

Recruiting and Training Human Resources

Aid needs are becoming increasingly more complex and diverse all the time. It has become extremely difficult to secure professionals capable of responding to ever changing needs. JICA has been undertaking a variety of programs for training and recruiting eligible people.

● Training Human Resources for the Future

1. Internship Program

The Internship program is open primarily to undergraduate and graduate students in order to deepen their understanding of international cooperation as well as to develop them as professionals for international cooperation in the future. During fiscal 2016, JICA accepted a total of 105 interns at JICA offices in Japan and abroad and at overseas project sites.

2. Master Degree Scholarship Program

JICA offers one-year scholarships for study at overseas graduate schools in order to foster professionals in development aid. In fiscal 2016, four students were sent, and they are now engaged in master's course studies to deepen knowledge in their respective fields for practical application at development sites. In fiscal 2017, three others are to be dispatched.

3. Associate Expert Program

This program is to provide young professionals who have a certain level of expertise, career, and overseas activity experience in fields where human resources shortages are anticipated in the mid- to long-term. Each year around 15 participants attend the training, and they are dispatched as experts when they complete the training.

● Development of Personnel Ready to Work at Project Sites

JICA provides professionals who have experience working in developing countries as JICA experts as well as candidates for them with short training courses to present information concerning recent aid trends and opportunities to acquire practical skills. In fiscal 2016, a total of 23 courses were held, ten of which were newly planned courses in response to actual needs, including courses titled "Governance (Local governance) Regional Revitalization in Collaboration between Japan and Developing Countries" and "Partnership with the Japanese Private Sector."

Also, on a monthly basis JICA organizes courses on international cooperation designed primarily for young development consultants, pre-dispatch training sessions for professionals soon to be sent abroad, and counter-terrorism safety seminars and self-defense training based on the latest actual security conditions.

● Securing Capable Personnel

JICA endeavors to secure people who have ample operational

Overview of Programs in Fiscal 2016

Training Human Resources	
Internship Program	105 participants
Master Degree Scholarship Program	4 participants
Associate Expert Program	27 participants
Capacity Enhancement Training	560 participants
Pre-Dispatch Training for JICA Experts	365 participants
Counter-terrorism Safety Seminars and Self-Defense Training	1,658 participants
Security Management Training in Collaboration with UNHCR eCenter	27 participants
Recruitment	
JICA Senior Advisors	106
Special Advisors	56
The Comprehensive International Cooperation Career Information Website "PARTNER"	
Number of those registered on PARTNER as human resources for international cooperation	10,602
Number of those registered under the simplified registration system	12,667
Number of employment information (other than JICA)	3,703
Number of career consultations	264

experience in developing countries as senior advisers and special advisers, ready to be sent to overseas international cooperation project sites at any time. The former, especially, contribute to the improvement of JICA projects based on their excellent expertise in their respective specialist fields.

● Expansion of HR Base for International Cooperation

In response to the proposals given at the Second Consultative Committee on ODA Reform, a website of JICA called the Participatory Network for Expert Recruitment (PARTNER) was designed with the principles of promoting international cooperation activities on an all-Japan basis. PARTNER is a comprehensive forum, providing information concerning a broad range of actors, such as international organizations, development consultants, international cooperation NGOs and NPOs, national and local governments, universities, and private companies, including SMEs, as well as JICA. With more than 23,000 individuals and over 1,000 companies and organizations registered, PARTNER is widely utilized as a common international cooperation platform from which information can be obtained concerning a great number of employment opportunities, training courses, seminars, and various events.

PARTNER also organizes seminars, events, and consulting sessions in relation to international cooperation career development. In fiscal 2016, seminars for international cooperation human resources were held in Tokyo, Osaka, and Hokkaido in which various actors in international cooperation areas were introduced. Job seminars were also held to provide information concerning actual international cooperation efforts, focusing on subjects like environmental management, Africa, and SME support projects.