Developing Human Capital
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According to the "The Mongolian Information Communications Technology Survey-2006" conducted by MIDAS NGO and Intec with financial support and assistance from World Information Technology Services Alliance (WITSA) and United States Agency for International Development (USAID), there are 5,899 employees working in the ICT area, out of which 5,061 (85.8%) are working in Ulaanbaatar and 838 employees (14.2%) are working in rural Mongolia. The majority of employees 98% are full-time. Of all 5,899 (68%) employees, over 4,000 are working in telecommunications sector and the rest are working in information and communications technology sector, including software, hardware, Internet service providers, Internet cafés, small service and maintenance centers, etc.

The major three skills required by hiring managers were of programming, business and experiences.

According to recent study conducted by Mongolian Software Industry Association (MOSA), there are over 100 software development companies in Mongolia which employ over 3,000 people.

There are over 30 tertiary institutions in Mongolia, which train ICT professionals and supply IT human capital of Mongolia. However, according to "Mongolian ICT workforce survey", the hiring rate of applicants as ICT workers in ICT companies is 0.37, the hiring rate of applicants in non-ICT companies is 0.16% and hiring rate of applicants as ICT worker in general is 0.28, which means that 2.8 out of 10 applicants gets jobs. Still, the Master Plan for software outsourcing specified to have over 20,000 ICT professionals by year 2015.

Questions to Think About:

What are requirements for ICT workforce in your organizations? Do you think, that ICT workforce supply is sufficient? What are requirements for newly recruiters if any?