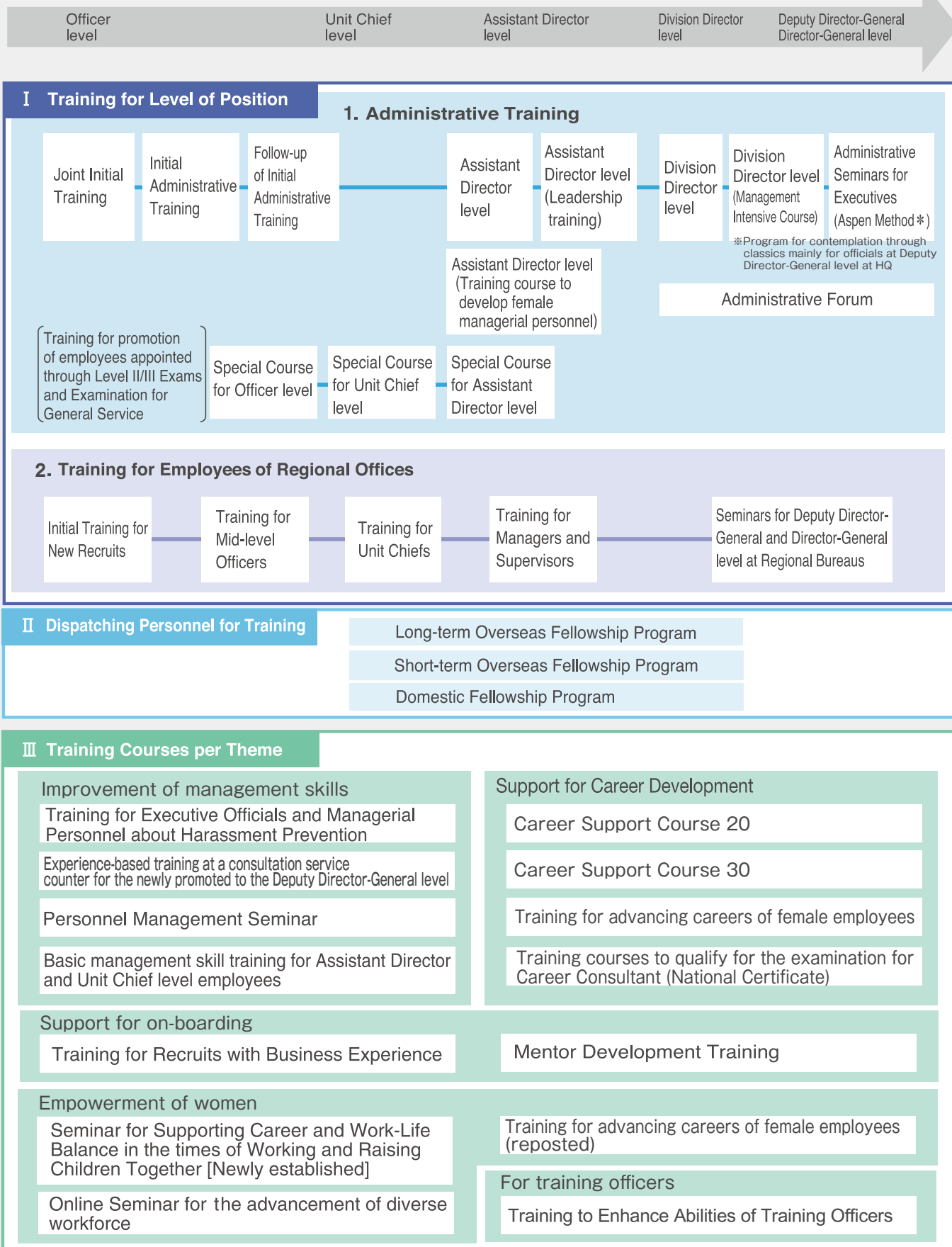


6 Human Resources Development

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.



Administrative Training

Training courses for each level of position (from Officer level to Director-General level) across the government are carried out for employees who are expected to play a central role in national public administration in order to nurture them into "ideal national public employees".

【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

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.



▲ The National Institute of Public Administration

【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 Training

The NPA operates training programs where officials of ministries and agencies are dispatched to graduate schools, etc., home and abroad.

Long-term Overseas Fellowship Program

Destination: graduate schools abroad
(master's course/doctoral course)
Duration: 1 year or 2 years
(Duration can be extended when a fellow advances to a doctoral course.)
Number of fellows : 148 (FY2024)

<Recent Reviews>
1-year course is newly established from FY2024.



▲ Dispatched fellow at Tilburg University (Netherlands)

Short-term Overseas Fellowship Program

Destination: foreign governmental organizations, international organizations, etc.
Duration : Within 1 year
Number of fellows : 20 (FY2024)

※As of March 2025.
Excluding Leader Fellowship Course

<Recent Reviews>
Leader Fellowship Course, in which managers are dispatched to graduate school abroad for a short period, is newly established in FY2024.



▲ Leader fellow at University of Oxford (United Kingdom)

Domestic Fellowship Program

Destination : Graduate schools in Japan (master's course/doctoral course)
Number of fellows : 18 (FY2024) ▶Efforts are underway to expand the number of fellows.
Duration: 1 year to 3 years

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.

【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.



▲A scene from a training for recruits with business experience

【Training Courses to qualify for the examination for Career Consultant (National Certificate)】

The course is designed to support trainees to acquire a career consultant certification in order for them to play a key role in promoting career development initiatives in each ministry and agency.



▲Textbooks used in training courses during FY2024