

Nomination: 8761

LIFT UP Learning Development Programs

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

TUSAŞ-TÜRK HAVACILIK VE UZAY SANAYİİ A.Ş.

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

LIFT UP Learning Development Programs

Category

B01 - B67 Achievement > B67 - Most Innovative Talent Management Program

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Turkish Aerospace, a key player in the global aerospace industry, is dedicated to innovation, collaboration, and talent development with approximately 15,385 employees and a reported revenue of \$1.9 billion, Turkish Aerospace serves as Türkiye's center for aerospace technology, contributing to international projects and enhancing the nation's global profile. The company is a major force within the broader Turkish defense and aerospace sector. Turkish Aerospace holds a strong Stevie Awards record, having been named "Company of the Year - Aerospace & Defense - Large" in both 2022 and 2024. In 2024, its Employer Brand Team also won "Communications Team of the Year." Additionally, the "Women Inspiring the Sky Mentorship Program" and "Children Inventors Science Workshops" secured three awards (one silver, two bronze) in Internal Communication and Community Engagement. The "Turkish Aerospace Future Talents Program" was recognized for Community Engagement in 2022. To cultivate skilled human resources, Turkish Aerospace proactively addresses the talent shortage through strategic programs like the LIFT UP Learning Development Programs. LIFT UP Learning Development Programs tackle the gap between academic theory and practical application, creating a talent pipeline aligned with Türkiye's national aerospace goals and bolstering its competitive global position.

b. Outline the team's or organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Since its 2023 expansion, Turkish Aerospace's LIFT UP Learning Development Programs have achieved significant growth and impact. LIFT UP now engages over 1,000 students from 54 institutions (52 in Türkiye, 2 international) collaborating on 356 aerospace and defense-related projects. This expansion is backed by enhanced financial commitment, with individual project budgets increasing from 20,000 Turkish Lira (approximately \$525.47 USD) to up to 30,000 Turkish Lira (approximately \$788.20 USD). This increased investment, coupled with continuous mentorship, effectively bridges academic theory with industrial practice. Illustrating this momentum, Gazi University project groups, for example, surged from 18 to 47 between the 2022-2023 and 2023-2024 academic years. LIFT UP Learning Development Programs participants gain crucial hands-on experience by accessing advanced infrastructure, including Turkish Aerospace-established research laboratories at partner universities like Gazi and Karadeniz Technical University, significantly boosting their practical skills. Specific program achievements since January 2023 are notable: the LIFT UP+ (Master's) program, which began in 2022, has successfully placed 10 participants in university research laboratory roles. Furthermore, the LIFT UP++ (Doctoral) program, launched in 2023, has already awarded scholarships to 10 individuals. These scholarships include a commitment to at least two years of employment at Turkish Aerospace post-completion. These outcomes underscore LIFT UP Learning Development Plan's success in cultivating professionals ready for immediate contribution, effectively meeting Türkiye's critical aerospace workforce demands and fostering national innovation through a sustainable university-industry collaboration model.

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The LIFT UP Learning Development Programs are uniquely significant for their comprehensive and deeply integrated suite of initiatives fostering industry-academia collaboration, a model that strategically advances Türkiye's aerospace talent by extending these collaborations to universities in Türkiye plus international partners. LIFT UP supports industry diversity. Turkish Aerospace deploys programs (LIFT UP, LIFT UP+, LIFT UP++), each tailored to different academic levels-undergraduate, Master's, and doctoral. This multi-faceted approach creates extensive touchpoints for talent engagement and development, setting it apart from typical graduate schemes or shorter-term internships common in the global aerospace sector.

A cornerstone of this model's innovation is the direct financial investment in student-led research-up to 30,000 Turkish Lira (approximately \$788 USD) per project. This commitment channels resources into tangible R&D outcomes with direct industry application, a significant departure from primarily sponsoring competitions, as comparison with Boeing's initiatives. Students across these programs gain unparalleled access to TUSAŞ's advanced scientific and technological infrastructure and expert mentorship.

The LIFT UP+ program, for instance, is pivotal in deepening research engagement, enabling students to apply advanced academic knowledge in university-based research laboratories and collaborate with faculty on EU-funded project applications. The LIFT UP++ program is particularly revolutionary, aiming to cultivate a significant cohort of 200 doctoral researchers focused on company-defined R&D challenges-a scale of industry-PhD integration designed to be unmatched regionally.

This robust, multi-program strategy for university-industry partnership positions Turkish Aerospace at the forefront of innovative talent development, creating a sustainable model that meets industrial needs and bolsters Türkiye's global aerospace competitiveness.

Figures that mentioned below are shared in the Supporting Document:

Figure 1: Research laboratories established by Turkish Aerospace at partner,

Figure 2: Students from the LIFT UP Learning Development Programs actively conducting projects within universities labs

The consistent output of industry-focused research is documented in the LIFT UP Program Proceedings Books, whose covers are shown in Figure 4. These annual compilations, also accessible via links in Section 5, detail numerous student projects. The encouragement of academic contribution is further exemplified by Figure 5, showcasing a research publication stemming from the LIFT UP Development Programs.

Figure 4: LIFT UP Program Proceedings Books (2020-2024)

Widespread university promotion and direct student engagement are illustrated by Figure 6, representing on-campus presentations. Furthermore, extensive external validation is provided through webpage links detailed in Section 5. These include dedicated TUSAŞ program portals, university-hosted LIFT UP pages, announcements of student achievements and high-level endorsements. These materials collectively prove the LIFT UP Development Programs' unique approach, significant achievements, and broad recognition as a vital platform for fostering innovation and talent.

Figure 6: On-campus presentations and events

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