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# **ASSESSMENT OF BASIC SKILLS OF LOW QUALIFIED ADULTS IN TURKEY FOR LABOR MARKET: NEEDS ANALYSIS**

### **Abstract:**

Today, the structure of employment and the number of unemployment in many countries are an important indicator of the country's level of economic development and social development. Unemployment is one of Turkey's most important social and economic problem. Functional relationship between employment and the education/skill level is quite weak in Turkey. In addition, people who have vocational education do not have the qualifications demanded by the labor market, while on the other hand, there is a qualified intermediate shortage in the enterprises. A detailed investigation of these problems will be useful in developing policies for unemployment. In this study, it is aimed to reveal the problems and needs for basic skill assessment processes, which is one of the problems experienced by the public and private institutions. This study is a deeply qualitative research to expose existing problems to improve the basic skills of low-qualified adults. Semi conducted interviews were made with 6 job and occupational consultant from ISKUR (Turkish Employment Agency), 5 job experts from Trabzon Chamber of Commerce and Industry and 5 vocational education experts from Public Education Center.

Results of this study showed that there is no systematic approach for institutions dealing with employment affairs in Turkish organizations. In addition, business and vocational consultants faced lack of vocational training in the process of guiding the unemployed applicants to jobs.

### **Keywords:**

Problems at Employment in Turkey, Skills Problems, Need Analyses, Assessing Unemployment

**JEL Classification:** J64, C18, E24