 MINISTRY FOR THE DEVELOPMENT
OF THE RUSSIAN FAR EAST



AGENCY FOR HUMAN
CAPITAL DEVELOPMENT
IN THE RUSSIAN FAR EAST

AGENCY FOR HUMAN CAPITAL DEVELOPMENT IN THE RUSSIAN FAR EAST

Key Areas of Activities

March 2018

ABOUT THE AGENCY

- The Agency for Human Capital Development in the Far East has been established under the order of the Government of the Russian Federation in 2015 year

Mission

Development of human capital and staffing of enterprises, creation of conditions for attraction and settlement of new residents in the Far East

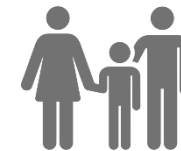
Priority Areas of Activities



Staffing of the economy of the Far East

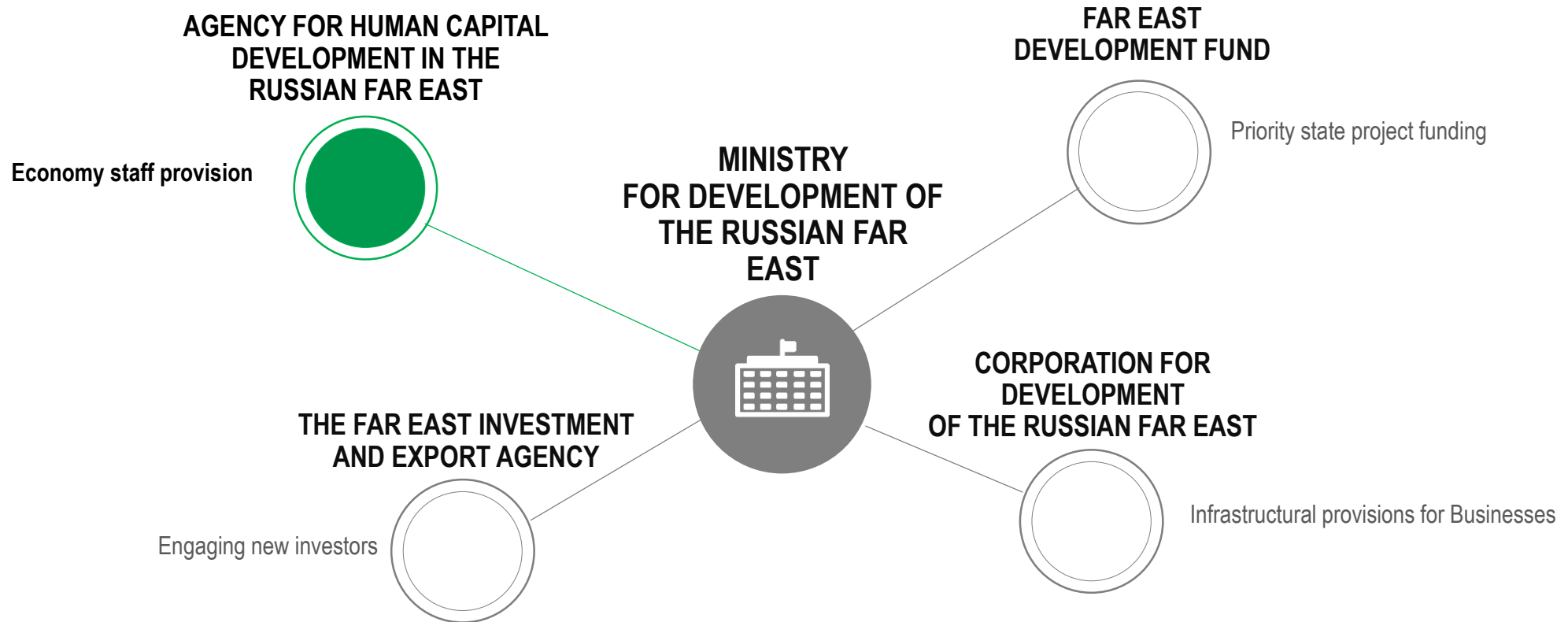


Development of the education system and social projects



Demographic and migration development

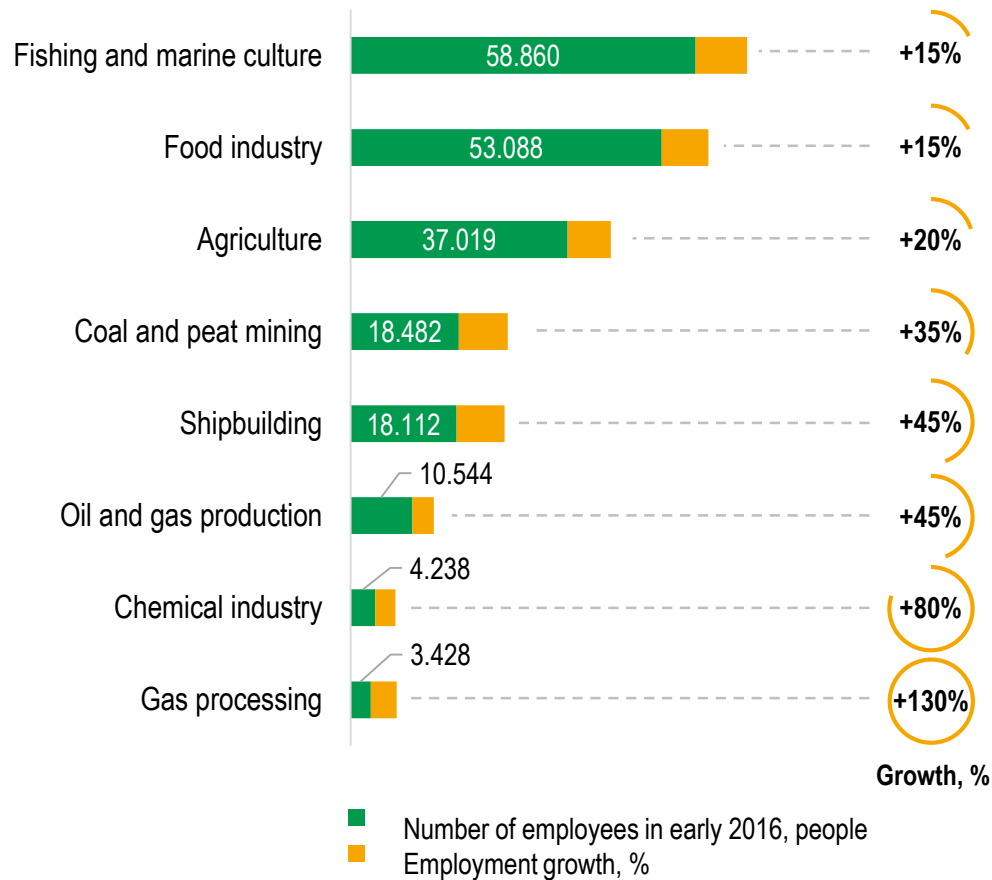
AGENCY'S ROLE IN THE FAR EAST DEVELOPMENT



LABOR MARKET OF THE FAR EAST

➤ Under the conditions of priority development of the Far East economy, the labor market expects a significant growth in employment in a number of industries

The potential for labor market growth in a number of industries by 2021*



- **The economy of the FEFD** is a multi-sectoral complex which represents almost all industries.
- **Intensive labor market growth is expected in the following sectors:** chemical industry, oil and gas production and processing, shipbuilding and ship repair, coal and peat production, agriculture, etc.

CHALLENGES

>165 000

new jobs by 2025



>1 100

new investment projects



+300 000

expected growth in population
by 2025



Solutions

Staff forecast and training:

- Staff forecast system
- New educational programs
- Training staff according to economy needs

Involving personnel:

- Updated vacant job base
- Personnel involvement digital practices
- Supporting and adapting employees in move

Demographic and migration development:

- Demographic development concept till 2025
- Labor mobility state program
- Supporting country-fellows dwelling abroad in moving home

SOLUTIONS OF THE AGENCY



Staff training

- Assessing need for staff at businesses
- Adjusting enrollment reference figures
- Introducing new educational programs
- Arranging targeted recruitment
- Youth vocational guidance



Involving personnel

- Labor market analysis
- Searching and selecting candidates
- Generating vacancy job bank
- Community informing and consulting with respect to open vacancy jobs
- Supporting and accompanying employees that move



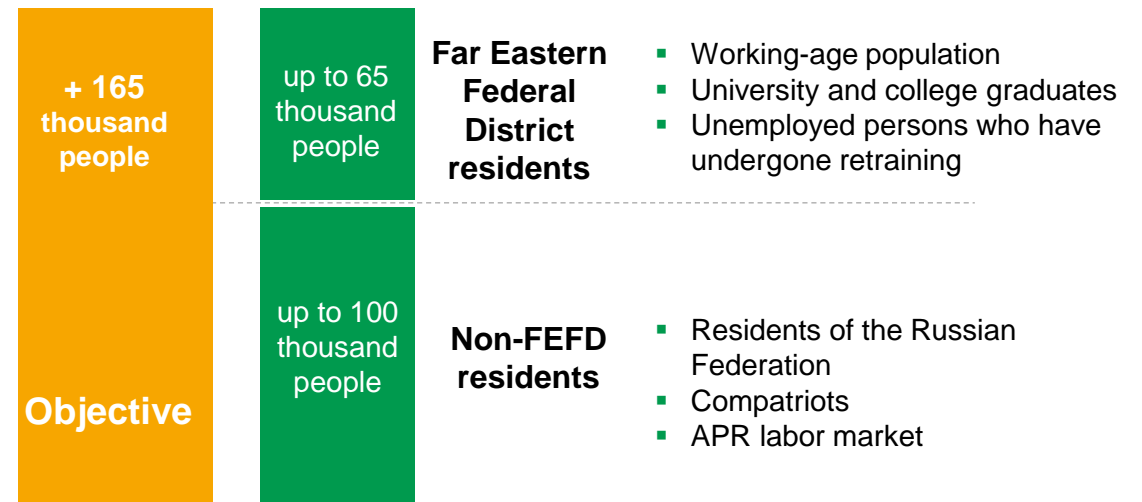
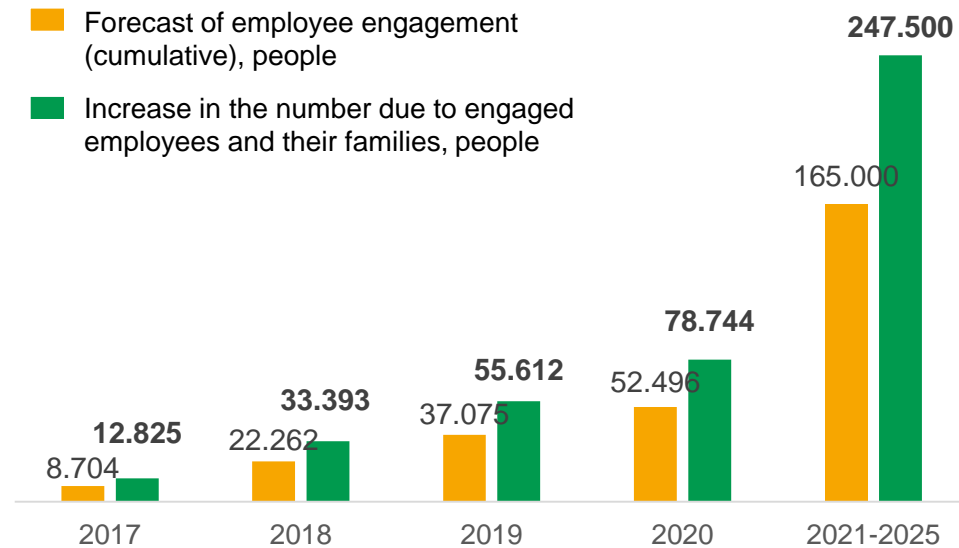
Demographic and migration increase

- Implementing regional specific demographic development road maps
- Shaping a positive image of Russian Far East
- State programs to involve and support people that move

FORECAST OF THE HUMAN RESOURCES ATTRACTION TO THE FAR EAST

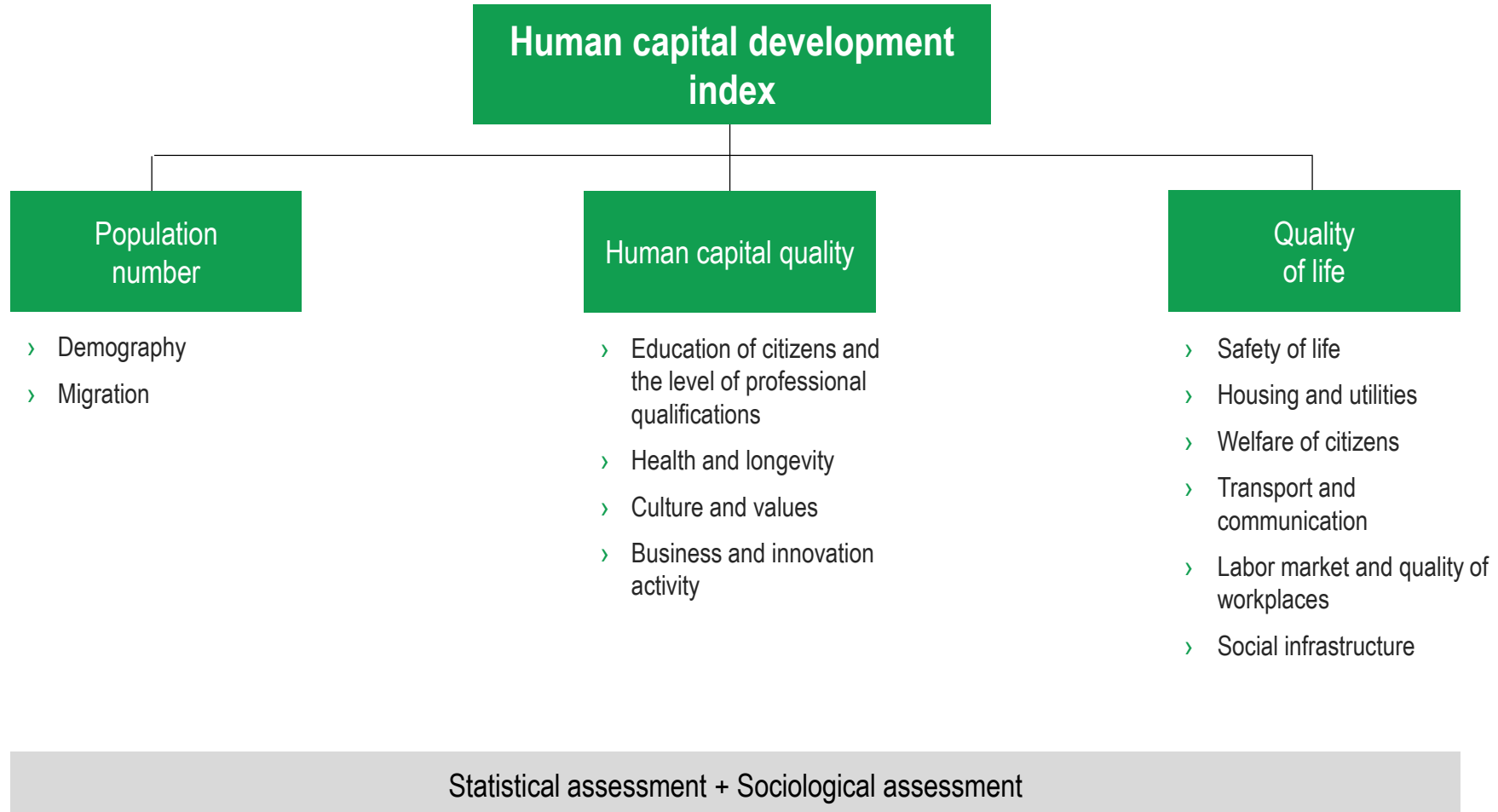
By 2025, due to attracting new workers, increase in the number of new residents, taking into account family members, will amount to 247.5 thousand people

Employers' needs will be satisfied as follows: 40% of residents of the Far Eastern Federal District and 60% attracted from outside the FEFD



INDEX OF THE HUMAN CAPITAL DEVELOPMENT IN THE FAR EAST

› Index is the only monitoring tool that covers key areas of human capital development



INDEX OF THE HUMAN CAPITAL DEVELOPMENT IN THE FAR EAST

➤ Key advantages in comparison with the international social development indices

1

Practical use

adapted for the Far East and is aimed at assessing the regions

HCDI is a practical tool that reflects the level of social development of regions, assessment of the quality of life, demographic and migration situation in the Far East.

It allows determining the areas of the measures to improve the current situation and establish KPI.

2

Focus on the person

assesses all areas of human capital development and social development of regions

Three key areas of development of the human capital in the Far East have been identified: "population number", "quality of human capital" and "quality of life".

3

Complex system of indicators

assesses statistics and sociology

It allows analyzing statistics, as well as assessing the level of social mood and perception of changes.

INDEX APPLICATION

➤ Key areas of the Index practical use



Development and implementation of measures aimed at developing human capital and increasing the competitiveness of regions




Analysis of federal and regional government programs



Formation of a system of indicators to assess the effectiveness of management teams



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**THANK YOU
FOR YOUR ATTENTION!**