

# Analysis and Data Exploring of Special Project: Support of Young People to Labor Market

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**Abstract**— This paper describes aim of special project from Mongolian government to support young people for labor market; evaluation of the training courses and analysis and data exploration of evaluation. The initiator of special project was Mongolian government and it attracts to enroll into project more than 5000 young people over all country. In total 2400 citizen was registered into project participation. Two authors of this paper were selected tutors for training courses via official announced selection processes. For evaluation process applied the structure-oriented evaluation model. Data collected via Google form and processed by the structure-oriented evaluation online tool. 244 of 328 participants took part of the online survey. Analysis shows that most participants evaluated the training courses useful and helpful. Final evaluation score was 0.74 which is not really high. This self-evaluation activity not welcomed by all teachers of training courses in beginning but to end of project stakeholders interested in findings and outcomes from evaluation. This confirms that this kind of study need to be continue in next round of this project.

**Keywords**— Mongolia, young, evaluation of project, SURE model, structure.

## I. INTRODUCTION

The Mongolia has 1,564,116 km<sup>2</sup> area counts as 18th biggest country in the world [1]. Moreover, the Mongolia is one of the biggest landlocked countries after Kazakhstan [2]. By June of 2022 population of the Mongolia is 3,409,939 [3]. 233,806 of them are between 20-24 ages, 251,605 of them are between 25-29 and 310,652 of them are between 30-34 ages young people (Fig.1).

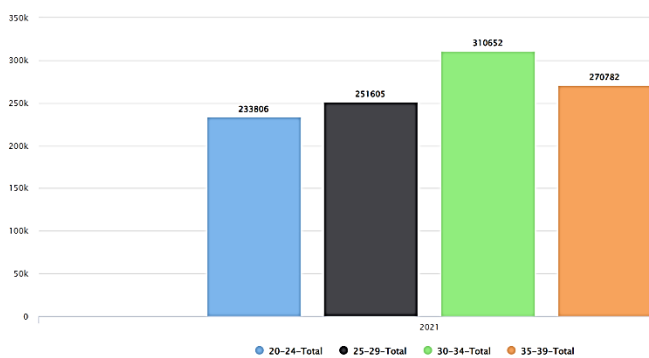


Fig. 1. Column chart for ages between 20 – 39

Currently, 63.77 percent of Mongolia's population is youth under the age of 35 [4]. The unemployment rate in Mongolia is 8.1%, while the employment rate is 52.3. There is a total of

99,778 unemployed people, while the number of registered unemployed citizens is at 18,644 [5].

According to Mongolian Govt Resolution No. 58 of 2021, "Youth labor preparation and implementation" project decision released [6].

The "Participation" project's aim to prepare youth for labor market and career development and this project is supported by the Government of Mongolia. Target group of this project was young people, who make up 31 percent of the total population of the country and 46 percent of the working-age population. Skills which should transfer to participants of project are the right attitude and patriotic ideals. The expecting outcome of project is to increase employment of participants after the project.

## II. PROJECT DESCRIPTION

Officially formulated purpose of project like to prepare young people for a healthy, early, active lifestyle and patriotic citizen, to train them for work, to have a job, and to start earning an income by organizing training, job and professional orientation, and counselling.

Objectives of the project are listed below:

1. Job and professional orientation training to young people to start their work and life correctly and participate in labor relations;
2. The personal development, patriotism, healthy and correct lifestyle and maturity in young people in combination with traditional and modern cultural context;
3. To young people, the meaning of family as the basis of the country's development, collective dreams, and achieving them.

The announcement about new project from government attracts many young people. But could not enrol all interested people to project. There are some requirements have to fulfill to get place in the project.

Basic requirements for participants:

1. Age should be in between 18-34 years old;
2. Have not been employed in the last 3 months;
3. Educational background should be in high school label; no university or professional degrees are required,
4. Should have strong ambition and motivation to change actual life in better future based on new career or employment [7].

A contract will be signed with the young citizen who have passed the selection process, and they will undergo 14-day

training in Ulaanbaatar. A scholarship of 500,000 MNT will be given to citizens who have completed the training and received a certificate. The Department of Labor and Welfare Services will organize the labor preparation and placement of citizens who have participated the training for selected jobs. During this period, social insurance contributions will be paid by the project. After the completion of the workplace internship, another 500,000 MNT scholarship will be given Participant in the first year of participation.

The special project aims are targeted to support young people to find jobs in labor market and to do successful careers after their study in different educational institutions. To fulfil those aims government offered training courses for young people who want to find corresponding jobs which fits to their career and dream. During training courses participants received contents relating to different skills which are important to find job from labor market.

Training courses for special project were designed in special way, too. Tutors for training courses were selected through the selection process which organized only for this project courses. Instructors were selected openly by a call. The selection is announced as follows by processing the materials listed. It includes:

- Short presentation should be prepared by teachers which have. to be include: practice, task and test; Slide pages cannot exceed 8.
- Create record with speech with length 5-8 minutes about selected subjects;
- Should prepare contents for selected training subject;
- Prepare plan for training course;

Almost more than 1,000 teachers of all levels of general education, vocational training institutions and universities throughout Mongolia registered in the selection process and 79% of teachers participated in the selection process [8].

### III. TRAINING COURSE DESCRIPTION

The "Participation" two weeks course was conducted by the trainers, focusing on the formation of basic work and life skills within the following 14 fields.

Main fields of training courses:

1. Self-development
2. Recognizing myself
3. Recognizing self as individual
4. My behaviors and quality
5. My perspective of life
6. Vision and purpose determine
7. Managing my emotions
8. What is career?
9. What includes the communication skills?
10. Labor tradition morality
11. How to manage the time
12. Work professional direction orientation, job entering process
13. Career development plan
14. Individual work assessment Portfolio [9-12].

During training days participants of the project received theoretical lectures and enrolled to practical exercises in

vacuum environment. Moreover, participants attended to free time events aimed at physical development and good habits were held continuously according to the set schedule [13-14].

### IV. EVALUATION SURVEY DESIGN

#### A. Questionary

Survey questions are created by authors of paper with target to collect data from project participants. Questions are consisting of three statistical questions; three multi choice questions for labor market overview by participants experience; four questions to measure satisfaction of participants about training course; two open ended questions to receive feedback from participants about project idea in general.

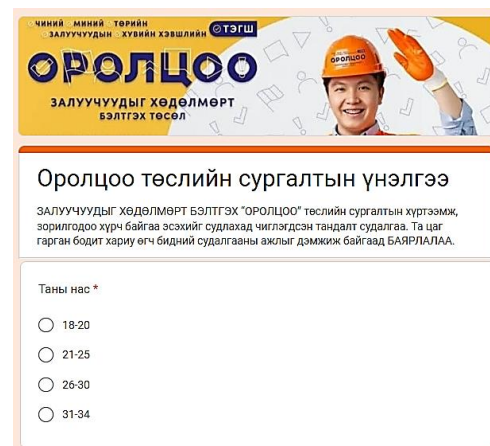


Fig. 2. Online survey for data collection

#### B. Online survey design

For online survey used free software Google form [4]. Prepared questions were designed into online survey by Google form (Fig. 2).

#### C. Data collection

The link address of online survey was sent to all participants of special project. 244 volunteers reacted to evaluation request and sent their answers.

### V. DATA PROCESSING

#### A. Statistical data processing

For data processing of collected data applied statistical standard functions and the SURE online tool.

The result of basic statistical data processing produced by Google form. Fig. 3 shows statistic data of participants ages. 37.3% of the 244 participants was 21-25 ages old.

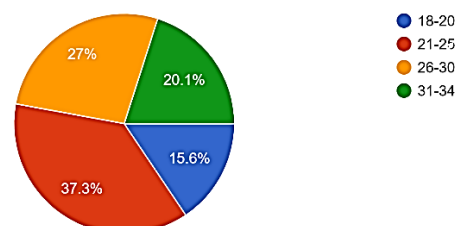


Fig. 3. Statistic data for ages

Fig. 4 shows statistical data of educational backgrounds of participants. 12.3% of them has 9 years school education, 4.5% of them has high school graduation, 36.5% of them graduated higher education and 24.2% of them did training with different professions.

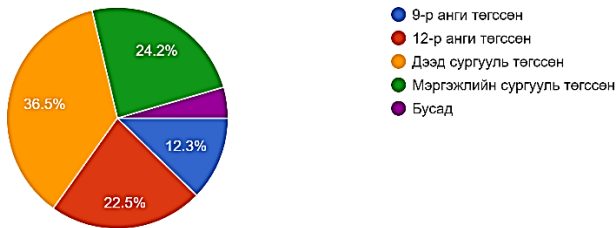


Fig. 4. Statistic data for educational backgrounds

Fig. 5 shows statistical data of careers. 73.6% of them has worked before the project. 10.2% of them never worked before. 12.7% answered like had no opportunity to find job in labor market. 3.3% confirms that applied for different jobs but never received applied position.

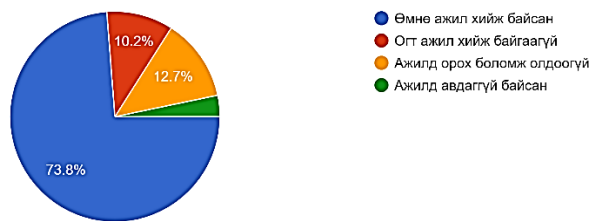


Fig. 5. Statistical data for careers

*The SURE data processing*

Three of four questions to measure satisfaction of participants about training course were processed by the structure-oriented evaluation model's (SURE) online tool [15]:

- Importance of project aim for participant
- Improvement of new skills during training
- Quality of training course content

First question consists of six different criteria, second question consists of nine and third question consists of four criteria.

Measure unit of questions belong to interval from 1 to 5. Participant must be select one of those five points to measure

their satisfaction about giving questions.

In Fig. 6 shows logical structure of three processed questions by the SURE structure format [16].

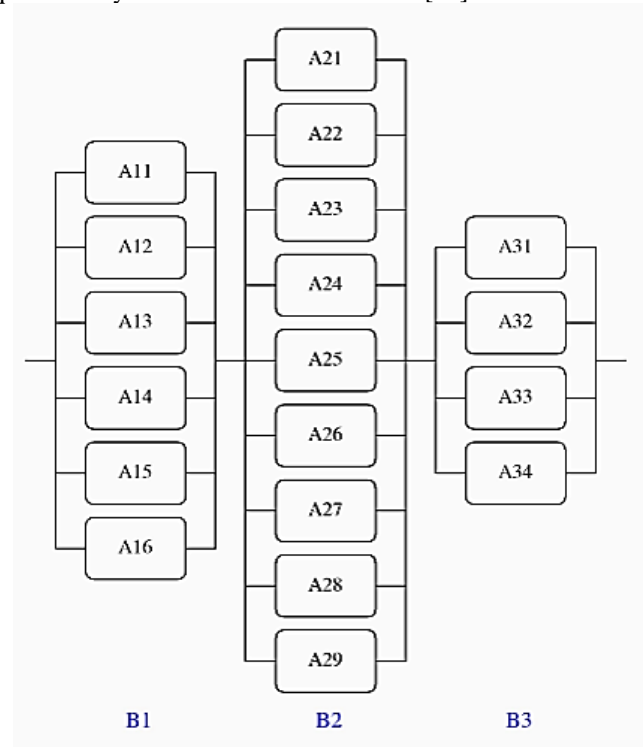


Fig. 6. Logical structure of satisfaction questions

Here,

- B<sub>1</sub>, B<sub>2</sub> and B<sub>3</sub> notes processed three questions;
  - A<sub>11</sub>-A<sub>16</sub> stands for criteria of first question
  - A<sub>21</sub>-A<sub>29</sub> stands for criteria of second question
  - A<sub>31</sub>-A<sub>34</sub> stands for criteria of third question
- The data processing of the SURE model goes thought several steps:
- Clean original data from other not selected questions for SURE data processing; by Excel functions
  - Change criteria statement into numeric data; by Excel functions
  - Transfer numeric data into comma separated vector (CSV) data; by SURE online tool
  - Compute SURE scores; by SURE online tool

	B <sub>1</sub>						B <sub>2</sub>									B <sub>3</sub>				
	A <sub>11</sub>	A <sub>12</sub>	A <sub>13</sub>	A <sub>14</sub>	A <sub>15</sub>	A <sub>16</sub>	A <sub>21</sub>	A <sub>22</sub>	A <sub>23</sub>	A <sub>24</sub>	A <sub>25</sub>	A <sub>26</sub>	A <sub>27</sub>	A <sub>28</sub>	A <sub>29</sub>	A <sub>31</sub>	A <sub>32</sub>	A <sub>33</sub>	A <sub>34</sub>	
Q <sup>*</sup> (A <sub>ij</sub> )	0.73	0.75	0.74	0.75	0.76	0.79	0.72	0.73	0.73	0.75	0.75	0.74	0.75	0.75	0.75	0.68	0.68	0.68	0.69	Q <sub>t</sub> <sup>*</sup> (C) = 0.7458
Q <sub>t</sub> <sup>*</sup> (B <sub>i</sub> )	0.82						0.8									0.71				

Fig. 7. The SURE scores of satisfaction questions

Fig. 7 shows final result of the SURE data processing. Collected data are not included into table due to the big size of amount.

Fig. 8 shows asymptotic confidence intervals of collected data by sample standard deviation. This data confirms that final SURE score 0.74 is significate.

$1 - \alpha$	$q_{e,0}^*$	$Q_e^*(C)$	$q_{e,1}^*$	$\sigma_e^*$
0.90	0.7215	0.7458	0.7701	0.2307
0.95	0.7169		0.7748	
0.99	0.7078		0.7839	

Fig. 8. Asymptotic confidence intervals

VI. RESULT OF EVALUATION

By the evaluation result found out that some reasons for rejection of applied positions, job. Some criteria which played key role for acceptance of application.

Results of the SURE data processing

- The general SURE score was 0.74. If compare this result to maximum score 1 it looks not bad. The score shows that satisfaction of enrolled 244 participants is higher than middle but lower than maximum.
- Importance of project aim for participant – questions measured by 0.82 score.
- Improvement of new skills during training - questions measured by 0.8 score.
- Quality of training course content - questions measured by 0.71 score.
- Highest score 0.79 received criteria for first question: A<sub>16</sub> – Expecting to have job and income.
- Lowest score 0.68 receives several criteria from third question: A<sub>31</sub> – Content of the course was very clear, A<sub>32</sub> – Organization of training was very good and A<sub>33</sub> – Time balance of training was exact good.
- Eight participants final score were 0.

Some reflections of open ended questions

- It was very useful training content relating to self-motivation
- Was good experience to work as team during training
- Most important issue is to support job applications in government level based on labor market estimations
- Learning environment for training was not really comfortable, sometimes it was not enough warm in classrooms
- Course contents which covered soft skills development were most important

Main findings of evaluation result

Highest score 0.79 received criteria for question A<sub>16</sub> – Expecting to have job and income. Among participants, 641 young people out of 1211 young people who were enrolled signed labor contract, however 62.4 % of them were legally employed, making the total outcome of the project is at 33% is than lower but lower than middle.

Main goal of the training courses was to improve competences of participants Improvement of new skills during training - questions measured by 0.8 score. Quality of training course content: Lowest score 0.68 receives several criteria

from third question: A<sub>31</sub> – Content of the course was very clear, A<sub>32</sub> – Organization of training was very good and A<sub>33</sub> – Time balance of training was exact good.

VII. CONCLUSION

Based on findings from evaluation we conclude that this project met need of young people and labor market, both. Influence of Covid-19 is still strong into labor market that expecting competences of companies to applicants are dramatically changing. All areas of labor market look to applicants who has not only XXI century skills they are expecting more from young people relating to change of technology development with smart solutions. Feedbacks and reflections of participants confirm that similar trainings are helpful to young people independently with educational backgrounds.

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