

FACULTY OF HUMANITIES

TALENT

Project Name: Establishing Master Programmes in HRM and Talent Development in Central Asia

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Coordinator: Vrije Universiteit Brussel, Belgium

Project Partner: Otto-von-Guericke-University Magdeburg, Germany
Institute for the Study of Societies and Knowledge, Sofia, Bulgaria
Athens University of Economics and Business, Greece
Nazarbajev University, Astana, Kazakhstan
Innovaive University of Eurasia, Pavlodar, Kazakhstan
Buchara State University, Uzbekistan
Westminster University, Taschkent, Uzbekistan
American University of Central Asia, Bishkek, Kirgizia
Kyrgyz Economic University, Bishkek, Kirgizia

Project Manager: Prof. Dr. habil. Heiko Schrader

Abstract:

In Central Asian (CA) countries, large groups of graduates don't find a job according to their degree, nor can they develop their

talent within their work. The countries lack HRM experts that can e.g. introduce transparent selection and promotion procedures enterprises, or assist the government in modernising its labour market policy. In this project, 3 Kazakh, 2 Uzbek and 2 Kyrgyz universities will each develop a two-year HRM master programme (TALENT) that has similar core courses in the 7 universities. Each of the programmes has to obtain accreditation, by the middle of Y2. In Y3, the first year of the 7 TALENT programmes must start. Some of the 7 universities have an excellent reputation; they will help the less prestigious universities to develop and maintain their TALENT programme. The course development will be coached by the EU partners, with the teachers of each course meeting each other and further co-operating via a knowledge sharing platform. The teachers will develop separate, but highly comparable course syllabi and introductory texts. In 6 workshops, the EU and CA teachers will present HRM topics, adapted to the CA context and illustrated with CA examples. The project website will start as an introduction to the project, and then develop into a website introducing HRM and its applicability to the CA context. It will include a selection of the introductory texts, together with video recorded material of the workshops and case studies. Most material will be available in 3 languages (EN, RU + (KZ or UZ KG)). The 7 CA universities already have good contacts with regional and national stakeholders. In this project, the focus will be on entrepreneurs, trade unions and governmental bodies on labour markets and work conditions. With each of the 6 HRM workshops, the stakeholders of the respective university will be engaged, i.e. in the role of disputant. A selection of stakeholders will be incorporated in each university's TALENT advisory board.