

# Improving economic inclusion for young people in Kazakhstan with a focus on roles for blue-collar workers in the mining sector



In 2017, People 1st International embarked on a high-profile mission, working with experts from Australia, UK and Kazakhstan, to develop a series of solutions to help improve economic inclusion for young people in Kazakhstan's mining sector.

## Background

Employment and skills in mining in Kazakhstan are characterised by fast moving changes and the need for adaptability. Key socio-economic effects are driving change and young people must be able to adapt to new environments, job roles and technology. To help address these challenges, People 1st International were appointed by the European Bank for Reconstruction and Development to develop a series of solutions to help improve economic inclusion for young people, with a focus on roles for blue-collar workers in the mining sector.

The assignment addressed TVET policy reform and implementation requirements through a collaborative partnership of education, government and industry. Running over an 18-month period, the project focused on the needs of two specific clients: a Russian-owned conglomerate - one of the leading precious metals mining companies; and a Kazakh state enterprise - owned by the National Mining Company of Kazakhstan with the focus on zinc-lead mining operations.

## Our solutions

We began by leading on a piece of research to identify the challenges in Kazakhstan both in terms of attracting young people into mining but also in aligning TVET provision and TVET policy to the needs of the employers. Having outlined the technological, demographic and socio-economic drivers for mining, we then developed a Youth Inclusion Action Plan to identify a comprehensive set of solutions.

The proposed solutions included establishing a skills academy model with multiple entry and exit points recognised and a set of accredited programmes that recognise an individual's achievements at key points along their chosen career path.

We followed a systematic approach to implementing training in the workplace and in formal education, building up the programme content from National Occupational Standards (NOS), then developing the delivery, assessment and quality assurance requirements in partnership with the employer. A programme of continual professional development (CPD) was created and implemented which included:

- A train the trainer/assessor programme
- A mentoring programme
- Assessment and quality assurance processes
- Portfolio of units offering alignment with NOSSS and National Qualifications Framework
- Materials for strategic human resource management

## Kazakhstan

“ People 1st International provided a great team of international experts who have supported us in developing and implementing improvements in our strategic human resource management systems. This will enable opportunities for workforce development to be improved for young people and will strengthen our collaboration with education. ”

**Raushan Raiskhanova**

**Individual Enterprise HCR**

In addition, a specific programme was developed that focused on safety leadership. This included:

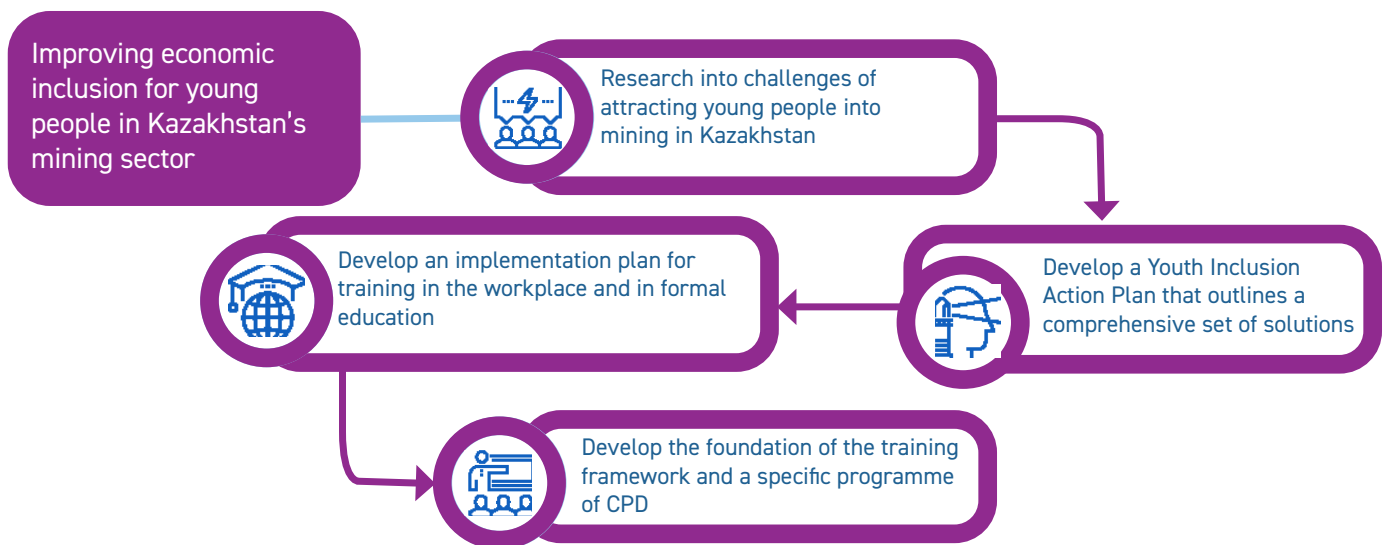
- P1HSEA Syllabus OHS Leadership
- P1HSEB Syllabus Basic Health and Safety
- P1TTT Syllabus Safety Leadership TTT
- P1M1 Syllabus Effective Mentoring
- Trainer criteria
- Mentor criteria

On the policy side, we supported the development of the standards for mining occupations and the TVET Reform Road Map. The activities and findings were promoted and disseminated at regular mining industry events in Kazakhstan.

## Outcomes & impact

As a result of the project, the following outcomes have been achieved:

- Six online CPD modules have been developed and implemented, supporting strategic human resource management objectives for the two clients
- A 14 point partnership plan has been established between the mining employers and colleges leading to provision that is more relevant to the occupations
- Health and safety improvements have been made on site, which is particularly important in attracting young people to work
- Links between training and HR processes have been recognised and impacts measured
- Job descriptions are more accurate and based on up-to-date profiling
- Support has been established for greater gender diversity – e.g. more female lorry drivers have been recruited
- Support has been established for the Mining Professional Association [AGMP] in design and implementation of standards and tools for HR members Group



## About People 1st International

People 1st International partners with industry, development banks, government agencies, NGOs and education providers to create sustainable approaches to workforce development. Providing consultancy, research and training solutions globally, we develop skilled, productive and inclusive workforces that help drive social and economic growth.

With over 50 years' experience in developing effective skills models and technical vocational education and training strategies, we use our unparalleled expertise to develop collaborative partnerships that foster positive change.

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