



Bu proje Avrupa Birliđi ve Türkiye Cumhuriyeti tarafından finanse edilmektedir.

IMPROVE AND DEVELOP NEETs SKILLS AND COMPETENCIES
FOR SUCCESSFUL JOB PLACEMENT

TREESP1.2NEETPRO/P-03/122

LÜLEBURGAZ
neet



Project Inyroduction Booklet

August 2023 - July 2024

**İKG
PRO**

İNSAN KAYNAKLARININ
GELİŞTİRİLMESİ
PROGRAMI OTORİTESİ



İŞKUR

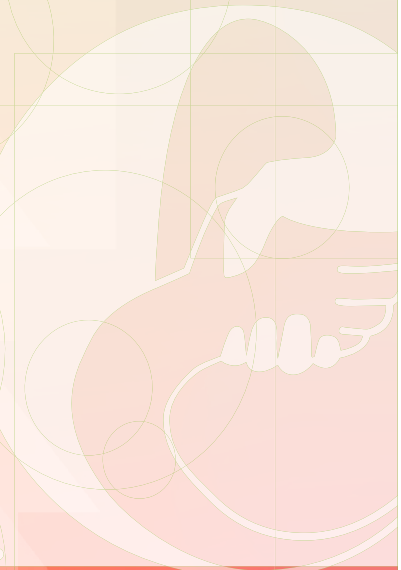


**T.C. ÇALIŞMA VE
SOSYAL GÜVENLİK BAKANLIđI**



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Project Introduction Booklet

TREESP1.2NEETPRO/P-03/122

Improve And Develop Neets Skills And Competencies For Successful Job Placement

Prepared by

Beril GUNAY - Project Leader
Istem Gizem DEMIR- Training Coordinator
Nagehan ARSEVEN - Project Team Member (Operations & Monitoring)

Contributed by

Seda KAPLAN - Project Team Member
Zeynep ALTAN - Project Team Member (Operations)

Designed by

Serkan OLMEZ - Project Team Member
(Graphic Design & Communication)

Luleburgaz / KIRKLARELI
July 2024

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Improve and Develop NEETs Skills and Competencies for Successful Job Placement

Grant Scheme	: Labour Market Support Programme for NEETs (NEET PRO) Operation
Grant Beneficiary	: Luleburgaz Municipality
Co-Beneficiary	: Luleburgaz Chamber of Commerce and Industry
Operation Beneficiary	: Luleburgaz ISKUR Service Center
Project Contract Number	: TREESP1.2NEETPRO/P-03/122
Total Budget of the Project	: 310.893,44 €
Application Location of the Project	: Luleburgaz / Kirklareli
Duration of the Project	: 12 Months
Project Starting & Ending Dates	: 1 August 2023 – 31 July 2024
Participants of the Project	: Luleburgaz Vocational High School Luleburgaz Belediyesi Personel Hizmetleri A.S.



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“Grant Scheme on Labour Market Support Programme for NEETs (NEET PRO) Operation ”

Within the scope of the financial cooperation between Turkey and the European Union, the project is being conducted and followed up under the “Employment, Education, Social Policies” constituent of the Instrument for Pre Accession (IPA) by the Contracting Entity the Directorate General for Foreign Affairs and European Union Affairs of the Ministry of Labor and Social Security.

The Turkish Employment Agency (ISKUR) is the operational beneficiary of the program and the Human Resources Development Program Authority (HRD PRO) is the program authority.



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Purpose

The purpose of the grant scheme is to increase the employability and labour market participation of young people who are neither in education nor employment within the framework of the requirements of the current labour market through the comprehensive, holistic and active labour market measures.



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Importance Of The Grant Scheme

The European Union Youth Strategy (2019-2027) supports the activities which aim at ensuring that all young people have the necessary resources to support their social and civil participation and focus on three intervention areas namely “participation”, “engagement” and “empowerment”.

These intervention areas prioritize taking actions for young people waiting for their opinions to be reflected, providing young people with more opportunities for change and cooperation, and empowering young people for them to achieve their full potential.

Within the scope of the European Union Youth Strategy, the European Youth Goals consisting of 11 items have been established. These goals point out the areas that affect young people and where change is necessary.

The Grant Scheme on the Labour Market Support Program for Young People Neither in Education nor Employment (NEET PRO), which is being conducted under the “Employment, Education, Social Policies” constituent, is also directly related to the intervention areas of the European Union Youth Strategy and the topics Article 2: Equality of All Genders, Article 3: Inclusive Societies, Article 4: Information and Constructive Dialogue, Article 7: Quality Employment for Everyone and Article 8: Quality Learning of the European Youth Goals.

The Grant Scheme is being implemented for the purposes of strengthening the education-employment relation and increasing employment among NEET young people within the scope of the National Employment Strategy for Young People and Action Plan (2021-2023) of the Ministry of Labour and Social Security.



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Concept Of Young People

The concept of young people is a sociological phenomenon. Therefore, it is seen that there are different definitions among societies and institutions, and different age ranges are included in the definition of young people. The Turkish Ministry of Youth and Sports defines individuals between the ages of 14-29 as young people. Nevertheless, individuals between the ages of 15-29 are included in the definition of young people in the European Union Youth Guarantee, which is a key policy priority for the European Union and focuses on education, employment and entrepreneurship.



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Needs of Young People in Turkey

**The data has been taken from 2022 KONDA Research on Needs of Young People and 2024 KONDA Research on Needs of Young People.*

- **44% of young people** do not have a room for themselves.
- **21% of young people** consider that the houses or dormitories where they stay are not in humane conditions.
- **Approximately 100% of young people** want to be asked for their opinion on the issues concerning them.
- **48.9% of young people** have postponed the treatment of an illness due to the economic reasons.
- **54.2% of young people** mention about psychological support and **26.9%** about mentoring among three things they need most.
- **The majority of young people** state that they cannot benefit from the municipal services for young people.



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Concept Of Neet

It refers to young people between the ages of 15-29 who are neither in education, employment nor training.

The category of young people who are neither in education nor employment consists of the potential labor force who do not have labor mobility due to the structural, social and cultural restrictions, encounter with discrimination and have incomes below the poverty line (National Employment Strategy for Young People 2021-2023 of the Ministry of Labor and Social Security). In Turkey, at least one of every four young people between the ages of 15-29 are not in education, employment or training. According to TUIK data for May 2023, 24.2% of young people in Turkey are in the position of NEET. One of the countries having the highest NEET ratio among the OECD countries is Turkey.



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Needs of NEET (Neither in Education nor Employment) Young People in Turkey

According to the Report on Well-being of Young People in Turkey (2023) published by Habitat Association;

- **Only 38% of young people** are satisfied with their financial condition.
- **35.8% of young people** have a monthly income below 3.000 TL.
- **80% of young people** suffer relative deprivation. The sense of deprivation is above 80% among jobseeker young people and NEET young people.
- **While 61% of young people** defined their economic condition as medium-level in 2017, only 4% of young people defined their economic condition as medium-level and 15% as good.
- **87% of jobseeker young people** and 84% of NEET young people consider that it will be difficult to find a job.
- **The rates of being NEET** are higher among young women
- **The tendency to be NEET** increases between the ages of 25-29



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Improve and Develop NEETs Skills and Competencies for Successful Job Placement”

Purpose

To increase the employment of NEET (neither in education nor employment) young people between the ages of 15-29 living in Luleburgaz in accordance with the requirements of the current labor market by developing their general, social and vocational skills and competencies.



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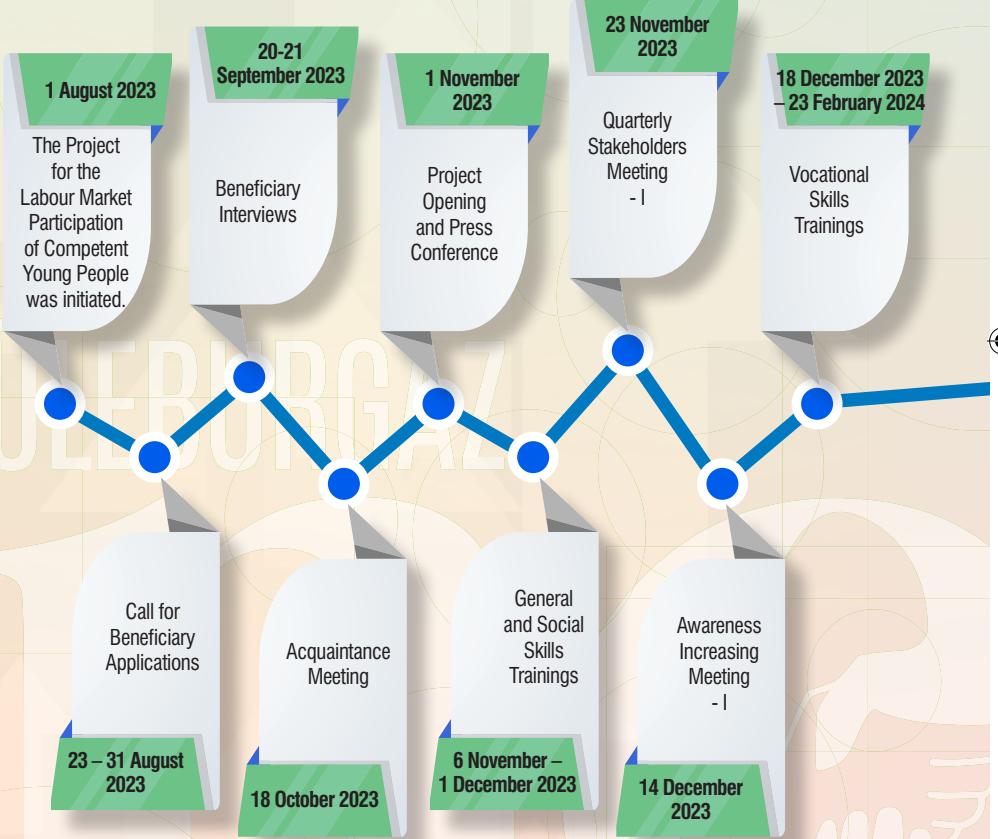
Objectives

- Filling the gap between labor demand and labor supply by improving the qualifications of NEET young people,
- Ensuring that NEET young people participate more efficiently in the labor market,
- Providing NEET young people with vocational skills (general, social and vocational skills) required in the labor market,
- Increasing the employment of NEET young people based on the digital vocational competencies and qualifications,
- Increasing the value of the new period support programs based on the technological competencies of NEET young people,
- Developing the labor market-NGO-training cooperation for NEET young people



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Project Timeline





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10 – 26 January
2024

Entrepreneurship
Trainings

29 February – 7
March 2024

7 Habits of
Highly
Effective
People
Trainings

19 – 26 March
2024

Mentor
Trainings

March-June
2024

Peer-to-peer
Mentoring
Sessions

10 July 2024

Project
Closing
and Press
Conference

Mid-term
Stakeholders
Meeting

30 January 2024

On-the-Job
Training

28 February –
29 March 2024

Quarterly
Stakeholders
Meeting
- II

18 April 2024

Awareness
Increasing
Meeting
- II

7 May 2024



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Project Activities



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Identification of the Requirements of the Labor Market and Target Group

Within the scope of the activity of identifying the requirements of the labor market and the target group, “Study for Reaching NEET Young People” was carried out. With the “Study for Reaching NEET Young People”, it is aimed to reach NEET young people who are suitable for the training and capacity development programs within the scope of the project, and concrete indicators concerning young people were obtained. With the study, the condition and requirements of the labour market were analyzed and the requirements of the market were categorized as a result of the interviews made with the service and production companies. The operational beneficiary of the project evaluated the profiles applying to ISKUR and NEET portfolio in Luleburgaz region was analyzed.



Regular meetings with Luleburgaz ISKUR Service Center



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Reaching the Target Group

To reach young people between the ages of 15-29 who are not in education and employment, both the “Study for Reaching NEET Young People” and joint studies with project stakeholders were conducted. The young people registered in ISKUR database were informed about the project and the application process and directed to the project. The Call for Beneficiary Applications was disseminated through radio broadcasts, visibility materials, social media and website announcements, and public introductory meetings. The applications were received online and by hand between 23 August and 31 August 2023.

Interviews were made by the commission established with the candidates who met the basic application conditions of being between the ages of 15-29, living in Luleburgaz, not being in education and employment, and who were shortlisted. 60 NEET young people who were considered eligible for the program were included in the project and an Acquaintance Meeting at which information about the program details, project schedule and participation rules were shared with the young people who were the project beneficiaries was held on 18 October 2023.





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Acquaintance Meeting





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Target Group

**The data has been taken from the “Survey on Employment and Work Experiences of Program Beneficiary Young People” conducted within the scope of the Project for the Labour Market Participation of Competent Young People.*

- The program beneficiaries NEET young people are between the ages of 18-29, and 37 of them are women and 23 are men.
- 80% of the beneficiaries do not have a regular income. The sources of income for those with a regular income are rent, orphan’s pension, unemployment pay, allowance from family or spouse, or income from informal employment.
- 78% of the beneficiaries have employment experience.
- 44% of the beneficiaries have informal employment experience.
- The beneficiaries expressed the reasons for not being employed generally as inability to find a job suitable for their profession, lack of vocational experience, mobbing, not receiving adequate guidance for proper career planning, care responsibilities especially for women, and non-performance of military service for men.



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Visibility and Awareness Activities

Within the scope of the visibility activities, the project developments were regularly shared and announcements were disseminated by using means such as posters, banners, radio broadcasts, local and regional newsletters, social media channels and website. The Opening and Press Conference was held on 1 November 2023, and the Awareness Increasing Meetings were held on 14 December 2023 and 7 May 2024 and the program beneficiary young people, the project stakeholders, and the private sector representatives and the public sector actors were gathered.



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Project Opening & Press Conference



Acquaintance Meeting



Quarterly Stakeholders Coordination Meeting I



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Awareness Increasing Meeting I



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Awareness Increasing Meeting I



Awareness Increasing Meeting I



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Quarterly Stakeholders Meeting II



Awareness Increasing Meeting II



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Awareness Increasing Meeting II



Awareness Increasing Meeting II



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Trainings of the Target Group

General Skills and Social Skills Trainings of the program beneficiary young people were held between 6 November - 1 December 2023. Each program beneficiary young person attended a 7-day General Skills Training including the topics of “Occupational Health and Safety”, “Planning and Problem Solving”, “Learning with Digital Tools and Digital Collaboration”, “Time Management”; and a 6-day Social Skills Training including the topics of “People with Purpose Group Coaching”, “Mindfulness”, “Societal Gender and Age-Related Behaviors” and “Non-Violent Communication”. With the General Skills and Social Skills Trainings, it was aimed to strengthen the life skills of the program beneficiary NEET young people.



People with Purpose Group Coaching Training



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Societal Gender and Age-Related Behaviors Training



Learning with Digital Tools and Digital Collaboration Training



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Occupational Health and Safety Training



Planning and Problem Solving Training



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The program beneficiary young people who were grouped by their information technology competencies and areas of interest attended the Vocational Skills Trainings with certification under 10 training topics, namely “Basic Computer Management”, “4.0 Industry and Digital Transformation”, “Computer System Installation, Maintenance and Repair”, “Network Basics and Windows Basics”, “PLC Automation”, “Information Technology Management”, “Computer Aided Accounting”, “Server Management-1”, “E-Commerce, Website Setup and Management for Corporations” and “Server Management-2” between 18 December 2023 - 23 February 2024. With the Vocational Skills Trainings organized by the Continuing Education Application and Research Center of Kırklareli University, it was aimed at ensuring that young people acquire skills or develop their skills in the field of information technology. At the end of the trainings, young people were given university-approved vocational training certificates.



Basic Computer Management Training



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Server Management Training



Information Technology Management Training



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4.0 Industry and Digital Transformation Training



E-Commerce, Website Setup and Management Training for Corporations



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While the Vocational Skills Trainings were ongoing, the program beneficiary young people received Entrepreneurship and Social Entrepreneurship Project Development, Business Plan Development and Application Training. With this training, it was aimed at ensuring that young people gain knowledge and skills on which actions they should take and what they should pay attention to in the process of developing and realizing their own entrepreneurship ideas.



Entrepreneurship Trainings



Entrepreneurship Trainings



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With the 7 Habits of Highly Effective People Training, which was carried out within the scope of the training kits provided to the program beneficiaries, it was aimed at raising awareness among young people about 7 important habits that are necessary for strong performance in working life.

The On-the-Job Trainings which were held between 28 February and 29 March 2024 were carried out in the form of short-term visits to medium and large-scale companies in Luleburgaz region. Salcano Bisiklet, Solmazer Mutfak Gereçleri, İdeteks Tekstil, Sisecam Otomotiv, Trakya Birlik Çorlu Entegre Tesisleri, Vem İlac, Bony Tekstil, Temtas Tekstil, Akin Tekstil, Danone and Koray Kimya companies hosted the program beneficiary young people and the project team and informed them about the production processes, vacant positions, recruitment and job application processes.



Trakya Birlik Çorlu Entegre Tesisleri



Bony Tekstil



Danone



Bony Tekstil



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Vem İlaç



Koray Kimya



Akın Tekstil



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Within the scope of on-the-job trainings, the program beneficiary young people and the project team members visited Trakya Career Fair on 28 December 2023 and Marmara Career Fair on 26 February 2024.



Marmara Career Fair - Kocaeli



Trakya Kariyer Fuarı - Edirne



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Preparation and Execution of the Individual Action Plans together with ISKUR

The program beneficiary young people who completed their certified vocational trainings and on-the-job trainings prepared Individual Action Plans with the job and vocational counselors of Luleburgaz ISKUR Service Center during the 4-month process between March - June 2024. The Individual Action Plans are the list of duties which young people complete within a month with the financial support called jobseeker's allowance. Within this process, young people were directed to job interviews, job clubs, seminars, employment fairs and career days by the job and vocational counselors and the project team.



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Luleburgaz ISKUR - Collective Job Interview



Awareness Increasing Meeting II - Business Meetings

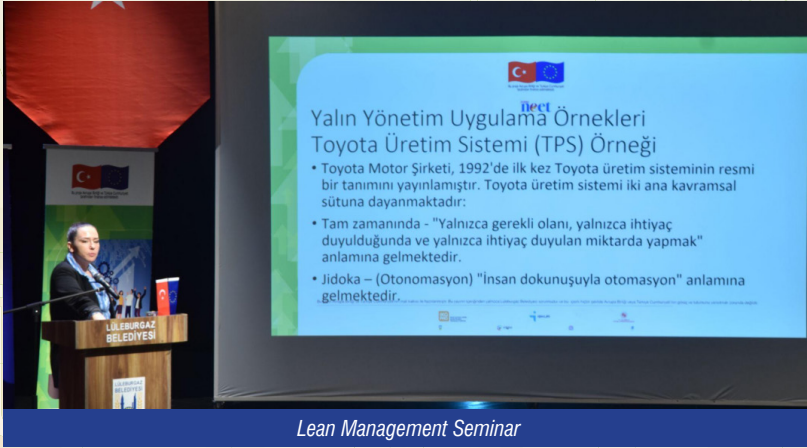


ISKUR Job Club



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The program beneficiaries and potential NEET young people attended the seminars titled “Financial Management for Start-ups”, “Digital Transformation and Industry 4.0”, “Lean Management” and “Operational Excellence” between 25-26 April 2024. By attending the seminars, young people had the opportunity to listen to the experiences of professionals in business life and enhance what they learned in the trainings.



Lean Management Seminar



Operational Excellence Seminar



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Digital Transformation and Industry 4.0 Seminar



Financial Management Seminar for Start-ups



Seminars



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Guidance and Counseling for the Individual Action Plans, Mentoring during the Job Search

As of March 2024, the mentoring activities were initiated with the program beneficiary young people in order to support their job search and job finding processes. The initial mentoring activity was the Personality Inventory Analysis which was carried out for raising the awareness of young people, helping them in determining their strengths and weaknesses and developing their job searching skills through the principles, methods and applications necessary for designing their career paths by bringing them together with the experienced mentors. The Personality Inventory was applied to each young person and the results of the analysis were shared during the peer-to-peer sessions. Afterwards, young people attended trainings under the topics of Preparing Curriculum Vitae, Job Search, Finding and Applying for Qualified Positions, Developing Interview Skills, Adapting to the Working Environment and Developing Successful Relationships, and received peer-to-peer mentoring sessions on these topics. The program beneficiaries who prepared their Individual Action Plans and conducted a job search process were provided with peer-to-peer online mentoring support on Mentoring Before and After Interview Sessions and Evaluating Job Offers in order to support this process.



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Sustainability Support Activities

Within the scope of the Sustainability Support Activities, the project team members were involved in the trainings as attendants or observers. The members involved in the trainings are valuable resources for the dissemination of this application model after the completion of the project and the continuity of the training and employment activities for NEET young people.



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Non-violent Communication Training



7 Habits of Highly Effective People Training



Mindfulness Training



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Visit to the Foreign Relations Project Coordination Office of Besiktas Municipality



Visit to the Employment Offices of IBB



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The Project for the Labour Market Participation of Competent Young People is the first project with its target group composed of young people who are neither in education and employment in Luleburgaz and in its vicinity. Throughout the process, an application model has been created with the training and job search activities carried out. Peer-to-peer meetings were held with various provincial and district municipalities, non-governmental organizations and Chambers of Industry and Commerce in Istanbul, Ankara, Tekirdag, Corlu and Cerkezkoy regions with the aim of sharing this application model, project deliverables, results and experiences obtained from the project with institutions and organizations and to develop new collaborations for both the sustainability of the project and the realization of new activities and projects for NEETs.



Visit to Tekirdag City Council



Aydın Dođan Vakfı Ziyareti



Visit to Tekirdag Chamber of Industry and Commerce



Visit to Eyup Sultan Regional Employment Office of IBB



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Project Outputs





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4
Seminars
390
Seminar
Attendants

257
NEET Young
People
Applying to the
Project

Total Number of
32
Training Programs
(ALMP)

60
Program
Beneficiaries

173
Certificates of
Vocational Skills
Trainings

General Skills
Trainings for Totally
21 Days and
126 Hours

Social Skills Trainings
for Totally
18 Days and
108 Hours

Certified Vocational
Trainings for Totally
72 Days and
432 Hours

Entrepreneurship
Trainings for
6 Days and
36 Hours

11
On-the-Job
Training Visits

7
Mentorship
Programs



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Notes

Handwriting practice lines for the word 'NOTES'.

LLEBURGAZ

Handwriting practice lines for the word 'LLEBURGAZ'.



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Improve and Develop NEETs Skills and Competencies for Successful Job Placement

TREESP1.2NEETPRO/P-03/122

Grant Beneficiary

Luleburgaz Municipality



Co-Beneficiary

Luleburgaz Chamber of Commerce and Industry



Participants

Luleburgaz Vocational High School



Luleburgaz Belediyesi Personel Hizmetleri A.S.



Luleburgaz Stars Women Academy (LYKA)
Sevgi Mahallesi İstasyon Caddesi No: 114
39750 Luleburgaz/Kirklareli



0288 417 10 12 (extension: 2288)



project@luleburgaz.bel.tr



<https://lbyetkingencleriste.com/tr>



https://www.instagram.com/lb_neets/



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