

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 2014

Title/Objective	No. of participants (as of March 2015)
Comprehensive Career Information for International Cooperation Programs on the Website	
PARTNER	Number of those registered as human resources for international cooperation: 10,616
Human Resources Training	
1. Associate Expert Program	8 new participants, 14 ongoing participants
2. Customized Training for Experts Development	Totally implemented 7 courses, 14 participants
3. Internship Program	40 participants
1) Open Recruitment Type (including physicians)	59 people
2) Development Consultant Type	35 people
4. Other training programs	
1) Pre-Dispatch Training for JICA Experts	Implemented 12 times/year, 317 participants
2) Capacity Enhancement Training	Totally implemented 18 times, 323 participants
3) Security Management Training in Collaboration with UNHCR	Totally implemented 2 courses, 68 participants
4) Long-Term Overseas Training	Selected 4 applicants
5) French Language Program	9 people
6) Spanish Language Program	2 people
7) Local Language Program	161 people
8) Other	Pre-Dispatch Training for JICA Staff, National Staff Training, etc.
Securing Human Resources	
1. JICA Senior Advisors	74 people
2. Special Advisors	27 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 human resources, JICA conducted recruitment twice a year since 2014; this had been done once in 2013 and before.

2. Customized Training Program for Experts

— Responding to New Development Agendas

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 hone their expertise through discussions and debates with researchers and practitioners throughout the world while learning about the latest aid trends and recent developments in development issues. In fiscal 2014, 14 people participated in training courses in climate-change management, microfinance, and peacebuilding, among other fields. In fiscal 2015, the scope of the program will be expanded to include social security in response to an aging population.

3. Internship Program

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

This program provides graduate students and physicians who aspire to a career in international cooperation and are engaging in research related to this field with one to four months of internship training at a JICA domestic or overseas office or project site. In fiscal 2014, in addition to this program, JICA offered the development consultant internship program, whereby interns were dispatched overseas to work with Japanese development consultants responsible for JICA projects on the ground. A total of 35 interns participated, including undergraduate students.

In fiscal 2015, JICA integrated these two types into the single JICA Internship Program that is open to a wider range of participants. In addition to graduate students and physicians, undergraduate students and other health care providers (nursing professionals, midwives, and public health nurses) are eligible for the new internship program.

4. Restarting the Long-Term Overseas Training Program

In fiscal 2014, JICA restarted the invitation of applications for the Long-Term Overseas Training Program to meet the expanding and diversifying aid needs of developing countries. This program is designed to offer educational training opportunity to prospective JICA technical cooperation experts and other development assistance practitioners with adequate advanced expertise. In 2014, JICA selected four successful applicants. Within fiscal 2015, they will be sent to educational institutions overseas to obtain masters' degrees.

● 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. 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. In fiscal 2014, JICA added a course in the Smallholder Horticulture Empowerment Project (SHEP) approach in addition to courses in environmental and social considerations, and peacebuilding and reconstruction assistance, in light of recent development needs and trends.

3. Security Management Training

— Security Management Training in Collaboration with UNHCR

In collaboration with the Office of the United Nations High

Commissioner for Refugees (UNHCR), Regional Centre for Emergency Preparedness (eCentre), JICA offers training in security management for staff at JICA, the UNHCR, 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 and practical experience in their respective specialized fields to contribute to the improvement of the quality of JICA's programs in such aspects as research and dissemination and human resources development, although their main task is to provide advice on their specialized fields or domains. JICA Senior Advisors are also expected to serve as global leaders in their specialized domains.

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. More than 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.

Ever-Evolving PARTNER as a Forum for Interaction among Individuals and Organizations

In fiscal 2014, there were 3,323 job listings and 1,711 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 846,911 during the year. The number of those registered as “human resources for international cooperation” is 10,616 people, while 882 organizations are registered as “international cooperation groups” as of the end of March 2015. The number of registrations has increased significantly compared to the previous year.

In fiscal 2014, JICA renewed the PARTNER website in its entirety to improve access to relevant information and upgrade the content and features for more animated interaction among registered individuals, organizations, and companies.

Specifically, the main page now displays content relevant to each career step for easier access to the information the user needs. The bulletin board “New Arrivals from Organizations” has been set up on the main page to facilitate information dissemination from registered organizations. PARTNER has also added a new feature that allows organizations and companies to

send a job-offer e-mail to individuals who show interest in them.

Improvement of the Career Consultation Service

PARTNER provides career consultation services for registrants. These services are provided via e-mail, face-to-face, or via Skype 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, PARTNER now offers services in ways that better meet the needs of consultation seekers. In fiscal 2014, a total of 315 career consultations were provided. JICA provides staff members in charge with career counseling training to improve the quality of their services.

JICA also organizes seminars concerning a career in international cooperation in many parts of Japan. In fiscal 2014, JICA held the Seminar on Human Resources for International Cooperation three times and the international cooperation career seminar six times. It also gave on-demand-delivery lectures at universities.

In fiscal 2014, PARTNER introduced a “skills assessment feature” whereby the user can assess his or her skills relating to international cooperation. The user can



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

get useful information, including a message from a career counselor, on how to improve his or her skills.

Disaster-Response Human Resources Registration and Utilization System Launched

JICA has launched the disaster-response human resources registration and utilization system in cooperation with the Japan NGO Center for International Cooperation (JANIC). Building on the lessons learned from the experience in assisting in the aftermath of the Great East Japan Earthquake, this system is designed to make it easier for international cooperation organizations such as NGOs to secure human resources capable of emergency disaster response and reconstruction assistance when a major disaster strikes in Japan. PARTNER has set up a dedicated site for this system, which contains an overview of the system, explains the skills required, and provides information on training, seminars, and recruitment.

The dedicated site is primarily aimed at linking skilled individuals that have the will to participate in disaster-related assistance with organizations that seek such individuals. It also offers information on disaster-related training and seminars. In this way, the site will contribute to improve the capacity of registered individuals in terms of not only disaster response but also disaster reduction and prevention.

Going forward, PARTNER will remain committed to further enhancing the quantity, diversity, and quality of its services.