



Sustainable KTU

SUSTAINABILITY REPORT 2025

8 DECENT WORK AND
ECONOMIC GROWTH



www.ktu.edu.tr/sustainability



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Sustainability is one of the most important areas of responsibility shaping our future through its environmental, economic, and social dimensions. Universities are not only institutions that produce knowledge, but also pioneering structures that guide sustainable development and contribute to social transformation.

In line with the United Nations Sustainable Development Goals (SDGs), the development objectives of our country, and the vision of sustainability in higher education, we, as Karadeniz Technical University, place sustainability at the core of our education, research, social contribution, and institutional governance processes.

Throughout 2025, our university carried out significant initiatives in many areas, including quality education, climate action, energy efficiency, scientific research, social inclusion, and regional development. Through projects focused on scientific knowledge production and societal contribution, we continued to support the achievement of sustainable development goals.

This report presents our university's activities in the field of sustainability and our commitment to the future. Guided by science and in collaboration with our stakeholders, we believe that we will continue working towards a more sustainable future.

Prof. Dr. Hamdullah ÇUVALCI

Rector, Karadeniz Technical University





One of the fundamental components of sustainable development is the creation of productive employment opportunities for all and the provision of decent working conditions that uphold human dignity. In this context, Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth aims to promote inclusive, sustainable, and stable economic growth, increase full and productive employment, and ensure decent work opportunities for everyone. SDG 8 particularly prioritizes strengthening the participation of disadvantaged groups—especially youth and women—in the workforce, supporting entrepreneurship ecosystems, encouraging innovative production models, and protecting fundamental rights in working life.

Higher education institutions play a significant role in achieving this goal by educating qualified human resources, supporting research and innovation activities, and developing strong collaborations with industry and the labor market. Universities contribute directly to economic and social sustainability through promoting an entrepreneurial culture, supporting students with practical experiences, strengthening career development processes, and producing knowledge that contributes to regional development.

Karadeniz Technical University conducts comprehensive policies in line with SDG 8 to enhance the employability of its students and graduates, strengthen entrepreneurship capacity, and increase research-based economic contribution. Career planning activities, industry collaborations, entrepreneurship and innovation support mechanisms, student project programs, practice-oriented education processes, and graduate tracking systems implemented within the university constitute the main components of this approach.

This report comprehensively presents the policies, practices, activities, and collaborations carried out by Karadeniz Technical University throughout 2025 within the scope of SDG 8 and aims to document the university's contributions to sustainable economic growth, qualified employment, and the entrepreneurship ecosystem.



Institutional Structure

Karadeniz Teknik University (KTU) has developed an integrated and sustainable institutional structure aligned with SDG 8: Decent Work and Economic Growth. Our university contributes to economic development through its centers operating in the fields of entrepreneurship, innovation, lifelong learning, and youth employment.

The General Secretariat plays a significant role in ensuring that processes related to the working life of academic and administrative staff are carried out effectively, safely, and sustainably in line with the goal of decent work and economic growth. The coordination of human resources processes, in-service training activities, support for employees' professional development, implementation of occupational health and safety practices, and efforts to improve the institutional working environment are conducted under the coordination of the General Secretariat.

The Technology Transfer Application and Research Center (TTM) supports entrepreneurial students and graduates in developing and commercializing their business ideas. Patent processes, university-industry collaborations, project support mechanisms, and entrepreneurship programs are carried out by the center, while pre-incubation and incubation mechanisms provide mentoring and access to investors.

The Career Development Application and Research Center offers support services aimed at enhancing the employability of students and graduates, including career planning, CV preparation, interview techniques, and access to internship and job opportunities. Through collaborations established with public and private sector organizations, students are supported in adapting to the labor market and strengthening their professional competencies.





Institutional Structure

- The Distance Education Center (UZEM) and the Continuing Education Center (SEM) offer online training programs, certificate programs, and professional development courses aimed at improving individuals' digital and professional competencies. By promoting a culture of lifelong learning, these structures contribute to increasing employability and supporting sustainable workforce development.
- The Women and Family Studies Application and Research Center (KAÇAUM) carries out activities aimed at supporting the active participation of female students and graduates in economic life. Through entrepreneurship training programs and awareness-raising activities, the center contributes to strengthening gender equality and promoting women's empowerment in professional and social life.
- The Alumni Relations Coordinatorship is another important structure that supports KTU graduates in their transition to professional life. Through the Alumni Information System, graduates' career development processes are monitored, information about job and internship opportunities is shared, and a sustainable communication network among alumni is maintained. These activities contribute to supporting youth employment and facilitating graduates' adaptation to the labor market.





Competency-Armored Career Journey: KTU Civil Servants Academy

Karadeniz Technical University continues to strengthen its institutional capacity through practices that support the professional development of its employees in line with SDG 8: Decent Work and Economic Growth. In this context, the “Competency-Armored Career Journey: KTU Civil Servants Academy” program stands out as an important lifelong learning model aimed at improving the knowledge, skills, and competencies of administrative staff. Through face-to-face and online training programs, digital learning content, career development modules, and talent pool practices, the program supports personnel in adapting to changing working conditions.

Within the scope of the Civil Servants Academy, training programs on time management, digital skills, occupational health and safety, communication, motivation, and institutional efficiency contribute to enhancing employees’ professional competencies while strengthening productive, inclusive, and sustainable working environments. In addition, reward mechanisms that support employee motivation and institutional belonging encourage personnel to actively participate in institutional development processes. Through these practices, the university makes significant contributions to the development of a qualified workforce, the promotion of a culture of continuous learning, and the support of decent working conditions.



[KTÜ Civil Servant Academy](#)





Competency-Armored Career Journey: KTU Civil Servants Academy



[KTU Civil Servant Academy](https://www.ktu.edu.tr)





Competency-Armored Career Journey: KTU Civil Servants Academy

 DİJİTAL EBEVEYN REHBERLİĞİ DR. ÖĞR. ÜYESİ NESİBE OLGUN KAVAL KARADENİZ TEKNİK ÜNİVERSİTESİ <i>Yetkinlik Zihni</i> KARIYER YOLCULUĞU	 M. TEAMS VE BULUT TEKNOLOJİLERİ ÖĞR. GÖR. YAVUZ KABLAN KARADENİZ TEKNİK ÜNİVERSİTESİ <i>Yetkinlik Zihni</i> KARIYER YOLCULUĞU	 GRUP ÖNÜNDE KONUŞMA T.C. CUMHURBAŞKANLIĞI İNŞAN KATNAKLARI OFİSİ METİN CUDI YARDIMCI ÇAŞGEM <i>Yetkinlik Zihni</i> KARIYER YOLCULUĞU	 BANA DOKUNMAYIN MORALİM BOZUKU ÖĞR. GÖR. ABDULSAMET ÜÇÜNCÜ KARADENİZ TEKNİK ÜNİVERSİTESİ <i>Yetkinlik Zihni</i> KARIYER YOLCULUĞU
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 DOĞRU BESLENİYOR MUYUM? DOÇ. DR. NAZLI NUR ASLAN ÇİN KARADENİZ TEKNİK ÜNİVERSİTESİ <i>Yetkinlik Zihni</i> KARIYER YOLCULUĞU	 DİJİTAL OKURYAZARLIK CUMHURBAŞKANLIĞI UZAKTAN EĞİTİM KAPISI 08.00 30 EKİM -02 NİSAN Video	 HİTABET ETKİLİ SUNUM Doç. Dr. BURAK KÜRCÜ ASİALE ÇİMENTO GENEL MÜDÜR YARDIMCISI CUMHURBAŞKANLIĞI UZAKTAN EĞİTİM KAPISI 08.00 30 EKİM -02 NİSAN Video	 2025-2028 TEMEL İŞ SAĞLIĞI VE GÜVENLİĞİ EĞİTİMİ Çevrim İçi Eğitim ve Sınav Katılımcılar (Farabi Hastanesi ve Diğ. Hekimliği Fakültesi hariç) ✓ Akademik personel (misafir akademisyenler dâhil) ✓ Memurlar ✓ İşçi kadrosunda bulunanlar ✓ Üniversitemizde stajyerlik yapanlar 1-15 Aralık 2025 tarihleri arasında, B.Y.S. (https://isg.ktu.edu.tr:8075/) üzerinden çevrim içi gerçekleştirilecek olan Temel İş Sağlığı ve Güvenliği Eğitimi tamamlayan personelimizin, sınavla katılması zorunludur. * Eğitim videoları, asenkron olarak B.Y.S. üzerinden 7/24 izlenebilecek olup sınav da çevrim içi yapılacaktır. İSGB Koordinatörlüğü 0462 377 37 61 www.ktu.edu.tr/isgb
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KTU Civil Servant Academy





Karadeniz Technical University and the Trabzon Provincial Directorate of the Turkish Employment Agency (İŞKUR) have signed the “Vocational Training Courses Cooperation Protocol for Universities and the Training of Qualified Workforce” in order to enhance the employability of university students and graduates, train qualified human resources needed by the labor market, and improve professional competencies.

Within the scope of the signed protocol, it is aimed to implement practical training programs, professional development courses, and activities that support adaptation to the labor market. This collaboration will contribute to increasing employment opportunities for young people and supporting sustainable development in line with the United Nations Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth.

Within the scope of the “Department, Program and Profession Promotion, Academic Counseling, Career Development and Social Cooperation Protocol” signed between Karadeniz Technical University and the Trabzon Provincial Directorate of National Education, it is aimed to increase students’ career awareness, support their career choice processes, and foster university awareness from an early age. In line with the protocol, it is planned to bring the university’s academic and research infrastructure together with students and teachers, conduct career counseling activities, and organize role model meetings.



[KTU - Trabzon Employment and Labor Agency Protocol](#)

[KTU - Trabzon Provincial Directorate of National Education Protocol](#)





MAKİNE VE KİMYA ENDÜSTRİSİ

35 YEARS

YAPAY ZEKA
MÜLAKAT SİMÜLASYONU

YAPAY ZEKA
MÜLAKAT SİMÜLASYONU



At the ceremony held at the Mechanical and Chemical Industry Corporation (MKE) stand during TEKNOFEST 2025, the protocol was signed by the Rector of Karadeniz Technical University, Prof. Dr. Hamdullah Çuvalcı, and MKE General Manager İlhami Keleş. The ceremony was also attended by MKE Human Resources Director Bilal Ramazanoğlu and KTU Vice Rector Prof. Dr. Ömer Faruk Ursavaş.

The protocol covers joint research activities in critical fields such as Materials Technologies, Underwater and Surface Systems, Rocket and Rocket Fuel Technologies, Unmanned Ground Vehicles, and Drone Systems. In addition, graduate and doctoral programs, consultancy activities, joint use of laboratories, candidate engineering programs, and internship opportunities for students will also be implemented within the scope of the collaboration. The protocol will remain in effect for a period of three years.



Karadeniz Technical University and Ali Osman Ulusoy Tur. Tic. A.Ş. have signed an Educational Services Cooperation Protocol covering the planning and implementation of in-service training programs for company personnel.

Within the scope of the protocol, training programs aimed at contributing to the professional and personal development of Ali Osman Ulusoy Tur. Tic. A.Ş. employees will be planned and conducted under the coordination of the KTU Continuing Education Center (SEM). The training programs, designed in line with the company's needs, will be organized at specified intervals, and separate sub-protocols will be prepared for each program.



Entrepreneurship, Career and Skill-Building Events

Throughout 2025, 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.

HASSAS BECERİLER VE İŞ ARAMA TEKNİKLERİ

Emel ŞAHİNER
İŞ KULÜBÜ LİDERİ
İŞ VE MESLEK DANIŞMANI

TARİH-SAAT
02 OCAK 2025
15.00

ONLINE
Microsoft Teams
<https://bit.ly/3ZjBQnP>

Etkinliğimiz Ücretsiz ve Sertifikalıdır.

Saat: 10.00/17.30
Yer: KTU AKM SALONU

3 Ocak 2025

Yarının İnşası

Atanmış uzman konuşmacılar, ilham verici konuşmalar, yarın inşa... için daha fazla TEDx Karadeniz Technical University etkinliğinde!

TEDx Karadeniz Technical University

@tedaktu
@teda_ktu
@TEDAKTU

**İŞKUR GENÇLİK PROGRAMI
KTÜ BAŞVURU SÜREÇLERİ**

Servet KABA
İşletme ve Ticaret Uzmanı
Yüksek Lisans ve AKADEMYE HAKKINDA

İŞKUR GENÇLİK PROGRAMI
KTÜ BAŞVURU SÜREÇLERİ

İŞ HAYATINDA PROFESYONELLİK

Nuriye KILIÇPAPILAR
İİD Danışmanı, Yönetici ve
Kariyer Koçu, Eğitmen

13 MAY 2025 14.00

Microsoft Teams
<https://bit.ly/3QobWeA>

**DOKKAF'25
KARIYER
FUARINA
KATILMAK
İSTER MİSİNİZ?**

21-22 NİSAN 2025
Giresun Üniversitesi
Güncel Teknolojiler

Katılım Sağlamak İsteyenler KTÜ Kariyer Merkezi ile İletişime Geçebilir

Tel: 0462 377 86 (87-88)

YETENEK HER YERDE

yetenekbilgi.org

GİRİŞİMCİLİK SÜREÇLERİ

EREN YILMAZ
KTÜ Teknoloji Transferleri
Uygulama ve Araştırma
Merkezi

TARİH
26 Mayıs 2025

SAAT
20.00

YER
Microsoft Teams
<https://bit.ly/3QobWeA>

*Etkinlik sonunda katılım belgesi verilecektir.

**Etkili Özgeçmiş
Oluşturma ve İş Arama
Yöntemleri**

Barış KANDİL
İŞ KULÜBÜ LİDERİ
İŞ VE MESLEK DANIŞMANI

TARİH-SAAT
28 Mayıs 2025
11.00

YER
Of Teknoloji Fakültesi
Prof. Dr. Kenan Gelişli Amfisi

Etkinliğimiz Ücretsiz ve Sertifikalıdır.

**Etkili Özgeçmiş Yazma
ve
Europass CV Oluşturma**

Barış KANDİL
İŞ KULÜBÜ LİDERİ
İŞ VE MESLEK DANIŞMANI

TARİH-SAAT
08 Ekim 2025
15.00

YER
Tıp Fakültesi Afet Solmaz
Özoran Amfisi

Etkinliğimiz Ücretsiz ve Sertifikalıdır.

**KARIYER
YOLCULUĞUNA
DOĞRU ADIMLAR**

Neval Toydemir
IT Recruitment
Team Lead
Talent@oun

CV hazırlama, işe alım stratejileri ve yapay zeka ile başvuru süreçleri üzerine Neval Toydemir'den profesyonel ipuçları.

Cumartesi
11 Ekim 2025

Etkinlik saatı
18.00

ktusdc.com



KTU Career Development Application and Research Center Activities





Academic Contributions

Karadeniz Technical University continues its efforts in the fields of education, research, and social contribution in line with SDG 8: Decent Work and Economic Growth. According to the Scopus database, a total of 52 scientific publications related to this Sustainable Development Goal were produced in 2025. In addition, scientific projects conducted at undergraduate and graduate levels, entrepreneurship activities, career events, and sector collaborations are actively ongoing. Career days, vocational training programs, entrepreneurship-oriented activities, and public-industry collaborations organized by the university contribute to increasing students' employability, supporting a qualified workforce, and promoting sustainable economic development.

As a result, through its activities carried out within the scope of SDG 8, KTU not only contributes to increasing qualified employment and supporting decent working conditions, but also plays an important role in promoting sustainable economic growth. The university's activities based on education, research, innovation, and stakeholder collaborations contribute to strengthening regional development, improving the entrepreneurship ecosystem, and preparing young people for professional life with stronger competencies. Through academic studies, practice-oriented activities, and institutional collaborations, KTU continues its determined efforts to support sustainable and inclusive economic growth.



Academic Publications-2025





Sustainable KTU

Prepared by.

Asst. Prof. Gülaycan AKGÖZ
Res. Asst. PhD Seyhan SEYHAN

This publication has been prepared by KTU Office of
Research Coordination