

Securing and Training Human Resources

Training the Personnel Needed for Future International Cooperation Programs and Securing the Necessary Human Resources

There is a growing need at international cooperation sites for professionals capable of responding accurately to increasingly complex and diverse aid needs. In order to respond promptly to these needs, JICA has been undertaking a variety of programs for training and securing human resources that are needed.

Overview of Programs in Fiscal 2011

Title	No. of participants (as of March 2012)
Comprehensive Career Information for International Cooperation programs on Website	
PARTNER	
Human Resources Training	
1. Associate Expert Program	67 ongoing participants
2. Long-Term Training Program	Overseas: 6 new trainees
3. Individualized Training for Expert Development	13 new trainees
4. JICA Internship Program (open recruitment-type)	29 new participants
5. Other training programs	
1) Pre-Dispatch Training for JICA Experts	Implemented 12 times, 302 trainees
2) Capacity-Enhancement Training	Totally implemented 13 times, 253 trainees
3) Security Risk Management Training in Collaboration with UNHCR	Implemented 5 courses (5 times), 114 trainees
4) Other	Pre-Dispatch Training for JICA staff, National Staff Training, etc.
Securing Human Resources	
1. JICA Senior Advisors	85 persons on assignment
2. Special Advisors	41 persons on assignment (new)

Cultivating Human Resources for the Future

1. Associate Expert Program – Upgrading practical abilities of young people

JICA provides opportunities to work in JICA projects in Japan and overseas to young people who have experience and expertise involving developing countries and who wish to advance their careers in the field of international cooperation in the future. Offering these opportunities enhances the practical capacities of these young people.



Participants discuss about a project operation at a workshop of the Pre-Dispatch Training for JICA Experts.

2. Long-Term Training Program

– Upgrading abilities in specialized fields

This training program is intended to cultivate specialists who will work in the field sites of international cooperation programs. The program gives people opportunities to acquire a master's degree at graduate schools in Japan and overseas, thereby enhancing their expertise and skills in the specialized fields they select.

3. Individualized Training for Expert Development

– Brushing up expertise and skills

This program gives opportunities to personnel with practical experience to participate in customized individual training at aid agencies and/or educational institutions in Japan and overseas. Training under this program allows participants to strengthen their capacities to handle more complex and demanding development issues.

4. Internship Program – Broadening the perspectives of people engaged in international cooperation

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 domestic institution or JICA overseas offices. In fiscal 2011, this program was extended to include young physicians on a trial basis.

Cultivating Mission-Ready Personnel

1. Pre-Dispatch Training for Specialists – Orientation and upgrading skill immediately before departure

JICA provides experts with training programs, prior to their assignment, through which they can obtain a variety of information and know-how on subjects such as JICA cooperation policy, project content, current trends in aid, effective means of technology transfer, and other items.

2. Capacity Enhancement Training – Short-term intensive training for enabling experts to start contributing immediately upon their assignment

JICA recruits as trainees from people 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 them with opportunities to acquire knowledge on current aid trends and practical skills. The training is implemented based on themes that give consideration to recent needs in development assistance, including support for establishment of laws, environmental and social considerations and peacebuilding.

3. Security Risk Management Training – Security risk management training in collaboration with UNHCR

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 individuals who are engaged in the fields of peace-building and reconstruction assistance as well as those responsible for security management

4. Others

In order to strengthen the capacity to deal with problems and needs in developing countries and to carry out cooperation programs in an effective and efficient manner, JICA provides training programs for overseas JICA staff members that improves the necessary skills and know-how.

Securing Human Resources

JICA makes efforts to secure people such as JICA Senior Advisors or Special Advisors, who are equipped with ample practical experience in developing countries and can immediately play an active role in on-site development assistance. JICA Senior Advisors, in particular, fully utilize advanced knowledge in their respective specialized fields, thereby contributing to the improvement of the quality of JICA's programs.

Aiming to improve the quantity, breadth and quality of international cooperation activities The Comprehensive International Cooperation Career Information Website "PARTNER"

What is PARTNER?

PARTNER is a comprehensive career website planned and operated by JICA. The website supplies a variety of useful information with the objective of serving as a link between people who want to work in the field of international cooperation and the agencies and groups that are looking for personnel for international cooperation programs. PARTNER includes information from JICA as well as international agencies, government agencies, local governments, NPO/NGOs, public-service companies, development consulting firms, universities and other academic institutions, companies with CSR activities, and other organizations. Overall, this website provides at no charge a diverse range of information, an e-mail information service and other services for everyone who is interested in a career in the field of international cooperation.



The Steady Growth of PARTNER

In fiscal 2011, this website posted 3,304 job listings and information on 1,075 training sessions and seminars. Top page visitors during the fiscal year totaled 619,560. As of March 31, 2011, 9,530 individuals had registered with PARTNER as International Cooperation Personnel and 668 organizations that conduct international cooperation activities were registered. In addition, there were 65 PARTNER Mail Consultations, an e-mail based career guidance program, and 295 PARTNER Career Consultations, which use face-to-face meetings.

JICA also holds International Cooperation Human Resources Seminars for individuals registered with PARTNER who want to enhance their careers at JICA and other international agencies, NGOs, development consultants and other organizations. In fiscal 2011, seminars were held in Tokyo, Hyogo, Yokohama and Hiroshima with the participation of 685 people. Feedback from participants has been very positive. One participant said "this was a valuable opportunity because seminars like this almost never take place outside the Tokyo area." Another participant said "the speakers were outstanding and gave me information about many types of organizations."

Expanding the Range of International Cooperation Human Resources

PARTNER started a simplified registration

system in June 2011 for people who have started to become interested in international cooperation but have no experience in this field. As of March 31, 2012, 2,800 people had registered under this system and 315 of these people moved up to International Cooperation Personnel registration.

Stronger Ties with External Organizations

JICA is strengthening its relationship with the Institution of Professional Engineers, Japan (IPEJ). Collaboration yields benefits for both JICA and IPEJ. JICA presented outlines of overseas projects conducted by JICA and called for the use of PARTNER at the overseas technical business cooperation seminars held by IPEJ in Nagoya and Tokyo. This is an excellent opportunity because JICA wants to encourage qualified specialists to register with PARTNER and IPEJ has an increasing number of members with engineering qualifications who are interested in working in other countries. IPEJ benefits as well through higher attendance at these seminars because PARTNER publicizes these events and offers incentives to people registered with PARTNER, such as a discounted seminar fee.

Response to the Great East Japan Earthquake

To provide assistance for recovery activities following the Great East Japan Earthquake, PARTNER added the PARTNER Disaster

Information webpage on March 25, 2011. This page provides information that links people who want to participate in reconstruction activities with organizations registered with PARTNER that are conducting these activities. As of March 31, 2012, more than 200 job listings for reconstruction support personnel had been posted, enabling this page to play a part in recruiting people who can perform reconstruction activities in damaged areas.

A New Look for PARTNER

By adopting a renewed commitment to its original objectives, PARTNER is using a number of initiatives to make an even greater contribution to progress regarding the quantity, breadth and quality of international cooperation activities. The first step was the June 2012 debut of a redesigned website.

The new PARTNER website adds the following capabilities to its existing functions.

- A My Page function that can match the requirements of each user
- A Simple Registration Organization section for small and medium-sized enterprises and other organizations thinking about overseas operations; organizations can view information about people interested in international cooperation careers and submit job offers
- Training videos that enable people to study on their own, and other new functions and services