ERASMUS+ 2027 · THEMATIC PROFILE 07 OF 35

Human-Centric Industry 5.0 and Workforce Skills

Partner Identification Form · Ankara Yıldırım Beyazıt University (AYBU), Türkiye

Why include AYBU in your consortium? Workforce skills for AI-supported, greener industry, with technician training and work-based learning. AYBU is a public university in Ankara with an Erasmus Charter for Higher Education and 28 Erasmus+ cooperation projects in the Commission's project database since 2014, 17 as coordinator. One contact for every thematic profile: Assoc. Prof. Dr. Musab Talha Akpınar, mtakpinar@aybu.edu.tr.

1. Five reasons specific to this theme

1. Vocational programmes in digital transformation electronics, big data analytics and UAV technology with a full in-company semester
2. Survey evidence on generative AI acceptance among energy-sector employees
3. A study comparing organised industrial zones and technology development zones in Türkiye
4. Partner in YouthGreen 5.0 on fair transition, green skills and circular economy
5. Founding partner of Teknopark Ankara with access to technology SMEs

2. Thematic institutional profile

AYBU contributes to the Industry 4.0 and 5.0 agenda through the workforce: how employees accept generative AI, how green and digital practices change performance in small firms, and how technicians are trained. Its vocational school runs programmes in digital transformation electronics, big data analytics and unmanned aerial vehicle technology with a full in-company semester, and it is a partner in the youth project YouthGreen 5.0 on fair transition with green skills. Engineering faculties and Teknopark Ankara connect this work to industrial practice.

Relevant faculties, departments and centres

- Vocational School of Technical Sciences
- Faculty of Engineering and Natural Sciences (Industrial Engineering)
- Business School
- Teknopark Ankara and Technology Transfer Office

Research and training infrastructure

- '3+1' vocational model with one full semester in companies
- Workplace-practice protocol with a defence-technology company (2026)
- Teknopark Ankara

3. Relevant previous projects

Project number	Title	Action	Call	AYBU role	EU grant (project)	Status
2025-1-TR01-KA220-YOU-000352941	YouthGreen 5.0 – Fair Transition with Green Skills and Circular Economy	Cooperation partnerships in youth	2025	Partner	EUR 250 000	Ongoing
101244836	BIAD - AI-Enabled Skill-Building for Tourism and Hospitality: Bridging the Industry-Academia Divide	Alliances for Education and Enterprises	2025	Partner	EUR 1 489 605	Ongoing

Source: European Commission, Erasmus+ project lists, export of 19.11.2026. Grant = total EU grant of the project as awarded.

4. Key academic experts

Expert	Unit	Relevance to this theme	Profile
Assoc. Prof. Dr. Vildan Ateş	Business School – Management Information Systems	Generative AI acceptance among energy-sector employees; smart grid management maturity	AVESIS
Assoc. Prof. Dr. Emre Burak Ekmekçioğlu	Business School – Management (Management and Organisation)	Employee behaviour, creativity and career success in technical professions	AVESIS
Asst. Prof. Dr. Mustafa Ünsalan	Business School – Management (Marketing)	Comparison of organised industrial zones and technology development zones	AVESIS
Assoc. Prof. Dr. Semih Ceyhan	Business School – Management (Management and Organisation)	SME adaptation to technological turbulence; green information systems	AVESIS
Assoc. Prof. Dr. Abdullah Orman	AYBU	Head of Computer Technologies; curriculum and delivery of technician training (AYBU PIF 2026)	AYBU record

Assoc. Prof. Dr. Vildan Ateş. Associate Professor of Management Information Systems at the AYBU Business School, with sixteen years of earlier IT practice. Her recent studies measure AI literacy among university students, AI anxiety among vocational school students and generative AI acceptance among employees; she also publishes on data governance, trust in e-government and cloud security and took part in the Digital Türkiye Index project. Teaching covers courses in the English-taught Management Information Systems programme. Research record on AVESIS: 91 publications (9 in Scopus), 11 theses supervised.

Assoc. Prof. Dr. Emre Burak Ekmekçioğlu. Associate Professor of Management and Organisation and Vice Dean of the AYBU Business School, with 23 Scopus-indexed publications and a Scopus h-index of 9. He studies leadership, knowledge sharing, green human resource management and employees' environmental behaviour, mostly in small and medium-sized enterprises, and teaches organisational behaviour and teamwork. His survey and modelling expertise supports needs analysis and impact evaluation. Teaching covers organizational Behavior; Team Work and Group Dynamics. Research record on AVESIS: 71 publications (23 in Scopus), Scopus h-index 9 (262 citations), Google Scholar h-index 19.

Asst. Prof. Dr. Mustafa Ünsalan. Assistant Professor of Marketing and Deputy Head of the Department of Management at the AYBU Business School, with a doctorate from Marmara University and an MBA from the University of New Haven. He studies AI in marketing, brand loyalty, consumer response to information and destination marketing, and has worked on projects about SME internationalisation, destination promotion and university–business cooperation. Teaching covers marketing courses. Research record on AVESIS: 38 publications, Google Scholar h-index 5 (158 citations), 3 projects, 8 theses supervised.

5. Keywords

Industry 5.0 · human-centric industry · workforce upskilling · generative AI at work · technician training · work-based learning · digital transformation electronics · big data analytics · organised industrial zones · technology development zones · green skills · fair transition · employee technology acceptance · smart manufacturing awareness · skills gaps

6. Alignment with Erasmus+ 2027

Digital and green transitions in the world of work; attractiveness and labour-market relevance of VET; European Strategy for VET 2026–2030.

Relevant 2027 action	Deadline (Brussels time)	Grant per project	Role AYBU can take
Cooperation Partnerships in vocational education and training	9 March 2027, 12:00 Brussels time	Lump sum EUR 120 000, 250 000 or 400 000	Coordinator and partner
Alliances for Innovation	14 September 2027, 17:00 Brussels time	EUR 1 000 000 for a 2-year project, EUR 1 500 000 for a 3-year project (Lot 1); EUR 4 000 000 for a 4-year project (Lot 2) (Guide p. 322)	Partner or work-package leader; coordinator for a focused Lot 1
Centres of Vocational Excellence	16 September 2027, 17:00 Brussels time	Topic 1: up to EUR 4 000 000 per project; Topic 2 (European Community of Practice for CoVEs, one project): up to EUR 1 500 000 (Guide p. 288)	Coordinator (building on the 2026 application) or partner
Cooperation Partnerships in youth	9 March 2027, 12:00 Brussels time	Lump sum EUR 120 000, 250 000 or 400 000	Coordinator and partner
Capacity Building in Vocational Education and Training	12 May 2027, 17:00 Brussels time	Up to EUR 500 000 per project (Guide p. 348)	Coordinator or partner

7. What AYBU can contribute

Contributions described here are potential contributions based on verified institutional capacity; they become commitments only in a signed proposal. Named experts are proposed on the basis of their published work and their participation in a given proposal is subject to their confirmation.

Potential project objectives

- Prepare technicians and employees for AI-supported workplaces
- Combine digital and green skills in industrial training

- Strengthen cooperation between training providers and industrial zones

Potential activities

- Employer surveys in industrial zones on skills gaps
- Short training units on AI tools for technicians
- Work-based learning schemes with companies
- Guidelines for human-centric technology introduction

Work packages AYBU could lead or co-lead

- Skills gap analysis
- Training units and trainer capacity
- Work-based pilots
- Recommendations for industry and VET

Training modules AYBU could deliver

- Generative AI for technicians
- Data literacy on the shop floor
- Green and digital skills for a fair transition

Potential deliverables

- Skills gap report for industrial SMEs
- Modular training units
- Work-based learning guide
- Human-centric technology adoption guidelines

Potential pilot activities

- Training units piloted in the vocational school's in-company semester
- Employee acceptance study in partner companies

Target groups AYBU can reach

- VET learners and technicians
- Employees of industrial SMEs
- Trainers and in-company tutors
- Managers of industrial zones

Expected institutional contribution

- Employee acceptance and skills surveys
- VET delivery and work-based pilots

- Training design
- Links to Teknopark companies
- Impact measurement

8. Management, quality and dissemination capacity

EU projects at AYBU are run by academic project teams with support from the Business School's projects office and the Competitiveness and Innovation Research Centre (REKMER). Financial administration follows Turkish public financial management and control legislation (Law No. 5018); EU grants are kept in dedicated project accounts and the university is subject to external audit by the Turkish Court of Accounts. In the Commission's project database AYBU appears in 28 Erasmus+ cooperation, policy and Jean Monnet projects from call years 2014–2026, 17 of them as coordinator; 9 are running today.

For each project AYBU proposes a quality plan with internal peer review of deliverables, milestone monitoring and partner feedback surveys. The university operates an institutional quality management system under the national Higher Education Quality Council framework, and Business School staff include an accredited external evaluator of that Council.

AYBU disseminates through its institutional website and faculty pages, official social media accounts, a community of more than 26 000 students and about 2 600 staff, its partner universities and its links with ministries, municipalities, chambers and Teknopark Ankara. Multiplier events and training activities can be hosted on its Ankara campuses, and online courses can be delivered through the Distance Education Research Centre.

Results can be sustained through courses in degree programmes, certificate programmes of the Continuing Education Centre, online delivery by the Distance Education Research Centre and follow-up funding from national programmes such as TÜBİTAK. Open publication of materials is the default.

9. Partners we would like to work with

- Industrial companies and zones
- VET providers
- Engineering faculties
- Chambers of industry
- Trade unions and employer associations

10. Organisation identification

Legal name (national language)	ANKARA YILDIRIM BEYAZIT ÜNİVERSİTESİ
Legal name (Latin characters)	ANKARA YILDIRIM BEYAZIT UNIVERSITESI
Name in English	Ankara Yıldırım Beyazıt University (AYBU)
Organisation ID (OID)	E10137893
PIC	952723525
National / fiscal ID	9600521531
Type of organisation	Higher education institution (tertiary level); Public (state) university; non-profit

	public body
Erasmus Charter for Higher Education	Erasmus Charter for Higher Education holder — Erasmus code TR ANKARA15
Established	21 July 2010 (decision published in the Official Gazette)
Registered address	AYBÜ Etlik Milli İrade Binası, B-Blok, Ayvalı Mah. Gazze Cad. No: 7, Etlik, Keçiören, 06010 Ankara, Türkiye
Main campus	Esenboğa Merkez Külliyesi, Dumlupınar Mah., 06760 Çubuk / Ankara
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11. Institutional representative and contact

Legal representative

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12. Links

- University: https://aybu.edu.tr
- Business School: https://aybu.edu.tr/isletme/en
- Academic profiles (AVESIS): https://avesis.aybu.edu.tr
- AYBU projects in the Erasmus+ project database: https://erasmus-plus.ec.europa.eu/projects

Data verified on 20.11.2026. Institutional figures from aybu.edu.tr and AYBU records; project data from the European Commission's Erasmus+ project lists; staff data from AVESIS.