

HIDA's Commitment toward HRD Initiatives for Africa

27 August 2016

*The Overseas **H**uman Resources and **I**ndustry **D**evelopment **A**ssociation (HIDA)*

The Association for Overseas Technical Scholarship (AOTS) merged with the Japan Overseas Development Corporation (JODC) and then HIDA was newly established on 30 March 2012.



had organized training in and out of Japan since 1959, boasting a cumulative attendance of 350 thousand executives, managers and engineers from 170 developing countries and regions.



had dispatched 7100 Japanese specialists for technical instructions in 60 developing countries since 1970.

HIDA Overview FY 2016

- **Operational Budget:** about US\$ 87million

- **Operations:** Training Program : 3,700 trainees (190 courses)
Dispatching Expert Program : 210 experts
Japanese Internship Program : 100 persons

- **Training Centers & Overseas Offices:**

Training Centers in Japan (Tokyo/Osaka)

Overseas Office in Bangkok/Jakarta/New Delhi/Yangon

- **Number of Staff:** 129 persons



Tokyo Kenshu Center (TKC)



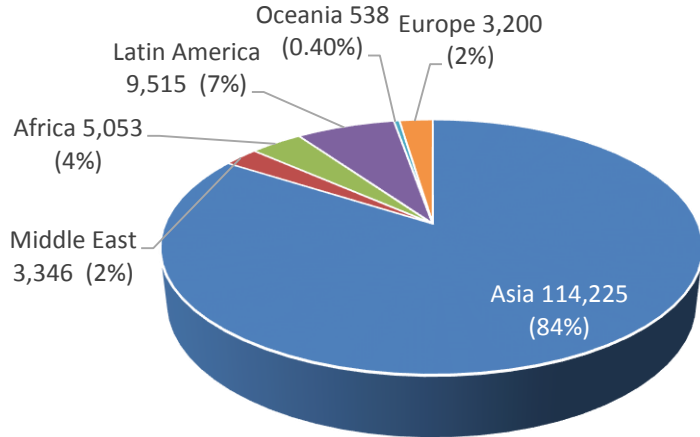
Kansai Kenshu Center (KKC)

HIDA on Global Front

1. Training in Japan FY1959-2015

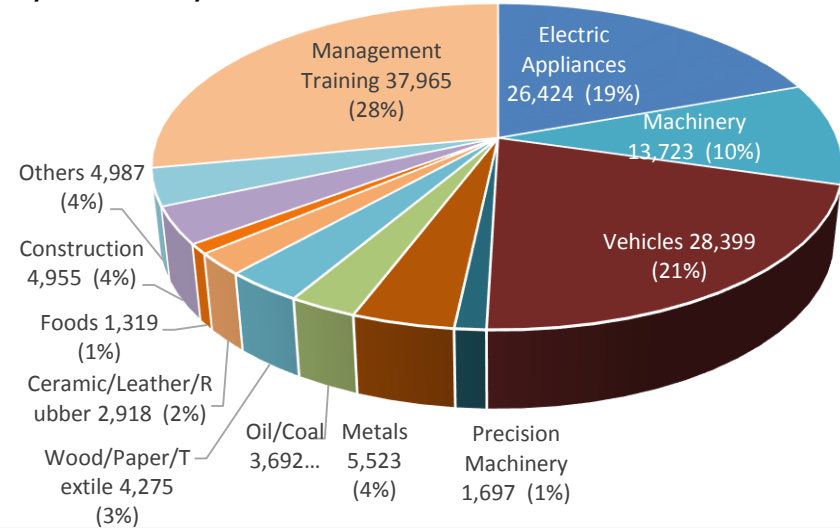
Total: 135,877 (Government Subsidized Program)

① By Area



Reflecting the recent trend of Japan's direct investment, the list is topped by Thailand, Indonesia, Vietnam and India.

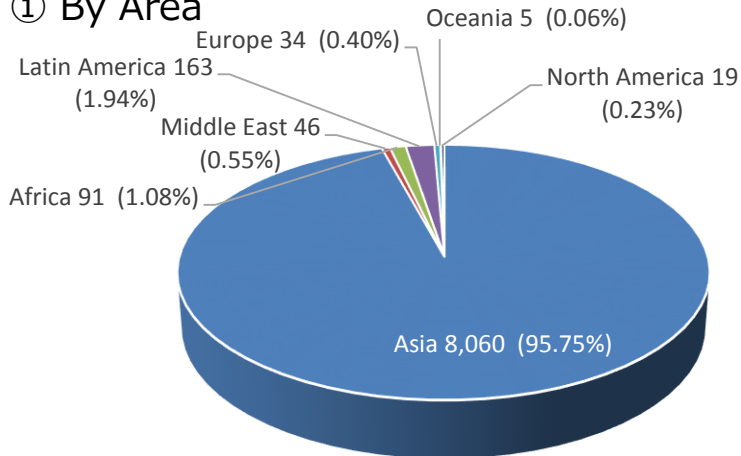
② By industry



2. Specialist Dispatch 1979-2014

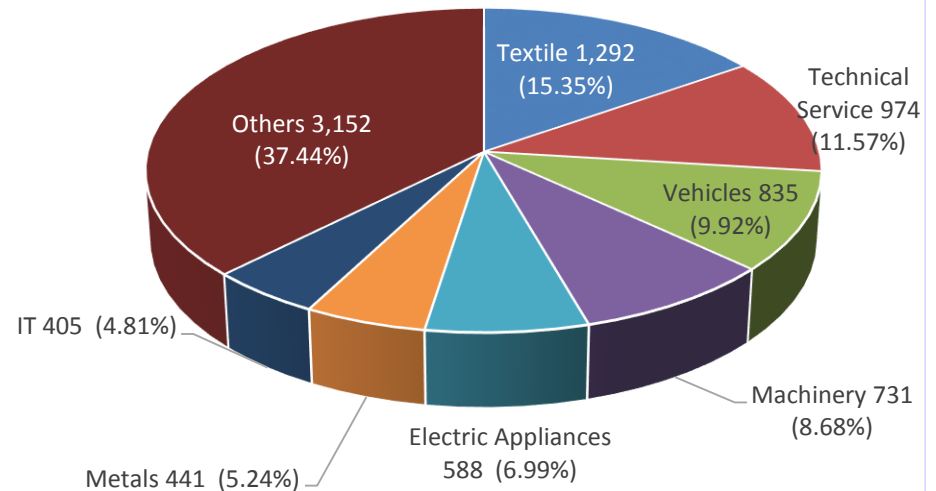
Total: 8,418 (Government Subsidized Program)

① By Area



Likewise above, the list is topped by Thailand, Indonesia, Vietnam, the Philippines, and Malaysia.

② By industry

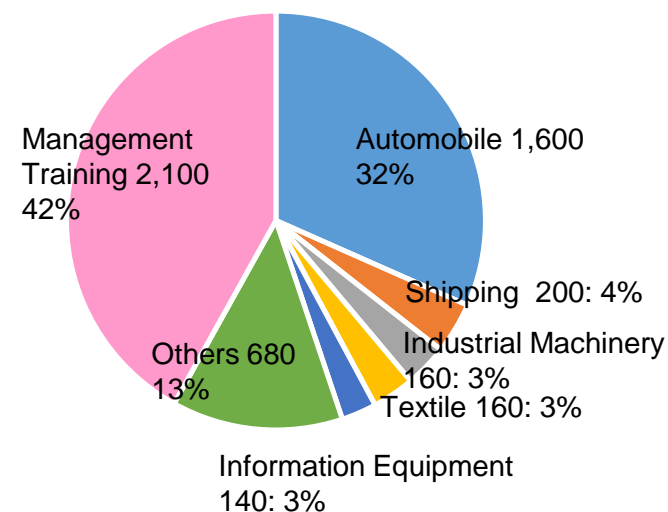


HIDA's Commitment to Africa between FY1959 and FY 2015



		受入研修	海外研修	専門家派遣
①	Egypt	1,382	1,534	30
②	Ghana	513	182	5
③	Nigeria	488	99	8
④	Tanzania	373	432	3
⑤	Sudan	355	341	4
⑥	Ethiopia	265	95	2
⑦	Kenya	287	310	5
⑧	South Africa	238	624	2
⑨	Zambia	164	222	4
⑩	Algeria	156	156	2
	Others	886	347	10
	Total	5,107	4,342	75

ODA-Subsidized HIDA Training in Japan Proportion of trainees by technology fields between FY 1959 – FY 2015



Training Programs for Africa

The Program on Corporate Management for Africa [AFCM] (November 2016)

Organized by HIDA (Recruited by Alumni Societies)

Enrollment: 21

Target: Senior managers and above

Focus of learning: Skills and techniques of management adopted by Japanese companies in key functions, such as marketing, financial management, production management, human resource management

(This year marks the 16th round of the program. Cumulative enrollment has exceeded 300.)

The Program on Production Management (*Monozukuri*) for Africa [AFPM] (February 2017)

Organized by HIDA (Recruited by Alumni Societies)

Enrollment: 25

Target: Managers and above

Focus of learning: The idea of Japanese manufacturing (*Monozukuri*), and associated production management techniques (newly added)

The UNIDO/HIDA LCET Awareness Training Program for Kenya [ULAK] (November 2014)

Enrollment: 12

Participants: Trainers, university lecturers, specialists, business professionals, and government officers

The UNIDO/HIDA LCET Awareness Training Program for Ethiopia [ULAE] (December 2014)

Enrollment: 12

Participants: Policy makers

The UNIDO/HIDA Training Course of Training for UNIDO Experts for Ultra-Low Head Micro Hydro Power Technology [ULUE] (March 2015)

Enrollment: 7

Participants: Japanese trainers

The UNIDO/HIDA LCET Training Course for Kenyan and Ethiopian National Experts on Ultra-Low Head Micro Hydro Power Technology [ULNE] (July 2015)

Enrollment: 19

Participants: trainers and university lecturers

Achievements in Africa

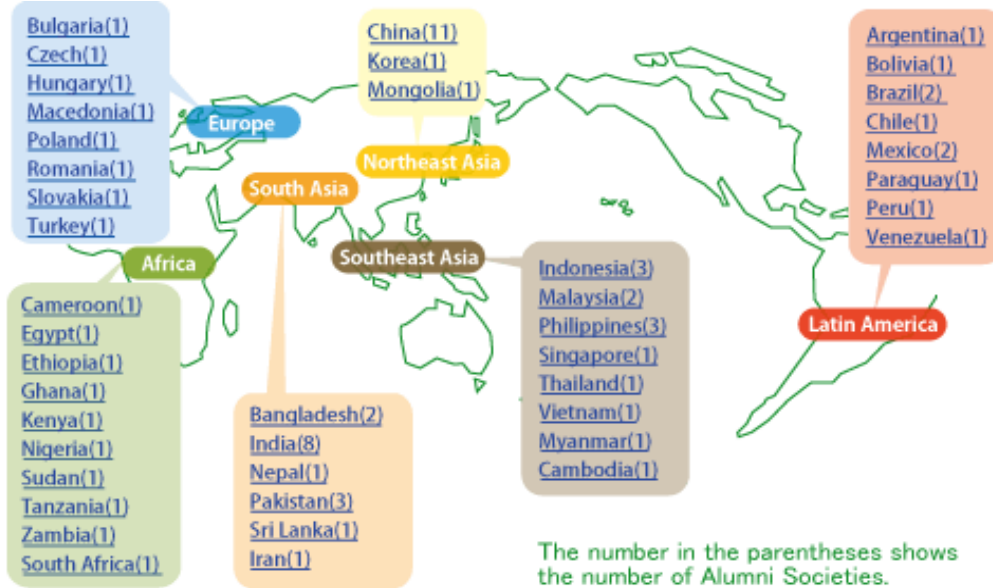
- **Ethiopia: leather garments**
- Fascinated with the quality of local sheep skin, an SME in Yokohama was opened a factory in 2014. Aided by HIDA's expert dispatch program, an engineer was sent from Japan to instruct the local personnel on sewing, cutting and leather plowing for 5 month.

- **Uganda: garments**
- A company in the Kansai District created a joint venture in 1964. Under HIDA's technical training program, a total of 9 core personnel of the local operation was sent to Japan, for the learning of Japanese work culture. One of them has become the vice president.

- **Tanzania: Body-care products**
- Five years after establishment, the founder participated in a HIDA management training program in 2008. Japanese management culture and the sprit of *Monozukuri* has been the guiding principle of the company ever since.

HIDA-AOTS Alumni Society Network in the World

- Based on the common experience of having received training in Japan, the returnees established the HIDA-AOTS Alumni Societies with their own initiatives.
- They have contributed to the development of their communities as well as strengthening their friendships with Japan and other countries through grass-roots activities.
- A World Convention of the HIDA-AOTS Alumni Societies is organized every four years.



**Network of HIDA-AOTS Alumni Societies
(71 Alumni Societies in 43 Countries)**



**The 9th Convention of HIDA-AOTS Alumni Societies
October 2014, Tokyo Japan**

Sharing a common spirit with HIDA, the members' experiences in Japan have made their activities robust .



Japanese Language Class



Management Seminars



International Trade Exhibition



Cultural Exchange



South-south Cooperation