

Developing a labor market information system in Mongolia: Do the TVET institutions benefit from it?

Presentation for CASIE 2016

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2016.06.28 ASTANA

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Mongolia at a glance

A landlocked nation in the East Central Asia

- Population: 3.0 mln (Mongols - 95%; Kazakhs – 4%)
- Territory: 1.56 mln sq km (19th)
- Climate: continental with four seasons
- Political system: parliamentary republic
- Major economic sectors: mining, livestock
- GDP (PPP): \$ 15.2 Bln (2012) and \$ 5,371 per capita
- HDI (2013): 0.675 (medium, 108th)



TVET sector in Mongolia in 1990s and 2000s

- ▶ VET was not corresponding to the demands of labour market
- ▶ The capacity of this system was weak, training equipment was limited and outdated
- ▶ Demand-driven training were largely absent
- ▶ Credentialing systems were substandard

As a result:

- ▶ Mongolia imported skilled workers from other markets /China
- ▶ There was a high rate of unemployment among unskilled Mongolians, especially youth

Government initiated a large reform of sector with assistance from the USA/MCC

USA provided a grant of \$286 million for several projects:

- Railroad/ road & clean air

- Health

- Property right projects in

 - Peri-urban and Urban

- TVET budget \$25mln later increased to \$50mln

Millennium Challenge Account Mongolia was created to be responsible for the implementation

TVET project goals and components

Projects goal:

to increase employment and income among unemployed and marginally employed Mongolians through the Vocational Education

Project objectives:

- ▶ increase the wages of poor by improving their technical skills and productivity to meet labour market demand in key industries
- ▶ strengthening the institutional framework by supporting a demand-driven VET system

TVET project goals and components

Project objectives:

- ▶ defining training standards for occupations and developing a modern VET curricula, new instructional materials, equipment
- ▶ developing 30 new career preparation tracks
- ▶ improving teacher training and professional development
- ▶ improving learning environment in selected TVET institutions

TVET project goals and components

Project components:

- ▶ Reforms to TVET Policy and Operational Framework
- ▶ Creation of Skills Standards and Competencies System
- ▶ Competency-Based Training System
- ▶ Labour market information and career guidance system
- ▶ Improving learning environment in selected TVET institutions

Labour market study in support of TVET project

Study was conducted in 2010

- ▶ Cambridge Education LLC & MEC LLC
- ▶ Within 6 months
- ▶ Objectives included:
 - ▶ Determining current and projected labor market demand and supply
 - ▶ Identifying trends in labor market demand including a trend analysis in wages/salaries
 - ▶ Identifying skill needs by trade and occupation by means of a pilot gap analysis

Hiding objective was “to show case how to conduct LMS using comprehensive methodologies and instruments”

Labour market study in support of TVET project

Study employed:

- ▶ Comprehensive labour market analysis including
- ▶ International Benchmark Analysis
- ▶ Inter-regional Benchmark Analysis
- ▶ Barometer Survey (1300 entities) and
- ▶ Economic Sector Forecasting Model

Labour market study in support of TVET project

Study findings:

- ▶ This study focused on general statistical indicators of demography, employment, economy and education, which were later compared with other international study findings.
- ▶ Business cycles, employment migration, employers' expectations, trends, new skills and competency demands were determined.
- ▶ Analysis was made on the present situation of vocational training institutions' student supply.
- ▶ Study suggested to set up Labour Market Information System urgently to address labour market supply and demand in systematic way.

LMIS development interventions

MCA TVET project:

- ▶ A 'Gobi Region's Technical and Vocational Skills, Labor and Training Survey' was conducted in 2010. The study revealed data on labor market demands the region in 395 specific skills.
- ▶ Websites for an integrated Labor Market Information System and a Career Guidance System were developed at the Labor Exchange Central Office (LECO).
- ▶ LECO was provided with necessary ICT equipment and technology and network servers.
- ▶ A contractor (Applicatio GmbH & PEM GmbH) was hired to develop not only LMIS but also career guidance system and train the trainers for career guidance services.

Current operation of LMIS

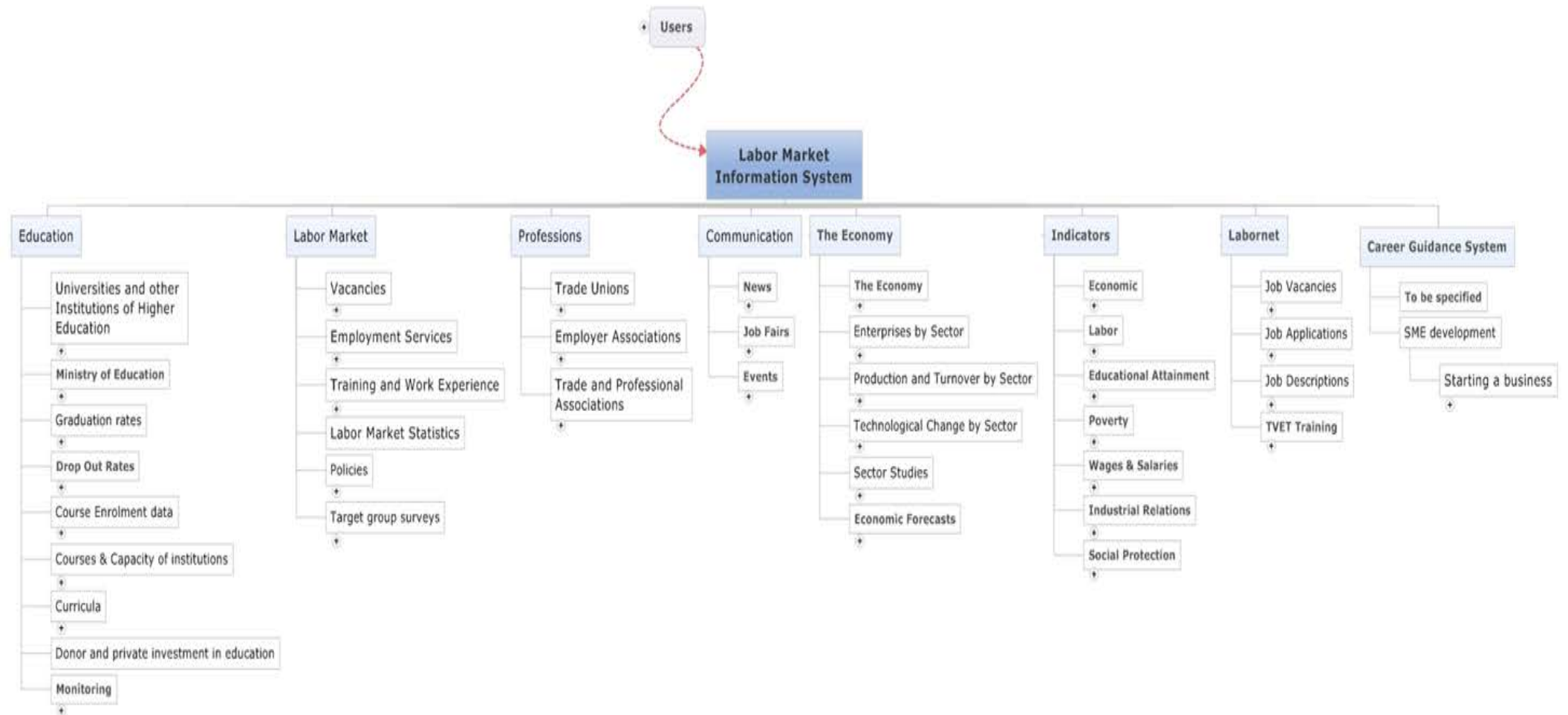
As result of above efforts, an effectively functioning LMIS linked to all labor and employment offices in the provinces and capital city was established in 2012.

- ▶ Labor Market Information system is a labor market policy instrument to improve the information flow in the labor market.
- ▶ 54 indicators were suggested to use in LMIS to monitor labor market situation
- ▶ Online career guidance system was linked to LMIS

In 2015, LECO was reformed into National Center for Employment Service, Research & Information

- ▶ Websites: <http://www.mol.gov.mn/>; <http://www.hudulmur.mn/>;
<http://mergejil.mn/>

Current operation of LMIS



Current operation of LMIS

Main functions:

Job posting and job seeking

Employee hiring

Choosing a profession

Job and profession information center/career guidance

Definitions & standards of occupations

Assessment, monitoring and internal audit

Workforce import & workforce export

Current operation of LMIS

Job listing and application for vacant jobs

НҮҮР БИДНИЙ ТУХАЙ ҮЙЛ АЖИЛЛАГАА СТАТИСТИК МЭДЭЭ ИЛ ТОД БАЙДАЛ ШИЛЭН ДАНС МЭДЭЭ МЭДЭЭЛЭЛ

ҮНДСЭН ҮЙЛЧИЛГЭЭ

- Ажлын байр хайх
- Боловсон хүчин хайх
- Мэргэжлээ тодорхойлох
- Ажил мэргэжлийн мэдээллийн төв
- Ажил, мэргэжлийн тодорхойлолт
- Хяналт-шинжилгээ, үнэлгээ, дотоод аудит
- Гадаадаас ажиллах хүч авах
- Гадаадад ажиллах хүч илгээх
- Хөдөлмөр эрхлэлтийн төсөл, хөтөлбөрүүд
- Хөдөлмөр эрхлэлтийн сургалтын арга хэмжээ
- Статистик мэдээ
- Хөдөлмөрийн харилцаа
- Судалгаа, шинжилгээний ажил
- Автосинг хэлбэрийн хөдөлмөр

Нүүр > Ажлын байр

Ажлын байр хайх

Ажил байрны нэр

Ажил олгогчийн нэр

Ажлын байрны төрөл

Аймаг / нийслэл

Сум / Дүүрэг

Хүйс




Үйл ажиллагааны чиглэл

Цалин

Мэргэжил

Зарласан хугацаа

Хайх Цэвэрлэх

Ажлын байр	Цалин	Нас	Хүйс	Огноо
 Зайрмаг боловсруулах ажилтан /туслах / Бууралтэнгис	192000 - 350000 ₮	-	Эм	Өнөөдөр
 ухуулагч Монголын ардчилсан нам	200000 - 400000 ₮	-	Хүйс харгалзахгүй	Өчигдөр
 ЖОНШ ЯЛГАГЧ Наймган-Орд	200000 - 500000 ₮	-	Хүйс харгалзахгүй	Өчигдөр

ОНЛАЙН ТУСЛАХ

Current operation of LMIS

Search for TVET

The screenshot displays the Mergejil.mn website interface within a browser window. The browser's address bar shows the URL 'mergejil.mn'. The website features a dark blue sidebar on the left with social media sharing options: 330 Shares, Facebook (210), Twitter, Email, and a Crown icon. The main content area is divided into several sections:

- Top Banner:** Two images with 'дэлгэрэнгүй' (View more) buttons. The left image shows a hand shaping a blue ceramic bowl on a pottery wheel. The right image shows a collection of tools in a brown leather bag.
- Search Section (ХАЙЛТ):** A green background with four search input fields:
 - Салбар сонгох (Select category)
 - Байршил сонгох (Select location)
 - Мэргэжил хайх (санал болгоно) (Search for profession (suggestion))
 - Сургалтын байгууллага хайх (санал болгоно) (Search for training institution (suggestion))A 'ШҮҮХ' (Search) button with a magnifying glass icon is located at the bottom right of this section.
- ЕРӨНХИЙ МЭДЭЭЛЭЛ (Main Information):** A grey background section featuring a compass image and a 'дэлгэрэнгүй' (View more) button.
- ГАР УТАСНЫ АППЛИКЕЙШН (Mobile App):** An orange background section with the text 'ГАР УТАСНЫ АППЛИКЕЙШН' and 'Available on the App Store' and 'GET IT ON Google play' buttons. Below the buttons, it says 'Google play, App store дээрээс татах. Мобайл апп нийт 500-1 000 удаа татагдсан' (Download from Google Play, App Store. Mobile app downloaded 500-1000 times).
- СУРГАЛТЫН БАЙГУУЛЛАГУУД (Training Institutions):** A red background section with the text 'СУРГАЛТЫН БАЙГУУЛЛАГУУД' and 'Сургалтын байгууллагуудын мэдээлэл' (Information about training institutions). It includes a 'дэлгэрэнгүй' (View more) button.

Current operation of LMIS

Job and profession information center

The screenshot displays the homepage of the Mongolian National Center for Educational Measurement and Assessment (AMMT). The browser address bar shows 'ammt.gov.mn'. The navigation menu includes: ЭХЛЭЛ, ТАНИЛЦУУЛГА, СУРГАЛТ, ТӨСӨЛ ХӨТӨЛБӨР, АЖИЛ МЭРГЭЖЛИЙН ТАЛААРХ МЭДЭЭЛЭЛ, and МЭДЭЭ МЭДЭЭЛЭЛ. The main content area features eight service icons with corresponding labels in Mongolian: 1. АЖИЛ МЭРГЭЖЛИЙН ТАЙЛБАР МЭДЭЭЛЭЛ (Job and profession information), 2. СУРГАЛТ, ҮЙЛДВЭРЛЭЛИЙН ТӨВ (Education and assessment center), 3. ИХ, ДЭЭД СУРГУУЛЬ, КОЛЛЕЖУУД (Higher and secondary schools, colleges), 4. ИХ, ДЭЭД СУРГУУЛЬ, ТӨГСӨГЧИД (Higher and secondary schools, graduates), 5. ЕРӨНХИЙ БОЛОВСРОЛЫН СУРГУУЛИУД (Primary and secondary schools), 6. МЭРГЭЖЛИЙН ТҮР СУРГАЛТЫН БАЙГУУЛГА (Vocational training centers), 7. ХӨДӨЛМӨР ЭРХЛЭЛТИЙН БАЙГУУЛЛАГА (Labor market information center), 8. МЭРГЭЖЛИЙН СОРИЛЫН САН (Professional information center). A red button at the bottom left is labeled 'ҮЙЛ ЯВДАЛ' (Services).

Do TVET institutions benefit from LMIS?

No doubt that LMIS is very useful for employers, TVET students (prospective, current, & former), job-seekers, employment service offices, re-trainees, career counselling service, etc.

However, it is unclear how LMIS is useful for TVET institutions as data-source.

	Types of Information	Can LMIS provide information?
What types of information are needed for TVET institutions?	Job opportunities for graduates	Yes, but not all
	Internship opportunities for graduates	No, not at all
	Employment rates of graduates	No, not at all
	Occupational requirements of employers	Yes, but not all
	Labor market situation/indicators	Yes, but not all
	Local labour market demand	Yes, but not all

LMIS provides contextual information which TVET institutions should take into consideration for their effective operation.

Developing LMIS in Mongolia

Thank you very much
for your attention!

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