

Securing and Training Human Resources

Training and Securing the Human Resources Needed in International Cooperation

There is a growing need at international cooperation sites for professionals with the ability to respond accurately to increasingly complex and diverse aid needs. JICA carries out a variety of initiatives in the form of human resource training and securement projects in order to secure the necessary human resources to respond promptly to these needs.

Overview of Projects

Title/Objective	No. of participants (as of March 2011)
Human Resources Training	
1. Associate Expert Program Enhancing the Abilities of Young People	25 new trainees
2. Long-Term Overseas and Domestic Training Program Enhancing Abilities in Specialized Fields	New trainees (8 overseas; 11 domestic)
3. Individualized Training for Expert Development Specialty-Based Brush-up Training	7 participants
4. JICA Internship Program (open recruitment-type) Broadening the Base of International Cooperation Personnel	37 trainees
5. Other trainings	
1) Pre-Dispatch Training for Specialists Skills Advancement and Orientation Prior to Dispatch	Implemented 12 times 382 participants
2) Capability Enhancement Training Short-Term Intensive Training to Enhance the Skills of Mission-Ready Personnel	Implemented 13 courses 275 participants
3) Security Risk Management Training Safety-focused Training Conducted in Collaboration with UNHCR	Implemented 4 courses (4 times) 98 participants
4) Other (1) Pre-Dispatch Training for JICA staff, (2) National Staff Training	(1) 156 participants, (2) 54 participants
Securing Human Resources	
1. JICA Senior Advisors Securing Professional Human Resources	88 persons on assignment
2. Special Advisors Securing Capable and Qualified Human Resources as Experts	19 persons on assignment (new)
3. PARTNER Operation of Website for Providing General Information on Careers in International Cooperation	Site access numbers: 696,226/year

Cultivating Human Resources for the Future

1. Associate Expert Program

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.

2. Long-Term Overseas and Domestic Training Program

This training program is intended to cultivate specialists and other persons who will work in the field sites of international

cooperation. The training program is provided to persons pursuing a master's degree at graduate schools in Japan and overseas and aims to enhance expertise and skill in their specialized fields.

3. Individualized Training for Expert Development

This program provides personnel with practical experience with 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.

4. Internship Program

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.

Cultivating Mission-Ready Personnel

1. Pre-Dispatch Training for Specialists

JICA provides experts with training prior to assignment in such areas as JICA cooperation policy, project content, current trends in aid and effective means of technology transfer.

2. Capability Enhancement Training

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



In Capability Enhancement Training, trainees learn about recent aid trends as well as knowledge and cooperation methods acquired from experience in the field.



In Security Risk Management Training, trainees engage in emergency response exercises, such as those on lifesaving techniques.

Helping to secure human resources for international cooperation Comprehensive International Cooperation Career Information Website “PARTNER”

What is PARTNER?

PARTNER is an all-Japan comprehensive career website that offers information on careers in international cooperation created with the objective of providing variety of useful information for individuals wishing to play active roles in the field of international cooperation throughout the world, as well as for implementation agencies and groups recruiting personnel for international cooperation. The website includes job listings from JICA and other organizations, information on training and seminars, as well as a career counseling corner for individuals who wish to work in the field of international cooperation.

Operations

In fiscal 2010, the website posted 2,494 job listings and information on 965 different training sessions and seminars. As of March 2011, 8,993 individuals had registered with PARTNER as International Cooperation Personnel, in addition to 574 organizations that conduct international cooperation activities. Also, PARTNER implemented PARTNER Mail Consultations, an e-mail-based career formation program, and interview-type PARTNER Career Consultations, were implemented 117 and 146 times, respectively.

Holding International Human Resource 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 2010, seminars were held in Tokyo and Kobe with the participation of 230 people, the largest number in the program's history. Comments from participants of the seminars have included the following: “These seminars are beneficial for people that want to work in jobs related to international cooperation. I wish that they were also held frequently where I live” and “After participating in the seminar, I have a stronger urge to utilize my experience in Japan and abroad.”

Holding Seminars for PARTNER registered organizations

In fiscal 2010, JICA held the “First Action Seminar: Collaborations between corporate CSR and NPOs/NGOs” (participation by 53 organizations), as well as the “Second Action Seminar: Enhancing Identity. The power of PR” (participation by 65 organizations). Many participant requested that such group seminars be held in the future as well. One participant commented that, “The seminar was packed with information and it was very meaningful. I hope that you will continue to hold regular

seminars like this one that link companies with NGOs.” Another participant remarked that, “I learned that a PR strategy must coincide with management strategy. I hope that JICA will hold a seminar at the next level up from today's seminar in the future.”

Response to the Great East Japan Earthquake

In order to respond to the Great East Japan Earthquake, a disaster of unprecedented scale, PARTNER opened the “PARTNER Information on the Disaster” webpage from March 25, 2011 to provide information that links people that wish to participate in reconstruction assistance activities with organizations. This page has made a modest contribution to securing human resources that can carry out activities in the disaster areas by promptly posting emergency recruitment information in order to respond to the time-sensitive needs of people in the field.



the environment and support for peacebuilding.

3. Security Risk Management Training

JICA implements training programs in security risk management in collaboration with the Office of the United Nations High Commissioner for Refugees (UNHCR) eCentre. This training is provided to specialists and others who are engaged in the fields of peacebuilding and reconstruction assistance.

4. Other

In order to strengthen response capabilities in the field in developing countries and carry out cooperation in an effective and efficient manner, JICA provides training for overseas JICA administrative workers and local staff members to enhance their issue response capability.

Systems to Secure Human Resources

JICA is working to secure persons with ample practical experience in developing countries who can immediately play an active part in on-site assistance as JICA Senior Advisors or Special

Advisors. JICA Senior Advisors, in particular, utilize their advanced knowledge in their respective specialized fields to contribute to improving the quality of JICA projects.



One of the roles of JICA Senior Advisors is to develop efficient methods for teaching skills to others. The photo shows a JICA Senior Advisor demonstrating a method that he developed to a Japanese expert (center). By learning and utilizing this kind of method, the Japanese expert will implement various forms of training.