HIDA’s Commitment toward Sustainable Development of Developing Countries through Public Private Partnership

The Overseas Human Resources and Industry Development Association (HIDA)
Overview of HIDA

**Purpose:** To contribute to the mutual economic development and friendly relations between developing countries and Japan through implementing projects aimed at promoting the internationalization of industries and trade, as well as encouraging investment activities and international economic cooperation.

**Establishment:** 1959

**Former Organizations:**
- Association for Overseas Technical Scholarship (AOTS)
- Japan Overseas Development Corporation (JODC)

**Operational Budget:** Approx. US$ 64 million (FY2015)

**Activities:** Training / Expert Dispatch / Japanese Internship

**Head Office:** Tokyo / Japan

**Training Centers:** Tokyo & Osaka / Japan

**Overseas Offices:** Bangkok / Thailand, Jakarta / Indonesia, New Delhi / India & Yangon / Myanmar

**Full-Time Staff:** 129 persons (as of April 2015)
What does HIDA believe?

Public Private Partnership (PPP)

Developing Countries

Economic Growth

Globalization of World Economy

Nationwide Changes in Industrial Structure

Shortages of Employable Managers, Engineers, Supervisors and Skilled Workers in Private Sector

Public Sector

Private Sector

Effects

Effects

Japan’s ODA funds

Input

Self-Help Efforts

Human Resources Development

Japanese companies’ financial contributions, technology, management, know-how, culture, ethics, etc.
Three Pillars of HIDA’s Activities by Financial Resource

I. Government-Subsidized Program
II. Entrusted Program
III. Self-Financed Program

Focus on
- Technical Training Program
- Management Training Program
- Training Program in Japan
- Overseas Training Program

HIDA Activities
- I. Gov’t-Subsidized Program
- II. Entrusted Program
- III. Self-Financed Program

- Training Program
- Expert Dispatch Program
- Japanese Internship Program
- New Global Cooperation (NGC)
- HIDA Research Institute (HRI)
- Japan Language Training Center (JLTC)
Structure of HIDA Training in Japan (Government-Subsidized Program)

Developing Countries
Trainee Sending Companies

Japanese companies’ affiliates/agencies/clients, etc.

¾ of trainees for management programs are from non-Japanese companies

H I D A

Training in Japan
Group training held at HIDA Training Center
Individual Technical Training held at Host Company

Technical Training
◆ General Orientation (9 days/6 weeks/13 weeks)
Japanese Language, Culture, etc.
◆ Specialized Practical Training (Average 3-4 months)

Management Training
Production Management, Quality Management, Corporate Management, Innovation, Environment SMEs, Kaizen, etc. (2-3 weeks)

Japanese Host Companies

Developing Countries
Trainee Sending Companies

Technical Transfer

Return

Arrive

Option

Arrive

Arrive

Return
FY2008-2014 Trends in HIDA Training in Japan
(Government-Subsidized Program)

Region

- Asia 92.14%
- Latin America 4.12%
- Africa 2.60%
- Middle East 0.36%
- Oceania 0.04%
- Europe 0.73%

Total: 18,136
- Asia 16,711
- Middle East 66
- Africa 471
- Latin America 747
- Oceania 8
- Europe 133

Country in Asia

- Thailand 20%
- China 18%
- Viet Nam 12%
- India 11%
- Indonesia 10%
- Sri Lanka 3%
- Bangladesh 3%
- Malaysia 3%
- Phillipines 5%
- Other Asia 15%

Thailand 3,769
China 3,321
Viet Nam 2,150
India 1,965
Indonesia 1,907
Sri Lanka 492
Bangladesh 561
Phillipines 1,001
Malaysia 627
Other Asia 2,883
**FY2008-2014 Trends in HIDA Training in Japan**  
*(Government-Subsidized Program)*

### Industrial Sector

- **Non-Manufacturing**: 41%  
- **Automobile**: 22%  
- **Other Electric Equipment**: 10%  
- **Industrial Machinery**: 4%  
- **Construction**: 3%  
- **Other Machinery**: 3%  
- **Steel**: 2%  
- **Home Appliances**: 2%  
- **Chemistry**: 2%  
- **Heavy Electrical Machinery**: 2%  
- **Other Manufacturing**: 9%  
- **Non-Manufacturing**: 41%  

### Position

- **Engineer**: 34%  
- **Manager**: 17%  
- **General Manager**: 11%  
- **President**: 6%  
- **Subsection chief**: 5%  
- **Group leader**: 6%  
- **Specialist**: 4%  
- **Line Leader**: 3%  
- **Other**: 8%
Our technical instruction is based upon Japanese people’s way of thinking toward Monozukuri (manufacturing)

Ex-Thai trainee

Problem-Solving Training in Japan was the best opportunity in my life.

Ex-Ghananian trainee

Japanese management changed my life.

Ex-Mexican trainee
HIDA-AOTS Alumni Societies

There are 71 Alumni Societies in 43 countries

Japanese Language Class
Management Seminar
Kaizen Award Ceremony
Japanese Cultural Activity
South-South Cooperation
HIDA-AOTS Alumni Society in Dhaka, Bangladesh

established Bangladesh Japan Training Institute (BJTI) in 2011 and BJTI councillors visited TNI to sign MOU with TNI.

HIDA-AOTS Alumni Society in Vietnam

established Institute of Management and Technology Promotion (IMT) in 2005, conducting training, seminars, business promotion, consulting, etc.
Establishment of HIDA Research Institute (HRI)

Collaboration between HIDA and HIDA-AOTS Alumni Societies

Global Interface Japan

Industry in Japan

Cross-Border Business to Business Promotion Platform

(1) Information Sharing
(2) Overseas Research
(3) Business Exchange

Industry in Developing Countries

HIDA-AOTS Alumni Societies Network
HIDA’s societal role with the emergence of a full-fledged globalization

*HIDA seeks to become a core institution capable of performing the function of global human connectivity*