

Securing and Training Human Resources

Developing Human Resources that Will Lead the Way in Japan's International Cooperation

Broadening the Base of Human Resources and Medium- and Long-Term Development

There is a growing need at international cooperation sites for professionals with the ability to respond accurately to increasingly complex and diverse aid needs. To secure and develop such human resources, JICA is implementing a variety of initiatives. Recruiting such human resources can be especially difficult depending on the fields and regions. Therefore, by implementing human resource development programs, JICA is strengthening the capabilities of human resources and expanding the pool of personnel capable of undertaking international cooperation in the future as it carries out personnel development over the medium and long terms.

Specifically, JICA implements Capability Enhancement Training and Pre-Dispatch Training for Specialists and Other International Cooperation Personnel to further raise the abilities of mission-ready personnel and the Associate Expert Program and the Long-Term Overseas and Domestic Training Program that aim to develop personnel for medium- to long-term domestic and overseas assignments. JICA also implements an Internship Program for graduate students. Participants in these programs are active at a wide range of international cooperation sites.

JICA also operates PARTNER, a website that offers general information on careers in international cooperation and provides a variety of information for persons wishing to play active roles in the field of international cooperation.

Program Contents

1. Systems to Secure Human Resources

(1) JICA Senior Advisors

JICA Senior Advisors play a major role in raising the quality of JICA's programs both as international cooperation professionals with an abundance of experience and broad-ranging advanced knowledge for responding to the diverse needs of developing countries and also as specialists in a range of development issues. Senior Advisors are assigned on a rotational basis to duties in overseas countries, including as specialists dispatched to developing countries, and in Japan, where they provide advice on formulation and implementation of plans as well as on evaluations of various JICA projects. In this manner, Senior Advisors accumulate knowledge at international cooperation sites and provide important feedback.

Senior Advisors are widely recruited and selected from among the general public. In fiscal 2009, there were 86 Senior Advisors on assignment (five new, 81 ongoing).

(2) Special Advisors

The Temporary Specialists Program was established to secure personnel in fields and for issues for which the recruitment of experts is particularly difficult. Under this program, personnel wishing to be dispatched as experts following completion of the necessary temporary specialist training period are assigned to domestic duties for up to one year. In fiscal 2009, there were 32 Temporary Specialists on assignment (15 new, 17 ongoing).

(3) Operation of the PARTNER Website for Providing General Information on Careers in International Cooperation

PARTNER is an all-Japan website that offers a variety of useful information on careers in international cooperation for both persons wishing to play active roles in the field of international cooperation as well as for implementation institutions and organizations recruiting personnel for international cooperation. As of the end of March 2010, there were 8,359 persons who had registered as International Cooperation Personnel, and of these, approximately 60% had elected to disclose their personal profiles. Additionally, 486 organizations that carry out international cooperation registered on PARTNER, and in fiscal 2009 there were 3,229 listings for employment offers and 786 listings for training programs and seminars. Also, PARTNER implemented PARTNER Mail Consultations, an e-mail-based career formation program, and interview-type PARTNER Career Consultations. (These were implemented 128 times and 143 times, respectively.)



PARTNER home page:
<http://partner.jica.go.jp/>

(4) Holding of International Human Resources Seminars

JICA holds International Human Resources Seminars targeting persons who aim to enhance their careers through the activities of NGOs and international institutions, beginning with JICA. In fiscal 2009, these seminars were held in Tokyo, Hokkaido and Nagoya. Through these seminars, JICA introduces the qualifications and capabilities required in the field of international cooperation, while also providing easy-to-understand explanations of trends in programs by JICA and various institutions and organizations.

2. Cultivating Human Resources for the Future

(1) Associate Expert Program—Enhancing the Abilities of Young People—

JICA enables young people who aspire to careers in the area of international cooperation to gain experience and expertise in developing countries by providing opportunities to become involved in JICA projects in Japan and overseas and thereby raise their practical capabilities. The training period is a maximum of



Associate Experts exchange opinions with local engineers

three years and combines both domestic and overseas experience. In fiscal 2009, 102 young people participated in the program (of whom 32 were new trainees).

(2) Long-Term Overseas and Domestic Training Program—Enhancing Abilities in Specialized Fields—

This program is intended to cultivate specialists and other persons who will work in development aid. This training program is provided to persons pursuing a master's degree at graduate schools in Japan and overseas and aims to raise the level of their knowledge and technical skills in their field of specialty. In fiscal 2009, this training was provided to 77 people, including 19 long-term new trainees overseas and 15 long-term new trainees in Japan.

(3) Individualized Training for Expert Development

This program provides mission-ready personnel with practical experience in developing countries with up to six months of individualized training at aid agencies and educational institutions in Japan and overseas. Training under this program allows participants to handle more complex and demanding development issues. In fiscal 2009, 14 people participated in this program in fields that included peacebuilding assistance, climate change, microfinance and support for persons with disabilities.

(4) JICA Internship Program—Broadening the Base of International Cooperation Personnel—

This program provides graduate students who engage in research and aspire to a career in international cooperation fields with one to four months of practical experience at a JICA institution in Japan or overseas. In fiscal 2009, 27 people took part in the Internship Program (open recruitment-type program).

3. Cultivating Mission-Ready Personnel

(1) Pre-Dispatch Training for Specialists—Skills Advancement and Orientation Prior to Dispatch—

JICA provides experts with training prior to assignment in such areas as New JICA cooperation policy, project content, current trends in

aid and effective means of technology transfer. In fiscal 2009, this training was implemented 12 times, with 350 people attending.

(2) Capability Enhancement Training—Short-Term Intensive Training to Enhance the Skills of Mission-Ready Personnel—

This training is provided to persons who already possess skills or expertise in certain specialty fields as well as language proficiency and who expect to be assigned as an expert to a developing country in the near future. The training provides the opportunity to acquire knowledge on current aid trends and gain practical skills. The training is implemented based on themes that give consideration to recent needs in assistance support, including support for the establishment of laws, consideration of the environment and support for peacebuilding. There has also been an increase in the number of consultants participating in this program.

The courses last for a period of up to three weeks. In fiscal 2009, JICA conducted 15 courses (21 times) and, together with joint-training courses, were attended by 221 participants.



Pre-Dispatch Training for Specialists

(3) UNHCR e-Centre Joint Training

JICA implements training programs in security risk management in collaboration with the Office of the United Nations High Commissioner for Refugees (UNHCR) e-Centre. This training is targeted at individuals engaged not only in the support of peacebuilding but also at those involved in work where security

considerations are especially needed. In fiscal 2009, JICA implemented four courses (five times), with a total of 116 participants.



Capability Enhancement Training

(4) Training for Staff at Overseas Offices—Enhancing Field and Issue Response Capabilities at Assistance Sites—

To allow the new JICA to provide more effective and efficient cooperation and respond to further strengthening of on-site assistance, JICA provides training for enhancing field and issue response capabilities by overseas JICA administrative workers and local staff members. In fiscal 2009, 166 members participated in pre-dispatch training, while 58 participated in training during their overseas assignment.