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Vocational Education and Training Programme for Employment

VET4JOB 2



VET4JOB ORGANIZES

APPRENTICE STUDENTS' FORUMS

WITH THE CONTRIBUTIONS OF CHAMBERS OF TRADESMEN AND CRAFTSMEN AND 44 VOCATIONAL TRAINING INSTITUTIONS FROM 14 PROVINCES



T.C. MİLLÎ EĞİTİM
BAKANLIđI



EXPERTISE
FRANCE
GROUPE AFD

EDUSER 5+

Objective of Apprentice Students' Forums

Addressing apprenticeship training from the perspective of apprentice students

Making the voices of apprentice students heard by implementing participatory processes

Creating interaction among young people

Establishing motivation for maintaining and completing the trainings

Strengthening the youth

Improving opportunities for dialogue among the main actors of apprenticeship training

Supporting the social cohesion in the country

Drawing public attention to apprenticeship training

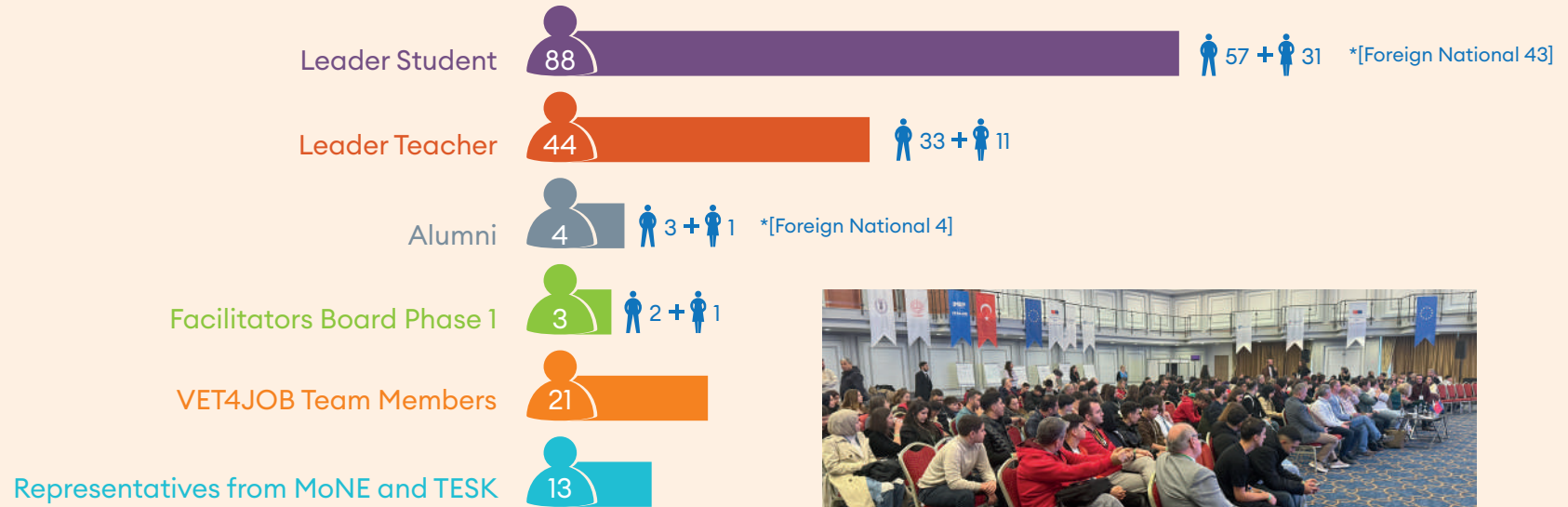
Raising professional awareness in a world rapidly affected by digital and green transformation

Strengthening young people's ability to adapt to change

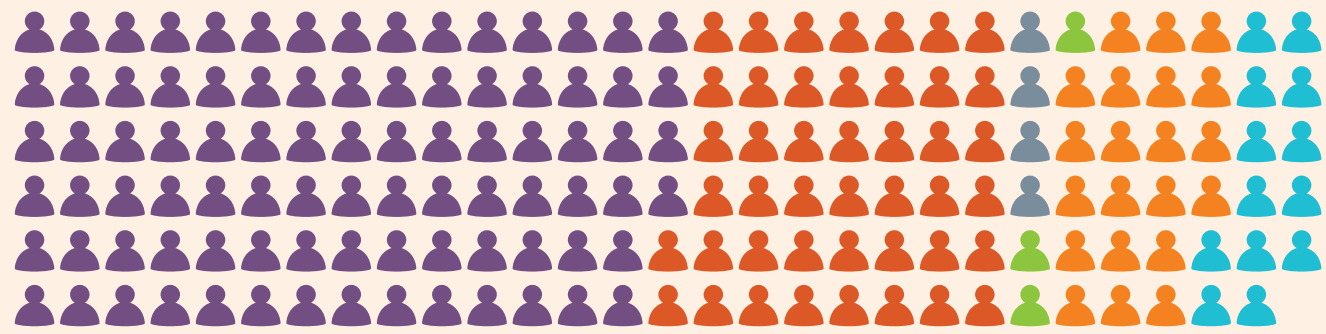
Providing motivation for production by enabling them to grow together with their peers



5th Apprentice Students' Forum Participants



173
Participant



5th Apprentice Students' Forum Implementation Process



Clarifying the content and the flow of the programme

Identification of facilitators and external experts

Identification of leader teachers

Online information session for leader teachers

Identification of leader students

Clarifying the participation of alumni

Completion of official permit processes

Forum Participation
December 2-4, 2025



The 5th Apprentice Students' Forum was held in Antalya at a venue that provided suitable opportunities for activities and socialization.



5. APPRENTICE STUDENTS' FORUM

Day 1

December 2, 2025



Greeting and Introduction Session

The Greeting and Introduction Session, held on the evening of December 2, was organized to share the aims and agenda of the Forum with the participants, to establish a common understanding of the transition process from the first phase to the second one, and to promote interaction among the participants.

During the session, a short video from the Phase One forums was demonstrated, the forum agenda was introduced, and participants' expectations were gathered.



Students' expectations have been grouped as follows:

- 1 Socialization and Well-being
- 2 Participation and Dialogue
- 3 Skills Development
- 4 Education and Training
- 5 Employment Conditions and Rights
- 6 Career Development and Entrepreneurship

5. APPRENTICE STUDENTS' FORUM

Students' expectations have been grouped as follows:



2 Participation and Dialogue

- Forums where young people can openly express their concerns
- Briefing on how the forum works and how participants can contribute
- Platforms where workplace issues, including mobbing, can be addressed

1 Socialization and Well-being

- Opportunities for socializing and meeting new people
- Learning through fun and interactive methods
- Games, music, dance, and cultural events
- Strengthening mutual respect for different cultures
- Safe spaces allowing experience sharing

3 Skills Development

- Developing digital skills
- Strengthening foreign language skills
- Quizzes and interactive learning activities





5. APPRENTICE STUDENTS' FORUM

Day 1
December 2, 2025



4 Education and Training

- Opportunities for socializing and meeting new people
- Learning through fun and interactive methods
- Games, music, dance, and cultural events
- Strengthening mutual respect for different cultures
- Safe spaces allowing experience sharing

5 Employment Conditions and Rights

- More fair and regular regulation of wages
- Increasing inspections in workplaces
- Open discussion of working conditions and workers' rights



6 Career Development and Entrepreneurship

- Information on starting a business and entrepreneurship
- Career guidance and introduction to different career paths
- Educational trips and technical visits supporting professional development

Day 2

December 3, 2025



5. APPRENTICE STUDENTS' FORUM

The forum officially started on December 3rd with the opening speeches of Fatma Özdemir Uluç (Expertise France VET4JOB Team Leader), Fuat Elvan (TESK EU and Foreign Relations Director) and Mustafa Günay (Head of Social Partners and Projects Department, MoNE DGVET)



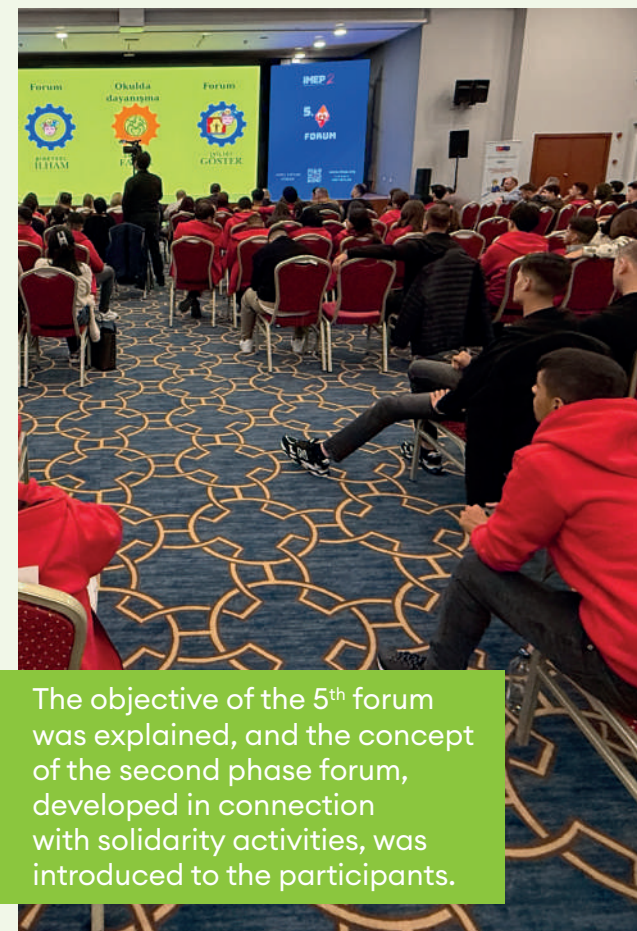
After the opening speeches, the moderator conducted brief greeting and warm-up activities, followed by a session focusing on the first phase forums. During this session the core values discussed in the first phase were reviewed, as well as the opportunities and challenges of apprenticeship training, and inclusive solutions were shared.

The students underlined the importance of common values such as peace, equality, justice, and inclusivity. They also stated that the forum contributed to peace and equality by bringing together students from different nationalities.

5. APPRENTICE STUDENTS' FORUM

A noticeable impact was observed in the field after the forum. A student from Konya Meram Vocational Training Center, inspired by a presentation focusing on the opportunities, challenges, and inclusive solutions of apprenticeship training, carried out a similar project with their peers at their own school. The student's teacher proudly shared this process.

With inspiring words of the forum moderator Mustafa Erdoğan, the students did not limit the awareness they gained to the forum alone; they carried it back to their schools, effectively "putting their own signatures on this process."



The objective of the 5th forum was explained, and the concept of the second phase forum, developed in connection with solidarity activities, was introduced to the participants.



5. APPRENTICE STUDENTS' FORUM

Thematic Panel

“A New Era in Vocational Training: An Entrepreneurial Generation Through Digital and Green Transformation”

The thematic panel was organized to raise awareness about how digital transformation, green transformation, entrepreneurship, and 21st century skills can be linked to professional development processes, and to encourage students' active involvement in industrial transformation.

Experts from academia and the private sector conducted assessments on issues such as artificial intelligence, automation, data analytics, sustainability, resource efficiency, environmental awareness, innovation, recognizing opportunities, social entrepreneurship, collaboration, creativity, problem solving, and digital citizenship. It was highlighted that the aforementioned skills are vital for young people to shape their own futures and become strong individuals in a rapidly changing world.





5. APPRENTICE STUDENTS' FORUM

The panel was followed with great interest by the participants, and was enriched by questions and contributions. Some of the prominent points raised during the session were as follows:

A Syrian apprentice student, seeking guidance about the future, asked, **“What should I do for my future?”** The given responses highlighted the importance of diligence, openness to learning, and pursuing a sense of curiosity.

An automotive repair student from Gaziantep shared their professional knowledge, saying, *“The particulate filters in new generation vehicles trap harmful substances and do not harm the environment. This is directly linked to the green transformation.”*

A representative from ESOB (Union of Chambers of Tradesmen and Craftsmen) pointed to a fundamental need in the field, stating, *“The number of tradesmen and craftsmen is decreasing. There are so many tools for adapting to the digital world, but we do not know where to start.”* At this point, the panelists emphasized the importance of asking the right questions, improving information literacy, and collaborating with relevant institutions.

The session ended with the presentation of plaques to the expert panelists.



Day 2

December 3, 2025



5. APPRENTICE STUDENTS' FORUM



Parallel Group Sessions

The sessions were held in two parallel groups: one group consisted of apprentice students and alumni, and the other group consisted of teachers and ESOB representatives.





5. APPRENTICE STUDENTS' FORUM

The session that was held with students and alumni aimed to raise awareness among participants regarding the themes introduced in the morning session and to develop solutions based on industry scenarios. Apprentice students participated in scenario-based workshops in four thematic areas, and performed role-playing activities adapted to their respective fields:

Machine Technologies and Furniture (CNC Transformation)
Food and Beverage Services (Digital Kitchen Systems) Beauty,
Skin Care and Hairdressing (Smart Beauty Systems) Motor
Technologies (Electric Vehicle Transformation)

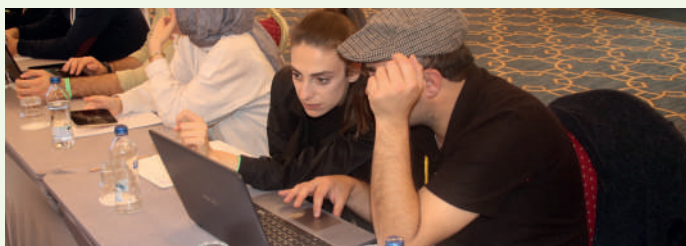


Each group, assuming the roles of apprentice student, parent, master trainer, coordinating teacher, and vocational high school administrator, discussed how the relevant field was affected by the transformation, and how each role approached potential adaptation problems. Students shared their opinions and suggestions through digital tools.



5. APPRENTICE STUDENTS' FORUM

During the session, held with leader teachers and ESOB representatives, the topic of Artificial Intelligence in vocational training was addressed. The training offered by the Gazi Sectoral Excellence Center aimed to strengthen participants' knowledge of artificial intelligence, and increase their capacity to integrate AI tools into teaching and learning processes in a pedagogically appropriate, ethical, and student-centered manner.



Free Time for Sports and Games

Upon high demand from students, the social event planned for the afternoon was cancelled, and free time was allocated for students to use the hotel's sports facilities. Students participated in activities such as beach volleyball, swimming, table tennis, darts, and basketball according to their preferences; they had a free and enjoyable time.





5. APPRENTICE STUDENTS' FORUM

Day 3

December 4, 2025



Action Planning Session

The following day, students, along with their leader teachers, regrouped to develop action plans for disseminating the forum's outputs in schools. Each group developed a common action plan to be presented in the main hall, and these plans were presented by the participants.

Students from İzmir Bornova VTC, Kayseri Osman Düşünel VTC, Konya Meram VTC, and Ankara Siteler VTC successfully shared the forum's key messages and action plans for disseminating these messages in schools.





5. APPRENTICE STUDENTS' FORUM

3 Key Messages

I Learned from the Forum ↓

Artificial intelligence is a tool that supports entrepreneurship, not a threat.



Artificial intelligence does not take jobs away from people. Instead, it acts as a wing that strengthens human effort and productivity. Individuals who use artificial intelligence correctly while maintaining an entrepreneurial spirit can improve their businesses.

Every encounter is a new opportunity; being open to new things increases success.



Meeting new people, sharing experiences, and encountering different perspectives strengthens both individual development and entrepreneurial potential. The ability to adapt quickly to innovation is a critical skill in today's world.

Protection of rights and ethical use are fundamental principles.

As artificial intelligence and entrepreneurship advance together, protecting individual and professional rights, and acting with a sense of fair and responsible use, strengthens our position in society.



5. APPRENTICE STUDENTS' FORUM

Day 3

December 4, 2025

How Can This Information Be Useful At School?

- Students can develop more original, practical, and innovative solutions by improving the products and services they use with the support of artificial intelligence.
- The appropriate use of artificial intelligence simplifies business processes, increasing efficiency and success.
- Students who develop an entrepreneurial perspective gain self-confidence during the vocational training, and become better prepared for the future.
- Through experience sharing, students learn from each other, thus fostering an active and participatory learning culture within the school.

To Whom, How, And When Do We Disseminate This Information?

→ Whom?

- Students and teachers at school
- Master trainers
- Private sector representatives and chamber presidents

→ How?

- By organizing mini-forums such as the VET4JOB Hidden Gems' Mini Forum
- Through experience-sharing sessions where students share their own experiences
- Within the school, through short conversations and briefings using QR codes
- Through presentations and talks to be held in the conference hall

→ When?

- During school events
- During meaningful and symbolic times like the Ahi Tradition Week
- In planned events that will ensure the participation of the private sector and professional organizations



5. APPRENTICE STUDENTS' FORUM

The session concluded with a consultation conducted via Mentimeter. In the survey, which achieved an 81% participation rate, digitalization received the most votes as the theme for the next forum, and field visits and group work were the most preferred methods. Participants requested that future forums address topics, such as workers' and children's rights, personal boundaries in digital environments, occupational health and safety, AI-powered occupational health and safety applications, and motivational games. Most of the participants expressed the view that the Facilitators Committee should continue.

The forum event ended with a closing speech by Fatma Özdemir Uluç, Expertise France VET4JOB Team Leader, and the reading out of a greeting message from Ibrahim El Abduli, an active Syrian participant in the VET4JOB I forums who has returned to his country, sent from Aleppo.

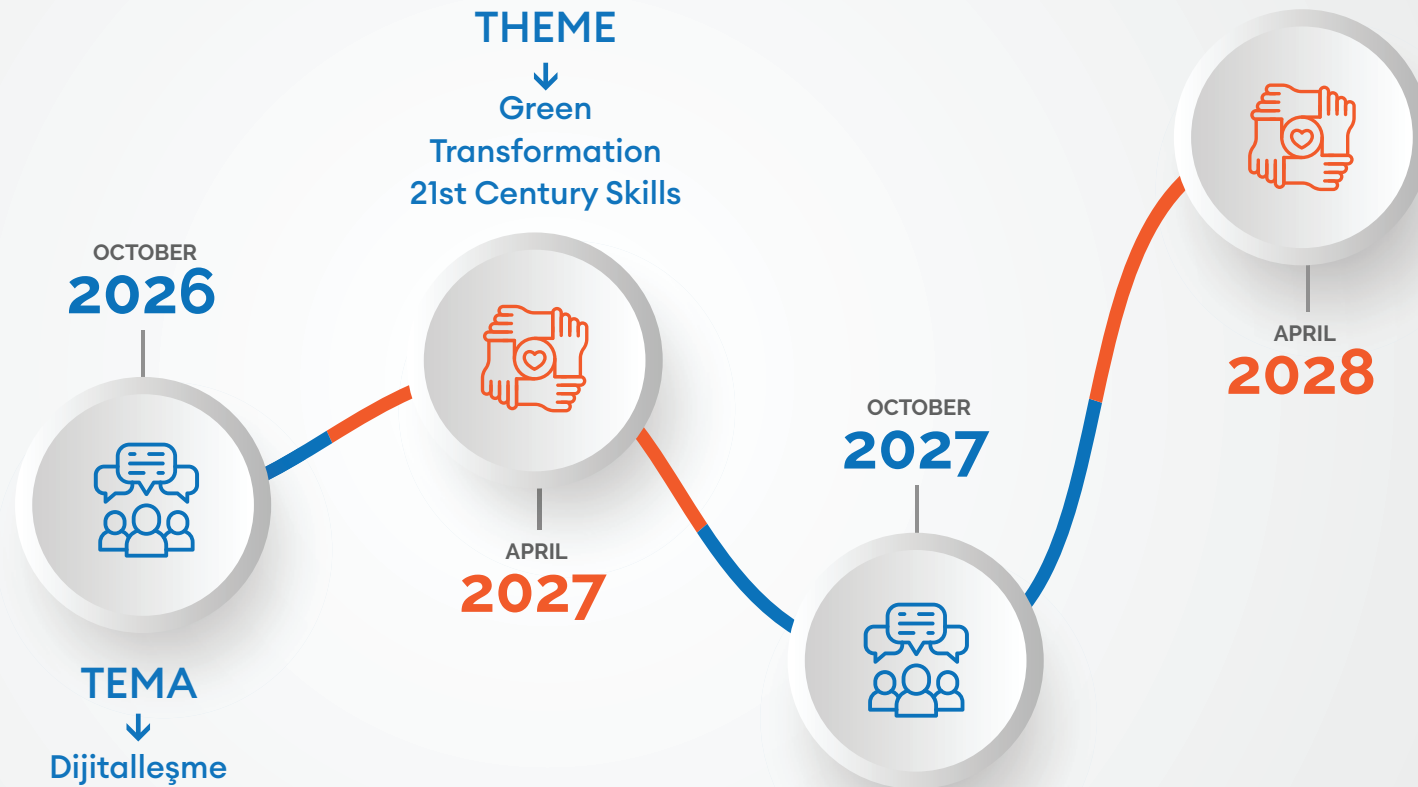


→ 6. APPRENTICE STUDENTS' FORUM → DIGITALISATION

Road Map



Inspired by the Forum, apprentice students are creating **social benefit** through Solidarity Projects.



Reflections from the Forum

Examples of opinions expressed during various sessions at the forum

Leader Student

Leader Teacher

"If I learn, or my friend, it does not matter who, if we work together and do our jobs well, we will both attract people as customers and be beneficial to society"

"My opinion about artificial intelligence has changed. While having fun, I also learned about different teaching models."

"This forum brings together Turkish and international students, emphasizing equality and peace, and allows us to socialize and share experiences with our friends."

"Seeing my students happy made me happy, too. The forum strengthened communication and the sharing of experiences."

"Seeing my students happy made me happy, too. The forum strengthened communication and the sharing of experiences."

"The forum provided an opportunity for sharing ideas, and raised awareness about technological advancements."



End-of-Forum Assessments of Participants

"We had fun, we traveled, we ate and drank, but most importantly, we learned a lot."

"Being part of the forum helped me express my opinions more clearly and respectfully. I felt valuable and gained confidence."

"It was the most motivating forum for me. I realized I should not stay silent and that I should focus on success."

↑
**Apprentice
Students**

"The panel and the AI training for teachers were excellent. However, the forum could have been more effective if it had lasted longer."

"Seeing my students happy made me happy. The forum strengthened communication and the sharing of experiences."

"My opinion about artificial intelligence has changed; I had the opportunity to observe learning models that involve fun."

↑
**Leader
Teachers**

"It was very valuable to listen to the contributions of students, teachers, and panelists from different provinces."

"The forum yielded strong achievements through the exchange of ideas and raised awareness of technological advancements."

"The content of the forum was strong. However, it would be beneficial for future forums to better appeal to the 14-22 age group and include more workshop-based formats."

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**TESK-ESOB
Representatives
and Other Stakeholders**



