



Sustainable KTU

SUSTAINABILITY REPORT 2024

8 DECENT WORK AND
ECONOMIC GROWTH



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Sustainable development is not only a global vision, but also a shared responsibility that our country bears towards future generations. In this sense, the Sustainable Development Goals (SDGs) set by the United Nations, Turkey's 11th and 12th Development Plans, the Green Deal Action Plan, and the Higher Education Council's sustainability vision form a roadmap for higher education institutions.

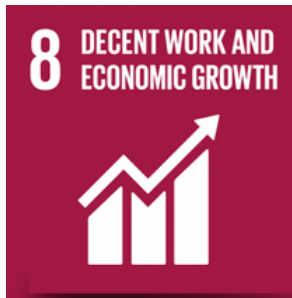
As Karadeniz Technical University, we consider it our primary duty to contribute to these goals in line with our mission of education, research, and community service. Our university produces science-based knowledge, develops policies, and implements projects in interaction with the community across a wide range of areas, from quality education to climate action, from poverty reduction to the construction of innovative and sustainable cities.

In line with our country's national policies, our university leads regional development and assumes global responsibility through international collaborations, while also aiming to educate our students to become conscious individuals for a sustainable future. The report prepared in this context reflects not only the activities carried out but also our university's determination on its sustainability journey.

Our belief in the future is strengthened by the guidance of science and the dynamism of our youth. Karadeniz Technical University will continue to contribute to sustainable development goals and support our country's vision in this area.

Prof. Dr. Hamdullah ÇUVALCI
Rector, Karadeniz Technical University





One of the fundamental elements of sustainable development is the creation of productive employment opportunities for all and the provision of decent working conditions. In this context, Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth aims to promote economic growth in a manner that is balanced with social well-being and to support inclusive development. SDG 8 encompasses multidimensional objectives such as increasing employment for vulnerable groups, particularly youth and women, encouraging entrepreneurship, reducing informal employment, and ensuring the protection of fundamental labor rights.

Higher education institutions contribute to this goal by developing skilled human capital, establishing supportive ecosystems through research and entrepreneurship activities, and maintaining strong links with the labor market. Universities also play a critical role in promoting ethical work practices, raising social awareness, and providing scientific support for regional economic development.

Karadeniz Technical University (KTU) has developed comprehensive policies aimed at enhancing the quality of employment, supporting entrepreneurship, and contributing to the career development of its graduates. Key components of these strategies include student participation in research activities, support for entrepreneurship-focused projects, career services, alumni tracking, and employer feedback mechanisms.

This report aims to comprehensively examine the policies, practices, and collaborations carried out by KTU in 2024 under SDG 8, documenting the university's contributions to creating a productive, inclusive, and sustainable employment environment and promoting the dissemination of good practices.



Institutional Structure

KTU has established a multi-layered, labor market-integrated institutional structure to support SDG 8: Decent Work and Economic Growth. The university systematically contributes to the economic dimension of sustainable development by organizing different coordination units under themes such as the entrepreneurship ecosystem, lifelong learning, women's employment, and the integration of young people into the economic sphere.

The KTU Technology Transfer Application and Research Center (TTM) provides guidance for entrepreneurial students and graduates in commercializing their business ideas, supporting patent applications and university-industry collaborations. Through pre-incubation and incubation mechanisms, the center facilitates the development of business ideas, mentorship, and access to investors.

The KTU Career Development Application and Research Center offers support aimed at increasing the employability of students and graduates, including career planning, CV preparation, access to job/internship postings, and interview techniques. It also bridges connections with the public and private sector workforce, promoting youth employment.

The Distance Education Center (UZEM) and Continuous Education Center (SEM) enhance digital skills and vocational training, helping the workforce adapt to evolving market conditions. These structures function as lifelong learning mechanisms that support employability at both local and national levels.





Institutional Structure

- The Women and Family Studies Application and Research Center (KAÇAUM) develops policies that support the active participation of female students and graduates in the economic sphere, strengthening gender equality through entrepreneurship training and awareness programs.
- The Alumni Relations Coordination Office is another key institutional unit that facilitates the integration of KTU graduates into the workforce. Through the Alumni Information System, graduates' career paths are tracked, they are informed about job/internship opportunities, and a sustainable communication network among alumni is established. This structure directly contributes to SDG 8 targets, specifically “increasing youth employment” and “facilitating transition into the labor market,” by promoting the active economic participation of university graduates.





Institutional Collaborations for Decent Work

On 13 November 2024, Karadeniz Technical University (KTU) and the TOBB Trabzon Women Entrepreneurs Board (TTSO) signed an Entrepreneurship Collaboration Protocol, valid for five years. Within the scope of this protocol, the KTU Young Women Entrepreneurs Club will support the development of the university's academic staff, administrative personnel, and students in the field of entrepreneurship.

KTU will provide sufficient personnel and student support to ensure the effective implementation of the protocol and will coordinate among the relevant faculties, institutes, schools, vocational schools, and application and research centers. One of the most important objectives of the protocol is to promote the active participation of youth and women in economic life, thereby increasing decent work and productive employment opportunities within the framework of sustainable development. Through planned trainings, seminars, workshops, and joint project applications, the entrepreneurship ecosystem will be strengthened, directly contributing to the SKA-8 targets.

In 2024, Karadeniz Technical University (KTU) signed a protocol with the Trabzon Provincial Directorate of Labor and Employment Agency (İŞKUR), directly aligned with the SKA-8 goal. This collaboration aims to provide institutional support for university students in career planning, professional guidance, internship, and employment processes. Under the protocol, students are targeted to be made aware of the labor market, develop job-seeking skills, and increase their access to public employment services.

Moreover, through joint seminars, workshops, and informational activities conducted by KTU and İŞKUR, students' post-graduation employment opportunities are strengthened, and the alignment between university education and the needs of the regional labor market is enhanced. This protocol not only reinforces the university's mission of societal contribution but also supports economic growth through concrete measures that promote quality employment.



KTU-TOBB Cooperation Protocol Text





The OFİSYA Furniture Skilled Workforce Training, conducted by KTU in collaboration with İŞKUR, is a comprehensive vocational training program totaling 617 hours. This program equips participants with the necessary skills in furniture production and assembly, enabling young people to become a qualified workforce. The workforce produced at the end of the training contributes significantly to the local industrial market, directly supports employment, and provides a tangible contribution to economic growth and employment increase, as targeted under SDG 8 (Decent Work and Economic Growth).

In line with its goal of increasing decent work opportunities and contributing to the development of a qualified workforce, KTU signed a significant cooperation protocol on January 25, 2024, with the Trabzon İŞKUR Provincial Directorate and Daynex Software Industry and Trade Inc. Within the scope of this protocol, a comprehensive 891-hour training program was implemented under SDG 8 (Decent Work and Economic Growth) to provide young people with professional skills in software development.

As of 2024, the cooperation protocol signed between Karadeniz Technical University's Sürmene Faculty of Marine Sciences and the Ministry of Transport represents a significant step toward sustainable education collaboration in the maritime sector under SDG8. The three-year protocol provides for the Ministry to financially support the faculty with necessary software, hardware, and equipment. It also includes strategic objectives such as implementing joint national and international projects, developing professional competence and cybersecurity training, and delivering education enriched with virtual and augmented reality technologies. Through this collaboration, KTU aims to strengthen its maritime education infrastructure, enhance its institutional reputation, and play an active role in national-level knowledge production.



[KTU-DAYNEX Cooperation](#)

[KTU- OFİSYA Cooperation](#)

[KTU-Ulaştırma Bakanlığı Cooperation](#)





In 2024, Karadeniz Technical University (KTU) signed a protocol with Türk Sınai Mülkiyet Değerleme Mühendislik ve Danışmanlık Hizmetleri A.Ş. (TÜRKSMD), a subsidiary of the Turkish Patent and Trademark Office, covering cooperation on industrial property rights. This protocol aims to institutionalize the processes of brand and patent valuation for the university's academic and technological outputs. The agreement contributes to transforming KTU's academic knowledge into economic value, accelerating technology transfer processes, and strengthening the entrepreneurship ecosystem. While this collaboration does not directly focus on creating employment or involving young labor, it represents a structural step that enhances university-industry cooperation and supports sustainable economic growth. KTU's strategic move to commercialize its R&D outputs aligns with the SKA 8.2 sub-goal of "technological advancement to increase economic efficiency."

The International Digital Health Summit Cooperation Protocol, signed in 2024 between Karadeniz Technical University (KTU) and ACCESS Company Group, aligns partially with the SDG 8 objectives. Under this protocol, activities are planned to develop digital health services, support health tourism, promote innovative healthcare solutions, and facilitate inter-institutional knowledge transfer. In particular, innovative approaches in digital health contribute to local economic development and, through the acceleration of digital transformation in the healthcare sector, enhance employment diversity. In this regard, the protocol paves the way for the creation of new health- and technology-based job opportunities and provides a positive framework supporting the development goals under SDG 8.



KTU-TÜRKSMD Cooperation
KTU-TÜRKSMD Protocol News





On November 15, 2024, an important visit conducted within the scope of KTU's industry collaborations once again highlighted the university's active role in regional development. Led by Rector Prof. Dr. Hamdullah Çuvalcı, the visit included the participation of the Trabzon Member of Parliament, the Mayor of the Metropolitan Municipality, and representatives from the Chamber of Commerce and Industry. During the meeting, Minister of Industry and Technology Mehmet Fatih Kacır was briefed on KTU's ongoing projects and strategies within the framework of university-industry collaborations. It was conveyed that the Ministry is open to further cooperation, and KTU's responsibilities in contributing to regional development were supported.



[KTU-ACCESS Protocol Text](#)
[KTU-Ministry of Industry and Technology Meeting](#)



Entrepreneurship, Career and Skill-Building Events

Throughout 2024, KTU organized numerous trainings, seminars, and workshops to support students' career planning and preparation for employment. These activities contribute to the integration of young people into the labor market and support the development of a skilled workforce, in line with SDG 8: Decent Work and Economic Growth.

In April 2024, the "CV Preparation and Interview Techniques" training organized by Karadeniz Technical University's Career Development Center was conducted to support students' career development. During this training, students received practical guidance on preparing resumes, preparing for job interviews, and building self-confidence, aiming to enable them to participate in the labor market as better-equipped individuals.

Various student clubs at KTU operate to promote an entrepreneurial culture among students. For instance, the Economics and Entrepreneurship Club within the Faculty of Economics and Administrative Sciences, one of the leading entrepreneurial clubs in the Black Sea region, organizes seminars, workshops, and projects that encourage students to engage in entrepreneurship and innovation. Similarly, the Business and Economics Club and the Digital Marketing and E-Commerce Club also conduct activities that support students' preparation for professional life.

In November 2024, employment and career counselors Emel Şahin and Barış Kandil from İŞKUR conducted a "Resume Preparation and Interview Techniques" training for third-year students of the Faculty of Economics and Administrative Sciences at Karadeniz Technical University. Through this training, students learned the key aspects that hiring professionals focus on and gained the opportunity to prepare for job applications more consciously and effectively.

In December 2024, the "Soft Skills and Job Search Techniques" training, organized at KTU with the support of İŞKUR, focused on developing students' soft skills essential for success in the workplace, such as communication, teamwork, time management, and problem-solving.

The poster is for a training event titled "HASSAS BECERİLER VE İŞ ARAMA TEKNİKLERİ" (Sensitive Skills and Job Search Techniques). It features the logos of Karadeniz Teknik Üniversitesi (KTU) and İş Kulübü. The speaker is Barış Kandil, identified as the leader of the İş Kulübü and a career advisor. The event is scheduled for December 26, 2024, at 10:00 AM. The location is the Faculty of Economics and Administrative Sciences, 1-S Class at KTU. The event is free and certifiable.

HASSAS BECERİLER VE İŞ ARAMA TEKNİKLERİ

Barış KANDİL
İş Kulübü Lideri
İş ve Meslek Danışmanı

TARİH-SAAT
26 Aralık 2024
10.00

YER
KTÜ İktisadi ve İdari Bilimler Fakültesi 1-S Sınıfı

Etkinliğimiz Ücretsiz ve Sertifikalıdır.



[Soft Skills and Job Search Techniques Training](#)





In 2024, Karadeniz Technical University hosted various awareness activities aimed at improving students' financial literacy and enhancing their ability to make sustainable economic decisions. Within this scope, on May 14, 2024, the Faculty of Economics and Administrative Sciences in Of organized an informational session titled "Financial Literacy and University Students."

Karadeniz Technical University (KTU) conducts regular training programs and events to raise awareness and develop expertise in the field of clean energy. On May 16, 2024, a "Project Preparation Training in Photovoltaic Solar Systems" was organized for Energy Systems Engineering students to provide them with technical knowledge and hands-on experience in solar energy project planning, thereby supporting their preparation for the renewable energy sector. This training enabled students to gain practical skills and technical understanding in solar energy project development.

At the Department of Labor Economics and Industrial Relations at KTU, on October 25, November 1, and December 6, 2024, the "In-Class Career Club Sharing Activity" was conducted in collaboration with İŞKUR Career and Vocational Advisors Emel Şahinler and Barış Kandil. During this activity, students received comprehensive guidance on topics such as self-assessment through SWOT analysis, effective resume writing, job search channels, body language, image management, interview techniques, and career development pathways.

Hosted by KTU, the "İŞKUR Trabzon Career EXPO 2024" Employment Fair was held on October 16-17, 2024, at the Osman Turan Culture and Congress Center, bringing together approximately 50 company representatives with students and job seekers. During the fair, young participants had the opportunity to engage in face-to-face meetings and take part in interactive sessions on topics such as "CV Preparation," "New Competencies for the New World," and "KOSGEB's Role in the Entrepreneurship Ecosystem." The event enabled students to connect directly with job opportunities, raised their awareness of career planning, and provided valuable sectoral networking opportunities.



[Business Club Intra-Course Sharing Activity](#)

[İŞKUR Trabzon Career EXPO 2024](#)





In 2024, KTU hosted regional career fairs to enhance employment opportunities for its students and graduates and to facilitate their transition into the labor market. A notable event in this context was the Eastern Black Sea Career Fair (DOKKAF'24), held on January 8–9, 2024, coordinated by the Turkish Presidency Human Resources Office and hosted by KTU. Organized in partnership with six regional universities (KTU, Avrasya University, Giresun University, Gümüşhane University, Recep Tayyip Erdoğan University, and Trabzon University), the fair brought together thousands of student and graduate candidates with representatives from public and private sector organizations.

The opening ceremony took place on January 8, 2024, at the Biotechnology and Innovation Center, attended by the Governor of Trabzon, the Mayor of the Metropolitan Municipality, the Chief Ombudsman of the Public Oversight Institution, the rectors of the participating universities, and numerous public officials. KTU Rector Prof. Dr. Hamdullah Çuvalcı highlighted that the event, which featured booths from over 200 public and private institutions, offered students a significant opportunity to access internship and job opportunities. During the fair, participants engaged directly with company representatives and attended career planning consultations, interview simulations, and personal/professional development workshops, strengthening their preparation for entering the workforce.



DOKKAF-2024



Ongoing Corporate Projects

In 2024, KTU, in collaboration with the Trabzon Chamber of Commerce and Industry as the grant beneficiary, implemented the “Future Skills Academy Project” under the EU Grant Calls within the framework of the FOW Grant Program Supporting Future Decent Work Approaches with a Gender Equality Focus. The project aims to contribute to promoting employment and employability of the current and future workforce while respecting gender equality and addressing the needs of a better future.

Within the scope of the project, various activities were carried out to raise societal awareness about a good future of work in line with emerging trends in current technology fields and to enhance the employability of human resources in the region. To increase technology management in the region, 460 hours of specialized training on virtual reality, augmented reality, and 3D modeling and design were provided to 40 students and industry employees.

Additionally, to observe technological developments in various industries on-site, visits were conducted to multiple enterprises and institutions across different industrial sectors. Furthermore, between May 15–17, 2024, in collaboration with the Trabzon Chamber of Commerce and Industry, the event “Innovation for the Future: Sectoral Orientation and Career Days” was organized. Implemented within the scope of the Future Skills Academy Project, this event was designed in line with the demands of the digitalizing business world and provided an innovative career platform supporting young people’s access to productive employment opportunities.





Academic Contributions

KTU continues its qualified efforts toward the Sustainable Development Goal of Decent Work and Economic Growth. According to the Scopus database, the number of scientific publications related to this development goal increased from 20 in 2023 to 39 in 2024. Purpose-driven scientific projects at both undergraduate and graduate levels are also actively ongoing.

According to THE Impact Ranking data, KTU scored 49.4 in the Decent Work and Economic Growth goal in the 2025 results (based on 2024 data), placing the university in the 601–800 band. Furthermore, THE Impact Ranking 2025 data indicate that KTU achieved an indicator score of 70.6 for scientific outputs related to SDG-8 in 2025 (based on 2024 data).

In conclusion, through its activities under SDG-8, KTU not only contributes to increasing quality employment and ensuring decent work conditions but also plays a significant role in supporting sustainable economic growth. The university's initiatives in education, research, entrepreneurship, and industry collaboration provide valuable contributions to regional and national development. In this context, the combined efforts of students, academics, staff, and stakeholders pave the way for a more equitable, inclusive, and sustainable economic structure for the future.



Academic Publications-2024





Sustainable KTU

This publication has been prepared by KTU Office of
Research Coordination



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