Overview of Human Resources Development

In response to diversifying and demanding needs for assistance, JICA extensively trains and nurtures human resources in international cooperation. Those who have completed various training programs are not only engaged in technology transfer as technical cooperation experts, but also serve as coordinators of technical cooperation projects, project formulation advisors who work on identifying and formulating projects, members of various study teams, and instructors of training courses. They also work actively as a well-prepared workforce in various international organizations, development assistance organizations, NGOs, etc.

Training Human Resources for the Future  
1. 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 working opportunities at JICA headquarters, overseas offices, and project sites with the aim of improving practical skills common to all areas. The training period is a maximum three years with domestic and overseas experience combined. In fiscal 2005, 142 people were trained (of which 27 were new trainees). In order to implement more effective training, JICA introduced an advisory system and monitoring evaluation system in fiscal 2005.

2. Long-term Overseas Training
Targeting young people with aspirations of becoming leading experts in the areas where technology and know-how are scarce in Japan, this training provides tuition and travel and living expenses required to study at graduate schools or research institutions overseas, in accordance with JICA’s regulations. In fiscal 2005, 25 people joined this training.

3. Long-term Domestic Training
This training is conducted at graduate schools to enhance the capacity of experts. There are two courses: the Master program in international development which is implemented by the National Graduate Institute for Policy Studies (GRIPS) and the Foundation for Advanced Studies on International Development (FASID), and a Master program of other domestic graduate schools. Training participants are provided with tuition (a maximum of two years’ worth) and expenses necessary for overseas practical training. In fiscal 2005, 22 people joined this training.

4. Fellowship Program for Prospective JICA Experts
This training targets a well-prepared workforce with 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 2005, 12 people joined this training.

5. Internship Program
The program targets graduate students who major in international cooperation and wish to work in the field. Aiming at the lower end of human resources who will lead future international cooperation, practical training of up to six months is conducted at JICA’s offices in Japan and overseas. In fiscal 2005, 62 students participated in the program.

Upgrading Readily Available Human Resources
1. Pre-dispatch Group Training
This training is intended for experts whose overseas assignments have been decided as well as their spouses. To upgrade their skills as experts, the training consists of instruction on updated aid trends and effective means of technology transfer and language courses. It also provides information necessary for preparation for new assignments such as local conditions in the recipient country. When necessary, supplementary personalized technical training is individually provided before dispatch and language training is given locally in the countries of assignment. In fiscal 2005, pre-dispatch group training was conducted seven times and attended by 408 people (of which 65 were spouses). Personalized technical training was attended by 18 experts and local language training by 129 experts.

2. Capacity Enhancement Training for Prospective JICA Experts
This training is intended for those who have skills and knowledge in their specialty and enough language proficiency to perform international cooperation and are expected to be assigned overseas as technical cooperation experts in the near future. They intensively learn aid trends and expertise required for effective technology transfer and project formulation in each area for a short period, from several days to five weeks including overseas practical training. In fiscal 2005, 10 courses were conducted and attended by 81 people.

3. Invitation of Overseas Development Experts
Aiming for the development of human resources from a global perspective and expanding the lower end of human resources for aid, this program invites world-class experts in development assistance from overseas to give lectures at open seminars and various training programs. In fiscal 2005, 23 experts were invited to speak on 10 themes.