

# Recruiting and Training Human Resources

There are dynamically changing and diversifying needs for professionals at international cooperation and responding accurately to increasingly complex and diverse aid needs has become increasingly competitive. Developing human resources for ever changing needs at international cooperation are a big challenge for the implementation of JICA projects. 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 2015

Number of those registered on PARTNER as human resources for international cooperation	10,642
Number of those registered under the simplified registration system	9,038
Associate Experts (including 14 ongoing participants)	27
Interns (total of the following types)	109
General	79
Development Consultant	23
Healthcare Provider	4
Doctor	3
Long-Term Overseas Training	3
Pre-Dispatch Training for JICA Experts	289
Capacity Enhancement Training	488
Security Management Training in Collaboration with UNHCR eCenter	19

## ● Training Human Resources for the Future

### 1. Internship Program

This program provides one to three months of internship at a JICA domestic, overseas office, or JICA project site to undergraduate and graduate students as well as health professionals (medical doctors, nurses, midwives, and public health nurses) who aspire to engage in international cooperation. The purpose of this program is to deepen their understanding of JICA projects and Japan's international cooperation, as well as to facilitate becoming professionals for international cooperation including JICA experts and development consultants in the future.

In fiscal 2015, JICA integrated Open Recruitment Internship and Development Consultant Internship into the unified JICA Internship Program. This new JICA Internship Program is open to graduate and undergraduate students, and health professionals. JICA also expanded application opportunities twice a year (in spring and in autumn) from once a year (in spring). As a result, 102 undergraduate and graduate students (79 interns at JICA and 23 interns at project sites of development consultant) and four health professionals at JICA health projects learned how JICA works.

Furthermore, to recruit more potential human resources for the

global development challenges, JICA started Doctoral Internship on a trial basis in fiscal 2015, targeting postdoctoral researchers and doctoral course students. As a result, three interns joined JICA projects related to their research fields.

### 2. Master Degree Scholarship Program for Future JICA Experts

In those fields where needs for JICA experts are expected to be high, this program aims to develop potential JICA experts by offering one year scholarship to master course students in overseas graduate schools. In fiscal 2015, three students had enrolled at graduate schools in the UK and in Ireland in the fields of peacebuilding, forest and natural environment management, and rural development. JICA plans to dispatch four training participants in fiscal 2016. Within three years after receiving master's degrees, the participants are expected to join JICA projects.

## ● Training Courses for Work-Ready Professionals

### 1. Associate Expert Program

#### — A Step toward Becoming JICA Experts

Associate Expert Program was introduced to facilitate mid-to long-term human resource development for JICA experts in the fields where the shortage of human resources is expected. This program is designed for young professionals with little JICA experience to accommodate with various JICA Programs. Successful applicants learn about mechanisms and processes of Japan's international cooperation and JICA programs mainly through on the job training at JICA headquarters. On average more than 20 participants attend the training every year, and they are dispatched as JICA experts when they complete the training.

### 2. Short Training Courses for Professionals

JICA provides training programs for individuals who already possess expertise and knowledge in certain fields with language proficiency and are intending to be a JICA expert in the near future. In light of recent development needs and trends, JICA opened four new courses: Nutrition Improvement, Health System Enhancement by 5S-KAIZEN-TQM Approach, Universal Health Coverage (UHC), and Special Needs Education, in addition to existing courses in fiscal 2015. JICA also conducted four joint training courses: Three agricultural courses and one course for safety management of overseas construction sites were co-hosted with association of consulting firms.

## The Comprehensive International Cooperation Career Information Website “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.

### What is “PARTNER”?

Not only JICA but also many other organizations including international agencies, government agencies, NPO/NGOs, consulting firms, and lately, Japanese companies aiming to expand their business overseas are registered with PARTNER. Day by day, the registered organizations post a great deal of information, including a wide variety of recruitment information, such as regular employees, short-term contract, part-time employees, event volunteers and internship, and also event information such as training courses and workshop/presentation events held by registered organizations.

More than 10,000 individuals who have experiences or are interested in international cooperation have registered on the PARTNER website and are being regarded by the registered organizations as “a competent workforce” or “promising human resources.” PARTNER also features many topics, including career development information, interviews of experienced people in the field of international cooperation, and special feature articles.

A place where people willing to participate in overseas projects and the organizations and companies wanting to recruit experienced people can meet, as well as an information platform for the field of international cooperation—this is what PARTNER is.

### Seminars, Events, and Career Consultation Services

PARTNER provides seminars, events, and

also career consultation services to assist career building in international cooperation.

Events include the full day Seminars on Human Resources for International Cooperation, which introduce various types of work in international cooperation, and the International Cooperation Job Seminars in the evening, which introduce jobs at specific fields. In fiscal 2015, JICA held full day seminars in Tokyo, Osaka, and Hiroshima. These seminars in Osaka and Hiroshima were held as a part of local events, the One World Festival in Osaka and the Hiroshima International Festival, respectively. The Job Seminars covered the agriculture and private sector development.

Career consultation services are provided via e-mail and face-to-face. PARTNER also offers services in line with the needs of consulters, such as a service via Skype, instead of face-to-face, for those living in foreign countries or outside of Tokyo area in Japan, and also consultation on holidays and in the evening. In fiscal 2015, there were 315 cases of career consultation rendered.

### Initiatives for Work-Life Balance

In fiscal 2015, aiming at developing good work-life balance (WLB) environment in the career of international cooperation, JICA held a series of workshops for students and businesspeople who want to develop their career in international cooperation. Starting in February 2015, five workshops in total were held by March 2016, for a cumulative total of 263 participants.



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

The first half of each workshop consisted of presentations by experts and development consultants who had overcome difficulties of overseas assignments, and the second half consisted of group discussions by participants using “facilitation method.” Each group discussion at the workshop discussed different topics including successfully managing overseas assignments and childrearing at the same time, and various work styles and career development to achieve work-life balance. Discussions, after reports from the panelists, among the participants of a variety of ages and positions were good opportunities for the participants to raise awareness to achieve work-life balance in the field of international cooperation.

### Contribution to the Revival of Japanese Local Communities in Scope as Well

JICA’s international cooperation in developing countries incorporates various fields including access to schools, medical care, water supply, and sewerage; reduction of disparities between urban areas and rural areas; and improvement of agricultural productivity. These issues have a lot in common with the challenges in Japan’s local communities.

JICA volunteers’ and experts’ attitudes and experience on bridging different cultures, adaptability in environments, and enthusiasm and communication abilities to fit into local communities are highly appreciated when engaging in various problem solving in developing countries. Human resources with these capabilities are also in demand in Japanese rural communities and can become powerful drivers of rural revitalization.

Therefore, PARTNER is also engaged in contributing to rural revitalization in Japan, such as posting a special feature article expressing the viewpoint that international cooperation experiences can help regional revitalization in Japan.



Group discussions held at the workshop on work-life balance