

**ON THE JOB TRAINING FOR STUDENTS AS AN INSTRUMENT  
FOR INCREASING EMPLOYABILITY OF GRADUATES : a  
proposal for Turkey**

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# **On the Job Training is Used As An Instrument for Increasing of Graduates Employability by HEIs in Turkey**

- There is a skill mismatch between the skills provided by education program and labor market's demand in Turkey.
- It effects negatively employability of graduates in both short and in long term.
- So, there is a structural unemployment related to the high educated young people.
- It is aimed to increase productivity of graduates to decreasing the cost of structural unemployment of high educated young people.

- On the job training has been accepted as a mechanism for increasing employability of graduates.
- It has been used as an active employment policy's instrument for helping graduates to make the transition to from High Education Institutions to work place in short term.
- On the job training has been used for increasing the integration of the graduates to the labor market.
- This instrument aims increase the employability and adoptability of graduates with connected demand for labor market.

- Practical experience plays an important role in the graduates' employability. So, job training aims to increase the practical experience of graduates.
- It is observed that the importance of this instrument for increasing the employability of graduates has been accepted by the students and universities in Turkey.
- It is based on a dynamic demand model. It concentrates on demand for qualifications and skills in the labor market.
- It can be concluded in the concept of public and private sector partnership.

On job training has increased the socio-economic performance at three levels in long term.

It increases individual performance of graduates, so the employability of graduates will increase.

As an employment strategy, it will increase productivity and competitiveness of firms.

Decreasing in unemployment level of graduates is the indicator of societal performance of economy

## **High Education Institutions have to set up their graduates to the life in long term**

- Employability is becoming an increasingly important consideration in most graduates' lives.
- To increase the employability of graduates is accepted one of the key strategic directions for higher education. It can be realized by the cooperation between firms and universities. On the job training is an instrument in the hand of HEI in short term
- In long term, graduates employability is more than being able to find an employment immediately after graduation.

- The education programmes must be regulated according to the needs of labor market for qualified labor force by the HEI.
- The graduates must gain current occupational skills and advancing by the education programmes.
- The relation between policy of education and employment must be sufficiently established. Education programmes of HEIs must be regulated in this frame work.
- The graduates acquire the necessary skills to establish their own business. It is also in the scope of the reponsibility of HEI. So, it has been taken in the concept of the employability and adoptability of graduates.

- Thus, universities are responsible to launch into life their graduates.
- Employability of graduates is a way to contribution to society, and leading satisfying life theyafter in long term.
- Employability and adoptability of graduates will increase the wage rate and earned in the employment
- Universities have to enlightened the adoptability of graduates to changing conditions of working life.
- High Education Institutions aim to improve performance of graduates in long term.



# **International experience plays important role in graduates employability.**

- Today, national labor markets have become global labor market as the result of globalization.
- So, international mobility of labor force has increased.
- Graduates gain new skills in their professional career with the international experience. HEI has also responsibility to their graduates in this field.
- International experience increases the employability and adaptability of graduates to new labor conditions.
- International experience has increased the demand for the graduates in national and global labor market.
- The international experiences play important role in graduates employability.

- Finally, HEIs are responsible for employability and adoptability of graduates in short and long term.
- HEIs must use all of the instruments for increasing employability and adoptability of graduates.

**Thank you for your attention**