

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 2012

| Title | No. of participants (as of March 2013) |
|---|---|
| Comprehensive Career Information for International Cooperation Programs on Website | |
| PARTNER | |
| Human Resources Training | |
| 1. Associate Expert Program | 5 new participants, 38 ongoing participants |
| 2. Customized Training for Experts Development | 18 trainees |
| 3. Internship Program (open recruitment-type) | 28 participants |
| 4. Other training programs | |
| 1) Pre-Dispatch Training for JICA Experts | Implemented 12 times/year, 298 trainees |
| 2) Capacity Enhancement Training | Totally implemented 12 times, 255 trainees |
| 3) Security Management Training in Collaboration with UNHCR | Totally implemented 3 courses (4 times), 98 trainees |
| 4) Other | Pre-Dispatch Training for JICA staff, National Staff Training, etc. |
| Securing Human Resources | |
| 1. JICA Senior Advisors | 81 persons |
| 2. Special Advisors | 21 persons |

Cultivating Human Resources for the Future

1. Associate Expert Program – Aiming to Be JICA Experts

With the aim of mid- and long-term training for human resources, particularly in the fields where there is a shortage of personnel for international cooperation programs, JICA revised its Associate Expert Program in fiscal 2012. The new program is provided for individuals who have certain levels of expertise based on some professional experience and wish to work as JICA Experts in the future to learn overall activities for international cooperation mainly through on-site training at JICA HDQ.



Associate Experts visit a school site of a JICA project for improvement of education in Senegal.

2. Customized Training Program for Experts – Responding to New Development Agendas

This program provides opportunities for individuals to participate in short-term training courses at overseas universities and/or international organizations, etc., with the aim of enhancing their capacities to respond to the complex new development agendas of developing countries. Among the programs undertaken in fiscal 2012 are trainings on microfinance, countermeasures against climate change, etc.

3. Internship Program – JICA Experts etc., Expanding the Range of Future 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 training at either a JICA domestic institution or JICA overseas offices. In fiscal 2012, this program was again open to young physicians as in fiscal 2011.



Graduate students under the internship program accompanying trainees from overseas

Cultivating Mission-Ready Personnel

1. Pre-Dispatch Training for Experts – Orientation and Upgrading Skills 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 Work Efficiently Immediately upon Their Assignment

JICA provides training programs for individuals who already possess skills or expertise in certain specialty fields as well as language proficiency and are expected to be assigned as an expert to a developing country in the near future. Under this program, trainees are given opportunities to acquire knowledge on current aid trends and practical skills. In fiscal 2012, a seminar on public finance management was implemented on a trial basis based on the recent needs in development assistance.

3. Security Management Training – Security Management Training in Collaboration with UNHCR

JICA implements training programs in security management, in collaboration with the Office of the United Nations High Commissioner for Refugees (UNHCR), Regional Centre for Emergency Preparedness (eCentre), where JICA Staff, UNHCR field officers, government officials and NGOs/NPOs in the Asia-Pacific region discuss project operations in high-risk security environments, including during the response and recovery phases of humanitarian emergencies. This training is provided to individuals who are engaged in the fields of peace-building and reconstruction assistance as well as to those responsible for security management.



The representative of UNHCR Japan Office gives a keynote address at a seminar.

Securing Human Resources

JICA makes efforts to secure people such as JICA Senior Advisors or Special Advisors who have 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, diversity 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 Human Resources Information Center for International Cooperation. PARTNER provides an abundance of useful recruitment information to people aiming to engage in a wide range of support activities overseas. PARTNER includes information from JICA as well as international agencies, government agencies, NPO/NGOs, development consulting firms, and Japanese companies aiming to expand their business overseas. Nearly 9,000 people have registered on the PARTNER website and are awaiting contacts from project sites in developing countries. Large numbers of organizations and companies have been approaching those registrants on PARTNER and have recruited them as competent or next-generation leaders. A marketplace where people who want to become active in overseas projects and the organizations/companies that want to recruit these individuals can come together – this is what PARTNER is.



The Steady Growth of PARTNER

In fiscal 2012, this website posted 3,356 job listings and information on 1,377 training sessions and seminars. Top page visitors during the fiscal year totaled 804,438. As of March 31, 2012, 8,902 individuals had registered and over 740 organizations and companies were registered with PARTNER. In addition, career guidance by counselors is available for registrants. In fiscal 2012, 113 mail-based consultations and 214 face-to-face consultations were performed.

JICA also holds International Cooperation Human Resources Seminars for registrants with PARTNER who want to enhance their careers at JICA, international agencies, NGOs, development consultants, private companies aiming to expand business overseas and other organizations. In fiscal 2012, three seminars were held in Tokyo, Kobe and Fukuoka with the participation of a total of 530 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," and another said "the speakers were outstanding and gave me a lot of information about various types of organizations."

Support for Companies that Have Advanced into Overseas Markets in Securing Human Resources

Many developing countries, headed by emerging countries, are still striving to achieve dynamic economic development. Many of these countries are making progress with the

creation of infrastructure using joint public and private sector partnerships. As this process of infrastructure building continues, and the environment for investment from overseas becomes more orderly, capital investment by the manufacturing sector is gathering momentum through the use of cheap labour resources. Furthermore, consumption demand is buoyant due to expansion of the middle class that accompanies this economic development. Japanese companies possessing advanced technologies are also proactively expanding their exports in overseas markets in response to the growth of new economies in developing countries. This in turn means that such private-sector companies have strong demand for personnel that can operate in developing countries. In June 2012, PARTNER established an organizational system featuring easy-to-use registration with the aim of providing the sort of support that is needed for the overseas development plans of small and medium-sized private sector companies. Simply by making it easy for them to register, private sector companies are able to view the profiles of registrants and contact them on an individual basis. JICA expects that this new service will be used and exploited by as many companies as possible in cooperation with chambers of commerce and industry, tax accountant offices and other organizations that support small and medium-sized companies.

Promoting Even More Use of PARTNER

A Facebook page for PARTNER (<https://www.facebook.com/jicapartner>) was created in January 2013 to boost the appeal of the

site to young people aspiring to participate in overseas activities. By providing a network for disseminating up-to-date information about various seminars and the daily activities of Human Resources Information Center for International Cooperation, this page has generated a huge response. Moreover, JICA has distributed leaflets on PARTNER with the cooperation of Public Employment Security Offices in Tokyo and job banks in major cities across Japan, aiming to further promote the services of PARTNER to more individuals, organizations and companies.

Marking the 10th Anniversary of PARTNER

The year 2013 will mark the 10th anniversary of PARTNER in October. Both Japan and developing countries have experienced significant changes over the past 10 years. PARTNER has engaged accordingly in matching for the supply of human resources for international cooperation activities with demand. But from now on we are determined to strengthen and improve programs continually with the aim of enhancing the quantity, diversity and quality of services. For the 10th anniversary, an "on-web-site application service" has been added to the PARTNER website. Moreover, Skype is available for long distance career guidance. PARTNER thus will continue to evolve more and more into the future.