

Cooperative Vocational Training in the Mineral Resource Sector

Vocational training and career guidance programme, financed by the governments of Germany, Switzerland and Australia

Context

The Mongolian mineral resource sector and its related industries will require about 40,000 additional staff in the coming years, especially in the trades of electrical engineering, construction, mechanics and mechatronics. At the moment, the vocational education sector cannot fulfill these needs qualitatively or quantitatively. Graduates of public as well as private vocational schools often fail to find employment, as their training does not fit the needs of the labor market. Additionally, most young people prefer to study at a university instead of at a vocational school. At this time, about 176,000 students study at universities whereas only 43,000 are seeking a vocational degree. Furthermore, Mongolia lacks qualification opportunities for job seekers without a formal degree as well as further training for employees and self-employed people.

Additionally, young people as well as adults rarely have the opportunity to receive high quality career guidance, which would match individual preferences with the needs of the labor market. As a result, they cannot exploit the opportunities of the Mongolian labor market sufficiently.

Objective

Mongolian youth and adults make better use of employment opportunities in the labor market in the mineral resource sector, including up- and downstream industries.

Approach

The “Cooperative Vocational Training in the Mineral Resource Sector” (CVT) project supports the Mongolian Ministry of Labor and Social Protection (MLSP) in the areas of “vocational education and training” and “career guidance”.

Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Co-financed by	German Federal Ministry for Economic Cooperation and Development (BMZ) Swiss Agency for Development and Cooperation (SDC) Australian Department of Foreign Affairs and Trade (DFAT)
Project region	Ulaanbaatar, Dornod, Govisumber, Umnugovi, Darkhan-Uul, Bayankhongor, Govi-Altai, Zavkhan, Khovd, Bayan-Ulgii and Uvs
Lead executing agency	Mongolian Ministry of Labor and Social Protection
Duration	2016 - 2019

In the first area, the CVT project follows a holistic approach. Together with the private sector and civil society, the project develops new curricula and provides the corresponding teaching and learning materials.

Then, it helps the vocational schools with identifying the needed technical equipment to conduct practical training as well as with procuring the necessary tools and machinery. International technical advisors train the Mongolian teachers directly at the schools, whose management they also support. The teachers also receive further training in Europe and Australia.

The CVT project facilitates the cooperation between vocational schools and employers, professional associations, chambers and trade unions. It especially focuses on supporting the work of advisory boards at vocational schools, improving in-company internships for students and the qualification of in-company instructors. The project further advises on the development of governmental regulations on qualification requirements for these instructors.



L: Project regions of the CVT Programme

R: Workers at the copper and gold mine “Oyu Tolgoi” in South Gobi



*L: Technical advisor
Erich Giese training
carpentry*

*M: Girls' Day
participants*

*R: WorldSkills
participant in the trade
of welding*

In order to provide vocational education and training with international standards, five vocational schools will become so-called capacity development centers which will provide specialized training in selected trades not just for students but also teachers from other vocational schools as well as further target groups.

To improve the image of vocational education in Mongolia, the CVT project supports Mongolia's participation in the international skills competition "WorldSkills".

To improve the vocational training sector even further, the CVT project has also joined a partnership with the global mining companies Rio Tinto and Oyu Tolgoi and with Festo Didactic, a leading provider of technical education. This partnership contains the further improvement of the capacity development centers, the implementation of a study course for industrial mechatronics and the promotion of the Polytechnic College in Dornod.

In its second activity area, the CVT project trains career guidance counselors to work at local labor and social welfare departments and at its partner TVET schools, matching career guidance services with individual preferences and the needs of the labor market. To keep career guidance sustainable, the project also helps to establish a study course for career guidance at a Mongolian university. Furthermore, the project supports the development of a career guidance website (mergejil.mn), which is also available as a mobile phone application.

Based on the experiences from the project's first phase, the CVT project advises the MLSP in reforming the legislative frameworks of the career guidance and vocational training sectors in close cooperation with projects funded by the EU and the ADB.

The CVT project implements both, its TVET and career guidance activities, with a special focus on gender equality and inclusion of people with disabilities. For example, Girls' and Boys' Days are successfully conducted at CVT's partner schools and women and people with disabilities enrolling in vocational education can receive scholarships.

Results

Since the beginning of the CVT pilot phase in 2013, the project has developed new competency based training curricula in the fields of industrial electronics, -mechanics and -mechatronics, heating/ventilation/air conditioning/plumbing, construction carpentry, masonry, concrete construction as well as heavy duty machinery repair and -operation.

These curricula were developed in close cooperation with the industry and are implemented at the CVT's partner schools. They are used for short-term skills training as well.

The CVT project also supported the schools in procuring technical equipment and teaching and learning materials. Licenses for more than 100 textbooks from internationally renowned publishers were obtained and the books are currently being translated into Mongolian.

About 560 teachers and representatives from the Mongolian government, school management and companies as well as other stakeholder organizations have been trained in Mongolia and at international training centers. They are further trained on-the-job by 12 international technical advisors who are embedded at CVT's partner schools. Additionally, the project facilitates advisory boards through local experts at its partner schools.

Through all of the above the frameworks and quality of vocational education were significantly improved at the selected partner schools. About 700 students are currently enrolled in study courses supported by the CVT project and 1,400 job seekers received further qualification through short-term skills training. Fifty-six percent of 630 job seekers surveyed said they found employment after the training.

With the support of the CVT project, Mongolia participated in the "WorldSkills" competition for the very first time in 2015, which noticeably improved the image of vocational training in Mongolia.

In the area of career guidance, about 170 counselors were trained. Since 2014, they provided more than 5,000 counseling sessions at CVT's partner schools alone. Additionally, the career guidance website mergejil.mn receives about 7,000 visits each month.

Published by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
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 Layout / Photos GIZ in Mongolia / Photos 2, 3, 4 GIZ
 Photo 1 GIZ / Ostermeier
 Printed by BCI
 As at November 2016
 GIZ in Mongolia is responsible for the content of this publication.

In cooperation with the Ministry of Labor and Social Protection (MLSP)



On behalf of Federal Ministry for Economic Cooperation and Development (BMZ)

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