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## ПРОБЛЕМА ПОДГОТОВКИ СПЕЦИАЛИСТОВ, ОТВЕЧАЮЩИХ ТРЕБОВАНИЯМ РЫНКА ТРУДА

**Галбадрах Сосорбарам**, доктор технических наук, доцент, Дарханский институт, провинция Дархан-Уул, Монголия, [galaa5@yahoo.com](mailto:galaa5@yahoo.com);

**Лосол Аюш**, доктор философии, профессор, Дарханский институт, провинция Дархан-Уул, Монголия, [Losol0289@gmail.com](mailto:Losol0289@gmail.com);

**Энхджин Пуревсамбуу**, магистр делового администрирования, Дарханский институт, провинция Дархан-Уул, Монголия, [enkhjinpuujee33@gmail.com](mailto:enkhjinpuujee33@gmail.com)

*Аннотация.* В условиях стремительной реформы образования, которая осуществляется в последние годы, важно готовить знающих и квалифицированных специалистов, отвечающих требованиям рынка труда. В данной статье представлены результаты проведенного в 2020 году опроса о трудоустройстве молодежи в Дархан-Уульской области Монголии. Респондентами опроса стали работодатели, студенты и наемные работники, которые выразили свое отношение к подготовке специалистов для удовлетворения потребностей рынка труда.

*Ключевые слова:* трудоустройство, востребованность на рынке труда, предложение, профессиональные требования

## ISSUE OF TRAINING PROFESSIONALS MEETING LABOR MARKET DEMANDS

**Galbadrakh Sosorbaram**, Ph.D (Engineering), Associate Professor, Darkhan Institute, Darkhan-Uul province, Mongolia, [galaa5@yahoo.com](mailto:galaa5@yahoo.com);

**Losol Ayush**, Ph.D, Professor, Darkhan Institute, Darkhan-Uul province, Mongolia, [Losol0289@gmail.com](mailto:Losol0289@gmail.com);

**Enkhjin Purevsambuu**, Master of Business Administration, Darkhan Institute, Darkhan-Uul province, Mongolia, [enkhjinpuujee33@gmail.com](mailto:enkhjinpuujee33@gmail.com)

*Abstract.* In the context of the rapid education reform that has taken place in recent years, it is important to train knowledgeable and skilled professionals to meet the needs of the labor market. This article presents the results of a survey conducted in 2020 on the employment and supply of young people in Darkhan-Uul province. We conducted how employers, students and employees feel about training professionals to meet the needs of the labor market, and what their opinions are.

*Keywords:* employment, labor market demand, supply, professional requirements

### Introduction

According to the International Labor Organization, the global youth unemployment rate was 13.6% in 2020 and has been expected to remain at that

level. In Mongolia, according to the NSO [2], the National average unemployment rate for young people aged between 15 and 24 was 17.9% by 2020, which was 2.6 times higher than the average unemployment rate. According to the study conducted by the Central Youth Labor Exchange, 67% of the unemployed are young people. There are 150-160 thousand unemployed people registered in Mongolia, of which about 100 thousand are young people aged between 18 and 39.

Unemployment among young people has been increasing year by year, and now it is on the rise. However, there are many reasons why young people are unemployed. For example, one of the main issues is that employers often look for people who have work experience when it comes to choosing the right candidates for the specific job [3]. In addition, it is common for young people to be forced out of their jobs and become unemployed. Another problem is that finding a job that offers inflexible fixed wage systems are affecting youth unemployment. The school-to-work transition makes young people face many challenges such as risk of long-term unemployment. According to some studies, more than half of unemployed youth are out of work for more than 1 year and 1/3 for more than 3 years [5].

Long-term youth unemployment results in negative economic and social consequences [6,7]. Long-term unemployment refers to people who have been unemployed for more than one year. Long-term youth unemployment is likely to have a greater damaging effect on the young people concerned, which will further affect their employment chances into their adult lives. Furthermore, unemployment while young lowers an individual's wages up next 20 years [4]. A history of his/her unemployment may also lead to employers less likely hire an individual, and more likely offer them a lower wage [1].

## **Research**

### **Scope of the study**

The survey has covered the labor market supply and demand parties in Darkhan-Uul province, including employers, self-employed, employees, the unemployed and students. This article determines the selection of questions related to the training of specialists to meet the needs of the labor market.

### **A. Questionnaire from employers**

The survey was conducted among 226 organizations, including large enterprises and organizations in Darkhan-Uul provinces.

**Question 1.** Following answers are given to the question of what difficulties employers face when hiring a new employee:

- a) insufficient professional skills – 58%;
- b) lack of self-esteem at work – 14.2%;
- c) lack of professional knowledge – 8.8%;
- d) professionals are rare – 7.1%;
- e) lack of knowledge in foreign languages and computers skills – 6.2%;
- f) poor responsibility and discipline – 5.3%;
- g) other – 0.4%.

In terms of industry, it appears to be the lack of professional skills, foreign language knowledge and computer skills, and the sectors with the highest response to lack of professional skills (131 out of 226 respondents gave only this answer, which is a high percentage per each sector) are in non-manufacturing sectors. The sectors with the highest level of lack of professional knowledge are tourism, housing, public services (23.1%), public administration (23.1%), construction (21.4%), mining, heavy industry (20%) and light industries (15.4%). Sectors that professionals considered to be rare are mining, heavy industry (40%), culture and arts (40%), wood processing (20%), transportation, and automotive (12.5%). Requirements related to individualistic ideologies such as self-esteem, responsibility and discipline are not met in industries such as light industry, agriculture, health, physical education, sports, social security, banking, loan, insurance and social insurance.

According to the survey, improving the professional skills of university, college and VS graduates is a challenge for them to develop a hard-working attitude.

**Question 2.** Following answers are given to the question of where the organization recruits their employees:

- a) from vocational School (VS, polytechnic colleges) – 38.1%;
- b) from unemployed – 37.2%;
- c) from temporary training institutions – 12.8%;
- d) from employment Agency – 11.9%.

Categorizing the above question via each sector, vocational schools (VSs, polytechnic colleges) have a high level of material and technical supply (100%), tourism services (100%), science (100%), mining and heavy industry (80.0%), light industry (53.8%), housing and communal services (53.8%), communication

and information (50.0%), health, sports, social welfare (43.5%), construction (42.9%). The sectors hiring employees from unemployed people are wood processing (60.0%), agriculture (50%), construction (50.0%), banking, finance and insurance (47.4%), public administration (46.2%), trade and catering (40.0%), culture and arts (40.0%). In most of these sectors there is no need for going through training due to the supply of labor in the labor market and the large number of trained professionals. Mining, heavy industry (20.0%), transportation, automotive (25.0%), communication and information (25.0%), and trade and catering (20.0%) are the sectors that recruit people through employment agency. The result of the questionnaire indicates that companies do recruit new employees through vocational schools or contacting directly with the job applicants.

**Question 3.** Following answers are given to the question: Does your organization provide additional training for graduates of vocational training?

The result of the questionnaire indicates “yes” for 53% and “no” for 47%. Such sectors as science (100.0%), logistics (100.0%), tourism services (100.0%), health, physical education, sports, social welfare (78.3%), light industry (69.2%), banking, finance and insurance (63.2%) re-train vocational training graduates.

The high rate of additional training, on the one hand, assists in improving the knowledge and skills of new employees, however conversely, the knowledge and skills of the trained specialists are considered to be insufficient.

**Question 4.** Following answers are given to the question: Share your thoughts on the challenges of staff training (Mention problems that don't depend on the organization).

The result indicates that respondents of 23% say that the training courses are expansive while 15.9% say they lack in training course. The respondents of 14.2% say they have poor training quality; 12.8% don't receive any training; 32.8% lack of information about training and the rest of 1.3% respondents answer 'other'.

Following answers are given to the question; name the problems associated with the organization: 29.2% of the respondents did not have enough resources for training; 25.7% of employees were unable to attend training during working hours; 13.7% of employees had no desire to learn; 31.4% said that they were in lack of information about the training course. Thus, the result from this questionnaire indicates the importance of disseminating information about training.

**Question 5.** Following answers are given to the question: What are the reasons that employees are fired from your organization?

- a) resign at their own request – 26.5%;
- b) loss of responsibility and discipline – 22.1%;
- c) professional incompetence – 20.8%;
- d) employment downsizing – 20.4%;
- e) working abroad – 8.0%;
- f) for medical reasons – 2.2%.

Among the reasons for dismissal, 43% were due to lack of self-discipline and professional skills, especially in the service sector. In terms of sectors, the inconsistencies in skills are high in the material and technical supply (100.0%), construction (42.9%) and public administration (30.8%) sectors. In terms of loss of responsibility and discipline are high in science (100.0%), tourism (50.0%), agriculture (36.4%), banking, finance, insurance (31.6%), and trade and catering (28.3%) sectors.

**Question 6.** Partnership with educational institutions

Following answers are given to the question: Has your organization established a direct contact with vocational training institutions, 45% said “yes”; 22% said “no”, and 32% said “there was no need”.

**Question 7.** Following answers are given to the question: Are you interested in participating in training programs development for organizations that provide training in the professions required by your organization?

62.5% said “yes”, 37.5% said “not interested”.

Organizations operating in the light industry, wood processing, transportation, construction, trade and catering sectors are interested in participating in the program development. Adversely, banking and financial, housing and utilities sector are less interested in it.

**Question 8.** Following answers are given to the question: Is your organization interested in internships for students? 42.9% believe that there are both interest and opportunity, while 10.6% believe that there is interest but no opportunity; 12.4% aren't interested in and unable to do that; 9.3% have no interest; 24.8% have difficulty answering. The light industry, mining, telecommunications, health, sports, and education sectors are interested in internships for students at their organizations.

**Question 9.** Following answers are given to the question: If your organization does not want to hire new graduates, what are the reasons? 65.5% said that they are lack of professional skills, foreign language and computer skills. 34.5% believe

that knowledge and independence are poor and that training requires a lot of time and resources.

**B. Questionnaire from unemployed people.** The survey covered 355 unemployed people.

**Question 10.** Following answers are given to the question: Do you want to attend the training in the near future? 287 or 80.8% of them would like to improve specialize, retrain, or change their major and occupations. The remaining 68, or 19.2%, did not consider it necessary to attend the training.

**Question 11.** The highest percentage of reasons for unemployment is that 24.5% do not find a suitable job in their field of study. Other reasons that mentioned are lack of information, lack of interest in work, poor health, migration, lack of skills, and low-paying jobs.

On the other hand, employers believe that 58% of the employees did not meet the requirements due to lack of professional skills and 14.2% due to lack of self-esteem.

**Question 12.** In order to reduce unemployment, the government needs to give support to these respondents: to find a job for 53.2%, to provide with job information for 25.6%, and to get a profession for 19%. More specifically, the vast majority are seeking financial assistance and policy guidance from the government.

**C. Questionnaire from employees.** The survey covered 390 employees.

**Question 13.** Do you want to attend any training in the near future?

Three-quarters of the respondents said they would like to attend some kind of training, and young people under the age of 39 are more likely to study for master or PhD degree. In addition, 1/3 of 18-24 year olds are interested in retraining, which is a relatively high. Research shows that young people are more willing to learn new skills through training.

**Question 14.** Mention the knowledge and skills that are lacking

The survey covered a wide range of topics, including professional, communication, management, and technical skills. The 5 most common knowledge and skills of the participants were foreign language knowledge and skills – 28.5%, communication skills – 15.4%, management skills – 9%, innovation and creativity – 7.4%, financial management knowledge – 6.9%.

In terms of age (with a high percentage of respondents over 10%), 18-24 year old have a foreign language – 18.2%, innovation – 18.2%, and marketing skills – 13.6%; 25-34 year old have a foreign language – 29.9%, communication skills –

14.9%, strategy and management skills – 9%; 35-39 year old have a foreign language – 22.9%, communication skills – 22.9%, financial management skills – 14.6%; 40-46 year old have a foreign language – 47.1%, communication skills – 17.6%, computer and communication technology – 17.6%.

The study shows that a foreign language, interpersonal and management skills training are important for young people.

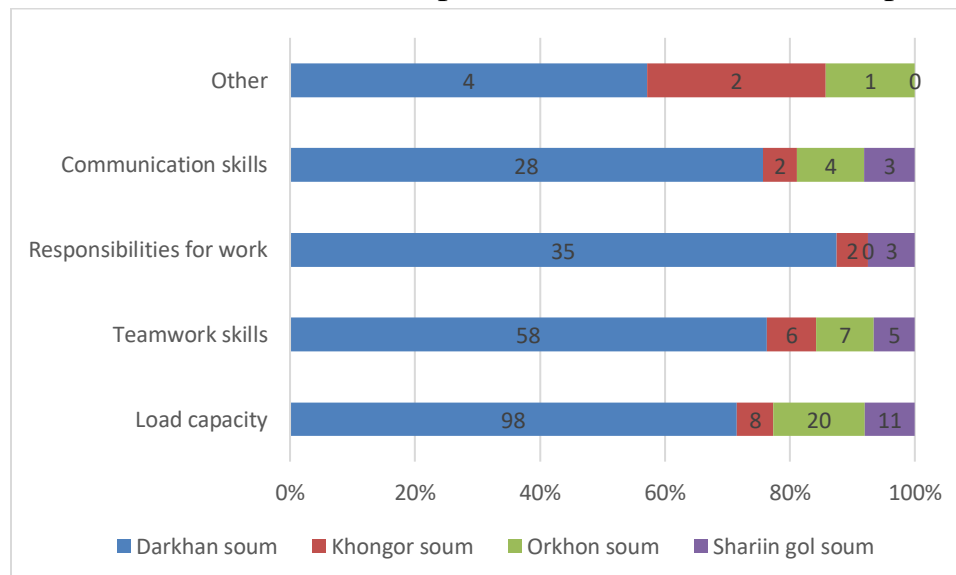
**D. Questionnaire from self-employed people.** The survey covered 297 self-employed people.

**Question 15.** Following answers are given to the question: Does your organization provide internships for students at your organization? 130, or 43.8%, said they were interested in and could do the internship; while 21.2% said they would not. Assuming that the remaining 35% can be used for internships, the employer is able to increase the correlation between the training institutions.

**Question 16.** 79 or 26.6% of self-employed people face difficulties in finding employee due to lack of knowledge and professional skills; 12, or 4%, due to lack of necessary professionals; 57, or 20%, due to lack of self-esteem; 135, or 45.5%, believe that it is caused by poor knowledge of foreign languages and computers.

**Question 17.** 137 or 46.1% of the respondents were able to cope with the workload; 76, or 25.6%, were able to work in a team; 40, or 13.5%, were able to be responsible; and 37, or 12.5%, considered communication skills as the main indicators for hiring new employees.

Figure 1. Key skills to consider when hiring a new employee  
Indicators are other, responsibilities for work, load capacity.



**E. Questionnaire from students.** A total of 334 students from 10 public and private schools participated in the survey.

**Question 18.** Following answers are given to the question: What is the demand of your profession / job / in the labor market? 32.3% of the respondents said that their profession is in high demand in the labor market, 59.9% said it was moderate and 7.8% said it was low.

**Question 19.** Following answers are given to the question: What are the benefits of the internship? Out of 334 students, 121 students answered that it was done moderately, 187 students said that it was done effectively, and 26 students said that it was done poorly.

### **Conclusion**

1. It is necessary to create opportunities for the training the required specialists and to cooperate with the organization that organize the training.

2. It is important that training institutions provide their training up to the standard that meets the professional skills requirements of employers. There is a need to create a system in which employers are involved in the development of training curriculums, employers should give an importance and thus participate in it. According to the survey, companies do work with vocational training institutions, but there is a need for broader cooperation, such as curriculum development and student internships. This suggests that there is a lack of coordination between training organizations and production organizations.

3. Unemployment is not decreased due to high migration including an increase in the proportion of university graduates, liquidation of institutions, high redundancies and demand from employers, low wages, and a lack of sustainable human resource policies. It is crucial to pay more attention to training, internships and social issues in order to improve employer-employee relations and ensure stable employment.

4. In the current situation when there are a few opportunities to work and develop professionally, it is necessary to support creative thinking for young people and direct them to start their own businesses with implementation of government policy.

5. Research shows that improving the professional skills of university, college and VSs graduates is a challenge for them to develop a hard-working attitude.



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