

CURRICULUM VITAE

1. **Family name:** **PİŞKİN**
2. **First names:** Metin
3. **Date of birth:** 1963
4. **Nationality:** Turkish
5. **Civil Status:** Married
6. **Education:**

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
University of Leicester, UK, 1991-1996	PhD in Education and Continuing Studies
Ankara University, 1986-1989	Master degree in Guidance and Counselling
Ankara University, 1982-1986	Bachelor degree in Psychological Services in Education

7. **Language skills: (1 - excellent; 5 - basic)**

Language	Reading	Speaking	Writing
Turkish	Mother Tongue		
English	1	1	1
German	4	4	4

8. **Membership of professional bodies:** NCDCA National Career Development Association (USA), International School Psychology Association, Turkish Counselling and Guidance Association, Ankara University Centre for HR Management and Career Counselling (Founder & Deputy Director), Career Counselling and HRD Association –KARDER (Founder & General Secretary), FEDORA European Forum For Student Guidance

9. **Other skills:** Ms Office Programmes, SPSS

10. **Present position:** Associate Professor

11. **Years within the firm:** 28

12. **Key qualifications:**

- **28 years of experience** in education, **psychological counselling and guidance**, vocational guidance, career counselling, **lifelong learning**, and human resources management.
- Professional experience as **Training Expert, Education Expert, Key Expert**, Researcher, Project Manager, **Psychological Counselling expert, Career Guidance Expert, Associate Professor**, Coordinator within numerous public and private funded institutions;
- Extensive experience in delivering **training to groups of different age, education, and work position**.
- Highly experienced in developing curricula and learning materials, evaluation of education and training programmes;
- Experienced in **more than 30 EU funded projects** through delivering trainings and preparing related education materials;
- Highly experienced as researcher and trainer in educational sciences with special emphasis on guidance and counselling, career counselling, human resources management, and lifelong learning;
- Experience in organising workshops, seminars, and delivering training in the field of **education, employment and labour market**.
- Teaching undergraduate, master, and PhD level courses in Psychological Counselling and Guidance Department of Educational Sciences Faculty of Ankara University.
- Teaching "**Lifelong Learning**", "**Career Counselling**", "Measurement and Evaluation in Career Counselling", "Training Cycle Management" courses at master level and "Career Counselling" course at PhD level at the Human Resources Management and Career Counselling Program of Ankara University.
- Extensive experience in training teachers and MoNE staff as well as other public and non-public staff via lifelong learning.
- Broad knowledge and expertise of the **education field** (from primary to university, formal, informal and non-formal);
- Proven track record of conducting training to members of different institutions as part of Lifelong Learning programs, aiming at enhancing their knowledge, skills and attitudes in TOT;
- Excellent knowledge and practice of EC rules and procedures: expert in the use of project and training cycle management and long frame procedure, extensive knowledge of Project Cycle Management and project designing (in line with PRAG rules).

13. **Specific experience in the region:**

Country	Date from - Date to
Turkey	1996-Present
Egypt	2008-2012
England	1990-1996

14. Professional experience

Date from – Date to	Location	Description
09.2014 – 08.2015	Ankara	Technical Assistance For Recruitment Of Future Blood Donors Project Europeaid/132420/D/SER/TR
Jan. 2012 – Jan. 2015	Turkey	Determination of Bullying among Adolescents Staying in Orphanages Houses, and Boarding Schools in Turkey, and Developing Anti-Bullying Programs for the targets youth Groups (Project number: 110K416)
May 2014 – Dec 2016	Turkey	Developing an Intervention Model for Dropout Risk Group Students <ul style="list-style-type: none"> • Preparation of the draft implementation program • Organising face to face trainings • Support provided to school staff during implementation • Implementation of the pilot work • Preparing Analytical Report
May 2014 – Dec 2014	Turkey	Technical Assistance for Increasing Primary School Attendance Rate of Children. (To promote basic language skills in children who don't have sufficient language skills at primary education level. <ul style="list-style-type: none"> • Developing methods for collecting data • Organising and conducting 3 workshops in 3 provinces • Report writing
06 2014 – 06 2014	Turkey	Training school administrators and teachers on "Communication Skills" and "Peer Violence, Peer Bullying, and Cyber Bullying" for 2 days. <ul style="list-style-type: none"> • Training Human Resources Department Staff of AFAD central organisation and staff from 81 provinces on Talent Management and Career Management
06 2014 – 06 2014	Turkey	Training TEDAŞ staff on occupational analysis and occupational profile for 3 days.
03 2014 - 05 2014		Technical Assistance (Institution Building) Kayseri-Erciyes Technopark Regional Innovation Centre Project <ul style="list-style-type: none"> • Preparing course material on Talent Management • Delivering four days training for three groups
12 2013 - 06 2014	Turkey	Technical Assistance for Fight Against Violence Towards Children <ul style="list-style-type: none"> • <i>Organization of 2 workshops in Kayseri and Konya on the measures for active Cooperation between relevant bodies and the Strategy and Action Plan.</i> • Preparation of a recommendations' report.
11 2013 – 05 2014	Turkey	IQVET - Technical Assistance for Improving the Quality of Vocational Education and Training in Turkey. Delivering vocational guidance and career counselling training to the teachers, principals, guidance teachers of vocational and technical high schools, general high schools, primary schools, and lecturers of Vocational High Schools (MYO). Trainings took 5 days in each of the provinces (Diyarbakır, Çorum, Mardin, Rize, Erzincan, and Van).
08 2012 – 06 2013	Turkey	'The Causes of Class Repetition and School Dropouts in Secondary Education' (RESEARCH I) 'Identifying the Characteristics, Education and Employment Status of Children in the Age Group 14 – 18 who are out of Formal Education'(RESEARCH II Both research conducted in Şırnak, Van, Muş, Şanlıurfa, Ağrı, Kars, Gümüşhane, Sinop, Aksaray, K.Maraş, Konya, Sakarya, Afyon, Balıkesir, İstanbul provinces.
04/2012-01/2013	Turkey	"Technical Assistance for Improving the Quality of Public Employment Services Project", funded by the EU: Worked as Training Expert and he was responsible for: <ul style="list-style-type: none"> • Delivering trainings and preparing all related education materials; • Revising all materials and guideline for the project; • Making all translation and adaptation of the training materials; • Preparing Activity 3.2 Guidance Needs Analysis; • Data collected from "students", "recent graduates" and "unemployed customers who are looking for a career change" in 15 growth centres; • Preparing a comprehensive report after the training.
09/2011-12/2011	Turkey	Worked as Trainer at "ANKÜSEM" and he was responsible for: <ul style="list-style-type: none"> • Delivering Training for İŞKUR's Potential Job and Occupation

		<p>Counsellors on topics listed below;</p> <ul style="list-style-type: none"> ➤ Introduction to Job and Occupational Counselling; ➤ Counselling for Disadvantaged Groups; ➤ Effective Job Interview; ➤ Methods for Assessment of Clients' Expectations and Collecting Detailed Information; ➤ Client Evaluation; ➤ Facilitating Clients to the Correct Education or Occupation; ➤ Management of Clients' Portfolio; ➤ Preparing Action Plans for Clients; <ul style="list-style-type: none"> • Delivering trainings and preparing all related education material; • Revising the training curricula according to project topic; • Revising all materials and guideline/curricula for the project; • Making all translation and adaptation of the training materials; • Preparing practical guide for the project team.
05/2011-12/2011	Turkey	<p><u>"Technical Assistance for Implementation of Human Resources Development Operational Programme"; funded by the EU:</u> Worked as Education Expert and he was responsible for:</p> <ul style="list-style-type: none"> • Providing technical assistance for the first interim evaluation of the project; • Preparing education guideline within the project; • Making translation and adaptation work for the guideline.
10/2008-05/2012	Egypt	<p><u>"TVET Vocational and Technical Education Reform in Egypt"; funded by the EU:</u> Worked as Key Expert and he was responsible for:</p> <ul style="list-style-type: none"> • Delivering trainings and preparing all related education materials; • Conducting training needs analysis, preparing training documents, textbook, pre-test, post-test questionnaires, and reports; • Organizing and delivering trainings aimed for promotion of unemployed people on topics vocational guidance systems, assessment in career guidance, job seekers guidance and counselling; • Delivering all translation work of the documents.
09/2010-01/2011	Turkey	<p>Worked as Training Expert at "EDUSER" and he was responsible for:</p> <ul style="list-style-type: none"> • Developing strategies and policies for Eastern Mediterranean Development Agency (DOGAKA) on how to make DOGAKA the best regional development agency; • Conducting training need analyses of DOGAKA staff, regional key actors and beneficiaries through using surveys, focus groups and interview techniques; • Delivering trainings and preparing all related education material; • Revising the training curricula according to project topic; • Revising all materials and guideline/curricula for the project; • Making all translation and adaptation of the training materials; • Preparing practical guide for the project team.
10/2009-Present	Turkey, Austria, Bulgaria, Lithuania, Greece, Poland	<p><u>"Guidance Quality Measures for Job Seekers in Group Settings- GUIDE ME" funded by the EU:</u> Worked as Researcher and he was responsible for:</p> <ul style="list-style-type: none"> • Developing a best practice on: "Development of Career Management Skills Training Programme for Young Disadvantaged People"; • Designing, organizing and implementing four workshops for two days; • Delivering trainings and preparing all related education material; • Revising the training curricula according to project topic; • Revising all materials and guideline/curricula for the project; • Making all translation and adaptation of the training materials; • Preparing practical guide for the project team.
11/2009-10/2011	Turkey, Austria, Romania, Italy	<p><u>"Developing and Delivering Innovative ICT Vocational Guidance Services-Virtual Guidance" funded by EU:</u> Worked as Researcher and he was responsible for:</p> <ul style="list-style-type: none"> • Translating and adapting ICT competences instrument into Turkish; • Examining ISKUR job counsellors' ICT competencies and training needs; • Developing training program and materials; • Making all necessary revision and modification for the training programme.
09/2009-	Northern Part	<p><u>"Support to VET, Labour Market and LLL Systems in the Northern Part of</u></p>

01/2010	of Cyprus	<p>Cyprus" funded by EU: Worked as Short Term Expert and he was responsible for:</p> <ul style="list-style-type: none"> • Supporting the establishment of Lifelong Learning (LLL) centres of employers/chambers; • Designing and delivering training to employers as well as state employment office staff, school guidance teachers and teachers; • Preparing the training curriculum and notes on Career Counselling and LLL; • Revising the training curricula according to project topic; • Revising all materials and guideline/curricula for the project; • Making all translation and adaptation of the training materials; • Preparing practical guide for the project team.
10/2008-08/2011	Turkey	<p>Worked as Project Manager at "TUBITAK" and he was responsible for:</p> <ul style="list-style-type: none"> • Collecting data in 12 provinces(NUTS I) on 9500 high school students on school violence and bullying behavior; • Developing a violence prevention and intervention program.
11/2008-12/2010	Turkey	<p>"Entrance of Labour Market from One Point Project"; funded by the EU: Worked as Career Guidance Expert and he was responsible for:</p> <ul style="list-style-type: none"> • Establishing Career and Training Centre of ATO; • Supporting unemployed young people to make best match between their qualifications and available options in the labour market; • Developing career counselling programme and delivering trainings on employability skills; • Delivering individual career guidance services;
01/2008-01/2010	Turkey	<p>Worked as Researcher and he was responsible for:</p> <ul style="list-style-type: none"> • Conducting establishment activities of University's Career Centre; • Preparing guideline, forming a database for the centre; • Making all revision, modification and translation work for the centre.
12/2008-11/2010	Turkey, Italy, Greece	<p>"Creating Value at European Level in Retail Sector by ICT-based Vocational Materials-CVs in Retail ", funded by EU: Worked as Training Expert and he was responsible for:</p> <ul style="list-style-type: none"> • Establishing Continuous Training Centre within TEZKOOP-IS; • Conducting training need analysis for the staff; • Revising the training curricula according to project topic; • Revising all materials and guideline/curricula for the project; • Making all translation and adaptation of the training materials; • Preparing practical guide for the project team.
01/2008-06/2008	Turkey	<p>"Employment and Enterprise Development Project" funded by EU: Worked as Trainer and he was responsible for:</p> <ul style="list-style-type: none"> • Designing trainings, curriculum and training materials targeted at unemployed young people; • Delivering trainings to career counsellors within ISKUR and MoNE; • Revising the training curricula according to project topic; • Revising all materials and guideline/curricula for the project; • Making all translation and adaptation of the training materials; • Preparing practical guide for the project team.
12/2007-12/2008	Turkey	<p>"Career Guidance for Street Children Project" funded by EU: Worked as Training Team Leader and he was responsible for:</p> <ul style="list-style-type: none"> • Developing innovative policies and methods for helping street children to prepare them for future employment; • Designing trainings and curriculum on employability skills, • Delivering trainings and preparing all educational materials; • Assessing of skills, interests and personalities of children for developing their education and career planning; • Training of 38 teachers on how to help the career development of children;
05/2006-04/2008	Turkey	<p>"National Innovation System"; funded by TUBITAK: Worked as Consultant and he was responsible for:</p> <ul style="list-style-type: none"> • Providing policy inputs to state agencies for fostering innovative policies of Turkey; • Providing innovation policy to enterprises for increasing their competitiveness in the international market; • Providing policy advice to TUBITAK for generating National Innovation Policy at national level.
10/2007	Turkey	<p>"Secondary Education Project" funded by EU: Worked as Career Guidance Expert and he was responsible for:</p> <ul style="list-style-type: none"> • Delivering training on "Proficiencies of Career Counsellors" to directors of Guidance and Research Centres of 81 provinces; • Revising the training curricula according to project topic;

		<ul style="list-style-type: none"> Revising all materials and guideline/curricula for the project; Making all translation and adaptation of the training materials; Preparing practical guide for the project team.
11/2006-03/2007	Turkey	<p>"Impact Assessment of Girls Education Campaign", funded by UNICEF: Worked as National Expert and he was responsible for:</p> <ul style="list-style-type: none"> Analyzing the convenience of educational strategies used in the campaign to serve as a reference guide for future UNICEF programming;
12/2004-12/2005	Turkey	<p>"Employment Skills and Career Counselling for People with Disabilities Project" funded by EU: Worked as Project Manager and he was responsible for:</p> <ul style="list-style-type: none"> Developing policy on how to help disadvantaged groups to enter into labour market; Establishing a career centre for disabled people; Designing career management skills training and computer literacy and masseurs courses to disabled people;
12/2004-12/2005	Turkey	<p>"Occupational Guidance and Job Counselling Project" funded by EU: Worked as Trainer and he was responsible for:</p> <ul style="list-style-type: none"> Designing and conducting trainings on human resources management to be delivered to Ankara Chamber of Industry member enterprises; Revising the training curricula according to project topic; Revising all materials and guideline/curricula for the project; Making all translation and adaptation of the training materials; Preparing practical guide for the project team.
02/2003-Present	Turkey	<p>Worked as Coordinator and he was responsible for:</p> <ul style="list-style-type: none"> Responsible from coordination activities for the development of EU General Education Curriculum Socrates-Erasmus Exchange Programme and ECTS/DS; Preparing detailed curricula for the programme; Delivering all revision and translation for the preparation of the curricula.
02/2004-05/2004	Turkey	<p>'Women for W.O.M.E.N. JOB Counsellor Project"; funded by Dutch Ministry of Foreign Affairs: Worked as Training Manager and he was responsible for:</p> <ul style="list-style-type: none"> Developing policies to help unemployed women to be employed through active labor market policies; Designing and conducting training programme, designing training materials; Assessing the impact of the program;
2001- Present	Turkey	<p>Worked as Executive Board Member at "Ankara University Centre for Career Counselling" and he was responsible for:</p> <ul style="list-style-type: none"> Developing innovative employment policies; Conducting career research, offering career guidance services and designing entrepreneurship course for university students; Organizing training programs for agencies;
01/2000-05/2001	Turkey	<p>"Employment and Counselling Services Long-Term Program" funded by the World Bank: Worked as Expert and he was responsible for:</p> <ul style="list-style-type: none"> Responsible from developing policy for ISKUR in restructuring ISKUR.
01/1999-12/2000	Turkey	<p>"Employment and Counselling Services Long Term Training Programme" funded by the World Bank: Worked as Project Expert and Trainer, he was responsible for:</p> <ul style="list-style-type: none"> Providing in-service training to ISKUR staff with particular emphasis on enhancing the effectiveness of helping unemployed people through introducing new techniques; Revising the training curricula according to project topic; Revising all materials and guideline/curricula for the project; Making all translation and adaptation of the training materials; Preparing practical guide for the project team.
09/1999-12/2000	Turkey	<p>"Psycho-social Support Project for Schools Affected from Marmara Earthquake"; funded by UNICEF: Worked as National Expert and he was responsible for:</p> <ul style="list-style-type: none"> Attending to the training on Psychological Debriefing delivered by international experts; Supervising counsellors working in Bursa region; Coordinating activities in Istanbul and Bursa;
2011 -	Turkey	<p>Has been working as Associate Professor at "Ankara University" and he has responsible for:</p> <ul style="list-style-type: none"> Teaching at both graduate and undergraduate levels on topics such as guidance, career counselling, group guidance, human

		<p>resources management;</p> <ul style="list-style-type: none"> • Conducting research including but not limited to many aspects of educational sciences, guidance, career counselling, and HRM.
1996- Present	Turkey	<p>Worked as Assistant Professor at "Ankara University" and he was responsible for:</p> <ul style="list-style-type: none"> • Teaching at both graduate and undergraduate levels on topics such as guidance, career counselling, group guidance; • Conducting research including but not limited to many aspects of educational sciences, guidance and career counselling.
05/1987-05/1996	Turkey	<p>Worked as Research & Teaching Assistant at "Ankara University" and he was responsible for:</p> <ul style="list-style-type: none"> • Carrying out research on educational sciences with special emphasis on guidance and counselling; • Publishing articles and research reports.

15. Other relevant information:

Selected Publications:

1. **Pişkin, M.** (2014). Mesleki Rehberlik ve Kariyer Danışmanlığına Adanmış 40 Yıl: Donald Edwin Super, **Gelişen İnsan Kaynakları Kariyer Gündemi**, 4, 43-47.
2. Öğülmüş, S., Aypayı A., Taşpınar, M., Çabuk Kaya, N., Varçın, R., **Pişkin, M.**, Çinkır, Ş., Sever, M., Önen, E., Eksisu, M. Ve Çam, Z. (2013). **Ortaöğretimde Sınıf Tekrarı, Sınıf Terki Sebepleri ve Örgün Eğitim Dışında Kalan Çocuklar Politika Önerileri Raporu**. MEB ve UNICEF Yayını.
3. **Pişkin, M.** (2013) (Çeviri Editörü). Ergenler ve Gençlerle Psikolojik Danışma – Proaktif Yaklaşım, NOBEL Yayınevi. (Geldard, K. & Geldard D. (2010). Counseling Adolescents: The Proaktive Approach for Young People).
4. **Pişkin, M.** (2013). John Lewis Holland: Yaşam Öyküsü ve Kariyer Danışmanlığına Katkıları, **Gelişen İnsan Kaynakları Kariyer Gündemi**, 3, 28-31.
5. **Pişkin, M.** (2012). Kariyer Danışmanlığında Bir Duayen: Prof. Dr. Yıldız KUZGUN, **Gelişen İnsan Kaynakları Kariyer Gündemi**, 2, 36-41.
6. **Pişkin, M.** (2012). Frank Parsons: Kariyer Danışmanlığının Babası, **Gelişen İnsan Kaynakları Kariyer Gündemi**, 1, 24-29.
7. **Pişkin, M.** (2012). Meslek Seçiminin Önemi ve Sınav Stresi – Meslek De Şart, Stresi Yenmek De. **İstihdam'da 31 Dergisi**, sayı: 5, 80-82.
8. **Pişkin, M.** (2012). Akran Şiddetine Alternatif Bir Yaklaşım: Karakter Eğitimi. **Kamuda Sosyal Politika**, 19, 64-77.
9. Ayas, T. Ve **Pişkin, M.** (2011). Lise Öğrencileri Arasındaki Zorbalık Olaylarının Cinsiyet, Sınıf Düzeyi ve Okul Türü Bakımından İncelenmesi. **İlköğretim Online**, 10 (2), 550-568.
10. **Pişkin, M.** (2011). Kariyer Gelişim Sürecini Etkileyen Faktörler. İçinde: Binnur Yeşilyaprak (ed.). **Mesleki Rehberlik ve Kariyer Danışmanlığı: Kuramdan Uygulamaya, (s.43-78)**. Ankara: PEGEM Akademi.
11. **Pişkin, M.** (2010). **Kariyerim – Kariyer Yönetim Rehberi**. Ankara: Ankara Ticaret Odası Yayınları.
12. Varçın, R., Savcı, İ., Ersoy-Kart, M., **Pişkin, M.**, Bahadır, M. Ve Domanıçlı, E. (2008). **Geleceğe Giden Yollar Bilim, Teknoloji ve Yenilik**. Ankara: KAR-DER Kariyer Danışmanlığı ve İnsan Kaynaklarını Geliştirme Derneği Yayınları.
13. **Pişkin, M.** (2008). Rehberlik. İçinde: **Kara Harp Okulu Eğiticilerin Eğitimi Programı Ders Notları**. (s.98–110). Ankara: A.Ü. Eğitim Bilimleri Fakültesi Eğitim Araştırma ve Uygulama Merkezi Yayınları No: 15.
14. **Pişkin, M.** (2007). İlk Ve Ortaöğretim Öğrencilerimizin Kariyer Gelişimleri Ve Yönlendirme Süreçlerinde Gözlenen Sorunlar Ve Çözüm Önerileri. **Türk Eğitim Sisteminde Yeni Paradigma Arayışları**. (s. 58–97) Ankara: Eğitim-Bir-Sen Yayınları.
15. **Pişkin, M.** (2007). Kariyer Başarısı ve Duygusal Zeka. **Meşale Dergisi**, 2, 56–58.
16. Pişkin, M. (2006). Türkiye’de Psikolojik Danışma ve Rehberlik Hizmetlerinin Dünü, Bugünü ve Yarını. İçinde: Muhsin Hesapçoğlu ve Alpaslan Durmuş (Ed.). **Türkiye’de Eğitim Bilimleri: Bir Bilanço Denemesi**. (s. 457–501) Ankara: Nobel Yayın Dağıtım.
17. **Pişkin, M.** (2006). Okul Şiddeti: Tanımı, Yaygınlığı ve Önleme Stratejileri. **Kamuda Sosyal Politika**, 1, 2, s. 45–62.
18. **Pişkin, M.** (2005). Kariyer Planlama Sürecinde Ölçme Teknikleri. İçinde: Recep Varçın (Ed.). **İşletmelerde Kariyer Planlaması**. (s.70–99). Ankara: Ankara Sanayi Odası (ASO) ve A.Ü. İnsan Kaynakları Yönetimi ve Kariyer Danışmanlığı Araştırma ve Uygulama Merkezi (İKDAM) – Mesleki Rehberlik ve Kariyer Danışmanlığı İş Kulübü (MEKDAM) Projesi Yayını.
19. **Pişkin, M.** (2004). İçedönük ve Dışadönük Kişilik Yapısı. İçinde: Yıldız Kuzgun ve Deniz Deryakulu (Ed.). **Eğitimde Bireysel Farklılıklar**. (s.199–238). Ankara: Nobel Yayınları.
20. **Pişkin, M.** (2003). Özsaygı Geliştirme Eğitimi. İçinde: Y. Kuzgun (Ed.), **İlköğretimde Rehberlik**. (s.95–123). Ankara: Nobel Yayınları.
21. **Pişkin, M.** (2003). Turkey. In **Postgraduate Study in Europe FEDORA 2003 Guide**. (pp. 92-94). London: Hobsons Publication.
22. **Pişkin, M.** (2002). Çocuğun Kariyer Planlamasında Ailenin Rolü. İçinde: **2001 Yılı Aile Raporu**. (s.245–272). Ankara: T.C. Başbakanlık Aile Araştırma Kurumu Yayınları.
23. **Pişkin, M.** (2002). School Bullying: Definition, Types, Related Factors, and Strategies to Prevent Bullying Problems. **Educational Sciences: Theory & Practice**, 2, (2), 555-562.
24. **Pişkin, M.** ve Öner, U. (2000). **Görüşme İlkeleri ve Teknikleri**. (X + 243 s.) Ankara: A.Ü. Siyasal Bilgiler Fakültesi ve İİBK Yayınları.