

Hayırlı Sabancı English Chance Program

Equity in Action:

Advancing
Employability
Through
Language,
Skills and
Confidence



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Executive Summary

This report examines the social impact of Hayırlı Sabancı English Chance Program, designed and implemented by Esas Sosyal, the social investment unit of Turkey's leading investment and wealth management group, ESAS.

The late Şevket Sabancı and his family founded Esas in 2000 and Esas Sosyal in 2015 to manage social investments. Since then, Esas Sosyal has implemented sustainable and measurable social investment programs that have supported the school-to-work transition of nearly 2,000 youth (as of 2025) and mobilized a diverse ecosystem of 5,000, including NGOs, private sector partners, and others committed to ensuring equal opportunities in employment for youth in Türkiye.

The social investment programs of Esas Sosyal target a central challenge for youth employment in Türkiye: ensuring equal opportunities. Thousands upon thousands of youths, many of whom are the first in their families to attend university, graduate from schools which are lesser known or preferred by employers. Hayırlı Sabancı English Chance (HSEC) offers carefully selected high-potential youth intensive English training and professional development opportunities to enhance their employability and ease their school-to-work transition.

The SROI (Social Return on Investment) analysis, commissioned by Esas Sosyal and conducted by consulting firm S360, evaluated the 3rd cohort of the English Chance Program using this methodology. SROI is a form of social cost-benefit analysis that quantifies intangible social outcomes by expressing the story of change using monetary values. SROI identifies program outcomes for key stakeholders, measuring impact as the change in those outcomes attributable to the intervention. For example, an impact ratio of 2:1 means an investment of one unit generates two units of social value.

The high-level summary of outcomes is as follows:

- The program effectively improves English proficiency—a major barrier to employment for

university graduates—and supports participants' transition to the workforce.

- Participants expand social and professional networks, build job-relevant skills, and gain both tangible tools—such as CVs, motivation letters, English certificates—as well as intangible assets like confidence, self-perception, assertiveness, and a clear sense of direction to help them pursue their goals.
- The program's supportive, accessible management fosters trust and inclusion; participants feel seen, heard, and empowered to share personal challenges. This strong relationship with the project team creates a sense of belonging, prompting many to remain as contributors beyond the role of beneficiaries.

Overall, the program's holistic design extends beyond language instruction to support personal and professional development, demonstrating a broader impact on youth employability and contributing meaningfully to the mission of equal opportunity. The program addresses the specific needs of its target group. By focusing on students from lesser-known universities—often viewed, by society and themselves, as “less successful”—it provides an inclusive, accessible, and transformative experience.

For 2023–2024, the Social Impact Assessment found that every 1 TL invested in the program generated 6.6 TL in social value. While SROI ratios vary across projects and are not directly comparable, a ratio above 1:1 is generally seen as successful. The 6.6:1 return of the Hayırlı Sabancı English Chance Program reflects a strong positive impact, delivering substantial social value beyond its cost.

Introduction & Background

About Esas Sosyal

Esas Sosyal, the social investment arm of Esas Holding, was established in 2015 by the late Şevket Sabancı and his family, driven by a vision to give back to society and a commitment to the company's value of responsible citizenship.

Promoting Equal Opportunities in Youth Employment

Since its founding, Esas Sosyal has implemented sustainable, measurable social investment programs targeting a key challenge in youth employment in Türkiye: Equal opportunities. To date, it has supported the school-to-work transition of nearly 2,000 youth (as of 2025) and mobilized a diverse ecosystem of 5,000 NGOs, private sector partners, and others committed to advancing equal employment opportunities for youth in Türkiye.


Second-Tier University Graduates Face Greater Challenges in School-to-Work Transition

In Turkey, university graduates face the highest unemployment rates, **with one in four recent graduates unemployed**. Graduates from second-tier universities are especially disadvantaged, often overlooked in hiring processes and facing longer unemployment periods—**averaging 15 months**. Many **are first-generation university students** relying on scholarships to fund their education.

These students typically lack access to **preparatory courses, internships, professional networks, and essential workplace skills**. **English proficiency** is another major barrier, a critical qualification and a key signal of employability in Turkey. Yet, **42% of university graduates have little to no English proficiency**. The challenges often persist after graduation. Many struggle to secure jobs aligned with their education and potential, settling for low-paying, unskilled positions or returning to hometowns with limited prospects.

Solution Models

Esas Sosyal works to break this cycle, working to break the cycle of long-term NEET status (Not in Education, Employment, or Training), supporting youth in entering and advancing early careers as **well-equipped, confident individuals**. The first solution model, **Şevket Sabancı First Chance Program**, launched in 2016, promotes equality, diversity, and inclusion in youth employment by enabling recent graduates to gain **their first work experience in NGOs**. The second solution model, **Hayırlı Sabancı English Chance Program**, started in 2021, offers a comprehensive, one-year English language development program to tackle one of the most critical barriers to youth employment. Since 2022, **Alumni Program** has **strengthened Esas Sosyal's graduate network**, fostering **equal opportunity** and **youth representation** through ongoing solidarity and engagement among Şevket Sabancı First Chance Program graduates.

A black and white portrait of Hayırlı Sabancı, an elderly woman with short, dark hair, wearing a white textured jacket over a black top with a large bow. She is looking slightly to the right with a gentle smile. The background is blurred, showing what appears to be a staircase railing.

**Young people
should remember
that learning has
no age limit. With
perseverance, they
can build on past
progress and raise
its value to new
heights.**

Hayırlı Sabancı

Esas Sosyal
Board of Trustee Member

Hayırlı Sabancı English Chance Program

Hayırlı Sabancı English Chance Program is an innovative social investment initiative that provides English language education in three levels of live online classes for 12 months, with the mission of supporting young people, especially those studying at lesser-known state universities, as they transition from school to professional life.

Program Offers

 144 hours of ENGLISH TRAINING <ul style="list-style-type: none">- Online & live instruction- Classes taught by native speakers	CAREER DEVELOPMENT <ul style="list-style-type: none">- MS Office- CV preparation- Mock interviews (Turkish and English) 	 ENGLISH CERTIFICATE <i>by Berlitz</i>
ADDITIONAL SUPPORT <div>Social & Networking Events </div> <div>Buddy Support </div>		CERTIFICATE OF PARTICIPATION <i>by Esas Sosyal</i> 

Education Partner



English education is provided by **Berlitz**, a leading language school in Türkiye and a global institution operating in **74 countries**. Among Berlitz programs worldwide, **Hayırlı Sabancı English Chance Program** achieves the **highest attendance rate** and is recognized as a best practice.

The SROI of Hayırlı Sabancı English Chance Program

SROI Methodology

SROI (Social Return on Investment) is a framework for measuring and accounting for the social, environmental, and economic value created by a program or organization. It functions as a type of social cost-benefit analysis, identifying effects on key stakeholders and expressing the story of change in monetary terms. Impact is measured by assigning social outcomes to financial proxies, enabling calculation of a benefit-cost ratio—for example, a 2:1 ratio indicates that \$1 invested delivers \$2 in social value.

Key Principles

Involve stakeholders: Those who experience change from the program are best positioned to identify and describe its outcomes.

Understand what changes: SROI aims to capture specific changes in the lives of primary beneficiaries. A “pre-and-post” perspective is often used to assess the effects of the program on stakeholders.

Value the things that matter: SROI captures unique value propositions by assigning financial proxies to outcomes that lack direct market values. Many outcomes go unrecognized because they are not traded in markets; SROI enables these to be captured through monetary valuation.

Only include what is material: Not all outcomes are equally relevant; SROI includes only those necessary to present a true and fair account of impact.

Do not overclaim: SROI ensures that outcome and impact claims are directly linked to the program's contributions, excluding effects caused by external factors.

Be transparent: The method requires clear communication of the process to all stakeholders and open disclosure of both positive and negative data.

Verify results: Outcome data are cross-checked and verified through multiple sources to ensure accuracy.

Research Process

Scope and Stakeholders: The analysis covers the third term of Hayırlı Sabancı English Chance Program (May 2023 – May 2024). Among five stakeholder groups—youth participants, alumni buddies, Berlitz (English education partner), volunteer professionals, and the Esas Sosyal team—youth participants are identified as the primary beneficiaries. See Appendix 2 for details.

Data Collection: S360 interviewed 26 stakeholders to explore program experiences, training content and format, impacts, and improvement areas. Insights on design, implementation, and participant outcomes which informed the theory of change.

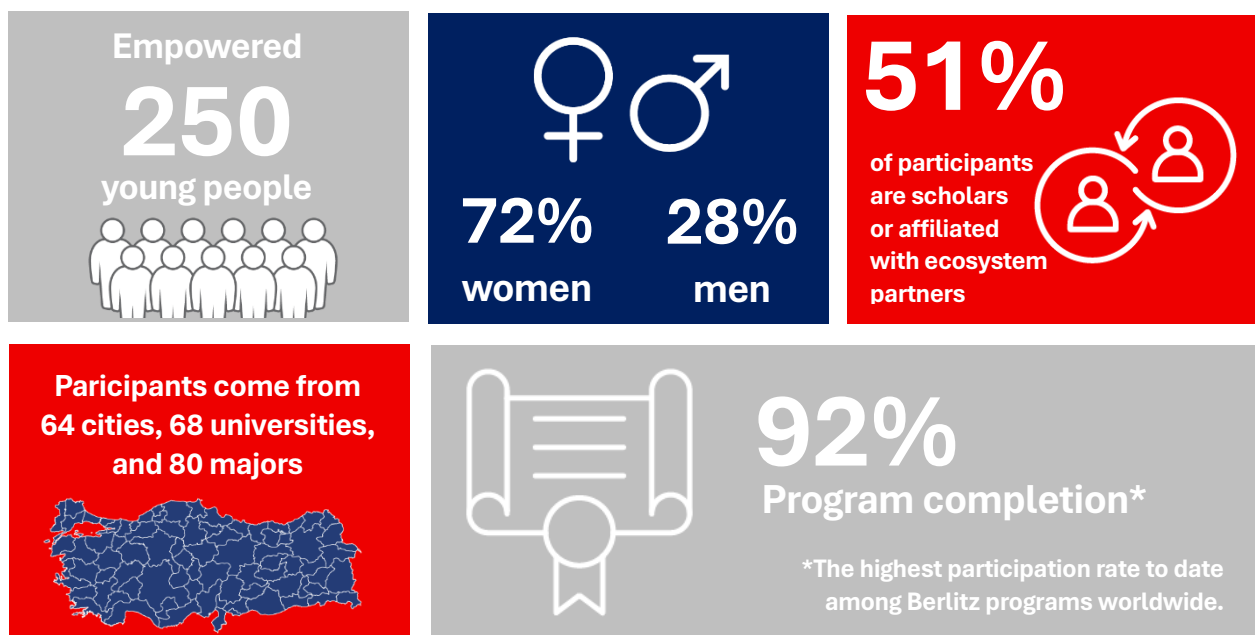
Theory of Change: The theory of change maps how the program achieves its goals, linking inputs, outputs, and outcomes. Interviews identified eight key outcomes for youth participants resulting from program participation.

Quantifying Impact and Calculating SROI: Surveys assessed the extent of change among participants. Financial proxies valued these changes, with adjustments for deadweight and attribution were applied to avoid overestimation. The SROI ratio was calculated by dividing the total social value created by the program's costs, showing the social return per 1 TL invested.

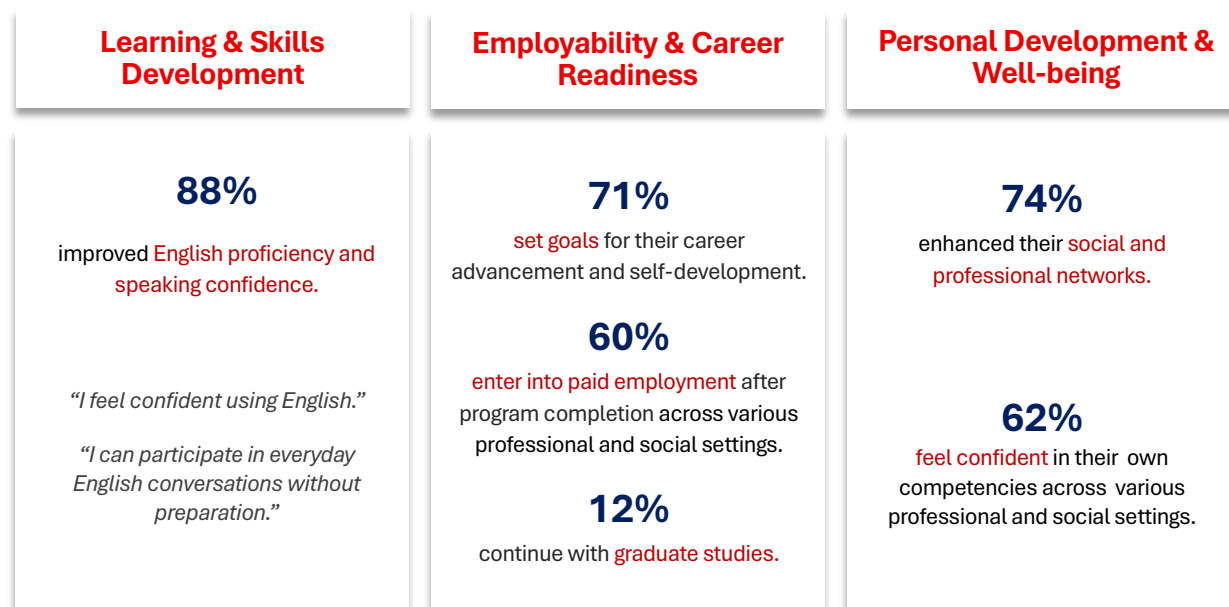
Program Outputs

In its third implementation period (2023-2024), the program achieved significant results, demonstrated by diverse participant engagement and measurable progress toward its objectives.

Program in Numbers



After the Program



Program Outcomes

Theory of Change

The theory of change shows how the program achieves its goals through an impact map that links inputs, outputs, and outcomes. Interviews identified eight key outcomes for youth participants—the program’s primary beneficiaries—resulting from their participation.

English Proficiency and Speaking Confidence

Participants develop effective, fluent English skills for social and professional settings, gaining confidence, competence, and expressiveness.

Employability

Participants acquire skills, certification, and job search abilities that enhance their employment readiness and potential.

Socialization and Building Professional Connections

Participants build meaningful relationships with peers and professionals, develop engagement skills, and establish long-term networks.

Broadened Perspectives

Participants broaden their perspectives by regularly interacting with peers from diverse cities, cultures, and academic backgrounds.

Professional Motivation

Participants become more intentional in shaping their careers, recognizing their strengths and identifying opportunities to apply them.

Self-discipline

Participants maintain commitment to their goals despite challenges, manage time effectively, stay focused, and take ownership of their learning.

Self-esteem

Participants recognize their value, experience respect and care, and receive positive feedback, fostering improved self-perception and social standing.

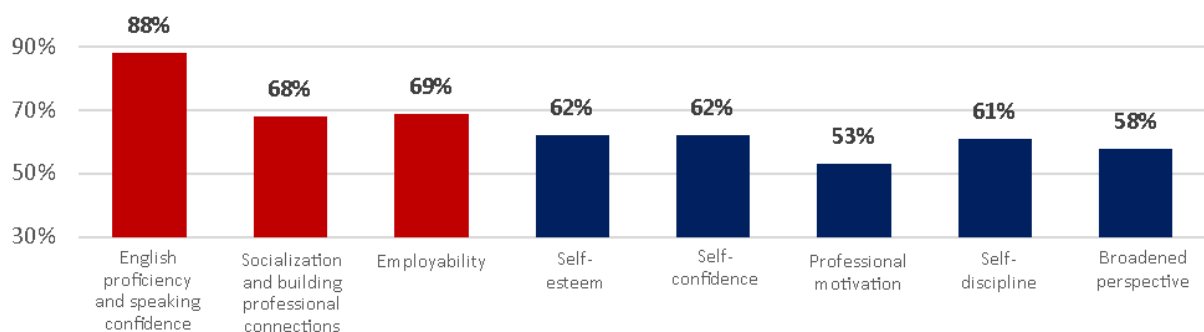
Self-confidence / Self-efficacy

Participants build confidence in applying their skills across contexts and gain the courage to express themselves, share ideas, and increase visibility in social and professional settings.

Key Areas of Impact

Participants experienced significant changes across all outcome areas. The most meaningful improvements were in English proficiency and speaking confidence, followed by increased employability, socialization, and professional networking. Positive changes also occurred in self-confidence, self-respect, self-discipline, and broadening of perspective, areas not directly targeted by the program. Professional motivation showed the lowest rate of significant change, likely because motivation was a key selection criterion. Still, over half the participants reported improvement in their professional motivation, reflecting the program's added value. Overall, participants improved language skills and became more professionally prepared through career events and training.

Participants Experienced Significant Change (%)



Key Areas of Impact: In-Depth Analysis

The English Chance Program offers a well-rounded development experience that extends beyond English proficiency. It effectively supports university students—who complete the program close to graduation—as they transition to the next stage, such as employment or further studies.

1. The program successfully met its goal of strengthening English proficiency, a major barrier for university graduates entering the workforce. Participants report improved comprehension in various contexts, increased speaking confidence, and the ability to navigate everyday situations without preparation. Focus groups revealed that the program's speaking-based curriculum allowed participants to experience English as a tool for expression and connection, not just as an academic subject. Sharing personal stories further reinforced language acquisition.

“No matter how insecure you feel about speaking English, the program draws you in. I used to study English with fear and struggled to speak. Now, when English is needed, my friends ask me to do the talking.”

“It felt great that our teachers and classmates knew us personally. I think the key to learning a language is feeling safe to express yourself, and the program gave us that.”

2. The program supports participants in their transition to employment by helping them develop job-relevant skills and expand social and professional networks. Throughout the program, young people benefit from training and activities such as MS Office workshops, Turkish and English interview practices, and CV writing sessions—skills they believe will attract employers' attention and open new opportunities. Additionally, expert-led sessions and end-of-course events enhance their professional connections. Meeting peers from diverse cities, academic backgrounds, and cultures also help participants build new, lasting networks. A concrete outcome of this support is that many participants nearing the end of their undergraduate education successfully transition to professional or academic paths—60% secure employment, and 12% pursue graduate studies. In doing so, the program advances equal opportunity and increases the employability of students from lesser-known universities who often face additional barriers.

“The mock interviews during the program really helped. After graduating, I used everything I learned and landed a job in Qatar. I truly believe English Chance made this possible.”

“I knew improving my English was important but, in the program, I also learned how valuable networking is. Here, we find support—from job postings to applications. It's been great preparation for professional life, and now I actively make time to build my network.”

“The detailed English certificate I received made my manager take notice during onboarding. Hearing him saying, ‘Ayşe is someone who actively invests in her growth,’ made me feel proud and validated all the hard work I had put into the program.”

3. The program equips participants with tangible tools, such as CVs, motivation letters, and English certificates, and intangible assets like confidence, self-perception, assertiveness, and a sense of direction to help them pursue and reach their goals. The intangible outcomes, such as self-confidence, self-discipline, broadened perspective, and motivation, create social value comparable to the direct income effects of employment. Over 12 months, participants build key skills through activities like public speaking, disciplined study, and time management, while learning to overcome many challenges. Taking on tasks alongside their training strengthens their competencies: 61% report improved self-discipline, 58% gained new perspectives on life and career paths, and 62% say their self-confidence grew. This motivates them to pursue goals once considered out of reach. Meanwhile, participants felt seen, valued, and supported by the team and their peers, especially during difficult moments, with 62% reporting improved self-esteem. These experiences collectively strengthen participants' self-belief, cultivating capable, resilient, and self-aware individuals prepared holistically for both professional and personal life.

“I used to hold back from speaking up, but the program helped me discover my voice and boost my confidence. As a future teacher, that made a huge difference in my life.”

"I had always dreamed of studying abroad but never took concrete steps. After trainings, I gained the confidence to move forward step by step—writing my CV, building my LinkedIn profile, drafting motivation letters—and finally completed my application for graduate studies."

"The program's requirements could have felt overwhelming alongside other responsibilities. However, I was eager to attend the classes and keep up with them. Over time, I learned to set clear goals and plan my life more intentionally."

4. The program successfully integrates participants into the Esas Sosyal ecosystem. Many express a desire to give back and stay connected as contributors, extending social value beyond individual benefits. Qualitative data shows the program's supportive and accessible management style plays a crucial role in this transformation. Participants felt seen and valued, able to share personal challenges and voice their needs. The trust-based relationship with the project team empowered full individual participation. Esas Sosyal's direct engagement with youth fosters a strong sense of belonging. Participants remain connected after graduation: 52% maintain contact with peers, 45% attend post-graduation events, and 46% volunteer as peer mentors. This sustained interaction and mutual support build a foundation for lasting impact.

"I reconnected with a friend from the program while studying for my master's in Poland. We still meet to share our experiences. This isn't just a language course—it's a powerful network that stays with you."

"After the program, I became a buddy to a new participant because I wanted to support and encourage a peer facing the same shyness I once felt. I'm grateful to still be part of this network." - Alumni from a previous cohort."

"I've stayed connected to the Esas Sosyal ecosystem even though I lost touch with most programs I joined previously—I still engage Esas Sosyal through every post and event. I reach out to alumni without hesitation and always receive kind, supportive responses."

Voices From the Ecosystem

Participant Perspectives

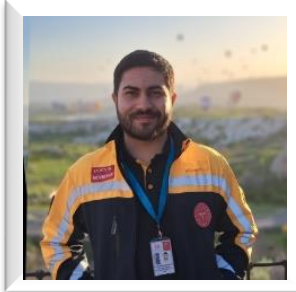


Fevziye Ecem Durukan

Engineer, Turkish Aerospace

Bsc in Mechanical Engineering at Eskişehir Osmangazi University

The most valuable thing the program gave me was confidence. I used to struggle with learning English and it had become something that affected my self-esteem. The program helped heal. The best part was the process was enjoyable—I simply had fun and followed the lessons regularly. I improved my English, gained confidence to express myself better, and grew as a person. It was a wonderful opportunity.

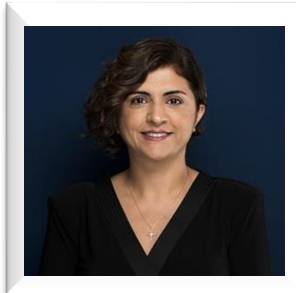


Eşref Bilge Uğurlu

Medical Doctor, Nevşehir State Hospital // B.Med, Ataturk University (Erzurum)

This program made it possible for me to use English in my profession and gave me the confidence to pursue my career goals on an international level. I work as a public service doctor on an emergency ambulance in Cappadocia, where I use English to care for foreign patients. I can now follow international medical publications and communicate confidently with professionals from around the world. Most importantly, I passed the language exam required for medical specialization—without any extra preparation. Opportunities like this are usually limited to students at top universities in major cities. But through this program, I was able to access them right here in Anatolia.

Stakeholder Perspectives



Özlem Akgün Eşmeler

Director, Esas Sosyal

Since its foundation, Esas Sosyal has shaped its social investments with research as our guiding compass. Insights from our studies and the experience gained through our first program, *Şevket Sabancı First Chance*, led us to address another major challenge young people face in transitioning to employment: the language barrier. The launch of *Hayırlı Sabancı English Chance*, marked a milestone in deepening the social impact we strive to create. The support we receive from organizations and corporate partners in helping us provide equal opportunities for youth is incredibly valuable. Our goal is to join forces and bring hope to even more young people.



Çağdaş Kardaş

General Manager, Berlitz

We are excited to continue our partnership with *Hayırlı Sabancı English Chance Program* in its third year. Over this time, we've seen clear progress in participants' language skills and cultural awareness. At Berlitz, participants don't just learn a foreign language—they also gain the ability to build bridges between cultures. We're proud to support their growth through the dynamic and interactive learning environments we provide. Participant feedback helps us continually improve our training, while ongoing innovations allow us to further enhance the program and the support we offer.

SROI Ratio Calculation

In the first section of the report, the changes created among the project stakeholders, as detailed, are assigned a financial value using the Social Return on Investment (SROI) method, which is a step to calculate the social value created per 1 TL investment in the project. The SROI value is determined by dividing the financial value of the created impact (in TL) by the amount of investment (in TL), thus calculating how much social impact is generated per 1 TL of investment.

Using the SROI methodology, the total social value obtained through Hayırlı Sabancı English Chance Program is calculated as **21,971,396 TL**. For further details see **Appendix 4**.

The investment made in the program for the 2023–2024 period is calculated to be **3,330,095 TL**. This amount covers the cost of a three-level English course provided in partnership with Berlitz, additional trainings and events organized for young participants, personnel expenses of Esas Holding teams, the financial value of volunteer-based efforts, and communication-related expenditures.

The result shows that for every 1 TL invested in the project, a social value of 6.6 TL is created. According to the SROI methodology, any ratio of 1:1 or above is considered a success, as it indicates that every 1 TL invested in the project generates at least 1 TL of social value. The evaluation results show that the Hayırlı Sabancı English Chance Program has successfully achieved its intended impact and has generated **social value beyond the financial investments made**.

Value Created (TL)	21.971.396
Investment Made (TL)	3.330.095

An investment of
1 TL in generates

6.6 TL

social value

Conclusion

This report presents the social impact findings of the Hayırlı Sabancı English Chance Program, initiated by Esas Sosyal in 2021 to address key barriers to youth employment in Türkiye: unequal access to opportunity. The program offers one-year English language education through live online classes, alongside professional development support and access to a supportive youth network. It focuses on students from lesser-known state universities, helping them build the skills and confidence needed to transition successfully into professional life.

The social impact of the program's third term (May 2023–May 2024) was assessed using the Social Return on Investment (SROI) methodology, capturing the wider value created for stakeholders. Primary beneficiaries—youth participants—reported significant improvements in English proficiency, self-perception, job-relevant skills, and professional networks. Among participants nearing graduation, 60% secured employment and 12% pursued graduate studies.

The analysis shows that every 1 TL invested generated 6.6 TL in social value, indicating strong and meaningful impact. A key driver of this success is the program's direct and sensitive response to the needs of its target group, offering a holistic, inclusive, and transformative experience beyond language instruction.

The program also fosters a strong sense of belonging through its alumni network. Many participants remain engaged with the Esas Sosyal ecosystem, actively contributing as peer mentors, creating ripple effects that extend the program's value. Its youth-centered, supportive management approach has been critical in enabling this transformation.

Overall, the English Chance Program contributes significantly to youth employability and the advancement of equal opportunity in Türkiye. Its positive social return is expected to continue with each new cohort, provided the program maintains its high standards of delivery and support.

Appendix

A1. Glossary

Attribution	An assessment of how much of the outcome was caused by the contribution of other organizations or individuals.
Beneficiary	Stakeholders who experience concrete and direct change as a result of the project.
Deadweight	A measure of the amount of outcome that would have occurred even if the activity had not taken place.
Theory of Change (Impact Map)	A table that shows how an activity creates change by detailing how resources are used to implement activities that lead to particular outcomes for different stakeholders.
Input	The contributions made by each stakeholder that are necessary for the activity to take place.
Outcome	The changes resulting from an activity, including both intended (expected) and unintended (unexpected) outcomes, which can be either positive or negative from the stakeholders' perspective.
Outputs	A way of describing the activity relation to each stakeholder's inputs in quantitative terms.
Stakeholder	Individuals, organizations or entities that experience changes, positive or negative, due to the activity that is being analyzed.

A2. Application Criteria for Program Participants

Candidates applying to the Hayırlı Sabancı English Chance Program are expected to meet the following criteria:

The applicant,

- Must be a Turkish citizen.
-
- Must be enrolled in a state university in Turkey.
-
- Must be a third-year student in four-year faculties, a fourth-year student in five- or six-year faculties, or a first-year student in associate degree programs.
-
- Must have a minimum cumulative GPA of 2.50 out of 4.00 (at least 65 in the 100-point grading system).
-
- Must have no more than three failed courses.
-
- Must be able to attend online English classes for three levels, approximately 12 months, twice a week for 4.5 hours per session.
-
- Priority will be given to candidates with high motivation to learn English.

A3. Stakeholders

STAKEHOLDERS	STATUS	DETAILS
Participants (Youth)	Included	This group represents the program's core beneficiaries, who face unequal access to education and employment opportunities. They actively engage in the training program, personal development, and professional preparation; the most tangible outcomes of the program's impact are seen in their transformation. Consequently, the study focuses on these young participants.
Buddies as Peer Mentors	Not included	Buddies, alumni from previous cohorts, are paired with new participants to share experiences, provide guidance, and offer motivational support, contributing to young people's confidence-building and professional journeys. Since no significant changes were detected with this group in focus group sessions, buddies were excluded from the social impact measurement and changes within this group were not measured.
Esas Sosyal Team	Not included	Esas Sosyal, the main implementing body of the program, is responsible for the design, implementation, and coordination. It manages participant selection, plans training and development activities, and oversees monitoring and evaluation processes. It also maintains ongoing communication with participants to provide individual support. Although a focus group was conducted with this team, they were excluded from the study and their changes were not measured due to their involvement in other projects targeting the same audience, the program's third-year status, and challenges in attributing impact specifically this phase of the English Chance Program.
Berlitz	Not included	Berlitz, the program's language education partner, delivers an internationally recognized three-level English course and certifies participants' language proficiency to support their academic and professional development. In the focus group with the Berlitz team, no distinct impact different from their other NGO projects was observed, and due to the difficulty of attributing changes specifically to the English Chance Program, changes within this group were not measured.
Volunteer Professionals (Guest speakers, mentors, etc.)	Not included	Volunteer professionals, experts from various sectors and inspiring role models, help participants career insights, new perspectives, and broaden their vision. This group was excluded from the study because their interaction was one-time and did not produce a meaningful impact.

A4. SROI Calculation

Outcomes in Theory of Change	Stakeholder	Total number of people	Change for each outcome	Deadweight	Attribution	Total Change	Total Value Created (TL)
English proficiency and speaking confidence	Participants	204	42%	35%	62%	17%	2,865,059.233
Socialization and building professional connections	Participants	156	38%	40%	58%	13%	1,654,746.861
Broadened Perspectives	Participants	133	26%	45%	56%	8%	885,336
Professional motivation	Participants	123	26%	41%	58%	9%	917,285.608
Self-discipline	Participants	140	29%	45%	54%	8%	1,018,027.04
Self-confidence	Participants	143	32%	41%	58%	11%	1,382,211.626
Self-esteem	Participants	143	31%	45%	57%	10%	1,212,581.92
Employability	Participants	160	33%	41%	55%	11%	1,371,173.57
Full-time	Participants	85			40%		9,212,788.997
Part-time, freelance etc.	Participants	17			40%		936,893.796
Paid intern	Participants	16			40%		515,291.588
TOTAL VALUE CREATED ON PARTICIPANTS (TL)							21,971,396.23

A5. Corporate Supporters (2023-2024)

Corporate Supporters support our mission of equal opportunities in youth employment. For Hayırlı Sabancı English Chance Program, the educational expenses of young participants—who receive 144 hours of English training and participate in career development sessions over the course of 12 months—are covered jointly by Esas and our corporate supporters. The corporate supporters also contribute to strengthening young people's transition into employment by engaging with them through various events and activities.



A6. UN Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS	TARGETS & INDICATORS	HOW THE PROGRAM MEETS THESE TARGETS
4 QUALITY EDUCATION 	4.4: By 2030, significantly increase the number of young people and adults with the necessary skills, including technical and vocational skills, required for employment, decent jobs, and entrepreneurship.	Hayırlı Sabancı English Chance Program provides university graduates a high-quality English education and job-relevant training required for employment.
	5.1: End all forms of discrimination against all women and girls everywhere.	
5 GENDER EQUALITY 	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	The program empowers women to enter the workforce—72% of all participants are women. Esas Sosyal supports equity, diversity, and inclusion in the HR policies.
	8.5: By 2030, ensure full and productive employment, access to decent jobs, and equal pay for equal work for all men and women, including youth and people with disabilities.	
8 DECENT WORK AND ECONOMIC GROWTH 	8.6: Significantly reduce the proportion of NEET youth.	The program works to eliminate inequalities in youth employment, creates pathways for young people to develop the skills needed for the market and supports them during the employment process, thus helping prevent them becoming long-term NEETs.
	10.2: By 2030, ensure social, economic, and political inclusion for all, regardless of age, gender, disability, race, ethnicity, religion, economic status, or any other condition, and empower them.	
10 REDUCED INEQUALITIES 	10.3: Ensure equal opportunities and eliminate laws, policies, and practices that lead to discrimination. This includes reducing unequal opportunities by promoting the adoption of appropriate laws, policies, and actions.	The program supports young people graduated from lesser known or less preferred schools and face challenges to accessing employment opportunities.
	4.4: By 2030, significantly increase the number of young people and adults with the necessary skills, including technical and vocational skills, required for employment, decent jobs, and entrepreneurship.	

