



Country Presentation of **Findings from Training Needs Assessment (TNA)**

COUNTRY: Mongolia

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Methodologies

How the TNA was carried out ?

- The TNA was carried out using the TNA survey forms in 8 provinces /Arkhangai, Bulgan, Bayankhongor, Orkhon, Uvurkhangai, Khuvsgul, Darkhan, Khentii/.
- The survey was conducted on the participants of various provincial meetings, forums and training programs all related to the agriculture sector.

Who participated in TNA process ?

- Governors of sub-provinces and provincial authorities.
- Extension managers, agriculture experts and field workers.
- Herders, farmers and small private enterprise owners.

Institutional arrangements and policy set up in the country

- Mongolia is implementing numerous programs aimed at education. A part of the education policy is the training of government officials on management and human resource skills. The Civil Service Council of Mongolia (CSC) organizes these programs which include: leadership skills, human resource management, training for trainers etc.
- Mongolia joined the United Nations Framework Convention Climate Change /UNFCCC/ in 1993.
- The Mongolian Parliament announced the “National Implementation Plan on Climate Change” in 2010, which defines public policies, specific measures to reduce the negative impacts of climate change and adapting to it.

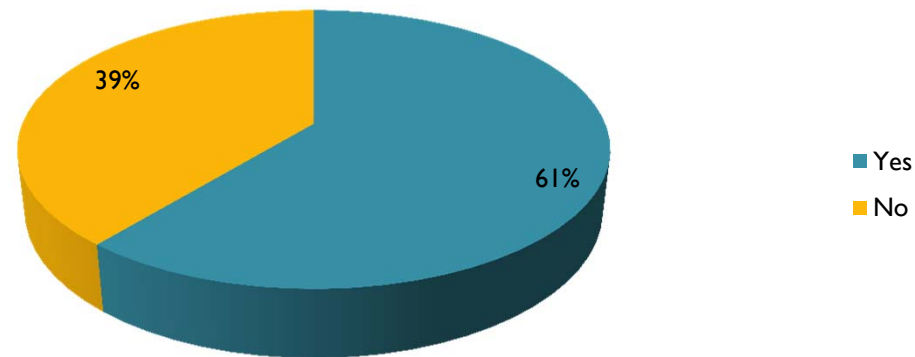
TNA Results

- I. Evaluation of existing training programs
 - Very few training programs that solely focus on climate change adaptation
 - Most of the existing training programs had some CCA content in it.
 - The existing training programs mainly aim at herders and small cooperatives .

TNA Results

2. Evaluation of training facilities

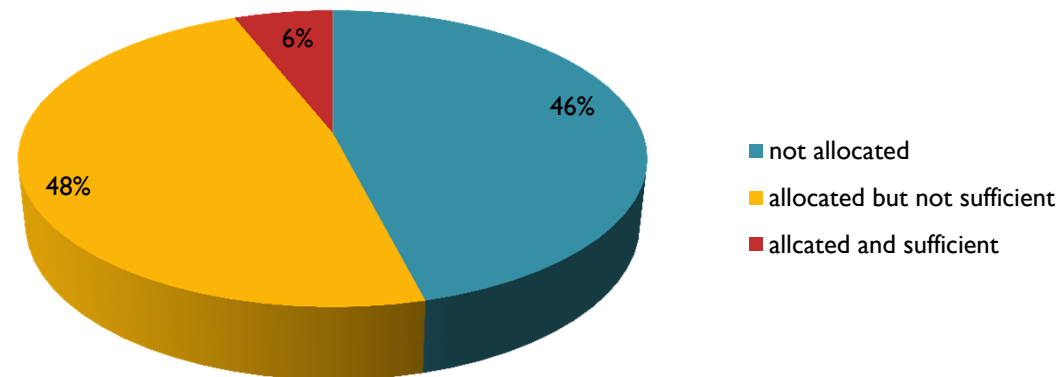
Is there any human resource development plan or policy available to your department or organization that stipulates certain training activities to be carried out at regular intervals?



TNA Results

- 2. Evaluation of training facilities

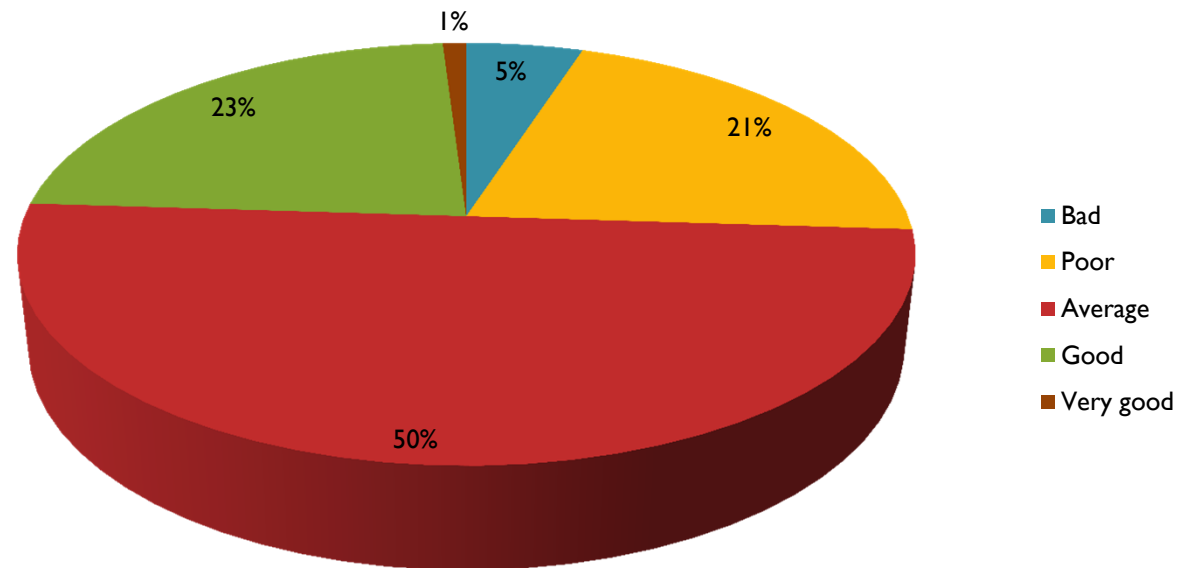
**Funds available or allocated for training
in your department or organization:**



TNA Results

- 2. Evaluation of training facilities

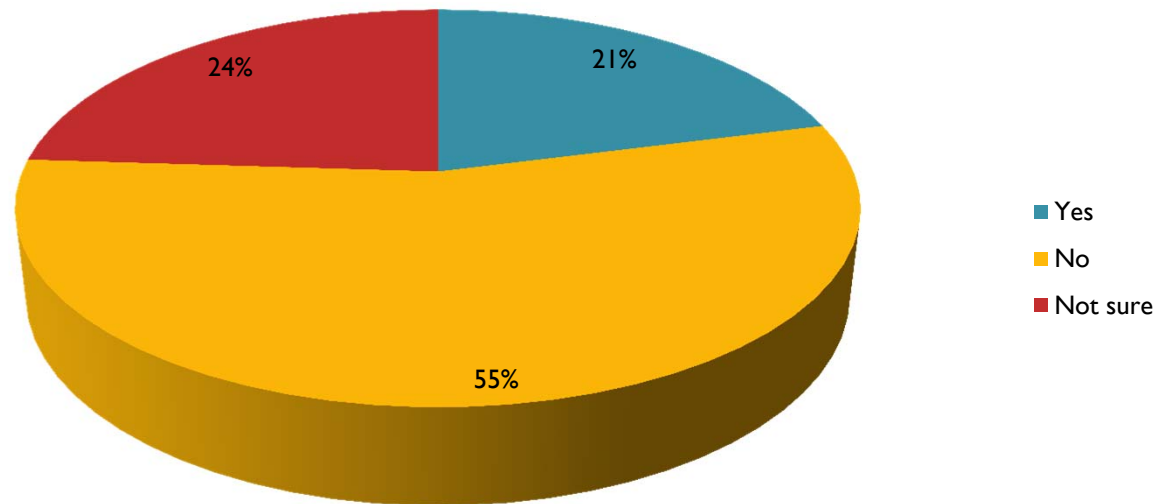
Evaluation of training and facilities:



TNA Results

- 2. Evaluation of training facilities

Is there any post-training evaluation done within your organization?



TNA Results

3. Evaluation of trainers and trainees

- 70% of participants had higher education
- 70% of participants answered that they have not received formal training on CCA
- 50% of participants that there were no curriculums on climate change in their education

Ideal scenario

What Knowledge, Skills and Practices you have found needed to be addressed in the modules ?

- Basic knowledge/skills
 - Computer skills
 - Basic English

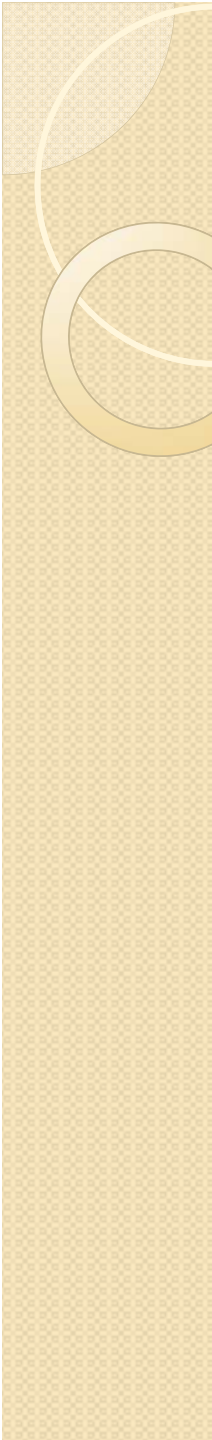
- Special knowledge/skills
 - Policy making and coordination skills
 - IT knowledge and skills
 - Interpersonal skill and public relation knowledge

- Needed institutional facilities
 - Facilities with training equipments like projectors, sound systems, and internet connection



What are priorities of contents or subjects matters needed

1. Climate change adaptation
2. Training for trainers
3. Additional income generation for herder families
4. The role of private sector in Agriculture



What challenges you found from TNA that you foresee when conducting the course in future ? *(things to keep in mind when designing the modules)*

- Financial difficulties in covering the large landscape
- Reaching scattered population
- Lack of equipments like sound systems and multimedia projectors
- Well experienced and distinguished experts are unwilling to train because of the low salary
- Lack of internet connectivity in rural areas
- Lack of interest in people to attend training programs.

Conclusion

- Large part of Mongolia's population depends on livestock and other climate-dependent sectors and they play a major role in the national economy. Thus we need to raise the awareness of both government and private sectors.
- It's clear that climate change will continue to occur and we need to take substantial measures starting now.
- TNA will be the stepping stone on climate change adaptation and capacity building for Mongolia.
- Introducing new technology, plant variety and animal breeds capable of withstanding climate change is crucial for future climate change.