



MINISTRY OF LABOUR
AND SOCIAL PROTECTION



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YOUTH EMPLOYMENT PROJECT

Youth employment promotion project

PHASE

II

SEMI-ANNUAL NEWSLETTER

JULY-DECEMBER
2017



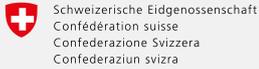
Ulaanbaatar, Mongolia



YOUTH EMPLOYMENT PROMOTION PROJECT

Phase II

Funded by



Swiss Agency for Development and Cooperation SDC

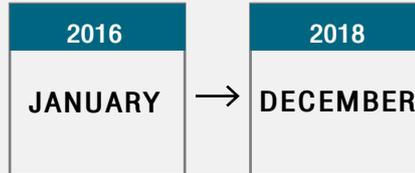
Implemented by



Project PHASE II BUDGET

CHF 2.400.000

Duration



possibility of additional 1 year extension

Project beneficiaries



Youth and graduates from VET schools



Young start-ups

PROJECT STAKEHOLDERS

Ministry of Labour and Social Protection

General Office for Labour and Welfare Services

Local labour and welfare service departments/divisions

Employers organizations

Related NGO's Business start-ups & Business Incubation Centers

PROJECT GOAL

“CONTRIBUTE TO THE EQUITABLE AND SUSTAINABLE SOCIAL AND ECONOMIC DEVELOPMENT OF THE COUNTRY THROUGH THE PROMOTION OF YOUTH EMPLOYMENT”

PROJECT OBJECTIVES



MACRO LEVEL

Assist in refining and improving policies for youth employment



MESO LEVEL

Improve employment services directed to local youth



MICRO LEVEL

Develop start-up businesses led by innovative young entrepreneurs

PROJECT OUTPUTS



ONE. NATIONAL POLICIES AND PROGRAMMES ARE CONDUCTIVE FOR YOUTH EMPLOYMENT:

Youth employment policies are formulated and submitted for approval.

The employment promotion programme for youth is optimised.

Steering mechanisms used for the implementation of youth policies and program are result-oriented.



TWO. EFFECTIVE EMPLOYMENT SUPPORT SERVICES ARE PROVIDED TO YOUNG PEOPLE:

Approach, processes and instruments of employment services are optimised.

Staff capacities in delivering employment services are optimised.

Local cooperation and private sector partnerships are strengthened.



THREE. YOUNG PEOPLE OPERATE INNOVATIVE START-UPS WITH GROWTH POTENTIAL:

Financial support schemes for selected start-ups are piloted.

Business development service providers deliver quality services to selected start-ups.

Mentoring and alumni networks support the young start-ups.

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- Guidelines on “Business Mentoring Relations”
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- Video on Start–up Success Story
- Leaflet on “Youth Employment Service Pilot Desk”
- Introduction of YEP project start–up promotion activity achievements

Executive summary

IN THE REPORTING PERIOD THE TOTAL OF 1435 PEOPLE CONSISTING OF 699 WOMEN AND 736 MEN HAVE ATTENDED THE PROJECT EVENTS ORGANIZED IN PROJECT TARGET AIMAGS AND DISTRICTS. THE KEY ACHIEVEMENTS IN THREE MAJOR COMPONENTS ARE NOTED BELOW IN HIGHLIGHTS.

Component ONE

Youth Startup Business Support Working Groups were established in Uvs, Bayan-Ulgii aimags and Uenchsoum of Hovd aimag. In order to create start-up favorable environment at soum level the project organized the start-up promotion activity at soum level for the first time.

The local TVET and Employment councils signed a Memorandum of Understanding to ensure sustainable implementation of local labour market demand and supply study.

Members of the working group on Action Plan for Fifth National Program on Occupational Safety and Health became more aware of youth occupational safety and health issues that needs to be addressed in the action plan.

Capacity of Management of Confederation of Mongolian Trade Unions, Local Trade Unions, and Employment Council members representing employees, was strengthened mainly on application of tri-partite approach in employment sector.

As a result of short term consultancy works and related consultative meeting a proposal of amendments reflecting youth employment and start-up business support issues into existing laws and legislations was developed and improved. The proposed amendments were also discussed and endorsed by members of working groups.

In order to raise a dialogue and bring the issues related to employment of graduates and young job seekers, and balancing of labour market demand and supply at the policy level, NVETC and NEC have agreed on action plan for inter council cooperation. Members of two national councils represent line ministries, Trade Union, and MONEF respectively.

Component TWO

Through series of training activities, employment counsellors from target Aimag/District LWSDs as well as specialists from MLSP, GALSW, UB City and private labour exchange offices gained theoretical knowledge and hands on know-how about the new employment services for youth, developed by the YEP project experts and national specialists. These services reflect international trends and will be implemented through Youth Employment Service Pilot Desks. Moreover, PES staff were capacitated with methods and approaches to provide employments services to special target group of people with disabilities.

Directors and managers of project pilot area LWSD and Labour Divisions as well as GALWS and representatives from the Ministry of Labour and Social Protection were presented with the concept of Model Labour Division and effective ways of model desk management.

Youth Employment Service Pilot Desks were officially opened in Khovd, Umnugovi and Zavkhan aimags. A partnership agreement was signed between aimag Labour and Welfare Service Departments and YEP project to ensure effective implementation and oversight of Pilot Desks. Currently in three Pilot Desks over 40 youth are taking Modular Trainings, few have already been mediated to suitable jobs.

A research team for conducting local labour market demand survey was formed and related capacity building activities were organized in Umnugovi province.

Component THREE

Training and events to support youth start-up businesses were conducted in Uvs, Bayan-Ulgii aimag, and Uenchsoum of Khovd aimag. Young startups were able to participate in a series of capacity building training to strengthen their theoretical knowledge and its practical application on how to improve, develop and present their business ideas. During the project implementation to date, in total, eleven pilot programs were implemented. For the first time the project piloted the start-up support program at soum level.

Startup pilot program winners officially presented their business ideas in front of investors at the DEMO DAY event. The third accelerator training program was organized for eight successful start-up teams from Uvs, Bayan-Ulgii, Zavkhan, Bayankhongor aimags and Uyenchsoum of Khovd. Upon successful completion of the accelerator training, three teams from Uvs and Bayan-Ulgii aimags received financial support from the project.

The project initiated and developed a startup platform – an integrated online database that is aimed to provide information to start-up business stakeholders, create an on-line environment for partnership and offer possibilities to start-ups to promote their products and services.

Key achievements of project's youth start-up support program were presented to all project stakeholders, partners, donor organizations and beneficiaries. Overall project outcomes were also promoted to the public through national and local media coverages.





NATIONAL POLICIES AND
PROGRAMMES
ARE CONDUCTIVE FOR
YOUTH
EMPLOYMENT

1.1

CONSULTATIVE MEETING ON “REFLECTING YOUTH EMPLOYMENT AND START-UP PROMOTION ASPECTS INTO THE NATIONAL EMPLOYMENT PROMOTION PROGRAM”

	Date:	2017.07.04
	Location:	Ulaanbaatar
	Participants:	14 people (6 female, 8 male)
	Objective:	Exchange views and mutually consult on how to reflect youth employment and start-up promotion aspects into the Employment promotion national program within the scope of Employment promotion activities included in “Government of Mongolia Action Plan 2016–2020”, goals stipulated in “State policy on employment” approved by the Government, and Law on Youth Development respectively.
	Participation:	The seminar was organized involving representatives from MLSP, MONEF, Start-up Mongolia, Ministry of Food, Agriculture and Light Industry, Ministry of Mining and Heavy Industry, and Ministry of Energy.

Results:

As a result of the seminar the participants have agreed that the National program should be directed to:

Have employment oriented macro-economic policy;

Minimize the imbalance of labour market demand and supply;

Create jobs within sectoral and local industrial and service development policies, programs and projects;

Create business supportive environment;

Develop and implement employment policies targeting different groups of population.



Discussing National Program on OSH.
2017.07.04



Discussing National Program on OSH.
2017.07.04

12

TRAINING SEMINAR ON “MANAGEMENT, ORGANIZATION, MONITORING AND EVALUATION OF LOCAL YOUTH START-UP BUSINESS SUPPORT ACTIVITIES”

In the second half of 2017, the project organized the training seminar on “Management, organization, monitoring and evaluation of local youth start-up business support activities” in the following areas involving the total of 65 people representing various stakeholders and partner organizations.

Within this activity, the project organized the start-up promotion activity at soum level for the first time in order to create start-up favorable environment at soum level

	Date:	2017.09.13	2017.10.02	2017.10.06
	Location:	Uench soum, Hovd	Uvs	Bayan-Ulgii
	Participants:	25 people (12M, 13F)	20 people (16M, 4F)	20 people (12M, 8F)
	Objective:	Build capacity of aimag and soum youth start-up support working groups and provide support in establishing a local startup support community.		
	Participation:	The seminar involved Aimags Governors' Offices, Governors of Uench, Altai and Bulgan soums of Khovd, members of Local Employment Council, managers and specialists of Labour, welfare service departments, and representatives of employers and investors.		



Management of start-up activities. Uench soum. 2017.09.13



Management of start-up activities. Uvs. 2017.10.02



Management of start-up activities. Uvs. 2017.10.02



Management of start-up activities. Bayan-Ulgii. 2017.10.06



Management of start-up activities. Bayan-Ulgii. 2017.10.06

Results:

As a result of the training seminar a Youth Startup Business Support Working Groups were established in Uvs, Bayan-Ulgii aimags and Uenchsoum of Hovd aimag.

Moreover, the knowledge and capacity of respective Aimag and Soum Governors' Offices, members of Local Employment Council, managers and specialists of Labour, welfare service department, representatives of initiator and partner organizations were strengthened in the following fields:

Supporting innovative start-up businesses;

Creating start-up favorable conditions locally;

Implementing the Youth Employment and Start-up Business Support Program.

The participants developed a list of potential organizations and officials to be working in local youth startup business support community. They also prepared proposals on possible activities to be implemented by local startup support community.

In 2018, a training-seminar on “Management, organization, monitoring and evaluation of local youth startup business support activities” will be organized in remote 3 soums of Khovd, Umnugovi and Zavkhan aimags, where Youth Employment Service Pilot Desks are established by the project.

1.3

JOB FAIR IN DARKHAN–UUL AIMAG

	Date:	2017.10.26
	Location:	Darkhan–Uul aimag
	Participants:	2000 people
	Objective:	Support cooperation among local Labour and Welfare Service Departments, TVET institutions and partners; promote services of processing industries to the public, and raise public awareness about employment promotion services.
	Participation:	The job fair was organized in partnership with the Darkhan–Uul province Labour and Welfare Service Department, local MONEF and Governor's Office involving local self-employed, processing factories, service organizations, local TVET institutions, public organizations, soum small and medium enterprises, students, unemployed and job seekers.



Job Fair. Darkhan–Uul. 2017.10.26



Job Fair. Darkhan–Uul. 2017.10.26

Results:

As a result of the job fair a Memorandum of Understanding was signed between the Local Employment Council and Local TVET Council. Moreover, local unemployed, youth, students, job seekers, and the public became more aware of activities of aimag entrepreneurs, service and industrial organizations, public employment service organizations, received information about labour related legislations, activities of various projects and programs. Local enterprises and training institutions also exhibited their products and services, while public employment service organizations provided registration and mediation services for job seekers and provided information about available vacancies in the local labour market.

1.4

MEETING OF A WORKING GROUP FOR FINALIZING THE DRAFT ACTION PLAN FOR FIFTH NATIONAL PROGRAM ON OCCUPATIONAL SAFETY AND HEALTH

	Date:	2017.11.16
	Location:	Ulaanbaatar
	Participants:	17 people (11 female, 6 male)
	Objective:	Provide support to finalizing the draft Action Plan for Fifth National Program on Occupational Safety and Health.
	Participation:	The meeting was organized in partnership with the Labour Relations Policy Implementation and Coordination Department at the Ministry of Labour and Social Protection involving members of a Working Group for finalizing the draft Action Plan for Fifth National Program on Occupational Safety and Health.



OHS National Action Plan. 2017.11.16



OHS National Action Plan. 2017.11.16

Results:

The project achieved to attract the members of the working group to focus youth target group in the issue of occupational safety and health. The members of working group exchanged their views and prepared a proposal on youth occupational safety and health.



Participants' evaluation:

Very successful – 64%

Successful – 36%

Average – 0%

1.5

“ROLE OF TRADE UNION IN STIMULATING SOCIAL PARTNERSHIP AND COOPERATION IN EMPLOYMENT SECTOR” TRAINING SEMINAR

	Date:	2017.12.19
	Location:	Ulaanbaatar
	Participants:	36 people (17 female, 19 male)
	Objective:	Strengthen capacity of Trade Union management in aimags and districts, as well as Employment Council members representing Trade Union.
	Participation:	The training seminar was organized in partnership with Confederation of Mongolian Trade Unions involving Trade Union members from the project target 8 aimags and 2 districts; members of Local Employment Councils representing Trade Union; and Secretariat of Confederation of Mongolian Trade Unions (CMTU).



Role of Trade Union in stimulating cooperation in employment. 2017.12.19



Role of Trade Union in stimulating cooperation in employment. 2017.12.19



Role of Trade Union in stimulating cooperation in employment. 2017.12.19

Results:

Capacity of CMTU Chairman, its Secretariat, Trade Union management in aimags and districts, as well as Employment Council members representing Trade Union was strengthened in the following fields: Implementation of tri-partite principle in employment; Governance and new steering mechanism to implement youth employment promotion policies and programs; and Particularity of Employment Promotion six programs, their strengths and weaknesses.

Moreover, it was agreed that the draft guidelines for mutual reporting, between members representing employees in Local Employment Council and local Trade Unions, shall be submitted for approval to respective aimag, district Trade Union board. CMTU will prepare their input to national employment policy reform initiative and agreed to cooperate on this issue.

Participants shared their concerns that there's poor understanding among public employees and Trade Union staff that National Employment Council is a self-governing institution. Another limitation is that Employment Promotion Law and Charter of National/Local Employment Councils have certain provisions that are contrary to this self-governing principle.

1.6

“REFLECTING YOUTH EMPLOYMENT AND START-UP PROMOTION ISSUES IN RELATED LAWS AND LEGISLATIONS” CONSULTATIVE MEETING

	Date:	2017.12.20
	Location:	Ulaanbaatar
	Participants:	23 people (11 female, 12 male)
	Envisaged results:	Improved draft amendments reflecting youth employment and start-up promotion issues into existing laws and legislations on employment, labour relations, small and medium enterprises and other related laws.
	Objective:	Discuss about possible amendments to Youth employment and start-up promotion law, Labour law and other related laws and legislations.
	Participation:	The training seminar was organized involving department and division heads of MLSP, management and staff of employers and employees organizations, and NGOs.



Reflecting youth employment and start-up issues in related laws.
2017.12.20



Reflecting youth employment and start-up issues in related laws.
2017.12.20

Results:

Participants have discussed and endorsed the following additional changes regarding youth employment and start-up business support into existing laws and legislations.

Support employers recruiting youth for part-time jobs;

Reflect labour relations issues regarding on the job training, apprenticeship, and internship into Employment promotion law, Labour law, Vocational education and training law;

Reflect issues of qualification framework and standard classification of occupations into Labour law;

Volunteer, part-time, internship works for full time positions should be registered and counted as worked years;

Create start-up business support venture and investment funds;

If no employment contract was signed with youth, employers should be liable;

Law on state procurement should have necessary amendments related with the above needs;

Law on minimum wage should have provision that prevents from setting low wage for part-time jobs;

Law on economic entity income tax should reflect measures to support start-up business.

Project short term consultants B.Munkhзориг, Ts.Batnasan and L.Oyuntsetseg agreed to incorporate the above changes to their proposal of legal amendments. The PIU will then finalize the proposal by reflecting feedback received from the project target area employment offices and submit the document to related ministries.

1.7

“LABOUR MARKET AND VOCATION EDUCATION AND TRAINING: COOPERATION AT NATIONAL LEVEL” INTER-COUNCIL MEETING

	Date:	2017.12.25
	Location:	Ulaanbaatar
	Participants:	32 people (10 female, 22 male)
	Current challenges:	The Minister for Labour and Social Protection has the role of chair and secretariat of both National Employment Council and National Vocational Education and Training Council. Two national councils have not organized a joint meeting before and hence no previous cooperation practice.
	Objective:	Promote cooperation among National Employment Council and National Vocational Education and Training Council.
	Participation:	The meeting was organized in partnership with MLSP, MONEF and CMTU involving members and secretariat of National Employment Council and National Vocational Education and Training Council.



Cooperation at national level. 2017.12.25

Results:

NVETC and NEC have agreed on action plan for inter council cooperation in order to raise a dialogue and bring the issues related to employment of graduates and young job seekers, and balancing of labour market demand and supply at the policy level. Members of two national councils represent line ministries, Trade Union, and MONEF respectively.



TWO

▪
EFFECTIVE
EMPLOYMENT SUPPORT
SERVICES ARE PROVIDED
TO YOUNG PEOPLE

2.1

“MODERN EMPLOYMENT SERVICES FOR YOUNG JOB-SEEKERS” TRAINING

Previously we hardly provided any profiling services to job seekers, and overall our employment services were not that sufficient. This training provided us with latest approaches and tools in providing employment services. I also acknowledged that in order to apply this know-how we, as counsellors, need to be up to date with labour market developments. Also I understood that youth integration to labour market much depends on how we succeeded on motivating and activating them throughout our services.

J. Amgalanshoo,
career counselor in
Khovd LWSD

	Date:	2017.09.11–14
	Location:	Ulaanbaatar
	Participants:	32 people (26 female, 6 male)
	Objective:	Build the capacity of employment/career counselors from Aimag/District Departments of Labour and Social Welfare, as well as for specialists from MLSP, General Agency of LSW, UB City and private labour exchange offices in delivering new employment services.
	Participation:	The training was facilitated by short term international expert Mr. Constantin Lucian Pirjol involving participants from MLSP, GALWS, local LWSDs, UB city and private labour exchange offices.



Modern employment services for young job-seekers. 2017.09.14



Modern employment services for young job-seekers. 2017.09.11



Modern employment services for young job-seekers. 2017.09.12

Results:

Participants gained theoretical knowledge and practical know-how about the new employment services for youth, developed by the YEP project experts and national specialists. These services reflect international trends and will be piloted in selected Aimag/District Departments of LWS in its Youth Employment Service Pilot Desks. The international short term expert with the support of a project Task Force established in May, 2017 developed detailed guidelines on three new services and approaches, which were presented to the participants. For each new service including Profiling, Individual Employment Pathway Planning, and Youth Collaboration Support the participants actively worked in groups on different case studies. They were also guided through a detailed training curriculum and complete process of conducting Modular Training Units for young unemployed. Participants also discussed on how to adapt modular training units to different target groups (based on their age, education level, social background etc).



Participants' evaluation:

Very successful – 67%

Successful – 33%

Average – 0%

2.2

DELIVERING YOUTH COLLABORATION SUPPORT MODULAR TRAINING ACTIVITY

	Date:	2017.10.12–13
	Location:	Ulaanbaatar
	Participants:	17 people (13 female, 4 male)
	Objective:	Build the capacity of employment/career counselors from six target Aimag/District Departments of Labour and Social Welfare, as well as for specialists from MLSP, General Agency of LSW in delivering Modular Training Units at Youth Employment Service Pilot Desks.
	Participation:	The training was facilitated by short term national experts Mrs.Amarjargal A., and OyunzolbooTs., involving participants from MLSP, GALWS, local LWSDs, and UB city Labour Department.



Delivering Modular Training Units. 2017.10.12



Delivering Modular Training Units. 2017.10.12



Delivering Modular Training Units. 2017.10.13



Delivering Modular Training Units. 2017.10.13

Results:

This training was the last activity in the set of staff development actions to capacitate them with the delivery of three new services at the Model Labour Divisions. Counsellors and training specialists to be working at the Youth Employment Service Pilot Desks are now in the position to start the piloting of new services. As a result of the training, participants gained in-depth knowledge about group counselling and training methodology and techniques; la-

bour and employment related legislation and wage system in Mongolia; development of a detailed training plan and curricula. Most importantly, participants received a full package of training curriculum, and supporting materials developed by international and local experts in line with specific training needs of young job seekers.



Participants' evaluation:

Very successful – 93%

Successful – 07%

Average – 0%

2.3

YOUTH EMPLOYMENT SERVICE PILOT DESKS ARE OFFICIALLY LAUNCHED

During the previous quarters, the project in close cooperation with its partners has finalized the development of new approaches, processes and tools for youth employment services in Mongolia. A set of activities were accomplished including development of a comprehensive guidelines for new services, procurement of necessary

equipment, refurbishment of premises and capacity building of relevant staff. As a result, the project was able to launch the first round of piloting at the Youth Employment Service Pilot Desks in three aimags. In the fourth quarter of 2017, the project organized Pilot Desk inauguration ceremonies in the following aimags.

Zavkhanaimag has limited labour market but high number of young people. On behalf of young residents of the aimag I would like to extend my appreciation to the project for providing considerable investment establishing such Pilot Desk and opening up possibilities of employment to the youth. The pilot desk will create rare opportunities for youth to improve their employability skills, get self-employment and create wealth.

B.Batsaikhan,
Zavkhanaimag Governor

	Date:	2017.10.09	2017.10.17	2017.11.08
	Location:	Hovd	Umnugovi	Zavkhan
	Participants:	100 people (50M, 50F)	300 people (150M, 150F)	120 people (60M, 60F)
	Objective:	Promote the activities of the Model Labour Division to local youth and labourmarket stakeholders, and raise awareness of the public about YEP project activities.		
	Participation:	The inauguration ceremony organized in partnership with aimags' Labour and Welfare Service Departments was attended by Aimag Governors; Deputy Governors; Chairmen of Local Parliament; representatives of aimag administration; local TVET and other training institutions, employers as well as local unemployed and young job seekers. The total of over 500 people participated in three events.		

Results:

A partnership agreement was signed between aimag Labour and Welfare Service Departments and YEP project to ensure effective implementation and oversight of Youth Employment Service Pilot Desks. During the inauguration ceremony, the participants were introduced with the pilot desk activities and premises. In Umnugov iaimag the ceremony was combined

with a Job Fair involving local employers, start-ups and entrepreneurs. As a result of the event the visibility of the local Labour and Welfare Service Department and the project has been increased especially among local young unemployed. The presence of other labour market stakeholders and partners was a promising sign for successful implementation of local employment promotion programmes and projects.



YESPD opening. Hovd. 2017.10.09



YESPD opening. Zavkhan. 2017.11.08



YESPD opening. Umnugovi. 2017.10.17



Partnership Agreement signing. Hovd. 2017.10.09



YESPD opening. Zavkhan. 2017.11.08



YESPD opening. Umnugovi. 2017.10.17

2.4

“LABOUR MARKET INFORMATION: LOCAL PARTNERSHIP” TRAINING SEMINAR

	Date:	2017.10.18
	Location:	Umnugovi aimag
	Participants:	34 people (22 female, 12 male)
	Objective:	Promote partnership among Local Employment Council, Local TVET Council, Labour and Welfare Service Department and local TVET institutions.
	Participation:	The training seminar was organized in partnership with Umnugovi aimag Governor's Office, Labour and Welfare Service Department and EU funded STVET-2 project involving members of Local Employment Council, Local TVET Council, representatives from Labour and Welfare Service Department and local polytechnic college.



Local Partnership in LM information. Umnugovi. 2017.10.18



Local Partnership in LM information. Umnugovi. 2017.10.18



Local Partnership in LM information. Umnugovi. 2017.10.18

Results:

Employment and VET councils had their first joint meeting. The two local councils signed a Memorandum of Agreement to ensure sustainable implementation of local labour market demand and supply study. Participants established inter-council coordination team, tasked to facilitate cooperation between two councils, with the following renewed composition: secretaries of two councils and employers' representatives-2 (VET council-1 and Employment council-1). In addition, the list of issues was developed for reflecting into action plan to be jointly implemented by local Labour and Welfare Service Department's Labour Division, VET institutions and local councils.

As a result of the technical content of the training seminar, the local council members strengthened their knowledge specifically on the importance and methodology of qualitative and quantitative labour market demand survey, and gained practical skills on how to develop survey questionnaires. Moreover, participants developed a list of available and needed local labour market data for Umnugovaimag, and prepared number of questionnaire templates to be used for qualitative and quantitative surveys from employers, self-employed and herders.

2.5

TRAINING ON “QUANTITATIVE AND QUALITATIVE ASSESSMENT METHODOLOGY FOR LOCAL LABOUR MARKET DEMAND SURVEY”

	Date:	2017.10.19–20
	Location:	Umnugovi aimag
	Participants:	40 people (29 female, 11 male)
	Objective:	Capacitate the local research team to conduct an effective labour market-survey using quantitative and qualitative methods, and improve the practical skills of the team to develop a survey questionnaire and forms.
	Participation:	The training was organized in partnership with EU funded STVET-2 project, and Umnugovi aimag Labour and welfare service department involving representatives from Umnugovi aimag Governor’s Office, local employment council and VET council, managers and specialists at local Labour and Welfare Service Department, local employers, investors, soum social workers and VET institutions.



Local LMD survey methodology. Umnugobi. 2017.10.19.jpg



Local LMD survey methodology. Umnugobi. 2017.10.20

Results:

Employment and VET councils had their first joint meeting. The two local councils signed a Memorandum of Agreement to ensure sustainable implementation of local labour market demand and supply study.

As a result of the technical content of the training seminar, the local council members strengthened their knowledge specifically on the importance and methodology of qualitative and quantitative labour market demand survey, and gained practical skills on how to develop survey questionnaires. Moreover, participants developed a list of available and needed local labour market data for Umnugovi aimag, and prepared number of questionnaire templates to be used for qualitative and quantitative surveys from employers, self-employed, herders, students and employed youth respectively.



Participants' evaluation:

Very successful – 64%

Successful – 36%

Average – 0%

2.6

SEMINAR ON PRESENTING “MODEL LABOUR DIVISION FOR YOUTH” HANDBOOK

	Date:	2017.11.30
	Location:	Ulaanbaatar
	Participants:	30 people (15 female, 15 male)
	Objective:	Facilitate co-ordination and consultation of new approaches: methods and services delivered in Model Labour Divisions and its' Youth Employment Service Pilot Desks.
	Participation:	The training was organized involving directors and heads of target area LWSDs and Labour Divisions, representatives from the General Agency for Labour and Welfare Services, and MLSP.



Presenting MLD Handbook for managers. 2017.11.30



Presenting MLD Handbook for managers. 2017.11.30

Results:

Directors and managers of project pilot area Labour and Welfare Service Departments (LWSD) and Labour Divisions as well as General Agency for Labour and Welfare Services and representatives from the Ministry of Labour and Social Protection were presented with the concept of Model Labour Division Handbook developed by the project. The handbook is comprised of detailed guidelines for each of five new services to be introduced through Youth Employment Service Pilot Desks (YESPD). Three aimags

that have already started their pilot phase shared their progress and feedback with other participants. Seeing the real outcomes of YESPDs, other pilot aimags, which have not been selected for piloting these new services, expressed their interest to receive project support in establishing such special desks targeting young job seekers. The Agency encouraged the directors of LWSDs to submit proposals for local youth employment promotion programs through already established YESPDs.

2.7

YOUTH EMPLOYMENT SERVICE PILOT DESKS IN ACTION



Modular Training. Umnugovi. 2017.12.04



Modular Training. Hovd. 2017.10.10



Modular Training_Zavkhan. 2017.12.25

During the reporting period a progress monitoring visit was made by the project experts to **Umnugovi YESPD**. The desk staff, including the counsellor and training assistant have successfully organized three Modular Training for 20 young participants. Two employers' representatives participated in the training module to talk about what are the expectations from employers' side from young job seekers and to advice on dos and don'ts at job interviews.

Khovd YESPD has succeeded to implement three Modular Training to total of 8 young people, of which 5 have already been mediated to jobs and 2 are now self-employed. In addition, Profiling was done for 5 people and Individual Employment Pathway Planning for 4 people so far. Desk staff has promoted their services to total of 150 TVET and Khovd University graduate students.

Zavkhan YESPD, that was opened the last, has started the Module One training with 12 young people. Desk staff has promoted their services to total of 400 people including local youth.

All three YESPDs will provide their quarterly progress report early 2018, where much detailed and updated information would be available.

2.8

“APPROACHES IN PROVIDING EMPLOYMENT PROMOTION SERVICES TO PEOPLE WITH DISABILITIES” TRAINING–SEMINAR

Employment services for PwD.
2017.12.07



Employment services for PwD.
2017.12.07



Employment services for PwD.
2017.12.07

Results:

	Date:	2017.12.07
	Location:	Ulaanbaatar
	Participants:	25 people (19 female, 6 male)
	Objective:	Strengthen the capacity of PES and private labour exchange offices in providing employment services to people with disabilities.
	Participation:	The training was facilitated by Mrs. Gunjilmaa B., Director of Business Incubator Center for Person with Disabilities involving target area LWSD counsellors and specialists dealing with people with disabilities as well as YESPD staff.

Participants increased their capacity on providing more effective employment services to people with disabilities; giving advice to employers on necessary work place adjustments; and supporting people with disabilities who wish to be self-employed. Moreover, participants with trainer’s facilitation discussed about current legislations related with employment of people with disabilities, and local challenges encountered while providing services to this target group. As a result, the participants developed a list of possible amendments to related laws as well as a list of challenges and obstacles faced by PES specialists when dealing with people with disabilities. Trainers also received a request to conduct the similar training in Darkhan–Uulaimag targeting employers and PES staff.



Participants’ evaluation:

Very successful – 67%

Successful – 33%

Average – 0%



THREE

YOUNG PEOPLE OPERATE
INNOVATIVE START-UPS WITH
GROWTH POTENTIAL

3.1 PILOT PROGRAM TO SUPPORT YOUTH START-UPS

In the reporting period, the Youth Start-up Support Pilot Program activities were organized in the following three target areas involving the total of 164 people. During the project implementation to date, in total, eleven pilot programs were implemented. For the first time the project piloted the start-up support program at soum level. The details of the training and pitch events' outcomes are written below.

	Date:	2017.09.13–15	2017.10.02–04	2017.10.06–08
	Location:	Uench soum, Khovd	Uvs	Bayan-Ulgii
	Participants:	42 people (24M, 18F)	57 people (34M, 23F)	65 people (39M, 26F)
	Objective:	Promote the development of start-up businesses in the local community, cultivate a start-up ecosystem at aimag and district level, support start-ups led by youth, and build the capacity and mindset of the local youth to manage start-up businesses.		
	Participation:	The pilot programs were organized in partnership with the local Labour and Welfare Service Departments and Start-up Mongolia NGO involving active participation of the Governor's offices of Uvs, Bayan-Ulgii aimags and Uench soum of Khovd aimag, representatives from local private companies, Development Solutions NGO as well as the participants of the pilot program.		

The following activities and trainings to support local start-ups were organized:

A. Boot camp training

THE TRAINING COVERED THE FOLLOWING MAIN CONTENT:

DESIGN THINKING: A design thinking session was organized to develop the participants' competency on creativity and innovation as well as the ability to find durable solutions. The participants in pairs were tasked to produce a hand-made product within two hours timeframe taking into account the need, taste and wish of the partner.

- **"BUSINESS MODEL CANVAS" TOOL:** Using a BMC tool, the participants were assisted in effectively planning and developing start-up business or project ideas, and putting the ideas into business operation. The participants have divided into groups and developed a canvas with the guidance of the instructor.

START-UP BUSINESS & ENTREPRENEURSHIP: Lecture on start-up business development was organized covering issues such as start-up business development in rural community, key concepts of start-up business and entrepreneurship, major differences between small and big businesses, best practices and examples of experiences of local and international start-ups.

B. Pitch events

A three day “Pitch” event covering a 54 hour timeline has been organized in all target areas with overall goal to facilitate a talented team building process, and to capacitate the participants to explore innovative business ideas, create business plans, establish a company and facilitate fundraising. The briefs of each pitch event in target areas are given below.

UENCH SOUM, KHOVD AIMAG

The total of 22 business ideas was presented by the participants, of which seven innovative ideas were selected to proceed with developing their business proposals further with assistance from mentors. The following teams were awarded for their best and innovative business ideas:



FIRST PLACE:

“Sofa” team for their plan to make sofa using their own experience.

SECOND PLACE:

“Sea buckthorn” team. Based on their own crop fields, these youth make-products using seabuckthorn.

THIRD PLACE:

“Egg laying hen” team for their proposal to establish a chicken farm.

The winner first and second place teams were given access to further business accelerator training program to improve their business idea and shall receive seed fund from the project after its completion.

★ Participants' evaluation:

Very successful – 63%
Successful – 37%
Average – 0%



Sofa Team. Uench soum. 2017.09.15



Bootcamp training. Uench soum. 2017.09.14



“I am very happy to be part of the start-up support activity organized in the western three soums of remote Khovdaimag, which is located over 1700kms away from Ulaanbaatar. It has been a tremendous effort that remote soum young entrepreneurs and youth interested in start-up business were gathered together, attended the training and became one community.”

B. Uuganbayar, “Sofa” team leader



Uench soum winners. 2017.09.15

3.1

UVS AIMAG

The total of 33 business ideas was presented by the participants, of which 10 innovative ideas were selected to proceed with developing their business proposals further with assistance from mentors. The following teams were awarded for their best and innovative business ideas:



FIRST PLACE:

“**Wooden Lego**” team for their proposal on producing wooden lego.

SECOND PLACE:

“**Sea buckthorn soap**” team for their proposal on producing soap with sea buckthorn”.

THIRD PLACE:

“**Perfect Solution**” team for their proposal on making a small vehicle for household use.

The winner first and second place teams were given access to further business accelerator training program to improve their business idea and shall receive seed fund from the project after its completion.



Participants' evaluation:

Very successful – 65%

Successful – 35%

Average – 0%



“Thanks to the training we learnt that if time is used effectively there’s so much that can be achieved during 54 hours. Our team developed a project to produce soap with bone fat and sea buckthorn, and I am happy that we won the second place with this idea. This activity ensured all types of support to the youth, and I wish that it will be organized twice a year in the future”

B. Bayarmaa, “Sea buckthorn soap” team leader



Bootcamp training. Uvs. 2017.10.02



Mentors helping startups. Uvs. 2017.10.03



Uvs winners. 2017.10.04

3.1

BAYAN-ULGII AIMAG

The total of 45 business ideas was presented by the participants, of which 10 innovative ideas were selected to proceed with developing their business proposals further with assistance from mentors. The following teams were awarded for their best and innovative business ideas:



FIRST PLACE:

“Sakhar” team for their proposal to make soap with medicinal herbs.

SECOND PLACE:

“Eco stove” team for their proposal to make eco stove with low consumption of coal.

THIRD PLACE:

“Sapa” team for their proposal to make Kazakh national dairy products.

The winner first and second place teams were given access to further business accelerator training program to improve their business idea and shall receive seed fund from the project after its completion.



Participants' evaluation:

Very successful – 65%

Successful – 26%

Average – 9%



“Thanks to this training we were able to learn from very competent teachers about how to work in a team, what to consider when starting a business, how youth can succeed and many other aspects. Our team developed a project on making an iron knife with Kazakh national prints and special packaging. I am happy that we won the fourth place with this business idea.”

T. Akhmeruet, “Kazakh Nation” team leader



Mentors helping startups. Bayan-Ulgii. 2017.10.07



Bootcamp training. Bayan-Ulgii. 2017.10.06



Bayan-Ulgii winners. 2017.10.08

3.2 ACCELERATOR TRAINING PROGRAM III

	Date: 2017.11.27–30
	Location: Ulaanbaatar
	Participants: 25 people (8 female, 17 male)
	Objective: Provide assistance and guidance to the selected start-ups for the duration of five weeks to build their capacity, improve business ideas and further develop initial businesses to become more sustainable.
	Participation: The start-up accelerator training was organized in partnership with Startup Mongolia NGO involving eight successful start-up teams from Uvs, Bayan-Ulgii, Zavkhan, Bayankhongor aimagsand Uyench soum of Khovd. It was facilitated by seven trainers/mentors.



D.Oyungereel on Business Model. 2017.11.27



S.Erdenebat on Customer Development. 2017.11.28



Group work presentations. 2017.11.29

Results:



Participants' evaluation:

Very successful – 76%

Successful – 24%

Average – 0%

Participating teams strengthened their knowledge on such topics as customer development; sales purchase agreement; how to offer value to customers; how to make a pitch for investment; what is Minimum Viable Product and how to test it before starting a full product; how to use more detailed design thinking approach for making and improving prototype of their product; and how to do a financial planning, and properly calculate business income and expenditures. Three teams have already established relations with their designated mentors.

3.3 START-UP DEMO DAY

	Date: 2017.12.01
	Location: Ulaanbaatar
	Participants: 37 people (13 female, 24 male)
	Objective: Facilitate start-up teams and companies involved in the project accelerator training program to present their ideas to potential investors.
	Participation: The training workshop was organized in partnership with Startup Mongolia NGO involving representatives from Ministry of Labour and Social Protection; General Agency for Labour and Welfare Services; Project target area Labour and Welfare Service Departments; Mongolian Employers' Federation; investors and winner startups.



B. Gerelkhuu presenting Wooden Products Design.
 2017.12.01



M. Enkhgerel presenting Camel Milk Products Project.
 2017.12.01



B. Unenbayar presenting Leather product project.
 2017.12.01

Results:

The following teams from Umnugovi, Bayan-Ulgii, Uvs, Govi-Altai aimags and Khan-Uul, Bayangol districts of Ulaanbaatar officially presented their business ideas to the investors and other participants:

LIVON- team (Product: Leather bag)

Suun tsatsal – team (Product: Sweets from camel milk)

Tavan salaa – team (Product: Knife with national design)

Shijir – team (Product: Bath bomb and feed dip made of whirl bone fat)

Wood lego – team (Product: Wooden lego team)

Sakhar – team (Product: Soap made of medicinal herbs)

Altai organic tea – team (Product: Instant tea with Gobi feather grass)

The project provided financial support of 10 million tugrug to each of the following three successful start-up teams: “Sakhar” and “TavanSalaa” teams from Bayan-Ulgii, and “Mod-Lego” team from Uvs.

3.4 START-UP PLATFORM (WWW.STARTUPBASE.MN)

The project initiated and developed a startup platform – an integrated online database that is aimed to provide information to start-up business stakeholders, create an on-line environment for partnership and offer possibilities to start-ups to promote their products and services. As a registered user of the platform, organizations and individuals interested in start-up business can retrieve latest information about start-up related activities and news; connect with potential investors and mentors; register in events and activities of interest; get to know other peers in start-up business and exchange the know-how and practices.

The platform was officially launched on December 1st, 2017, and despite the short period of time, it now has 85 organizations and 80 individuals already registered as users. The registration is free of charge, anyone who is interested can register themselves and get the benefits. It is planned to expand and further develop the platform to meet customers' needs and satisfaction.



3.5 “ACHIEVEMENTS OF YOUTH START-UP SUPPORT ACTIVITIES” FORUM

	Date:	2017.12.01
	Location:	Ulaanbaatar
	Participants:	69 people (24 female, 45 male)
	Objective:	Present main achievements of project’s youth start-up support program, launch the start-up platform and raise awareness of the project.
	Participation:	The forum was organized involving representatives from representing project pilot area LWSDs, General Agency for Labour and Welfare Services, the Ministry of Labour and Social Protection, donor organizations, UB city Labour Department, Start-up Mongolia, Development Solutions, Mongolian National Business Incubators’ Federation and other key partners and stakeholders of the project as well as project beneficiary start-up teams.

Results:

Participants became more aware of the project activities directed to support youth start-up business. In addition to the official presentation of project achievements with this regard, seven successful start-up teams exhibited their sample products to the participants. As part of achievements of the project start-up support activities, five start-up teams told their stories of success as beneficiaries of the project. A focus was also given to the official launch of the Start-up Platform/Database (www.startupbase.mn) developed by the project to create an effective platform for Mongolian start-ups to connect with each other, promote their products and services as well as to find potential investors and partners. Project achievements were also promoted through national and local media.



Start-up Forum. 2017.12.01



Start-ups exhibiting their products. 2017.12.01



Start-ups exhibiting their products. 2017.12.01

“Before the start-up support program, I used to make very small amount of products at my kitchen table and could only sell them to people around. My products had no design or logo. Taking part in the project start-up support program set the solid fundamentals of my business, now I’m learning more on how to develop a business project. I’m starting to conquer my fears one by one, building more positive and strong mindset. I was a single mother in search for a job, now I am self-employed mother. I’m confident that one day, my dream of making Mongolian traditional product as a world known brand will come true.”

L.Gankharaa, “AQUILA” team leader

“Managed by a Mongol person, implemented by Mongol people, this project though with relatively smaller budget than some other international projects, has made sound contribution in creating start-up ecosystem, changing youth attitudes and mentality and attracting government funds to support start-ups in Mongolia. As a specialist working in this sector, I am delighted to acknowledge that the project has achieved a lot in a short period of time and has become the best practice project.”

G.Galaariidii, director of Technoj Incubator Center.

PROJECT PUBLICATIONS AND VIDEO



Guidelines on “Business Mentoring Relations”

In order to introduce best international practices and approaches in start-up business support interventions of the project, a guidelines was developed on business mentoring relations containing approaches and tools that can be used business and personal development relations between mentoring coordinators, mentors and entrepreneurs.

The guidelines was developed by E.Bat-Orshikh, Executive director and G.Bolortsetseg, Mentoring coordinator of “Development Solutions” NGO. It was reviewed by T.Enkhtuya, Team leader and D.Narmandakh, National expert at YEP Project.



Guidelines on “Provision of Adjusted Instruments for Blind and Visually Impaired Employees”

Aimed to inform and capacitate actors in employment sector on providing adjusted working environment for blind and visually impaired employees a guidelines was developed containing information about how to communicate with visually impaired people, what are the equipment and tools required for providing adjustments at workplace, and other specifics that need to be considered when working with this target group.

The guidelines was was developed by D. Gerel, president of Mongolian National Federation of the Blind. The Braille version of it was printed earlier this year.

Video on Start-up Success Story

A seven minute video showcasing the success story of Ya.Chag-naadorj was developed in Mongolian with English subtitle. Chag-naadorj is a young man from Bayankhongoraimag, who has benefited from number of project activities. He has received advice from

a career counselor at the project established Career Counselling Centre, entered the project initiated crop and livestock farming class at local TVET school and successfully participated and received grants through the project Youth Start-up Pilot Program.



Leaflet on “Youth Employment Service Pilot Desk”

A three-fold leaflet was developed with the brief description of five new services as well as benefits of the desk that youth can get from receiving training and other employment services. The leaflet was printed and distributed for three currently established Youth Employment Service Pilot Desks, which will help the desk staff to promote Model Labour Division services to young job seekers.



Introduction of YEP project start-up promotion activity achievements

Brief summary of achievements with information on Youth employment promotion activities, its beneficiaries, and outcomes included in this 4 page publication in Mongolian. It was distributed during the Start-up forum and exhibition.



YOUTH EMPLOYMENT PROJECT

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