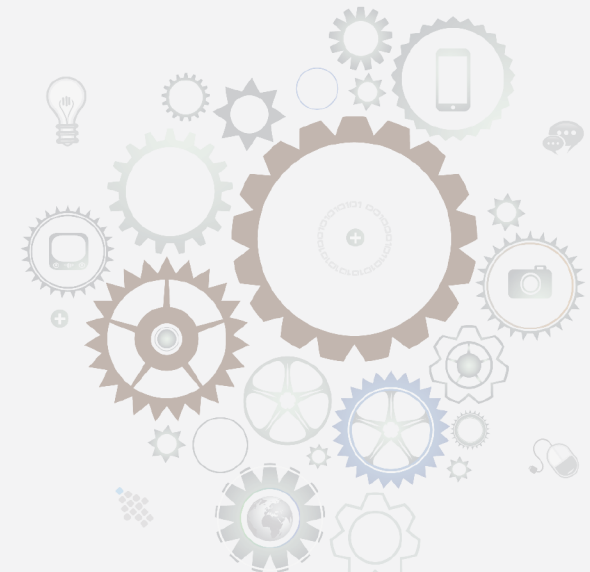
- (i) job search assistance;
- (ii) labor market training;
- (iii) incentives for private sector employment, and
- (iv) public sector employment





Main Challenges in Measuring Youth Unemployment

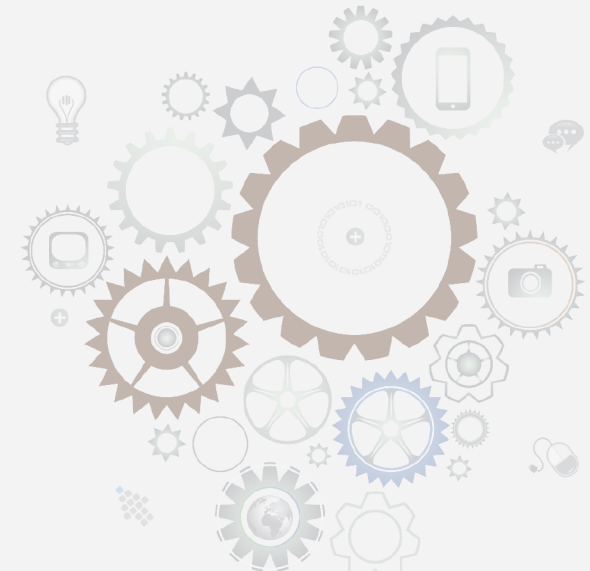
- Informal sector
- Underemployment
- Fragility
- Skill mismatch



Social and Economic Consequences of Youth Unemployment in OIC Countries



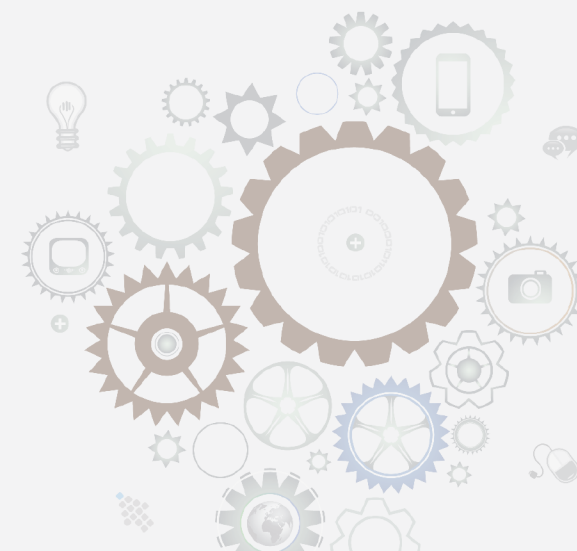
- Subsistence work or criminal activities in the informal sector
- Poverty and social exclusion
- Violence, terrorism, and social unrest
- Increasing rural-urban migration and rapid urbanization
- International migration and brain drain





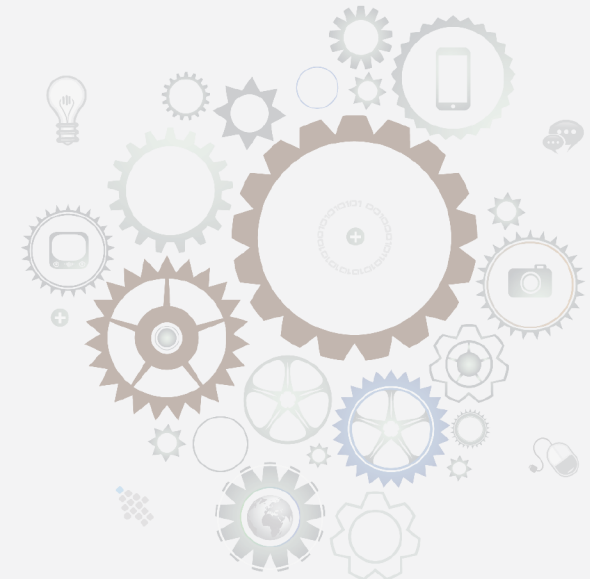
The effect of rural-urban migration, international migration, and fertility trajectories on youth unemployment

- International Migration
- Rural-urban migration
- High fertility rate and youth bulge

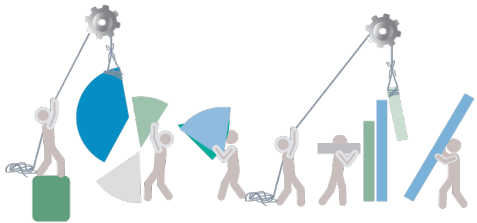


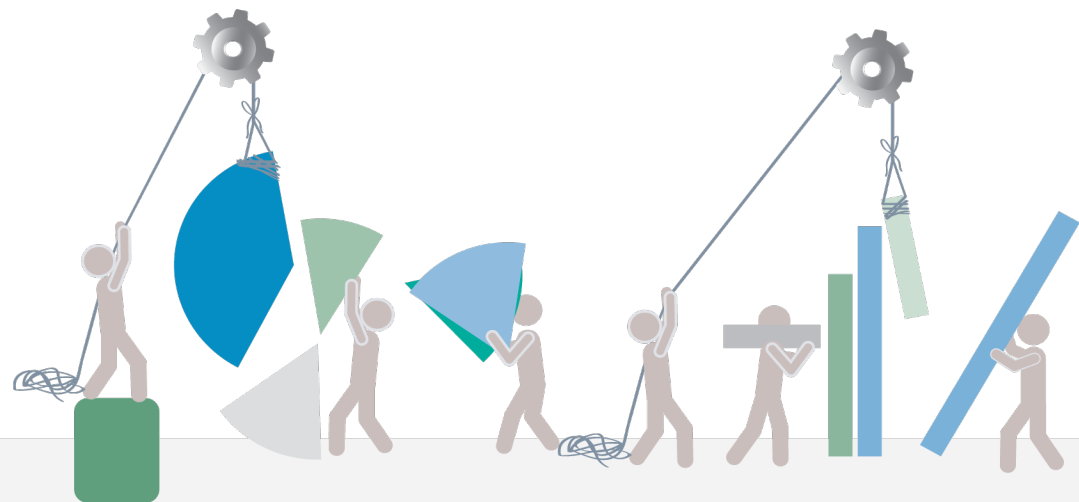
The status of international cooperation toward reducing youth unemployment

- Considered a crucial issue by international organizations such as ILO.
- UNESCO, OECD, UNICEF and IMF are the other international actors
- Many projects by aid organizations to reduce youth unemployment



Thank You!





Effective VOCATIONAL EDUCATION
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Countries



Experiences &
Recommended Practices:
Germany

Dr. Bekir Gür
Hacettepe University



Content

Experiences and Recommended Practices (Germany)

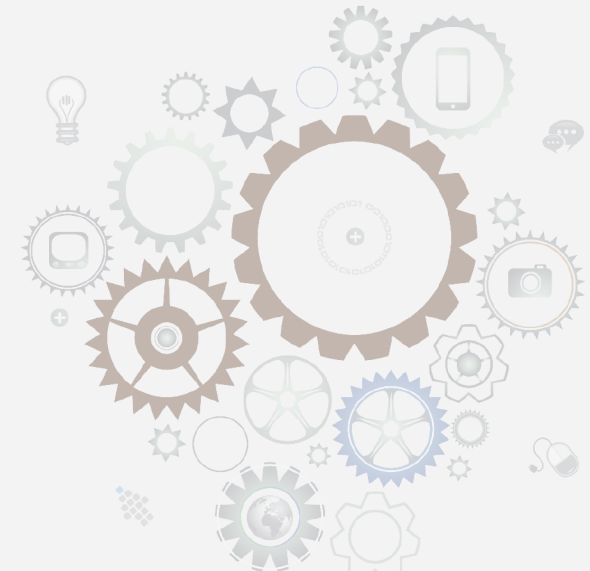
The German Educational System

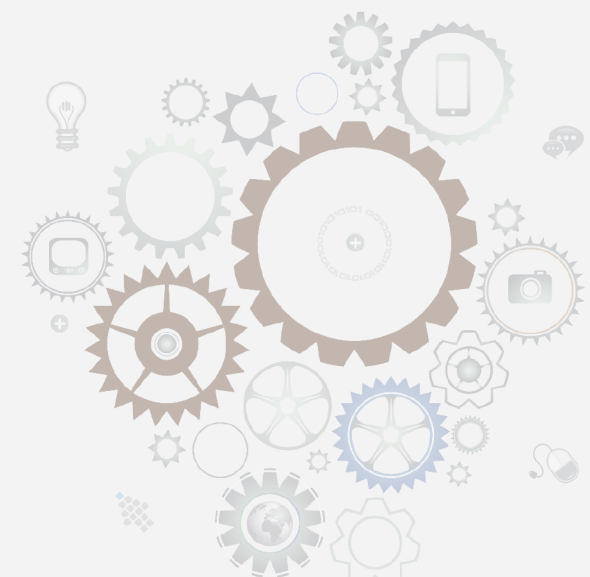
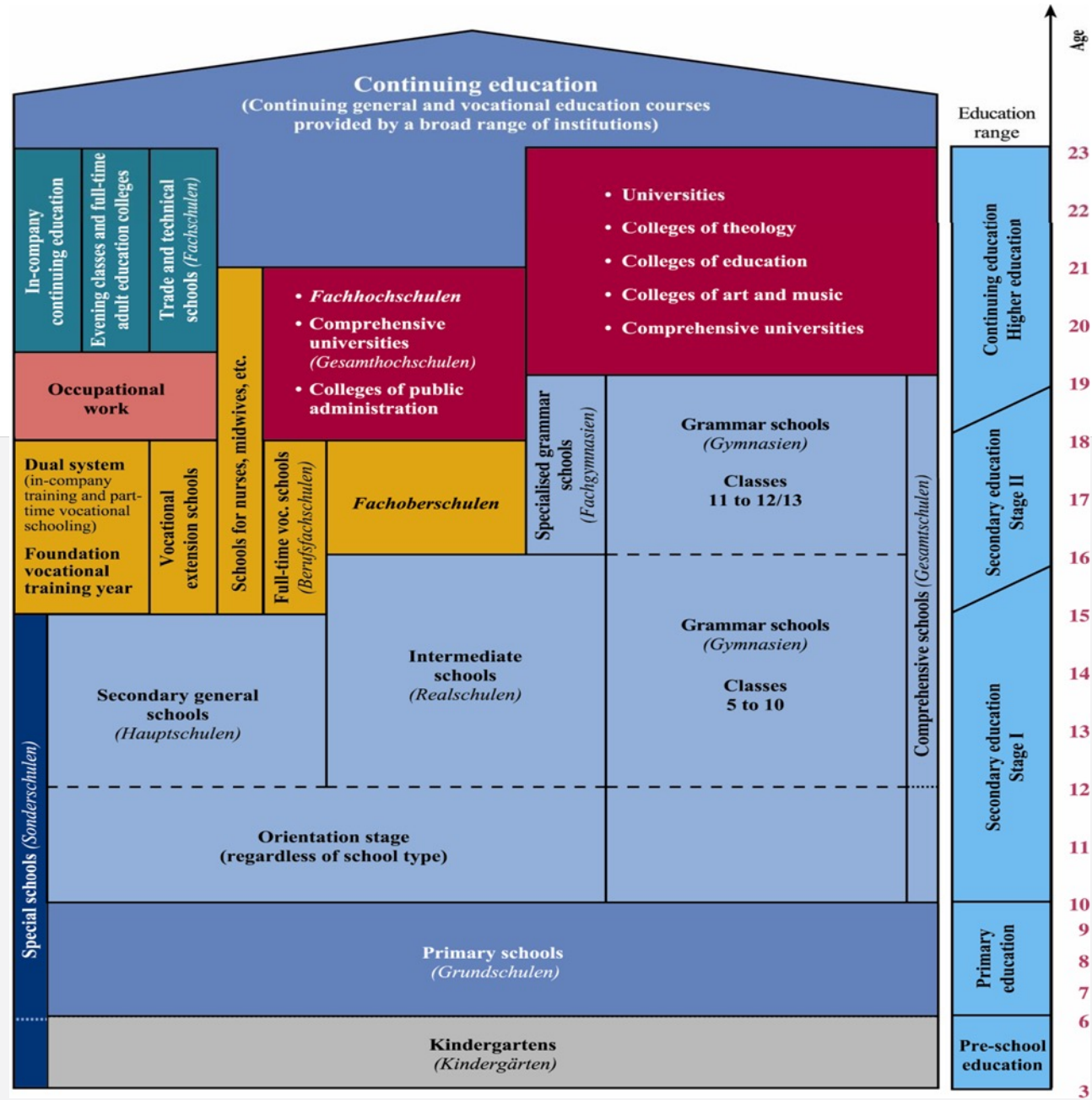
The German VET System

Funding of VET

The Strengths of German VET System in Reduction of Youth Unemployment

The Challenges of German VET System





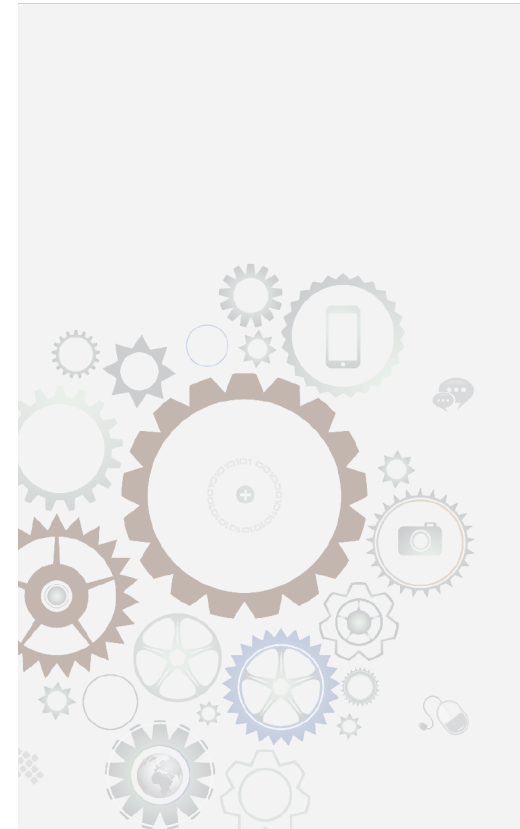


Businesses, Social partners and the Government ensure the Framework Conditions of Dual VET

- Chambers
- Social partners (Unions and Employers' associations)
- Government

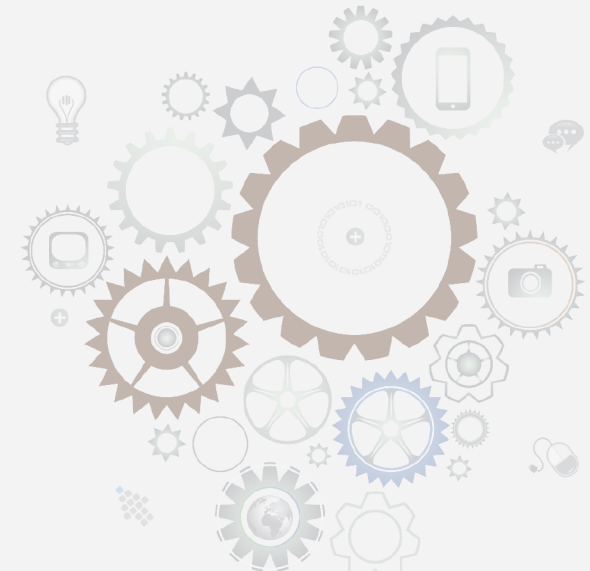
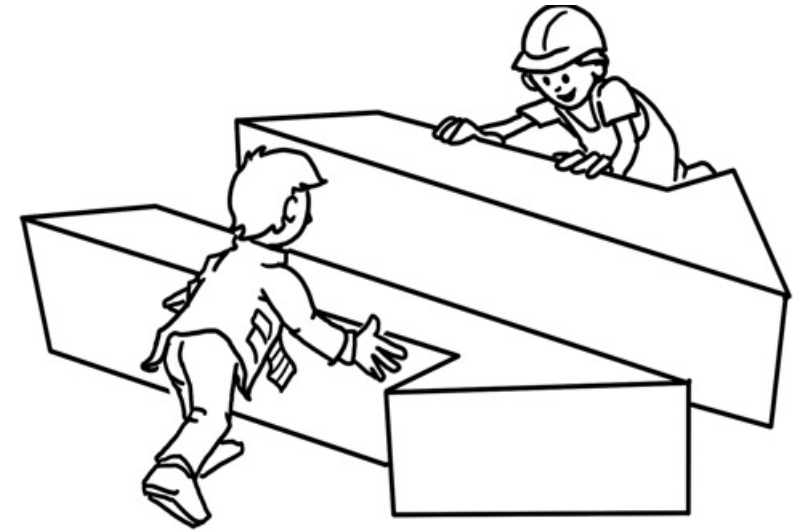
Chambers and Social Partners: Define and check training contents in the companies

Government: Shapes the legal framework and provides the



Stakeholders: Chambers - the Competent Bodies

- ❑ Check and register training companies
- ❑ Monitor and check in-company training
- ❑ Train in-company training personnel
- ❑ Organise examinations
- ❑ Organise events and engage in consultancy





Summary

Framework

- The Government provides the legal framework
- The Government organises the school-based part of training
- Chambers and social partners define contents and range of training
- Chambers as competent bodies monitor company-based training

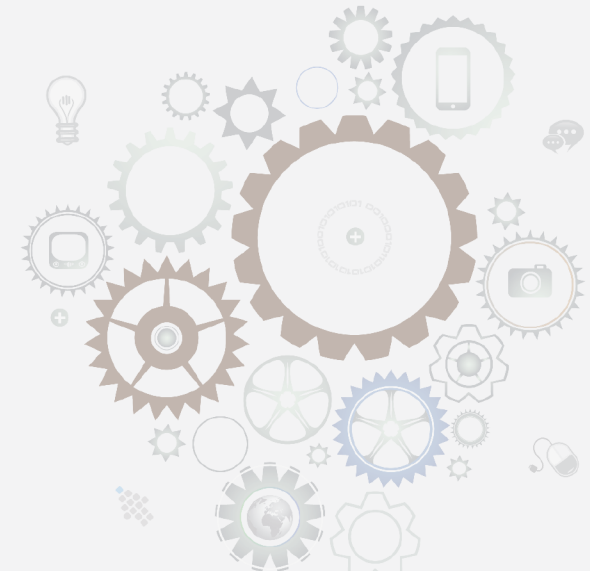




Why is Dual VET in Germany Successful?

Success factors

- ❑ Historically grown system
- ❑ High acceptance in society
- ❑ Win-win-situation for trainees and companies
- ❑ Training according to the demand for skilled labour
- ❑ Strong institutions (chambers, social partners, SME)
- ❑ Active contributions by all stakeholders
- ❑ High flexibility and adaptability of the system

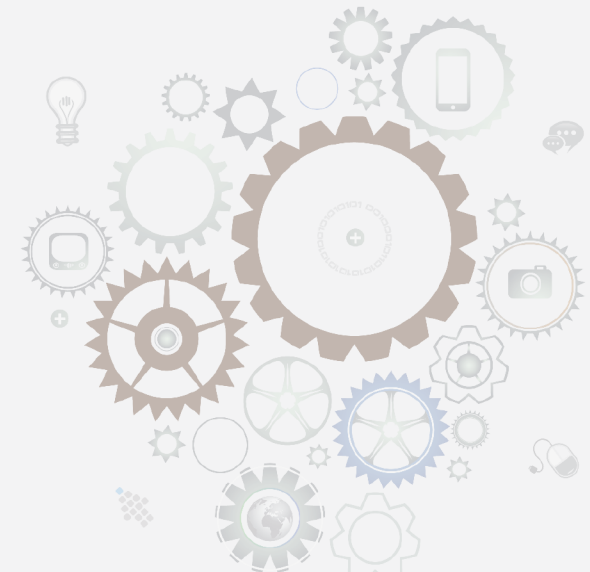


Challenges from Trainees' Point of View

- Discrepancy between demanded and supplied training positions (lack of openings)
- Access to Dual VET
- Increasing occupational demands
- Lifelong learning

Challenges from Businesses' Point of View

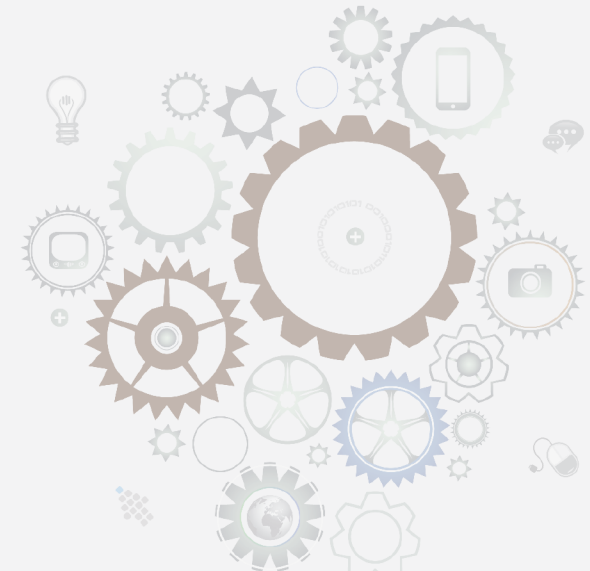
- Discrepancy between demanded and supplied training positions (lack of applicants)
- Unprepared trainees
- Inclusion of people with special needs
- Inclusion of migrants





Challenges from the Point of View of the Government and Society

- ❑ Demographic change
- ❑ Foreseeable lack of skilled labour
- ❑ Trend of academisation
- ❑ Regional discrepancies
- ❑ Inclusion





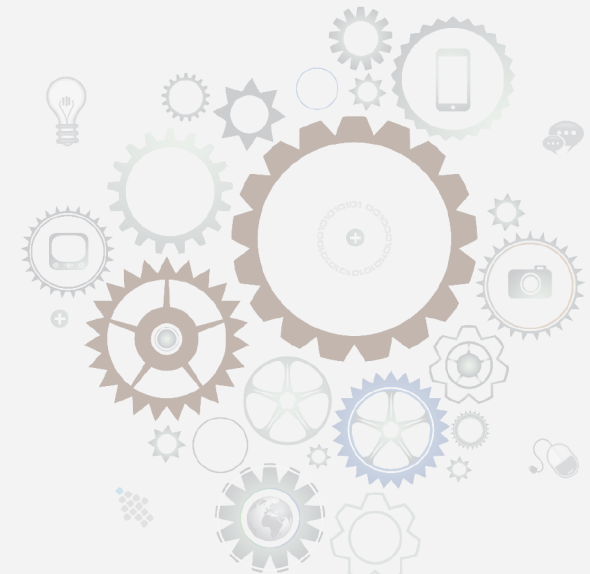
Sources

- **Facts and figures**

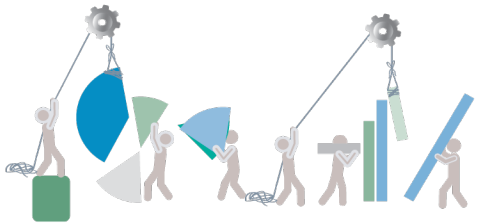
- ❑ BIBB TVET Report ([link](#))
- ❑ Federal Statistical Office ([link](#))
- ❑ BMBF Data Portal ([link](#))

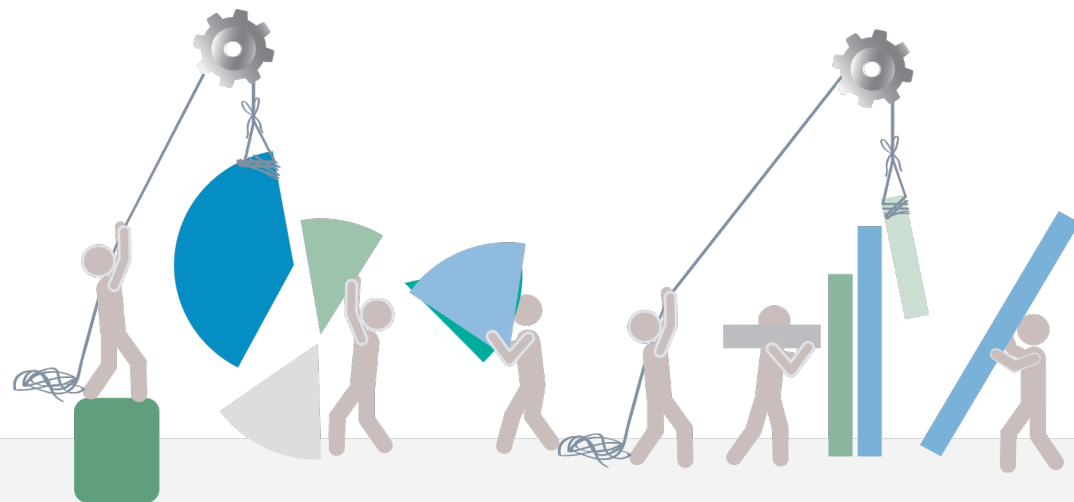
- **Dual VET standards**

- ❑ BIBB Brochure: Vocational Training Regulations and the Process Behind Them ([link](#))
- ❑ Example: training regulation and framework curriculum ([link](#))



Thank You!





Effective VOCATIONAL EDUCATION
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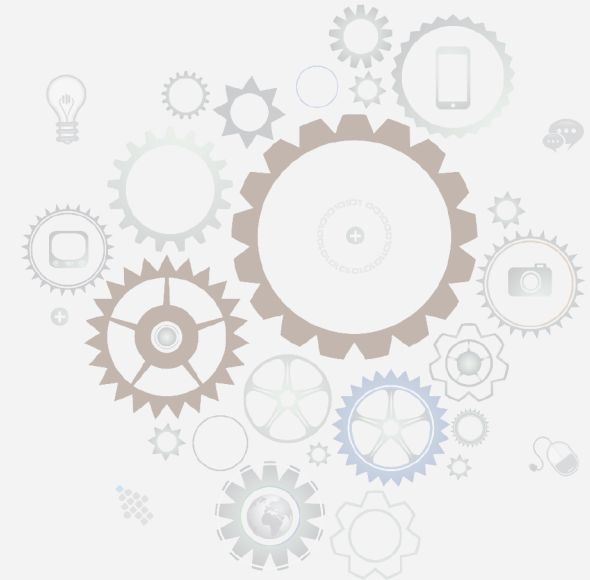
Experiences & Recommended
Practices:
Uganda

Zafer Çelik, PhD
Ankara Yıldırım Beyazıt University



Education and VET in Uganda

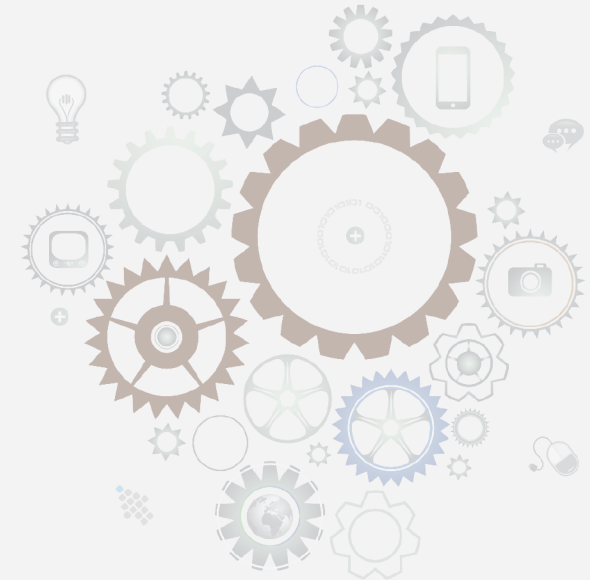
- Introducing the Universal Primary Education in 1997
- Increase in school attendance and literacy rates
- Implementing active policies to reduce gender disparity
- Tuition fees for schools





Funding Technical and Vocational Education

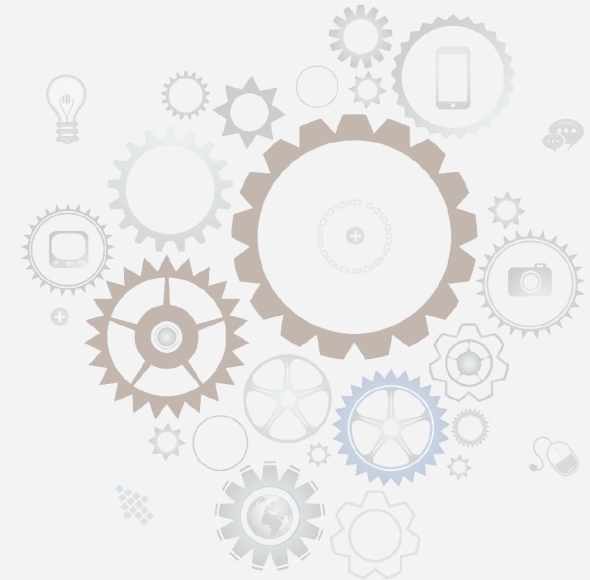
- Significant improvements in domestic financing
- Despite the notable progress in funding, there is a need for extra funding for the TVET sector
- External financing sources come from The World Bank and some other countries





Funding Technical and Vocational Education

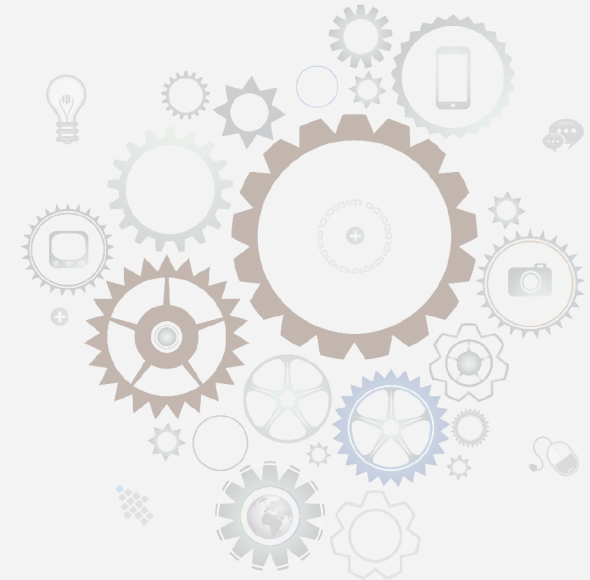
- Implementing infrastructure development projects
- Needing more infrastructure investments
- Developing a sustainable funding strategy that targets priority skills development needs





Youth Unemployment and active labor market policies

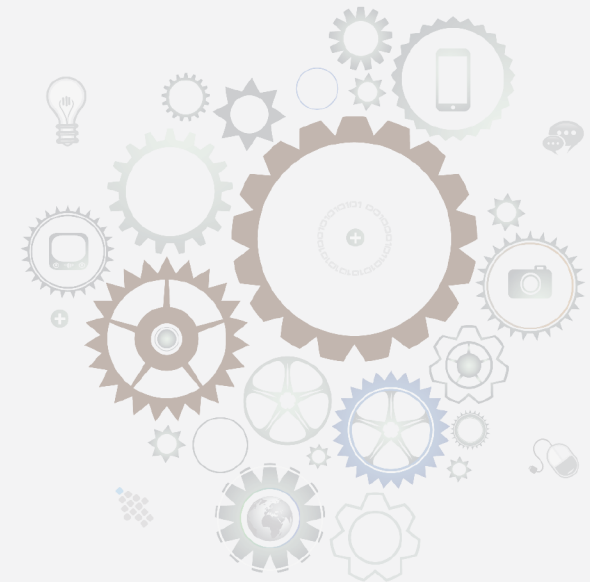
- High youth population and high fertility rate
- Poor quality of education
- High school dropout rate
- Entering the labor market at an early age





Youth Unemployment and active labor market policies

- Lack of job opportunities in public and private sector
- Increasing number of graduates
- Skills mismatches
- Gender disparity

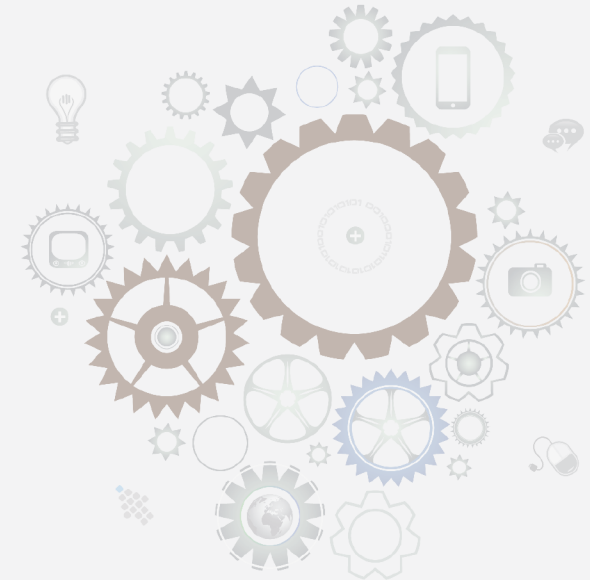




Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

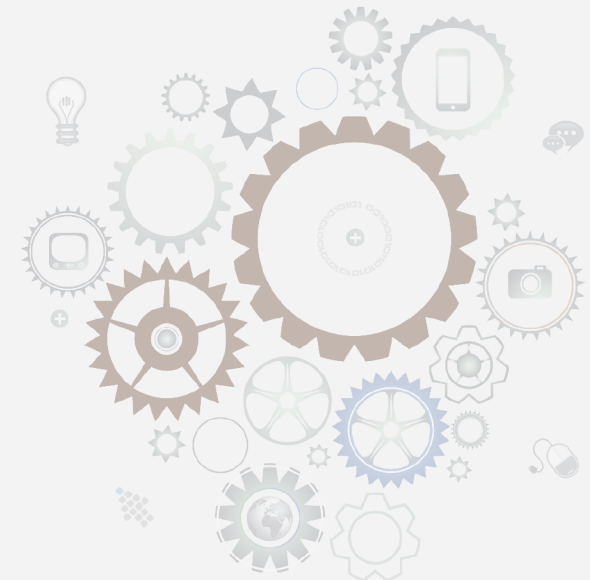
- High rate of young population
- High fertility rate
- Lack of land
- Negative mindset toward agriculture





Highlights from the Field Study Strength, Current Challenges, and Future Prospects

- Lack of jobs for the increasing number of youth coming from rural area
- Climate change
- Rural-urban migration
- Misalignment of education and labor market
- Lack of practical education

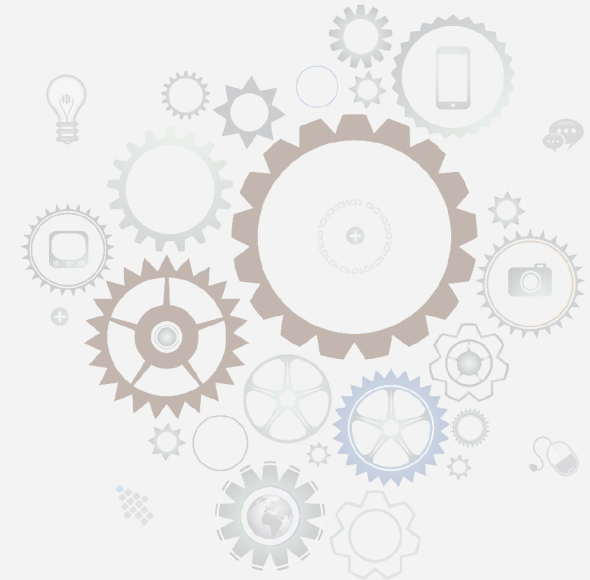




Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

- Importance of VET in decreasing youth unemployment
- Developing projects and programs with international organizations like GIZ, TIKA, USAID
- Providing vocational education with a fee
- Lack of new technologies in vocational training centers
- Expensive certification process
- Not enough jobs for the youth

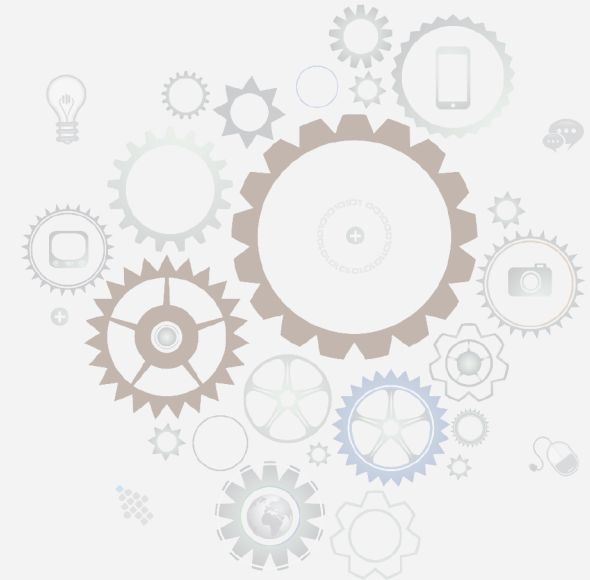




Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

- Entrepreneurship
- Financial assistance from the government to create a job
- Microfinance
- Some short-term training programs to fill the gap in terms of skills mismatches



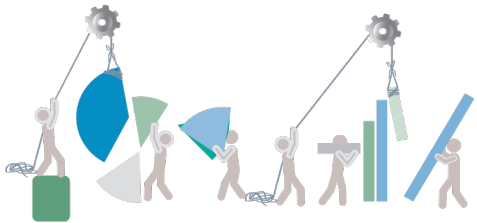


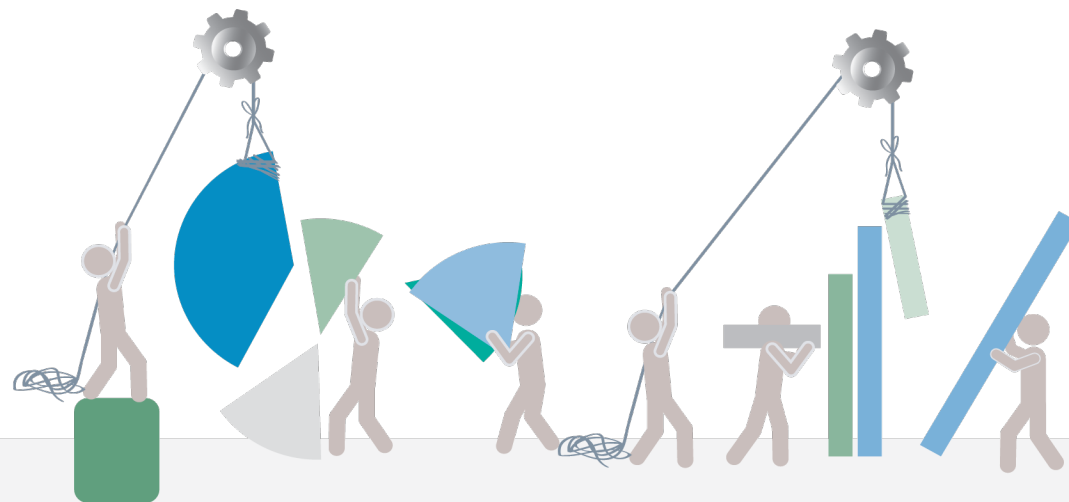
Highlights from the Field Study Strength, Current Challenges, and Future Prospects

- Providing more differentiated VET programs
- Modernization of agricultural practices
- Outsourcing of labor
- Need for technical assistance from other countries and international organizations

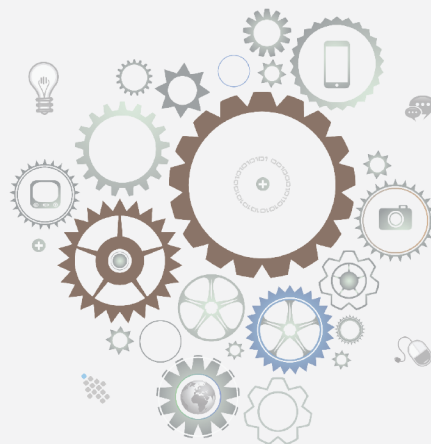


Thank You!





Effective VOCATIONAL EDUCATION
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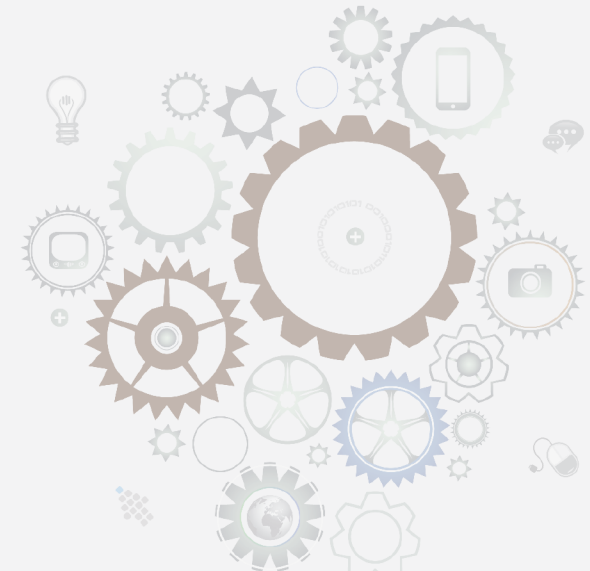
Experiences & Recommended
Practices:
Tunusia

Zafer Çelik, PhD
Ankara Yıldırım Beyazıt University



Education and VET in Tunisia

- A national priority
- Compulsory for 6 to 16 years of old
- Providing public vocational education
- Delivering 286 VET programs





Funding Technical and Vocational Education

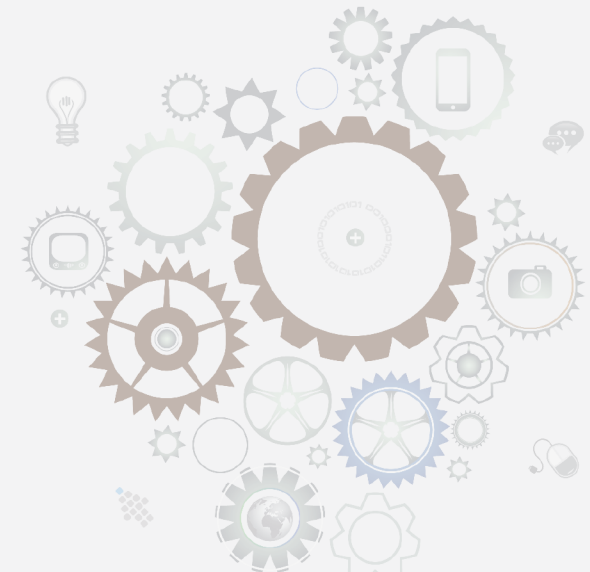
- Professional training tax
- Direct state funding
- Direct business funding





Youth unemployment and active labor market policies

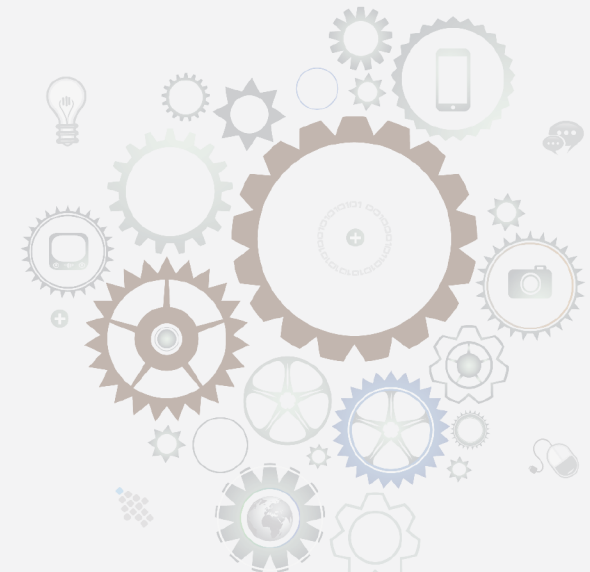
- High youth population
- High youth unemployment rates
- Big informal sector
- Overeducation and underemployment





Youth unemployment and active labor market policies

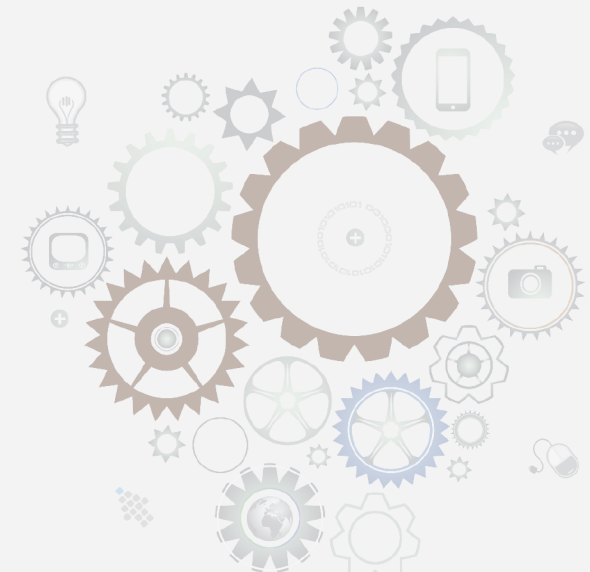
- Lack of job opportunities
- Skills mismatches
- Gender disparity





Highlights from the Field Study Strength, Current Challenges, and Future Prospects

- The inclusivity of the VET System
- The challenge of social perception to the VET
- The economic challenge

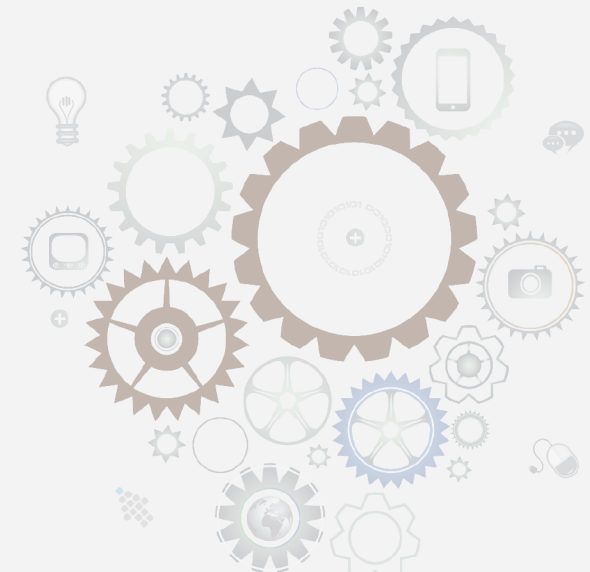




Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

- Aligning VET programs with the evolving job market
- The challenge of VET funding
- The challenge of intra-institutional and ministerial coordination





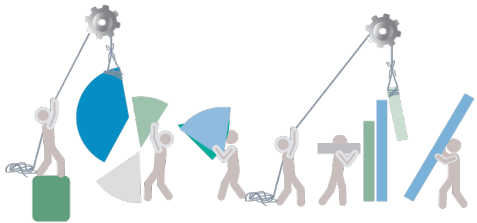
Highlights from the Field Study

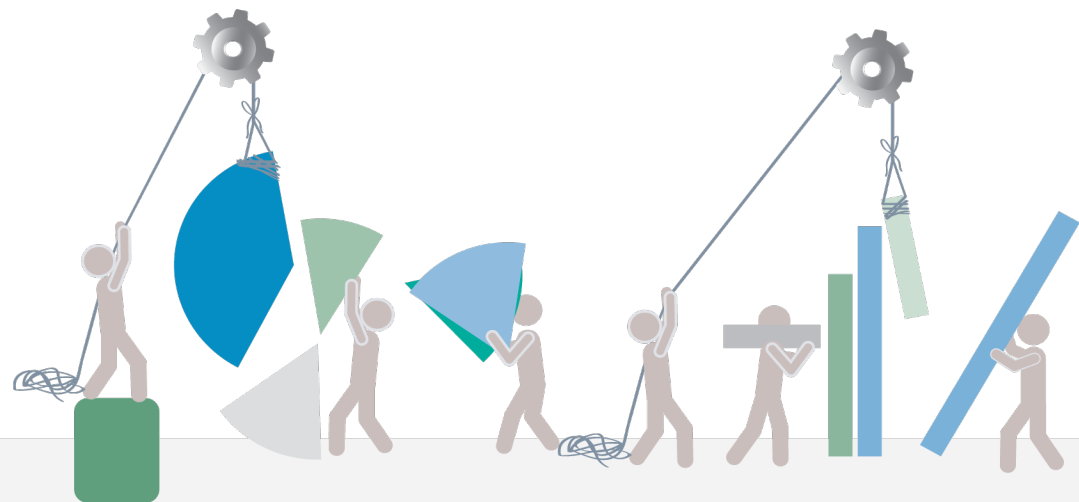
Strength, Current Challenges, and Future Prospects

- The limitation of the feedback mechanism and involvement of youth
- The challenge of youth and workforce migration
- Bridging ministries, civil society, and international NGOs for VET Program efficacy

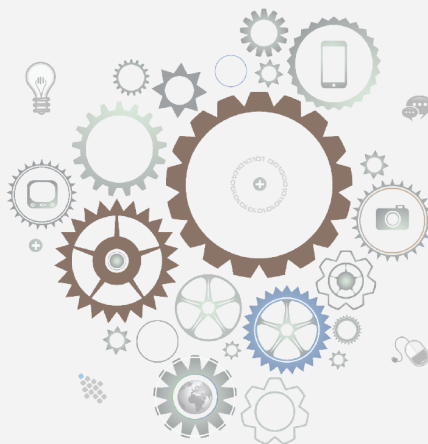


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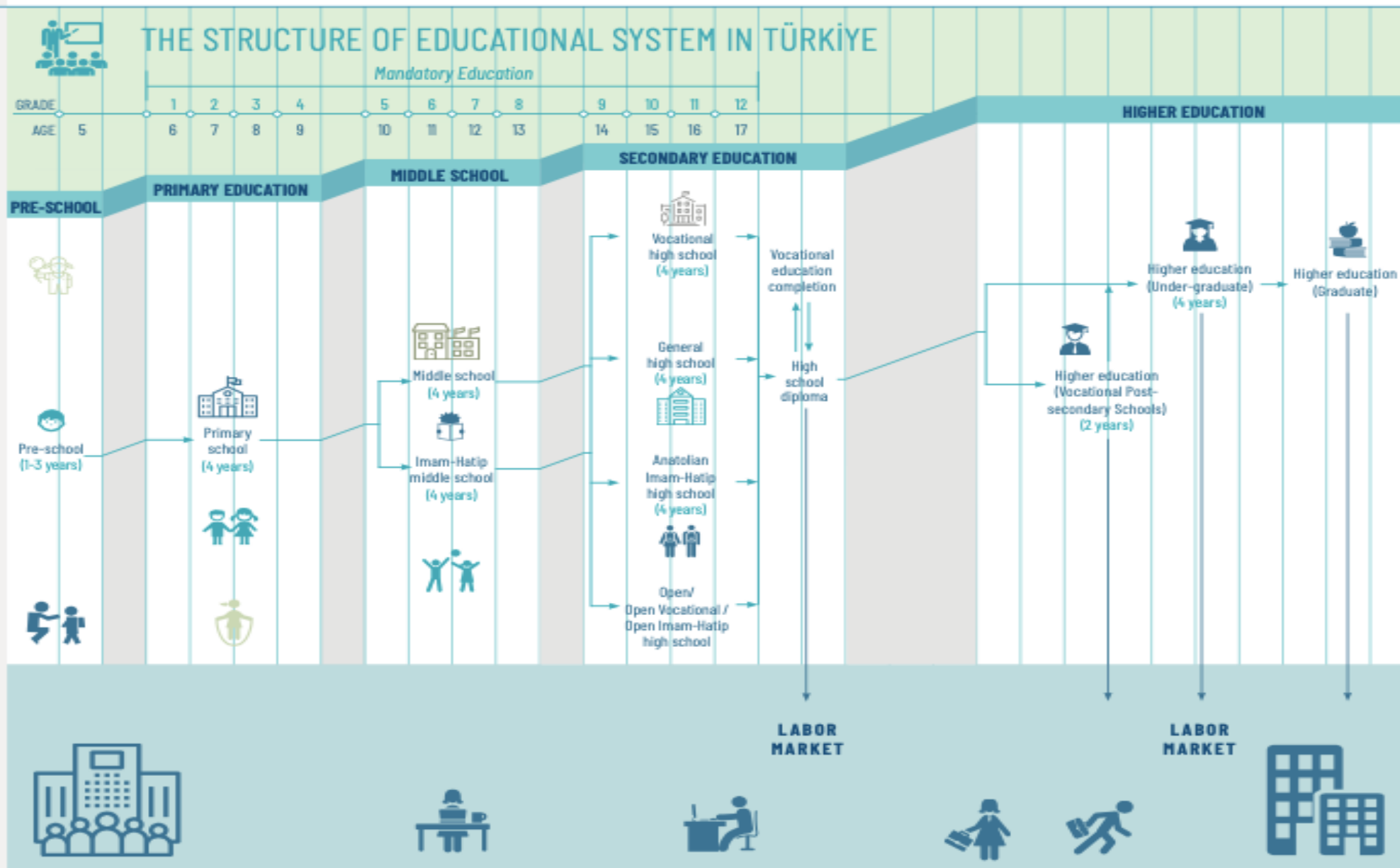
Effective VOCATIONAL EDUCATION
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Experiences &
Recommended Practices:
Türkiye

Bekir S. Gür, PhD
Hacettepe University

FIGURE 5 The structure of educational system in Türkiye



Source: Ministry of National Education (2018).



Education and VET system

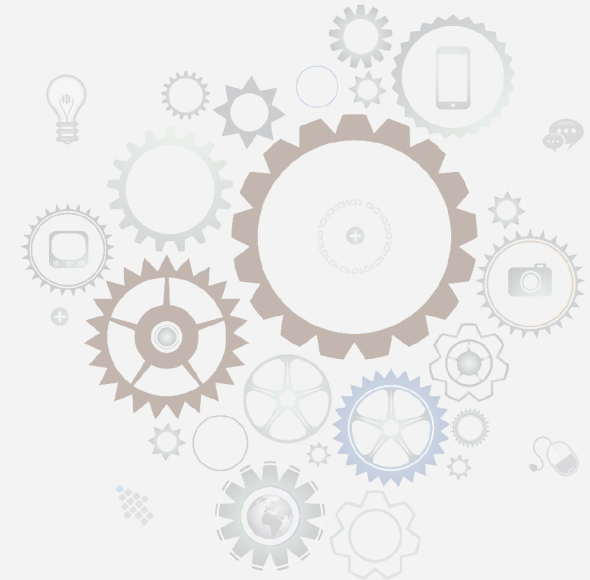
- Compulsory secondary education.
- 60% of students are in academic schools vs. 40% in vocational schools.
- Providing different types of vocational education.
- A special governmental effort to improve vocational education.





Funding Technical and Vocational Education

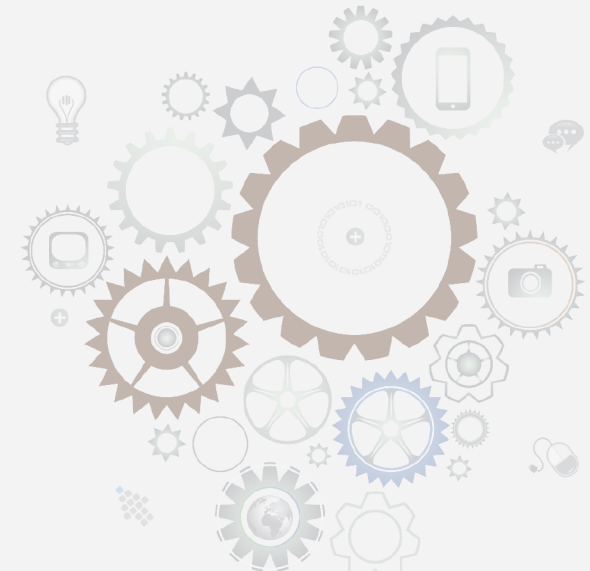
- Mainly funded by the central government budget.
- A very small contribution from the private sector.
- Some projects funded by the EU.





Youth Unemployment and Active Labor Market Policies

- A low level of women's participation in the labor market.
- Unemployment among educated youth.
- The informal sector.
- A large NEET population, especially among women.





Youth Unemployment and Active Labor Market Policies

- Vocational training courses and on-the-job training programs
- Entrepreneurship trainings and grants for program completers
- Providing training programs by İŞ-KUR
- Programs improving industry-university collaboration

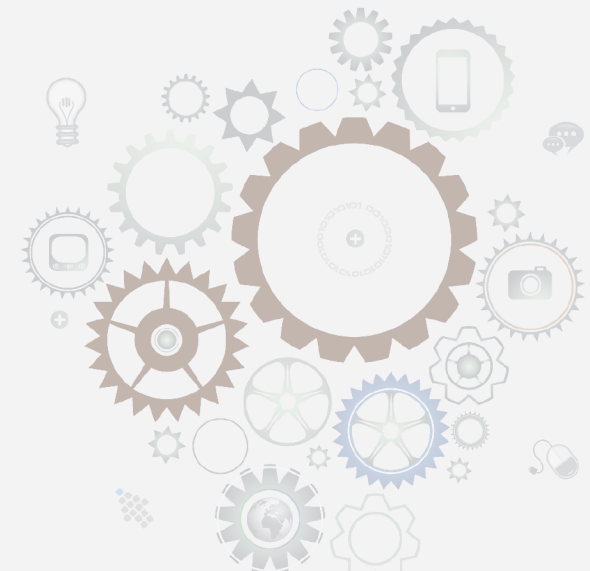




Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

- Availability of vocational training programs
- Strong public financing of vocational training programs
- A poor reputation of vocational training
- Multisectoral cooperation in vocational education





Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

- The mechanisms in place to protect the graduates of VET
- Limited relationship between vocational programs and employment
- Limited curricular differentiation
- Educated unemployment and skills mismatches

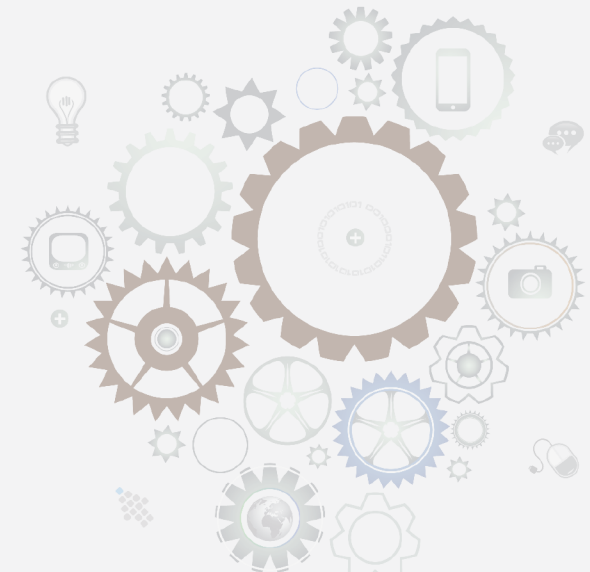




Highlights from the Field Study

Strength, Current Challenges, and Future Prospects

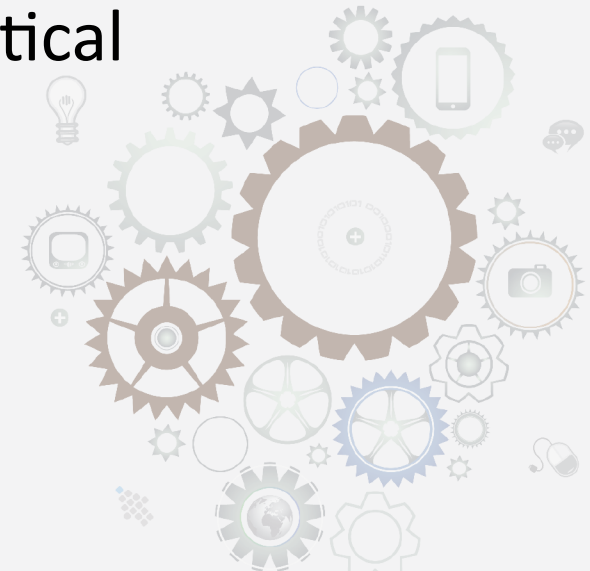
- Limited mission differentiation
- The challenges of "nylon" or "spectre" internships
- A sudden drop in the fertility rate
- Need for monitoring activities



Case Country Studies: A General Evaluation



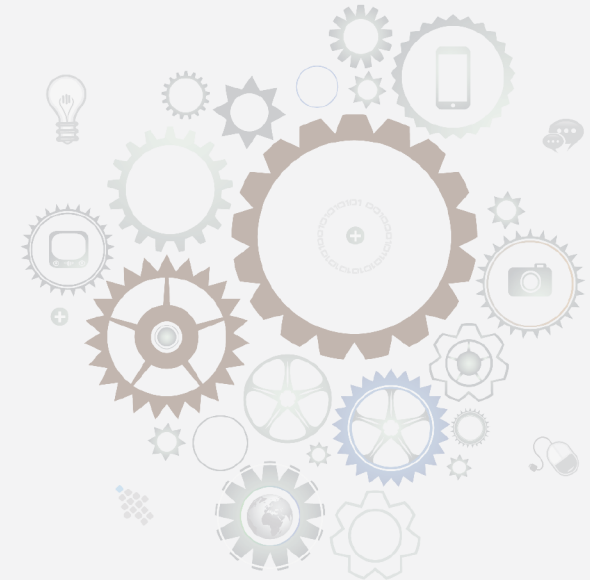
- Youth unemployment trends vary significantly across regions.
- The German VET system emphasizes theoretical & practical education.
- Countries face unique challenges.





Case Country Studies: A General Evaluation

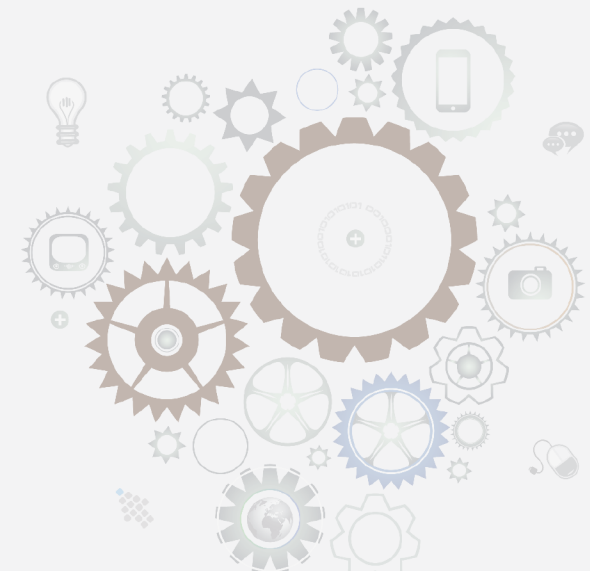
- Customized policies considering economic, demographic, and social contexts in each nation.
- Ongoing challenges in reducing unemployment among college graduates.
- The impact of migration and fertility trends.



Case Country Studies: A General Evaluation



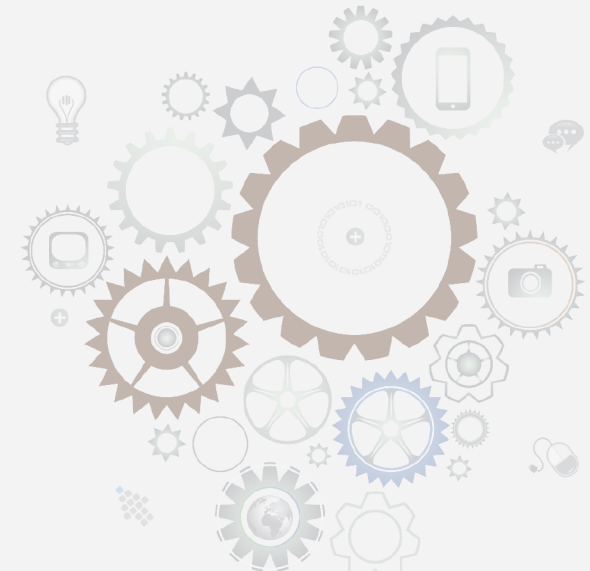
- The roles of international organizations.
- Implementing impactful macroeconomic policies.
- Revising education curricula.
- Funding lifelong learning programs.



Case Country Studies: A General Evaluation



- Facilitating school-to-work transition.
- Identifying barriers to the labor market.
- Collaborating with civil society organizations.



Thank You!

