

Recruiting and Training Human Resources

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

There is a dynamically growing need in the field of international cooperation for professionals who are capable of responding accurately to increasingly complex and diverse aid needs. However, recruiting such professionals has become increasingly competitive. In order to respond promptly to these needs, JICA has been undertaking a variety of programs for training and recruiting eligible people.

Overview of Programs in Fiscal 2013

Title/Objective	No. of participants (as of March 2014)
Comprehensive Career Information for International Cooperation Programs on the Website	
PARTNER	Number of those registered as human resources for international cooperation: 9,746
Human Resources Training	
1. Associate Expert Program	5 new participants, 16 ongoing participants
2. Customized Training for Experts Development	Totally implemented 6 courses, 13 participants
3. Internship Program (open-recruitment type)	40 participants
4. Other training programs	
1) Pre-Dispatch Training for JICA Experts	Implemented 10 times/year, 322 participants
2) Capacity Enhancement Training	Totally implemented 20 times, 330 participants
3) Security Management Training in Collaboration with UNHCR	Totally implemented 2 courses, 60 participants
4) Other	Pre-Dispatch Training for JICA Staff, National Staff Training, etc.
Securing Human Resources	
1. JICA Senior Advisors	81 people
2. Special Advisors	16 new people, 16 ongoing people

● Training Human Resources for the Future

1. Associate Expert Program

— A Step toward Being JICA Experts

With the goal of mid- and long-term training for human resources for international cooperation in the sectors in which there is a human resources shortage, JICA re-organized its Associate Expert Program in fiscal 2012. The new program is designed for young people with certain levels of expertise based on some professional experience and who are willing to work as JICA experts in the future. They learn about overall activities for international cooperation mainly through on-site training at JICA headquarters. In order to increase the number of potential applicants, JICA conducted recruitment twice a year in 2014; this had been done once in 2013.

2. Customized Training Program for Experts

— Responding to New Development Agendas

To cope with new sophisticated and diversified development issues in developing countries, this program provides opportunities for JICA human resources to participate in short-term training courses at overseas universities and international organizations. The goal of this program is to enhance their capacities to



A physician (at far left) has worked as an intern in the Maternal and Child Health Project in Cambodia.

respond to the latest global trends by exchanging opinions with researchers and business people throughout the world. In fiscal 2013, there were 13 participants who received training in programs in the fields of countermeasures against climate change, microfinance, water, and health.

3. Internship Program

— JICA Experts, Expanding the Range of Future International Cooperation Personnel

This program provides graduate students and young physicians who engage in research related to the field, and who also aspire to a career in international cooperation, with one to four months of practical training at either a JICA domestic offices or JICA overseas offices. JICA is considering expanding the eligibility for internship and increasing the number of training sites in order for more people to join the program.

● Training Work-Ready Personnel

1. Pre-Dispatch Training for Experts

— Orientation and Upgrading Skills Immediately Before Departure

Prior to their assignments, JICA provides experts with training programs through which they can obtain a variety of information and know-how on subjects such as JICA's cooperation policy, project content, current trends in aid, effective means of technology transfer, and other items. These training programs are intended to enable the experts to provide effective assistance shortly after assignment.

2. JICA Academy

— A Permanent Training Program for JICA Staff

In order for JICA staff to enhance their ability to address new issues and projects, JICA Academy has been launched as a training opportunity for its staff to acquire comprehensive knowledge of JICA services.

3. Capacity Enhancement Training

— Short-Term Intensive Training for Enabling Experts to Work Efficiently Immediately upon 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 future. Under this program, trainees are given opportunities to acquire knowledge on current aid trends and practical skills. In fiscal 2013, in light of the environmental and social considerations course, peacebuilding and reconstruction (project evaluation) course, and based on recent needs for assistance, JICA has implemented three new courses: an impact evaluation (health sector cooperation) course, a biodiversity conservation course for effective use of the ecosystem services course, and an agricultural and rural development and gender course.

4. Security Management Training

— Security Management Training in Collaboration with the UNHCR

In collaboration with the Office of the United Nations High

Commissioner for Refugees (UNHCR), Regional Centre for Emergency Preparedness (eCentre), JICA implements training programs in security management for JICA staff, UNHCR staff, NGOs, international organizations and governmental agencies. This training is provided to individuals who are engaged in the fields of peacebuilding and reconstruction assistance as well as to those responsible for security management.

● Recruiting Human Resources

JICA makes efforts to secure people such as JICA Senior Advisors or Special Advisors with wide practical experience in developing countries who can work immediately for 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 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 the Department of Human Resources for International Cooperation. PARTNER provides an abundance of useful information on career development and recruitment to people aiming to engage in a wide range of activities in developing countries. Information from JICA as well as international agencies, government agencies, NPO/NGOs, consulting firms, and Japanese companies aiming to expand their business overseas is put on PARTNER. Nearly 10,000 people have registered on the PARTNER website. Large numbers of organizations and companies have been approaching those registrants on PARTNER and have recruited them as competent or next-generation leaders. A place where people who want to participate in overseas projects and the organizations and companies that want to recruit these people can meet each other — this is what PARTNER is.

Support for Overseas Operating Companies to Secure Human Resources

Some companies aiming to expand overseas have specific problems regarding business know-how in developing countries and the shortage of human networks. In light of these circumstances, JICA has reconsidered the organization registration criteria of PARTNER in order to assist companies in expanding overseas and securing human resources. Moreover, for overseas operating companies contributing to socio-economic development and stability in developing countries, the PARTNER website has allowed them to register as "international cooperation groups" and to post their job offers on the website.

To promote utilization of PARTNER, JICA encourages companies to register and to use the services at various events, such as JICA's orientation programs on public-private partnership projects and industry events. In fiscal 2013, there were 133 organizations that newly registered as international cooperation groups, and the number of private companies rose to 57.

Improvement of the Career Consultation Service

PARTNER provides career consultation services for registrants. In fiscal 2013, career consultation via Skype was launched for those living in foreign countries or remote areas of Japan. Also, PARTNER conducts holiday and evening career consultation three times each. In this way, there were 391 career consultations in fiscal 2013 (101 via email, 255 face-to-face, and 35 via Skype), which marked the highest record.

For improving the quality of career consultation, in July 2013 JICA also provided a career counseling training for staff members engaged in career consultation services. According to the results of a questionnaire conducted after career consultation, the service has

received high acclaim; 96% of face-to-face consultation users (including via Skype) and 87% of email consultation users answered that they could receive advice as they expected or to some extent.

Support for Securing Human Resources Regarding the Great East Japan Earthquake

Information on employment and support related to reconstruction activities is available on the main page of the PARTNER website, containing 164 pieces of information (75 on recruitment and 89 on support activities) as of 2013. In cooperation with the Reconstruction Agency, the website provides employment information regarding support staff for municipalities (Miyagi, Fukushima, and Iwate prefectures). At the same time, JICA supported the spread of their employment information by carrying an article on the PARTNER website and publicizing them at seminars or events.

JICA also holds the Seminar on Human Resources for International Cooperation three times a year. In 2013, this seminar was held in Nagoya, Tokyo, and Sendai for registrants of PARTNER. At the Sendai seminar held in December, JICA ran a panel discussion with representatives of the Miyagi Prefectural Government and NGO/NPOs under the theme "Point of Contact between Experience in the International Cooperation Field and Activities for Earthquake Disaster Reconstruction." Through this seminar, JICA highlighted the affinity between international cooperation and reconstruction support experiences, as well as the effectiveness of both activities.

PARTNER Evolving as Place of Interaction for Individuals and Groups

In fiscal 2013, there were 3,205 job listings and 1,531



PARTNER

<http://partner.jica.go.jp>

pieces of information on training programs and seminars, (including JICA's information), posted on the PARTNER website, and the number of hits on the main page of the website reached 858,139 during the year. The number of those registered as "human resources for international cooperation" is 9,746 people, while 864 organizations are registered as "international cooperation groups" as of the end of March 2014. The number of registrations has increased significantly compared to the previous year.

As new content in fiscal 2013, "Analyze! PARTNER in Data" has been released on the website. The content provides information that facilitates interaction among individuals and groups through PARTNER. This service allows users to share various kinds of information, such as the sectors of registered organizations and the careers and language skills of registered people.

In addition, another new content item titled "Tips for PARTNER Utilization" provides individual and organization users with useful tips for appropriate use. This content introduces the service in which registered organizations can refer to the profiles of registrants by using a keyword search, such as an area of expertise and language skills, and they can also offer job opportunities to registrants individually via email. In fiscal 2013 there were 202 organizations that utilized the service, while 897 emails were sent to registered people to offer job opportunities. According to a survey, the ratio of adoption of job listings posted on the PARTNER website (except JICA's job offers) was 68.7% (collection rate of questionnaires: 32.0%). That is to say, PARTNER has been more actively utilized as a place of interaction among individuals and organizations.

October 2013 marked the 10th anniversary of PARTNER. Going forward, PARTNER is determined to strengthen programs continually with the aim of enhancing the quantity, diversity, and quality of services.