

Training and Professional Development

Our work in training and professional development in 2025 focused on digital literacy and AI tool skills, working trades, stronger engagement with educational institutions, and support for young professionals and project teams.

Environmental awareness and employee engagement

We are consistently developing internal environmental education and staff engagement programmes that foster responsible consumption practices and raise awareness of sustainable development. These initiatives are seen as an additional tool for reducing our indirect environmental impact and implementing our climate strategy.

Skilled trades and manufacturing

Within the Year of Working Trades, we strengthened workforce training for production enterprises and our work to raise the prestige of technical and trade occupations.

One of the key initiatives was the TULGA project. Through a series of features on workers at production sites, we brought the spotlight onto the people on the shop floor – machine operators, process engineers, fitters, operators and other specialists who are essential to the running of these facilities. This format showcased the diversity of skilled and engineering professions, raised their profile and highlighted the importance of specialists who rarely feature in the public eye but ensure the smooth running of production processes on a daily basis.

We continued this work through career-orientation activities for school and university students. In 2025 we held events at 200 schools and conducted 120 tours of operational facilities. Participants learned about the production environment, the requirements for working and technical occupations and employment opportunities within the Fund Group.

We continued this training system through dual education and practical training. More than 5,000 students completed dual education, and more than 100 memorandums were signed with educational institutions.

Development of operational personnel

190,000 skilled workers	>160,000 workers raised their qualifications
>5,000 students completed internships and traineeships at our facilities.	>200 career guidance sessions have been held with young people

Digital literacy and AI

Given the priority of digital transformation, we have strengthened AI training. In the reporting year, 56,000 employees completed the five-hour online course "Foundations and Tools of AI": a further 110 Fund employees completed specialised training aimed at building digital literacy and practical AI skills.

In total in 2025, 236,000 employees received training in artificial-intelligence technologies. This contributed to broader basic digital competencies and to greater readiness of staff to apply new technologies in their day-to-day work.

236,000
Employees trained in AI skills



Youth programmes

In 2025, we developed youth programmes as a comprehensive system of support at every stage of professional formation – from choosing a field of study and obtaining an education to participating in project work, mentoring and securing a first job.

The initiatives delivered are aimed at expanding young people's access to professional development, raising interest in technical and working trades, and building workforce potential for production industries.



Zhety Qadam

A programme to prepare young specialists for the production environment.

“7 Qadam Master” module
Focused on applied skills, production culture and preparation for professional-level competitions.

“7 Qadam PRO” module
Focus on real-world operational tasks, developing solutions that are applicable at our facilities.

15 PRIZE-WINNING PLACES

at the international AtomSkills and Hi-Tech-2025 championships

Talimger

An employment programme for orphanage graduates who completed college studies in 2025.

109 GRADUATES

employed from 17 regions and 3 cities of republican significance

Birgemiz Expedition

An initiative by the Fund Group's Youth Council aimed at developing professional skills and facilitating the exchange of experience among young employees of portfolio companies.

10,000

young professionals from 19 regions across the country shared best practices and strengthened inter-company ties



Zharkyn Bolashak

An education programme for young people of the Mangystau Region.

177 EDUCATION GRANTS

for college studies were awarded to residents of Zhanaozen, of whom

111 PEOPLE

have already completed their studies

ALYP

A training programme for young professionals designed to develop skills in operational transformation, lean thinking and the implementation of efficiency-enhancing projects.

24 PROJECTS

with a combined economic effect of KZT 900 million were selected



Murager

An educational grant programme for prospective students, college leavers and first-year students in the regions where we operate

59 GRANTS

were awarded for technical degree programmes at universities in the Republic of Kazakhstan