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LOST MINDS: THE BRAIN DRAIN AND SOLUTIONS

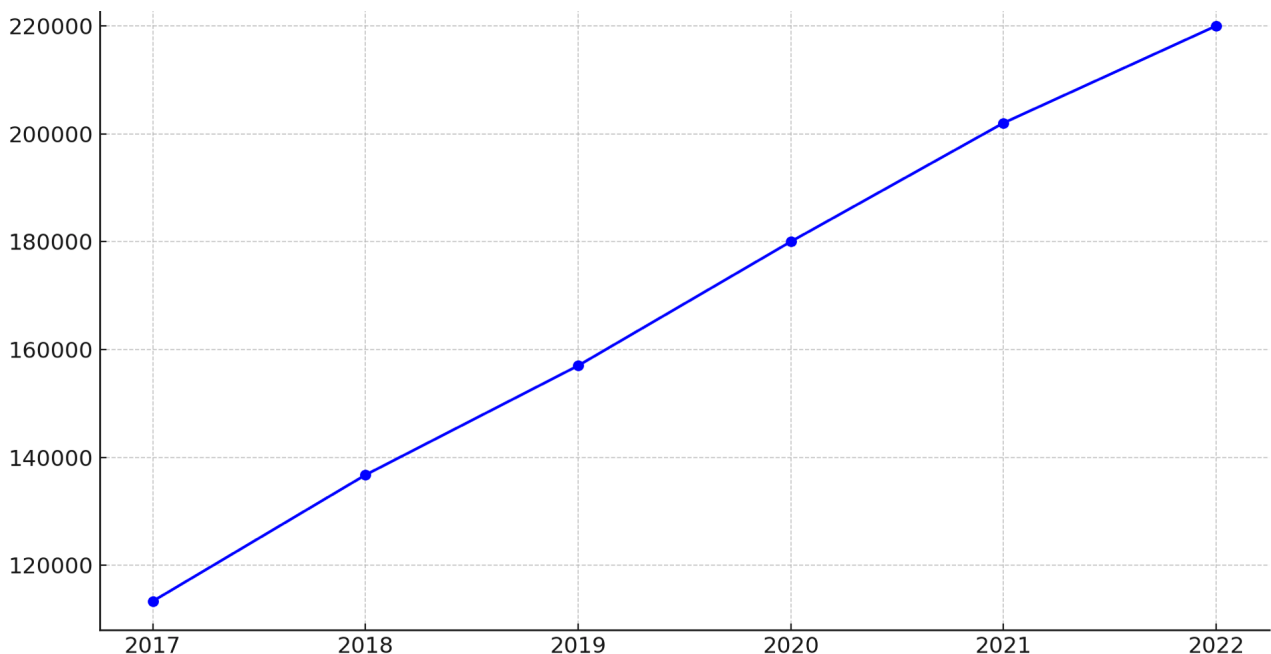
Prepared by University To Career

DELVING INTO THE DEPTHS OF BRAIN DRAIN

The emigration of educated and talented individuals seeking better living and working conditions is one of the greatest losses for societies. Brain drain, particularly for developing countries, poses a significant threat. According to TÜİK, the youth unemployment rate in Turkey reached 20.4% in 2023. This high rate triggers the desire among young people to move abroad. Additionally, OECD reports indicate that 43% of the workforce in Turkey is employed in jobs that do not match their skills, which is a significant driver of brain drain.

TURKEY AND BRAIN DRAIN: A SITUATIONAL ANALYSIS

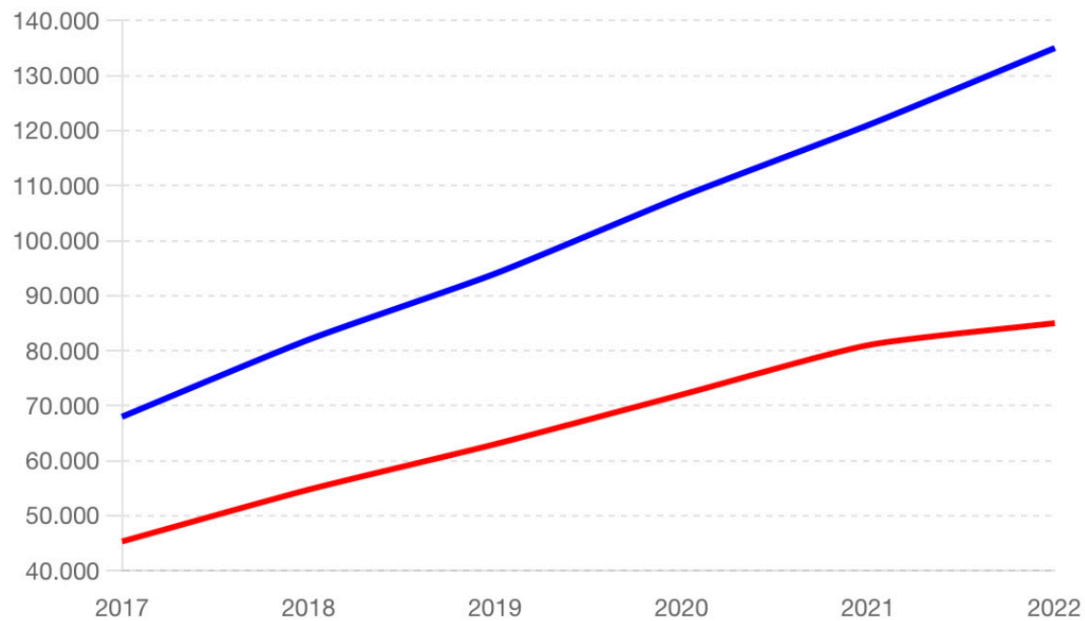
In recent years, the number of highly educated young people leaving Turkey has increased dramatically. Since 2018, the number of people emigrating has risen significantly. In 2017, 113,326 people left Turkey, and this number increased by 63% in one year. Most of those emigrating are between the ages of 20 and 34 and come from educated, urban backgrounds. Countries like Germany and the USA are among the most preferred destinations for Turkish youth. For instance, as of 2019, 24,000 Turkish students were studying undergraduate or postgraduate degrees in Germany, and 15,000 were in the USA.



This phenomenon represents not only individual losses but also significant economic damages to the country. According to Bahçeşehir University Associate Professor Dr. Ulaş Sunata, the cost of brain drain to the Turkish economy is estimated to be over \$230 billion. Brain drain results in economic, social, and cultural losses .

YOUTH UNEMPLOYMENT AND BRAIN DRAIN: THE ROLE OF U2C AND EMLT

U2C (University to Career) and EMLT+AI projects play crucial roles in combating youth unemployment and brain drain. These projects aim to reduce the tendency of young people to go abroad by providing them with job experiences during their education.

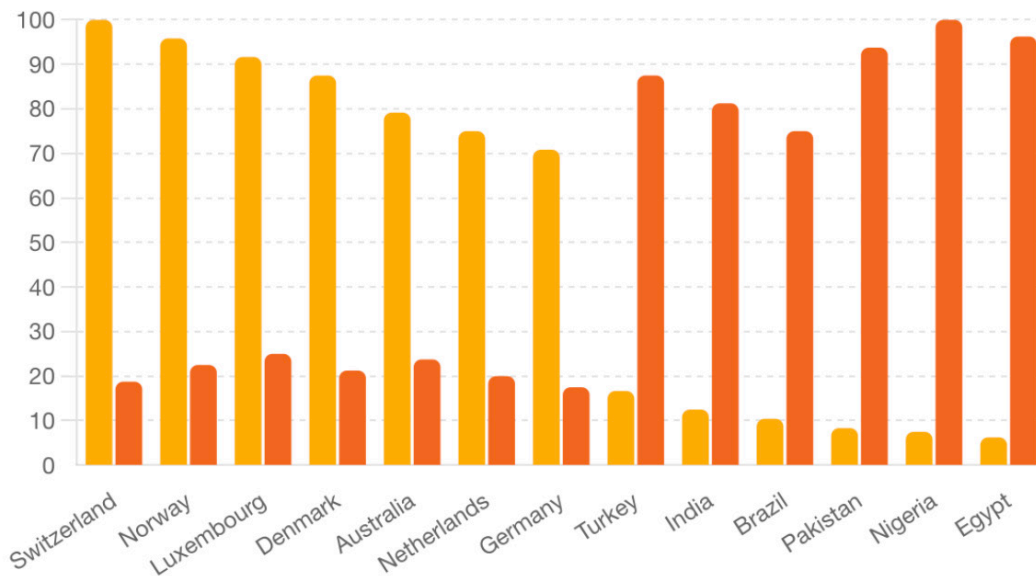


This graph compares the number of young people (aged 18-35) and those over 35 emigrating from Turkey between 2017 and 2022. It shows a significant increase in the emigration of young people compared to the older age group.

- 1. Providing Career Opportunities for Young People:** U2C offers internships and job opportunities in companies, allowing students to gain real work experience during their education. This can reduce the tendency of young people to move abroad. EMLT+AI uses artificial intelligence to guide individuals towards careers that match their skills.
- 2. Mentorship and Guidance:** U2C and EMLT+AI provide support through mentorship programs for young professionals. These mentorship relationships help individuals achieve their career goals and may cause them to reconsider moving abroad.
- 3. Strengthening Relationships with the Business World:** U2C provides young people with early opportunities to meet with the business world, strengthening their relationships with local companies. EMLT+AI directs individuals to local job opportunities.
- 4. Education and Skill Development:** U2C equips young people with the skills needed in the business world, while EMLT+AI analyzes their skills and provides recommendations to address any gaps.

GLOBAL PERSPECTIVE: BRAIN DRAIN AND SOLUTION RECOMMENDATIONS

Brain drain is a problem faced by many countries worldwide. Young people everywhere are leaving their home countries in search of better opportunities. However, some countries have managed to reverse brain drain through innovative strategies.



This graph visualizes the correlation between countries with high and low minimum wages and their brain drain rates. It shows that countries with higher minimum wages tend to experience reverse brain drain, while countries with lower minimum wages tend to lose their skilled workforce.

Reverse Brain Drain Strategies:

- 1. Collaboration with the Diaspora:** Many countries collaborate with their diasporas to create knowledge networks and promote direct investments. For instance, India has strong ties with its diaspora, encouraging knowledge transfer and return investments.
- 2. Incentives for Return:** Israel has successfully attracted overseas scientists back by offering high salaries, tax reductions, and settlement assistance. Such incentives can encourage talented individuals to return to their home countries.
- 3. High-Tech and Research Centers:** China has established high-tech parks and research centers to attract scientists and engineers from abroad. These centers provide advanced research and development opportunities, promoting reverse brain drain.
- 4. International Collaborations:** Germany collaborates with German scientists abroad to facilitate knowledge and technology transfer. Such international collaborations support reverse brain drain.



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