

A JICA Senior Advisor observes a water supply project during the preliminary study for a community development plan for poverty reduction (Myanmar)

# Developing and Securing Human Resources

Nurture professionals who will support Japan's aid

## Overview of the 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. JICA works to broaden its human resources base in international cooperation through a program for developing and securing human resources.

JICA runs "PARTNER," (<http://partner.jica.go.jp/>) 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. JICA utilizes PARTNER as a system to secure professionals in the field of international cooperation, including technical cooperation experts and volunteer coordinators.

Meanwhile, "Capacity Enhancement Training" and "Pre-dispatch Training for Experts" are underway for developing human resources who can work as a well-prepared workforce on specific development issues. In addition, in order to cultivate human resources for the mid to long term, JICA has introduced programs such as the "Associate Expert Program" and the "Long-term Overseas/Domestic Training Program." Furthermore, the "JICA 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 FY2007, approximately 4,100 people (in total) were dispatched to developing countries as experts. Nearly 70% of those people were from the private sector, recruited through public announcements and open recruitment, a drastic increase compared to 10% in FY2003 prior to JICA's re-launch as an independent administrative institution.

## Project Content

### Securing Human Resources

#### **PARTNER, a Website Offering Comprehensive Information on Careers in International Cooperation**

In FY2007, 350 groups were registered and 1,984 classified ads and 591 pieces of training and seminar information were provided at PARTNER. Among the 9,489 registrants in international cooperation careers, approximately 45% disclosed their profiles. PARTNER provides information, including career information and accounts of real experiences, to people aiming to work in the field of international cooperation, who make use of it in their career development.

#### **Holding International Cooperation Human Resources Seminars**

JICA holds international cooperation human resources seminars for those who wish to participate in JICA projects. In FY2007, seminars were held in Tokyo, Hokkaido, and Hyogo. These seminars present information in an easily understandable manner regarding trends in JICA projects, securing human resources in the private sector, how resources will be utilized, and an overview of what type of persons JICA is looking for. In addition, JICA Professionals, a newly established part of PARTNER, includes a description of the human resources required by 12 different occupational fields within JICA along with stories from real experiences. JICA is working to develop a communications structure for information for securing human resources that meet its needs.

Furthermore, JICA holds a Career Counseling Day during which counseling is provided on designing a career via email and private counseling sessions (once a month). In FY2007, 273 sessions of counseling were provided.

## **Systems for Securing Human Resources**

### **JICA Senior Advisors**

JICA Senior Advisors are deeply involved in all areas of JICA projects as professionals in international cooperation and as specialists on various development issues, and play a key role in improving the quality of JICA projects. JICA Senior Advisors are widely 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 FY2007, 79 senior advisors were secured (4 newly and 75 continuously registered).

### **Temporary Specialists**

A system for temporarily employed specialists is in place in order to secure human resources in sectors and on 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 FY2007, 18 people (10 newly and 8 continuously registered) were commissioned.

## **Training Human Resources**

### **Training human resources for the future**

#### **Associate Expert Program – Improving the Practical Capacity of Young Human Resources**

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 FY2007, 133 people were trained (of which 27 were new trainees).

#### **Long-term Overseas and Domestic Training Program – Capacity Development in Specialized Fields**

Targeting people who aspire to become experts in the future, this training is conducted at graduate schools in Japan or overseas to improve knowledge and skills in their respective specialties. There are two courses for long-term domestic training: the “International Development Studies 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 FY2007, 21 people joined this training overseas and 18 people joined in Japan.

#### **Skill Enhancing Training for Technical Experts (Individual Training) – Tailor-made Training for Experienced Individuals**

This training targets a well-prepared workforce with over five years of field experience in developing countries. In order to respond to more demanding development issues, a personalized program lasting up to six months is provided at aid agencies and educational institutions in Japan and overseas. In FY2007, 15 people joined this training.

#### **JICA Internship Program – Expanding the Scope of Human Resources in International Cooperation**

The program targets graduate students who major in international cooperation and wish to work in the field. Practical training of up to four months is conducted at JICA's offices in Japan and overseas. In FY2007, 45 students participated in the program.

## **Enhancing the Capacity of Well-prepared Human Resources**

### **Pre-dispatch Training – Upskilling Training and Orientation Directly before Dispatch**

Upskilling training and orientations are provided to experts directly before dispatch. The training consists of instruction on the latest aid trends, effective means of technology transfer, and

## **JICA Senior Advisors**

Column

A quarter-century of involvement in JICA projects across diverse areas

As of 2008, 25 years have passed since the inception of the JICA Senior Advisor system in 1983. Senior advisors have utilized comprehensive expertise backed by practical experience, strong leadership and management skills, and wide networks of contacts to play a key role in improving the quality of JICA projects, from a project's formation and implementation to evaluation.

JICA Senior Advisors mainly participate in projects that cover various sectors and issues as JICA specialists when overseas, and serve as advisors on various issues domestically to provide technical and specialized advice during each stage of a project. In addition, they also work as instructors overseeing training for human resources development in international cooperation and for training courses of trainees visiting Japan.

In this way, the senior advisors support the advancement of JICA assistance projects at JICA sites worldwide, and in all areas of international cooperation.

language courses. In FY2007, pre-dispatch training was conducted 12 times and attended by 369 people (of which 50 were spouses). In addition, 195 of those dispatched attended language courses at their assigned sites.

#### **Capacity Enhancement Training – Short-term Intensive Training for Enhancing the Skills of Well-prepared Human Resources**

This training is intended for those who have skills and knowledge in certain specialties and language proficiency, and who are expected to be assigned overseas as experts in the near future. The training consists of teaching practical knowledge and aid trends, and lasts from several days to five weeks. In FY2007, 14 courses were conducted and attended by 126 people.

#### **UNHCR eCentre Joint Training – Towards Strengthening Safety Management**

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 peace building. Training consists of two elements: self-defense, and risk management for managers and people in charge. Training periods are typically from a day to one week. In FY2007, six courses were conducted with the participation of 153 people.

#### **Training for Staff at Overseas Offices – Enhancing the Capacity to Respond to Sectors and Issues at Assistance Sites**

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, to strengthen the capacity of the assistance site. In FY2007, 203 members participated in pre-dispatch training and 75 participated in training during assignment (four fields: infrastructure and consideration for the environment and society, natural environment and environment management, agricultural and rural development, and disaster prevention).

#### **Invitation of Overseas Development Experts – For Assessing and Revealing the Latest 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 expand the scope of human resources development and human resources for aid. In FY2007, 23 experts were invited to speak on 10 themes.