

Nomination: 6531

TALENT ACQUISITION - Achievement in Recruitment

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Turkish Aerospace
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> TALENT ACQUISITION - Achievement in Recruitment
<b>Category</b> B01 - B59 Achievement > B26 - Achievement in Recruitment
<b>Achievement Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> TURKISH AEROSPACE (TUSAŞ), as one of the world's top 100 aerospace companies, is shaping the future by expanding its portfolio of both structural systems and indigenous aircraft (Aircraft, Helicopters, UAVs, Space Systems, Structural Systems) that it has been producing for years.  With the motto "AIMING HIGHER" (Employer value proposition), it (TUSAŞ) has been experiencing unprecedented growth thanks to its 50 years of experience with its workforce that has doubled in the last 5 years, and by attracting new talents every day.  "Recruitment" for TURKISH AEROSPACE encompasses a comprehensive "End-to-End Talent Acquisition Process" that extends beyond simply sourcing, evaluating, selecting, and placing candidates.  This talent acquisition process is carried out by an effective "Talent Acquisition Group" consisting of Human Resources, Learning and Development, R&D, and Corporate Communications professionals.

**b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required**

The success of the Talent Acquisition Group can be categorized under two main pillars: "Map" and "Performance."

**TALENT ACQUISITION MAP**

In talent acquisition map, along with a quick win strategy to address immediate talent acquisition needs, the target group's starting age has been lowered to 6 years old with a long-term strategy for talent acquisition needs that will grow exponentially over the next 50 years and with a groundbreaking concept in talent acquisition communication. It realizes its short, medium, long term Talent Acquisition strategy with "exclusive programs conducted by teams focused on sub-target groups" for all potential talents, from elementary school students to academics at the doctoral stage, while also creating resources for the future to sustain its current record recruitment performance.

For the summary of the Map: Attachment1\_TALENTACQUISITIONMAP

**TALENT ACQUISITION PERFORMANCE**

Our performance success is evidenced by quantitative data, showing how efficiently our Talent Acquisition map works.

Total headcount growth in 2 years: 56%

Total Number of Employees

- December 31, 2020: 8,559

- December 31, 2021: 10,516

- December 31, 2022: 13,398

Recruitment Funnel

- 2021 :

Number of applications: 93,612

Number of interviews: 4,501

Recruitment: 2,179

- 2022 :

Number of applications: 96,304

Number of interviews: 4,777

Recruitment: 3,007

Early Talent Programs / Young Talent Programs

- In 2022, 17,500 students joined the "Future Talents Program."

- In 2022, the annual number of trainee engineers enrolled in our talent programs exceeded 3,500.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

Turkish Aerospace has the strongest map in the sector with its "talent acquisition target groups defined using a map ranging from elementary school level to doctorate level and with talent acquisition programs focused on each sub-target group."

In a field such as highly qualified engineering, where there is fierce competition for talent acquisition, we are struggling both with some other engineering companies at home and with brain drain to developed countries. Despite all these challenges, we were able to satisfy our company's staffing needs and achieve a significant growth of 56% over the last two years!

Despite the challenges posed by the post-pandemic period and economic crisis, we were able to capitalize on the layoffs of major global companies and turn it into an advantage for our company. As a result, we now hold the distinction of being the engineering company in Türkiye with the largest number and proportion of Talent Acquisition!

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

**Webpage Link**

<https://career.tusas.com/> (<https://career.tusas.com/>)

**Would you like to add an additional webpage link?**

**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/16202/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYXkiOiJlIiwiaWF0IjoiYXNjb3RtaWduZWVcmwiOiJGYWxzZSI6ImInbm9yF1POYO9IvUDCao?TALENTACQUISITIONMAP.pdf>)

**Would you like to add an additional supporting document?**

No

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