

National Report on Adult Education

Kazakhstan

Prepared by

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Structure of the country report

- I. General review
- II. Main Part
 - 1.1. Legislative, political and administrative within the frameworks of adults education.
 - 1.2. Financing of adults education .
 - 2. Quality of adults education provision, participation and achievement
 - 2.1. provision and institutional frameworks
 - 2.2. participation in adults education
 - 2.3. monitoring, rating of programmes and achievements in education
 - 2.4. states of teachers (facilitators) trainers in adults education
 - 3. Research, innovation and the best experience
 - 3.1. Research in adults education
 - 3.2. innovation and examples of the best experience
 - 4. Literacy of adults
 - 5. Expectations from the VI Conference and perspectives of adults education in the country.

General review

According to the data of RK Statistics Agency by 2007 there were 15 million 3969 thousand people including urban population – 8 million 8333 thousand people, (57,4%) rural – 6 million 5633 thousand (42,6%). In comparison with the beginning of 2006 the population increased by 1 million 776 thousand people. Increase of the whole country is mainly connected with the increase of birth-rate and also with the lessening of emigration. The share of natural increase of population in the general increase in 2006 was 81,4% and emigration increase was 18,6%. The quantity of men on 1 January 2007 was 7 million 4093 thousand, (48,1%) and women – 7 million 9876 thousand (59,9% of the whole number of the population). For 1000 men is 1078 women.

Age composition was the following: children before 16 were 39848000 (25,9%), over able-bodied age – 15878000 people (10,3% of the whole number of the population).

In 2006 the quantity of economically active population at the age of 15 and over 15 reached 8 million people. In the whole quantity of economically active population there was 4 million 6 thousand people (56,9%), women – 4 million (49,3%). The level of economical activity was 69,7%.

7 million 4 thousand people were engaged in the economic structure of the republic. The level of employment of the economically active population came to 92,2%. Among employed population the quantity of employed workers was 4 million and 8 thousand people or 64,5% of independent employed – 2 million 6 thousand people or 35,5%. In the total number of employed population the quantity of men there was 3 million 8 thousand people or more than half, women – 3 million 6 thousand (48,6%).

Among employed people there are 28,5% of people at the age of 25 - 34; 24,2% - at the age of 35 - 44; 22,5% - at the age of 45 - 54 and there are 16,5% of the youngpeople of 15 - 24. The middle age of a worker was 37 years. Every fourth employed had higher and secondary professional education, every third - high education.

Main Part

Adults Education Policy, Legislation and Financing.

According to Article 24 of RK Law of Education adults education (i.e. people of 18) is aimed at satisfaction of their educational needs during the whole life for receiving additional volume of knowledge and habits. In accordance with social-economic changes in the society. Adults education is implemented by education organizations and also by juridical persons, having structural subdivisions fulfilling additional educational programmes.

According to article 140 of RK Labour Code (later – Code) the necessity and volume of professional training, retraining and improvement of professional skills of personnel for functioning and development of the organization is determined by employers.

Employer realizes professional training, retraining and improvement of professional skills of personnel or other persons (further – trainer) without being in labour relations:

- 1) directly at the organization
- 2) at the educational organizations realizing educational programmes of primary, secondary, higher and post graduate professional education.

Employer is responsible to create training, retraining and improvement of professional skills of employees, conditions for combining work and study, provided by Code, contracts, collective and labour agreements.

According to Article 141 of Code professional training, retraining and improvement of professional skills is fulfilled by employer and educational organization .

Professional training, retraining and improvement of professional skills is fulfilled at the expence of employer or due to some other expenses not forbidden by RK Labour Laws and

according to the agreement of education. On the contrast, collective and (or) labour agreements some privileges and compensating payments connected with education may be provided for.

According to Article 142 of Code professional training, retraining and improvement of professional skills of employees at the organization is fulfilled by the employer. Forms of professional skills of personnel are determined by the employer.

General Orders for the professional training, retraining and improvement of professional skills at the organization are determined by the Government of RK.

Besides, according to RK Law "Of Employment of Population" and Rules of organization and financing of professional training, improvement of professional skills or retraining of unemployed at educational institution and other organizations possessing licence for educational work education of unemployed is fulfilled. For effective use of financial means and qualitative education of unemployed, the choice of organizations of education is fulfilled in accordance with RK Law "Of the State Purchase".

Organs on the questions of employment determine lists of professions and specialities for professional training, retraining and improvement of skills of unemployed which are formed as a result of analysis of vacancies bank and cooperation with employers and akims of towns, cities, regions and rural districts in the frameworks of social partnership.

Professional training, improvement of skills of unemployed are held at the organizations of education or at enterprises having the right on educational work in accordance with RK legislation for the expense of local budget taking into consideration labour market needs according to the order established by RK Government.

According to RK Article 19 "Law of Employment of Population" a responsible body directs unemployed to professional training, improvement of skills in case if is impossible to choose suitable jobs because of lack of the necessary professional skills.

Professional training, improvement of skills and retraining of employed are held according to the responsible body direction at the educational organizations or at the enterprises having the right on educational work in accordance with RK legislation for the expense of republic and local budgets taking into consideration labour market needs in the order established by RK Government.

Poverty stricken unemployed taking professional training, improvement of skills and retraining have the right on getting state-directed social aid according to RK legislation. The right to be the first in getting professional training, improvement of skills and retraining have unemployed who from special purpose groups.

2. Adults Education Quality: provision, participation and achievements

Unemployed who raised their competitiveness at labour market in 2007

- unemployed who finished their training – 27.8 thousand people including:
- those who were taught for the first time – 18.2 thousand people.
- those who were retrained – 7.0 thousand people.
- those who mastered two related professions – 1.3 thousand people
- those who improved their skills – 1.4 thousand people
- those who got jobs – 24.5 thousand people
- those who began their own business – 922 people

Training of unemployed is held in 2 directions: on specialities needed at labour market: drilling technician, welder, operator of boiler equipment, metal worker, turner, electrician, plasterer-painter, drivers, tractor-driver, load-fixer (стропальщик) - 5581 people.

On specialities of serice, consumer service, public catering, accountant, hairdresser, barber, cook, dress-maker, shop-assistant, secretary, computer operator – 6215 people.

3. Research, Innovation and the Best Experience

In Kazakhstan some experience on organization and development of adult education is accumulated.

Unemployed raised their competitiveness at labour market in 2007 with the assistance of employment organizations:

- unemployed who finished their training – 27.8 thousand people including:
- those who were taught for the first time – 18.2 thousand people.
- those who were retrained – 7 thousand people.
- those who mastered two related professions – 1.3 thousand people
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Organization of training and retraining of adults is generally held on the base of training centres of national and foreign companies.

For example, professional and technical training of adults is held at Ltd “Tengizshevroil” (further – “TshO”)

- 1 Training is held on technical subjects: training directed to support of production, technical service and safety engineering; attestation on special kinds of work which are under RK State Technical Supervision.
- 2 Training of organizational development and interpersonal interaction: leaders training courses (communication skills, taking decisions; coping conflicts etc), organizational development courses (changes management, strategic management, etc).
- 3 Language teaching
- 4 Long-term abroad setting
- 5 “TshO” workers promotion Programme in getting higher education.

“TshO” together with local authorities worked out the project of training specialists for construction. As a result a training centre was built. More than 3000 people were taught at the centre.

At the beginning of July 2005 it was agreed to pass assets of the Training Centre under the management of Caspian Technical Resources for training skilled personnel for contract companies working at “TshO” projects more than 200 specialities were trained:

1200 unemployed inhabitants of Atyrau region were got specialities according to “TshO” and Atyrau region Labour Department agreement; the sum spent on the training was 3 million USA dollars.

In the United Centre of Personnel Training of a group of companies of KazMunaiGaz, the own technique of working out and introduction of module training programmes was developed out.

It is appropriate to the international training:

- Defining demands of companies.
- Analysis of developing educational programme and teaching materials.
- The choice of methods of teaching forms, means and methods.
- The choice and training of teachers.
- Introduction of module educational programmes.
- Estimation of efficiency of introduction.

According to the given technique the projects for the group of companies of KazMunaiGaz are held on: training the team of borehole repairs, improvement of skills of auto/gas filling stations, working improvement of skills of oil and gas extraction operators.

4. Adult Literacy

According to the data of the national account of human development for 2007 worked out ИПООН in Kazakhstan the level of literacy of adult people was 99% and the total range of training was 83.3% which is a little higher than average figures for the countries of Central and Eastern Europe and C.I.S.

5. Expectations from the VI Conference and perspectives of adults education in the country

One of the main tasks of the VI International Conference on Adults education, renewal of professional stability and competitiveness of unemployed people through giving possibilities of getting a new profession (generally working) and improvement of skills.