

## ***"Human Resource Development"- Our Challenges in Training Activities***

### **Part 4: Counterpart Training for Development Study and Expert Dispatch Program**

Technical training courses organized by JICA in Japan can be divided into two categories; group training and individual training. Thus far we have reported on the former type of training mainly held at the JICA Tsukuba International Center. One type of individual training is so-called ‘counterpart training’, given to the staff of JICA’s counterparts in development study or expert dispatch. A technical training program is drawn up and carried out according to the specific field related to an on-going development study or expert dispatch, but it is also expected as an important outcome to give the trainees a good understanding about Japan through this training. After the trainees return home, they are expected to collaborate with the JICA team and experts to implement the project.

Since 1992 AAI has carried out the counterpart trainings that are shown in the following table. In the past we normally took charge of certain parts of an entire training (e.g., agricultural extension work and GIS), but in the recent development study in Oman we were involved in the formulation of the training program itself.

Development Study/Expert Dispatch	Training Period /No. of Trainees	Purpose of The Training	Training Contents
Restoration, Conservation and Management of Mangrove in The Sultanate of Oman (Development Study)	Twice, starting from March 2003 / Total 4 persons	Conservation of wetland, resource management, GIS, forest conservation	Introduction to civil activities for wetland conservation and restoration; aquatic resources management; fish farming; information gathering regarding artificial fish reef; introduction to GIS techniques
Small scale agricultural and rural development program along the Mekong River in Laos (Development Study)	February 2000 / 1 person	Agricultural extension	Introduction to agricultural extension at the Agricultural Improvement and Extension Center of Yokosuka, Miura Area; introduction to various activities of farmers and agricultural co-operatives
Agricultural Development Program in Nejd Region, Oman (Expert Dispatch)	August 1998 / 1 person	Water and soil management	Introduction to GIS techniques and demonstration of their application; visit to farms and institutes of Shizuoka University, visit to the Tottori University Arid Area Research Center and TRT
Afforestation technique development in acid sulfate soils in the Mekong Delta, Vietnam (Expert Dispatch)	August 1998 / 1 person	Forestry research training, forest soil, afforestation	Introduction to GIS techniques; introduction and demonstration of plantation techniques; visit to local greening projects; practical training in seedling and plant cultivation
Agricultural extension improvement program in Syria (Expert Dispatch)	Twice since May 1994 / Total 2 persons	Agricultural extension	Introduction to extension activities at Agricultural Improvement and Extension Center; introduction to village revitalization activities; introduction to the activities of surrounding farms and agricultural co-operatives
Irrigation development program in the Rokan River in Indonesia (Development Study)	August 1992 / 1 person	Irrigation facilities	Visit to water intake and conveyance facilities and irrigation facilities in the Ooigawa River basin in Shizuoka Prefecture; visit to various activities by MAFF Local Agricultural Bureaus

From the viewpoint of the development study member or expert, it is very important that the counterparts get motivation to work on their project through this sort of training. Also, we feel it is very meaningful that the training can complement the task of technical transfer which may end up being incomplete if done only during the project implementation in the host country. In most cases those who participate in a counterpart training in Japan go home with a good impression of this country. Then, those trainees would play a significant role in ‘activating’ the development study work or expert dispatch activities back in their own countries. On the other hand, in the process of planning and arranging the training programs, the organizers can establish new networking relationships with various institutes that the trainees would visit for their study, and such networking often proves to be useful later for other training courses or for expanding the opportunities for further technical exchange. We also feel that with the counterparts who went through the training in Japan we can build up better teamwork than with those who did not.

Therefore, the counterpart training has positive side effects elsewhere in addition to the obvious learning benefit for the trainees themselves. In practice we have been able to carry out field activities smoothly in Syria and Tanzania as a result of teaming up with the local counterparts who had completed training courses at Tsukuba International Center. Therefore, AAI considers the counterpart training as a crucial pillar for exchanging various techniques, gathering information and expanding communication/interaction, and we have been making efforts to understand local training needs and plan appropriate training programs. What is most important in this process is communication between the local counterpart and the Japanese staff who will plan and implement the training programs. Often official papers do not convey the real training needs in detail, so we try to communicate additional requests which do not appear in such documents to the training organizer. While in Japan we not only carry out the training as our job, but also we organize recreational activities and have interaction in daily life (such as going shopping together), so that the trainees can enjoy the training and feel at ease. We shall continue these efforts to realize effective and meaningful training courses.