

Developing and Securing Human Resources

Nurture professionals who will support Japan's aid



Training participants exchanging ideas with Malawi people in the Capacity Enhancement Training for Prospective JICA Experts (HIV/AIDS control)

Overview of Developing and Securing Human Resources Program

Fields of international cooperation require professionals in international cooperation who can properly respond to advancing and diversifying needs for assistance. In response to those needs, JICA works to broaden its human resources base in international cooperation through a program for developing and securing human resources.

Against such a background, JICA runs 'PARTNER,' a website providing comprehensive information on careers in international cooperation, which connects people who wish to participate in international cooperation to international cooperation organizations and groups that are in need of human resources. As well as acting as a point of contact providing information, PARTNER registers people who want to participate in international cooperation. JICA holds seminars on "International Cooperation Human Resources," so called "JICA Professionals," throughout Japan. In addition, the systems for senior advisors and Special Advisors are established to secure professionals in international cooperation.

On the other hand, in order to respond to advancing and diversifying assistance needs, capacity enhancement training for prospective JICA experts and pre-dispatch group training are con-

ducted to develop human resources who can work as a well-prepared workforce in specific development issues. In order to cultivate human resources for the future, JICA has introduced programs such as "Associate Experts," "Long-term Overseas and Domestic training," and "fellowship programs" for prospective JICA experts. An internship program designed for graduate school students is also being implemented.

Those who have been involved with JICA activities through the above programs for developing and securing human resources in international cooperation are not only dispatched to developing countries as JICA experts but are also actively working in a wide range of international organizations, development assistance organizations, and NGOs. In fiscal 2006, approximately 3,900 people were dispatched to developing countries as experts. More than 60% of those people were from the private sector, recruited through public announcements and open recruitment, a drastic increase compared to the actual result in fiscal 2003 (more than 10%) prior to JICA's re-launch as an independent administrative institution.

Major Activities

Securing Human Resources

Various Efforts

a. PARTNER, a website offering comprehensive information on careers in international cooperation

In fiscal 2006, 288 groups were registered and 1,934 classified ads and 592 pieces of training and seminar information were provided at PARTNER targeting people who wish to work in international cooperation. Among the 8,492 registrants in international cooperation careers, approximately 40% disclosed their profiles, releasing various useful information, such as career information and experience. With the JICA Open Recruitment Information Site added, an information release system for securing competent human resources has been established.

Career consultation is also provided via e-mail for people wishing to participate in international cooperation. In addition, a Career Consultation Day started in August 2006, which provides interviews for registrants of PARTNER once a month. In fiscal 2006, 208 consultations were conducted through e-mails and interviews.

b. Seminars on JICA Professionals

In fiscal 2006, seminars were held in Tokyo, Kobe, and Kyushu targeting people who wish to participate in JICA programs. Through these seminars, information on trends in JICA programs, directions of recruitment and utilization of human resources from the private sector, and desired human resources are provided.



Home (top) page of PARTNER website

Senior Advisors and Temporarily Employed Specialists

a. Senior Advisors

Senior advisors, which was launched in 1983, play a key role in international cooperation as excellent professionals deeply involved in overall JICA programs. Senior advisors are recruited

from the public for the purpose of promoting effective and efficient implementation of international cooperation programs and improving the quality of those programs. In fiscal 2006, 104 senior advisors were secured (20 newly and 84 continuously registered).

Senior advisors participate in projects in various sectors and issues primarily as JICA experts overseas. In Japan, they act as advisors for specific issues, participating in various study groups, committees, and training courses for the purpose of developing human resources in international cooperation, or give lectures in training courses for participants from overseas. As such, at various sites and in every scene of international cooperation worldwide, senior advisors back up the quality of JICA cooperation programs.



Senior advisor talking cheerfully with women in a village in the Development Study on Sustainable Agricultural and Rural Development for Poverty Reduction Programme in the Central Dry Zone (Myanmar)

b. Special Advisors

A system for temporarily employed specialists was introduced in order to secure human resources in sectors and issues where securing experts is difficult. In this system, JICA's domestic operations are commissioned for a maximum of one year to human resources wishing to be dispatched as experts after the completion of a commission period as temporarily employed specialists. In fiscal 2006, 18 people (10 newly and eight continuously registered) were commissioned.

Training Human Resources Efforts for the Future

a. Associate Expert Program

Targeting young people with specialties who have field experiences in developing countries such as Japan Overseas Cooperation Volunteers (JOCVs) and associate experts in international organizations, and who aspire to careers in the area of international cooperation, this training provides opportunities to work for JICA in Japan and overseas with the aim of improving practical skills. The training period is a maximum three years with domestic and overseas experience combined. In fiscal 2006, 136 people were trained (of which 30 were new trainees).

b. Long-term Overseas and Domestic Training

Targeting people who aspire to become experts in the future, this training is conducted at graduate schools in Japan and overseas to improve knowledge and skills in their respective specialties (up to two years). There are two courses for long-term domestic training: joint program implemented by the National Graduate Institute for Policy Studies (GRIPS) and the Foundation for Advanced Studies on International Development (FASID), and a program of other domestic graduate schools. In fiscal 2006, 22 people joined this training overseas and 16 people in Japan.

c. Fellowship Program for Prospective JICA Experts

This training targets a well-prepared workforce with over five years of field experience in developing countries and a relatively high level of technical skills. In order to respond to more demanding development issues, a personalized program lasting up to one

year is provided at aid agencies and educational institutions in Japan and overseas. In fiscal 2006, 15 people joined this training.

d. Internship Program

The program targets graduate students who major in international cooperation and wish to work in the field. Practical training of up to six months is conducted at JICA's offices in Japan and overseas. In fiscal 2006, 49 students participated in the program.

Capacity Upgrading Readily Available Human Resources

a. Pre-dispatch Group Training

Skill-up training and orientation are provided with experts right before overseas long-term dispatch. The training consists of instruction on updated aid trends and effective means of technology transfer and language courses. In fiscal 2006, pre-dispatch group training was conducted 12 times and attended by 339 people (of which 45 were spouses). Personalized technical training which supplements specific skills before dispatch was attended by 18 experts and local language training during dispatch by 122 experts.

b. Capacity Enhancement Training for Prospective JICA Experts

This training is an intensive course intended for those who have skills and knowledge in their respective specialties and language proficiency, and who are expected to be assigned overseas as experts in the near future. They intensively learn expertise and aid trends in each area for a short period, from several days to five weeks including overseas practical training. In fiscal 2006, 11 courses were conducted and attended by 104 people.

c. UNHCR eCentre Joint Training

Training in safety management is conducted jointly with UNHCR (Office of the United Nations High Commissioner for Refugees) eCentre for people engaged in operations requiring special considerations for safety, such as support for peacebuilding. Training consists of two elements: self-defense, and risk management for managers and people in charge. Training periods are typically from a half day to one week. In fiscal 2006, six courses were conducted with the participation of 75 people.

d. Training for Staff at Overseas Offices

In compliance with the policy of enhancing overseas fields that JICA promotes as a method for its program and organization reforms, training is provided to staff or resident members assigned to JICA overseas offices before or during assignment so that they can deal with cooperation fields and issues more effectively. In fiscal 2006, 140 members participated in pre-dispatch training and 41 participated in training during assignment (three fields: education, peacebuilding and reconstruction assistance, and agricultural and rural development).

e. Invitation of Overseas Development Experts

To understand and learn aid trends, world-class experts in development assistance are invited from overseas to give lectures at open seminars and various training programs. This program aims to develop human resources from a global perspective and expand the lower end of human resources for aid by sharing knowledge and experiences which cannot be accommodated from domestic human resources alone. In fiscal 2006, 15 experts were invited to speak on eight themes.