



▶ Work-Based Learning Programme

The Work-Based Learning (WBL) Programme is a support scheme implemented under the “**Promoting Decent Work for Syrians under Temporary Protection and Turkish Citizens Project**”. The Project is funded by the Federal Republic of Germany through the KfW Development Bank and is implemented by the International Labour Organization (ILO) Office for Turkey in coordination with the Ministry of Family, Labour and Social Services.

The objectives of the WBL programme include:

- ▶ build the skills of Turkish and Syrian workers so that they are qualified to participate in the formal labour market;
- ▶ increase decent work opportunities, giving special attention to women, youth and disabled persons;
- ▶ fill skills gaps and reply to the needs of employers for a qualified workforce.

The WBL scheme targets at least 1,000 beneficiaries by the end of 2022 and aims to reach an equal number of Syrian and Turkish workers. It gives utmost importance to include women and persons with disabilities and 30% of beneficiaries are targeted to be women and 5% persons with disabilities.

For the placement of the WBL trainees into jobs, enterprises can nominate their own candidates for employment under the WBL scheme in line with the eligibility criteria. Alternatively, the WBL team can also suggest candidates.

As for the workplaces where the WBL will take place, private sector enterprises from all sectors that fulfil their obligations concerning laws and regulations on labour and social security can apply in the programme. Enterprises should be

- ▶ ready to recruit new, additional staff,
- ▶ ready to support work-based learning,
- ▶ willing to continue to employ trainees after WBL.

The scope of the financial support

- ▶ Monthly wage subsidy for each participant
- ▶ Monthly social security premium support
- ▶ Additional wage subsidy for women and persons with disabilities
- ▶ Childcare services support for women beneficiaries
- ▶ One-time work permit fee reimbursement for Syrian refugees
- ▶ Support for continuity of employment: Most of the financial support will continue if the trainees are kept in employment after the WBL duration.



Prioritized target groups

The following groups are targeted as WBL trainees:

- ▶ Syrian and Turkish youth primarily between 18-29 years old who are unemployed.
- ▶ Women and persons with disabilities
- ▶ Individuals who are willing and able to graduate from social assistance to the labour market (i.e. ESSN or other types of assistance).
- ▶ University graduates and those who have received technical and vocational trainings (apprenticeships, vocational high schools, certificate programmes, vocational courses).

The modality and scope of the activities

The WBL activities include 90% on-the-job, 10% off-the-job training and the WBL duration is usually 6 months.

- ▶ On-the-job learning facilitates the acquisition of technical and job-specific skills to be practiced while working in the participating company.
- ▶ Off-the-job learning equips the trainees with non-technical and soft skills (Fundamental Principles and Rights at Work, Core Employability Skills, Occupational Safety and Health, Preparedness and Protection from COVID-19, Gender Equality, Disability Mainstreaming, Environmental Awareness, Turkish Language, Workplace Adaptation Programme).

▶ **1000**

The WBL scheme targets at least 1,000 beneficiaries by the end of 2022 and aims to reach an equal number of Syrian and Turkish workers.

▶ **30%**

30% women

▶ **5%**

5% persons with disabilities

▶ **90%**

on-the-job training

▶ **10%**

off-the-job training

▶ **6
Months**

WBL duration is usually 6 months.



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The link for **EMPLOYERS** to pre-register is [here](#)

The link for **JOB SEEKERS** to pre-register is [here](#)

▶ For more info and questions: kfwproject@ilo.org