



Hamdi Akın, Chairman of the Board of Directors of Akfen Holding, Advises TIKAV Youth on Work Life: "Focus on Your Work to Not Miss the Opportunity That Comes"

Founded by Akfen Holding in 1999, TIKAV aims to provide equal opportunities for university students who struggle to access education, culture, and personal development opportunities due to social and economic reasons, through its Individual Development Program (IDP), reaching 350 students.

Within the program, scholarship students participate in various personal development, foreign language, and computer training, cultural-art and community service programs, national and international projects, talks, and professional programs from the first to the fourth year of university.

Meeting with the youth during the IDP's summer program and answering their questions, Hamdi Akın, Chairman of the Board of Directors of Akfen Holding, advised the young people, "Catching opportunities in life is very important. Life brings both luck and misfortune in equal amounts to everyone. But to realize when luck comes your way, you need to be working and alert. If you're asleep at that moment, you'll miss the opportunity. You must be focused on your work. If you are concentrated on your work, you will surely catch that chance. People will say 'how lucky you are.' Recognizing that luck in your life and seizing the opportunities will be the companion that leads you to success."

Hamdi Akın also advised young people on how to be successful in the business world, saying, "First, you must be international. Do whatever it takes to learn English. If you're international, you'll become a more beneficial individual to your country and people. And you must make friends with people older than yourself. If you're going to start a business, make sure one of your partners is 10-15 years older than you. This way, you can gain experience from older people without paying for it. The combination of your youth and your partner's experience can lead to very productive opportunities."

TIKAV, through its Individual Development Program, aims to provide equal opportunities for university students who face difficulties in accessing education, culture, and personal development opportunities due to social and economic reasons. In this context, from the first year of university until the end of the fourth year, scholarship students enrich their knowledge and skills by participating in various personal development,



foreign language, and computer training, cultural-art and community service programs, national and international projects, talks, and professional programs.

Over three and a half years of university life, students participate in 40 different programs, and 95% of IDP students quickly enter the workforce.

The Individual Development Program was first launched in 1999 for students of Elazığ Fırat University. It began to be implemented at Van Yüzüncü Yıl University in 2003; Middle East Technical University, Hacettepe University, Ankara University, and Eskişehir Osmangazi University in 2006. In 2009, embracing the goal of creating equal opportunities in accessing educational resources, TIKAV turned to universities in the Eastern and Southeastern Anatolia Regions that had been established for over ten years and started the project at Elazığ Fırat University, Van Yüzüncü Yıl University, Şanlıurfa Harran University, Kahramanmaraş Sütçü İmam University, and Erzurum Atatürk University. The Individual Development Program has been applied to students of Fırat University since 2010.