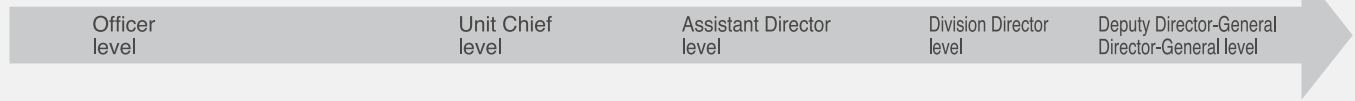


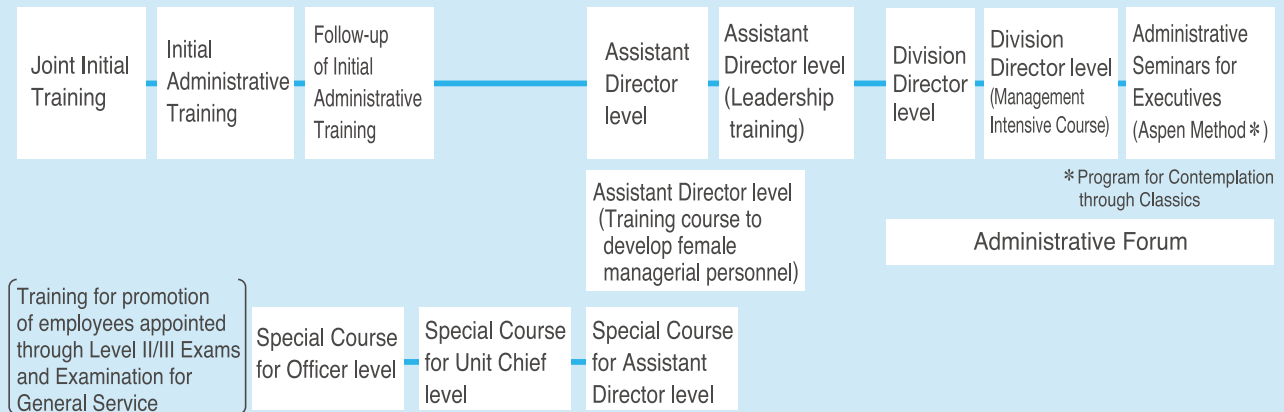
# 6 Human Resources Development

The NPA carries out training programs targeting employees of ministries and agencies with the idea of training up national public employees as a servant of the all citizens. In order to provide ministries and agencies with attractive training courses that meet the needs of the times, the NPA adds necessary improvements to its courses, and has recently been focusing on improving management capabilities and supporting the career development of employees.



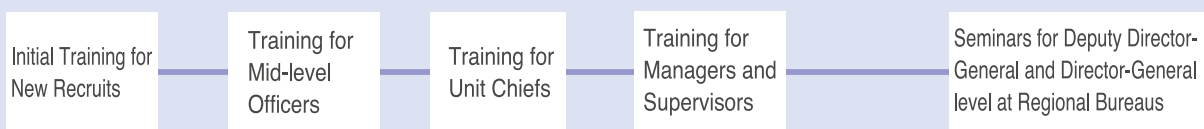
## I Training for Level of Position

### 1. Administrative Training



2. Experience-based training at a consultation service counter for the newly promoted to the D.D.G. level

### 3. Training for Employees of Regional Offices



## II Dispatching Personnel for Training

Long-term Overseas Fellowship Program

Short-term Overseas Fellowship Program

Domestic Fellowship Program

## III Training Courses per Theme

Support for Career Development

Career Support Course 20

Career Development Seminar 30

Training for advancing careers of female employees

Seminar for Supporting Career and Work-Life Balance in the times of Working and Raising Children Together [Newly established]

Training courses to qualify for the examination for Career Consultant (National Certificate) [Newly established]

Courses for Managerial Employees

Training for Executive Officials and Managerial Personnel about Harassment Prevention

Personnel Management Seminar

Online Seminar for the advancement of diverse workforce

Basic management skill training for Assistant Director and Unit Chief level employees [Newly established]

Training for Recruits with Business Experience

Mentor Development Training

## IV Training for Instructors

Training to Enhance Abilities of Training Officers

JKET  
(Training for Public Employee Ethics)

JST Basic Course (Training for Management of Work and Personnel)

## Administrative Training

~ Training courses for each level of position across government to cultivate "Ideal national public employees"~

Cross-ministerial administrative training programs are conducted for employees who are expected to play a central role in national public administration. The National Institute of Public Administration carries out these programs for level of position (from Officer level to Director-General level).

The basic objectives are to enhance each employees sense of mission as a servant of all citizens, to improve their quality/ability to implement measures from the standpoint of the all citizens and to foster mutual understanding/trust relationships among trainees.

## Features of Training

### Essential Knowledge and Contemplation for Administrative Officers as Servants of the Whole Community

- Multifaceted review of a wide variety of administrative cases and discussions on policy issues common across the government
- Development of a high sense of ethics, cultivation of critical thinking abilities through studying classics (reading studies) and field work to experience the actual conditions of peoples' lives
- Onsite experience to understand the realities of peoples' lives / improve management skills
- Lectures given by top-level professionals on contemporary themes and issues



▲ The National Institute of Public Administration

### Mutual Development of Trainees

- "Participative curriculum" training with emphasis on group discussions, exchange of views, and practical experience
- Attendance of a variety of participants from each ministry and agency, private companies and foreign governments, etc.

## Curriculum Examples

### Studies on Public Service Ethics

Through case studies, ethical behavior is reviewed and discussed towards practical implementations.

### Case Studies of Administrative Policies

Through lectures and group discussions concerning historically significant examples of administrative cases, trainees develop various points of view on how they should act.

## Dispatching Personnel for Overseas Training

The NPA conducts overseas training programs for the purpose of developing human resources that can respond to the continuing globalization of administrative issues.

### Long-term Overseas Fellowship Program

Destination: graduate schools abroad (master's course/doctoral course)  
Duration: 2 years or 1 year (Duration can be extended when a fellow advances to a doctoral course.)

Total number of persons dispatched in FY2022 : 161

Country: US(89), UK(48), France(10), Netherlands(4), Singapore(4), Germany(3), Switzerland(2), PR of China(1)



▲ Dispatched fellow at Saarland University (Germany)

### Short-term Overseas Fellowship Program

Destination: foreign governmental organizations, international organizations, etc.  
Duration: 6 months or 1 year

Total number of persons dispatched in FY2022 : 21

Country: US(9), UK(4), Singapore(2), Sweden (2), Australia (1), Belgium (1), Germany (1), Switzerland (1)



▲ Dispatched fellow at Centers for Disease Control and Prevention (US)

## Training Courses per Theme

The NPA supports career development of employees, human resource development, etc. by providing training programs. Currently, online training is also utilized.

### 【Career Support Course 20】

The course provides employees in their 20s from various ministries and agencies with an opportunity to think proactively about their own career and gain new insights.

### 【Training for Recruits with Business Experience】

The training course provides employees who have been hired by ministries and agencies from private companies with necessary knowledge and gives them opportunities to socialize with each other to help them get started as civil servants.