



Face-to-Face (in Japan)

JICA Program GENERAL INFORMATION

Knowledge Co-Creation Program (Group and Region Focus)

Human Resource Development for Primary Health Care

Course Number: 202514975-J001

Course Period: December 3 - December 18, 2026



NOTE: Adobe Acrobat Reader DC and Google Chrome are recommended as PDF viewer. JAWS and NVDA are recommended as screen reader.

NOTE: If there are any difficulties in reading this document, please contact JICA Office in your country or JICA Center in Japan.

NOTE: Depending on the circumstances, some or all of the program periods may be changed or cancelled after the application has been accepted.

地域保健向上のための保健人材強化

How to design policies
for human resource development
in primary health care
toward healthier communities.

Through practical experience in Japan,
you will learn theoretical and effective
solutions in the community health.

Outline

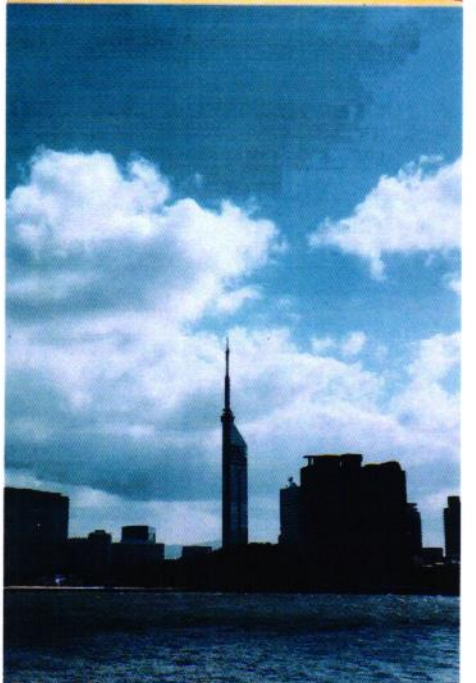
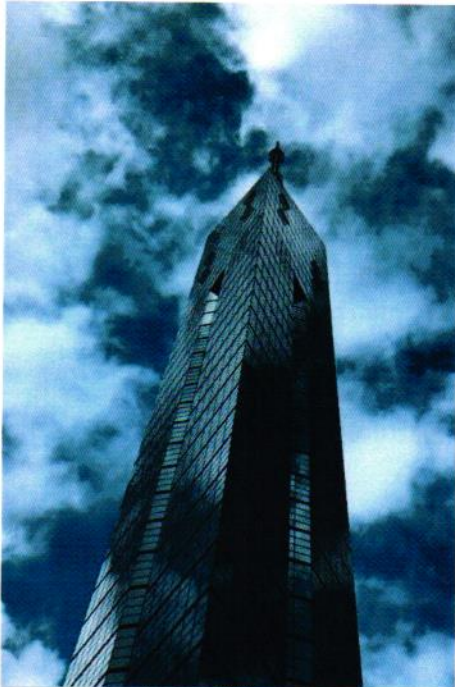
This program is offered to personnel engaged in Human Resources for Health (HRH) policy, planning, and management in national or local governments and/or educational institutions.

The sessions will be held in Japan and will include lectures and discussions.

All sessions are carried out in English.

The program period is November 15-28, 2026.

Course Capacity:
12 participants



JICA Knowledge Co-Creation Program (KCCP)

The Japanese Cabinet released the Development Cooperation Charter in February 2015, stated that “In its development cooperation, Japan has maintained the spirit of jointly creating things that suit partner countries while respecting ownership, intentions and intrinsic characteristics of the country concerned based on a field oriented approach through dialogue and collaboration. It has also maintained the approach of building reciprocal relationships with developing countries in which both sides learn from each other and grow and develop together.” We believe that this ‘Knowledge Co-Creation Program’ will serve as a foundation of mutual learning process.

Table of Contents

For What?

(Background, Objectives)	6
--------------------------------	---

To Whom?

(Job Areas and Organizations, Targeted Countries)	7
---	---

When?

(Training Program Period)	7
---------------------------------	---

Where?

(Place Where the Program Takes Place)	7
---	---

How?

(How to Learn, Language, Commitment to the SDGs)	8
(Program Contents)	8-9
(Management members)	10

Eligibility and Procedures

(Expectations to the Applying Organizations, Nominee Qualifications)	11-12
(Required Documents for Application)	12
(Procedures for Application and Selection)	13
(Conditions for Participation)	13-14

Administrative Arrangements

(Organizer (JICA Center in Japan), Implementing Partner, Expenses, Pre-departure Orientation, Reference)	15-17
---	-------

Annex

(Country Report)	18-19
------------------------	-------

For Your Reference

(JICA and Capacity Development, Japanese Development Experience)	20
--	----

Correspondence

(For Enquiries and Further Information)	22
---	----

For What?

Background

In Japan, under the Community Health Act, human resources for health (HRH) engaging in public health are assigned to health centers and public health offices established by local governments across the country. They provide primary health care (PHC), through efforts for improving public health, disease prevention, and health promotion for a wide range of community residents from children to older persons.

In many countries, there is a growing need to enhance PHC, considering shifts in demographic composition and disease patterns. This underscores the critical need for strategically deploying HRH within the public health sector. This training program provides participants with opportunities to learn about PHC, HRH, relevant laws, systems, service models including collaboration and cooperation with various organizations. Through these experiences, participants will enhance the capacity for developing policies and plans related to HRH in PHC in

different countries.

This program is positioned under JICA's Global Agenda (JGA) for Health, specifically within the JGA Cluster Strategy on "Strengthening Health Service Delivery". The cluster aims to achieve resilient, equitable, and sustainable Universal Health Coverage (UHC) by strengthening health systems, including prevention, preparedness, and response to public health emergencies, thereby ensuring that all people can safely access adequate, quality health services when needed.

Objectives

- (1) Deepen their knowledge and understanding of Japan's laws, systems and policies related to PHC and HRH, and education systems for HRH in Japan.
- (2) Analyze the issues of HRH in PHC in their respective countries and formulate the action plan to strengthen HRH for maintaining and promoting community health.

To Whom?

Target Participants

Individuals who formulate policies and plans for HRH in the target organizations and possess sufficient English proficiency to participate in training.

The applying organization with the best intention to utilize the opportunity of this program will be highly valued in the selection.

Targeted Countries

Indonesia, Philippines, Laos, India, Pakistan, Sri Lanka, Barbados, Nicaragua, Egypt, Morocco, Sudan, Tanzania

Participants who have successfully completed the program will be awarded a certificate by JICA.

When?

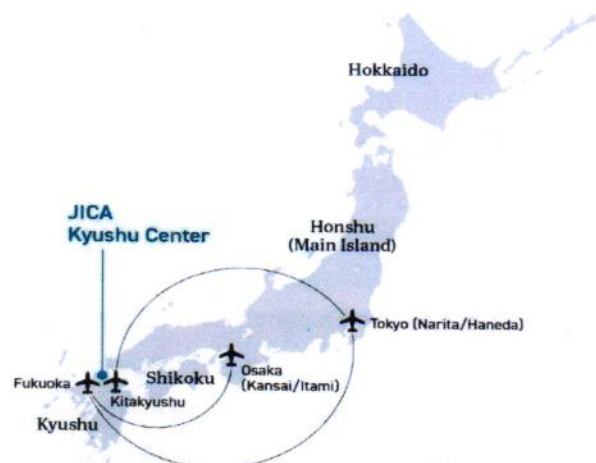
Training Program Period



From November 15, 2026
to November 28, 2026 (Tentative)

Where?

This course is organized by JICA Kyushu Center. Participants will stay at JICA Kyushu Center. Accommodation will be arranged by JICA.



How?

How to Learn

- Lectures
- Workshops
- Discussions
- Field Visits
- Presentations



Language

English

Commitment to the SDGs



Program Contents

1-1. Lecture on the relation between universal health coverage and primary health care (PHC) as well as international trends in HRH

2-1. Lecture on demographics, transition of health issues, and current status in Japan

2-2. Lecture and discussion on the historical development of community health policies and measures in Japan, their background, and current direction

3-1. Lecture, field visit and discussion on the roles and cooperation among the central government, local governments, and healthcare and welfare facilities (public health

centers, health centers, primary to tertiary healthcare facilities, etc.) in PHC in Japan

4-1. Lecture, field visit and discussion on the responsibilities, roles, and education system of personnel engaged in PHC in Japan

5-1. Clarify issues regarding system and human resource allocation in PHC in each participant's country based on learning from this training

5-2. Develop and present an action plan for HRH development and workforce deployment to improve PHC in their respective countries

* The curriculum may be subject to minor changes.

Management Members

Course Leader
TBD

Ms. HOTTA Mariko

Officer, Health Group 2, Human Development Department,
Japan International Cooperation Agency (JICA)

Mr. HIRAI Kento

Officer, JICA Kyushu Center,
Japan International Cooperation Agency (JICA)



Eligibility and Procedures

1. Expectations to the Applying Organizations

- (1) This course is designed primarily for organizations that intend to address specific issues or problems identified in their operations. Applying organizations are expected to use the program for those specific purposes.
 - (2) This course is enriched with contents and facilitation schemes specially developed in collaboration with relevant prominent organizations in Japan. These special features enable the course to meet specific requirements of applying organizations and effectively facilitate them toward solutions for the issues and problems.
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2. Nominee Qualifications

Applying organizations are expected to select nominees who meet the following qualifications.

(1) Essential Qualifications

- 1) Current Duties: Personnel responsible for planning and developing policies related to HRH in national or local governments and/or educational institutions for health professionals (e.g., universities, medical colleges, and other training institutions).
- 2) Experience in the relevant field: Have at least five years of experience in PHC.
- 3) Language: Have a sufficient command of spoken and written English, equivalent to a TOEFL iBT score of 100 or higher. This training course includes active discussions and Job Report/Action Plan presentations and therefore requires a high level of English proficiency.
- 4) Health: Must be in good physical and mental health to participate in the program in Japan. Pregnant applicants are discouraged from applying due to

potential health risks to both the mother and the child.

(2) Recommended Qualifications

- 1) Age: Under 45 years of age
 - 2) Experience: Preference will be given to applicants with professional experience in healthcare, public health services or PHC.
 - 3) Gender Equality and Women's Empowerment: Women are encouraged to apply for the program. JICA makes a commitment to promote gender equality and women's empowerment, providing equal opportunities for all applicants regardless of sexual orientation and gender identity.
 - 4) Difficulties/Disabilities: Applications from persons with difficulties/disabilities are welcome. Reasonable accommodation for persons with difficulties/disabilities will be made. Please write your situation in the Questionnaire on medical status restriction of the Application form. (Japan ratified the Convention on the Rights of Persons with Disabilities in January 2014 and JICA has observed it.)
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3. Required Documents for Application

- (1) **Application Form:** The Application Form is available at the JICA overseas office (or the Embassy of Japan)
* If you have any difficulties/disabilities which require assistance, please specify necessary assistances in the QUESTIONNAIRE ON MEDICAL STATUS RESTRICTION (1-(c)) of the application form. Information will be reviewed and used for reasonable accommodation.
- (2) **Photocopy of Passport or ID card:** to be submitted with the application form, if you possess your passport which you will carry when entering Japan for this program. If not, you are requested to submit its photocopy as soon as you obtain it.
*Photocopy should include the followings:
Name, Date of birth, Nationality, Gender, Passport number and Expire date.
- (3) **English Score Sheet:** to be submitted with the application form, if the nominees have any official English examination scores. (e.g., TOEFL, TOEIC, IELTS)
- (4) **Job Report:** to be submitted with the application form.

These are necessary documents for screening an applicant and an applicant is required to submit his/her Job Report with the Application form. Each participant will be required to have presentation his/her Job Report in approximately 10 minutes at an early stage of the program.

4. Procedures for Application and Selection

(1) Submission of the Application Documents

Closing date for applications: **Please confirm the local deadline with the JICA overseas office (or the Embassy of Japan).**

(All required materials must arrive at JICA Center in Japan by **October 15th 2026**)

(2) Selection

Primary screening is conducted at the JICA overseas office (or the embassy of Japan) after receiving official documents from your government. JICA Center will consult with concerned organizations in Japan in the process of final selection. Applying organizations with the best intentions to utilize the opportunity will be highly valued.

The Government of Japan will examine applicants who belong to the military or other military-related organizations and/or who are enlisted in the military, taking into consideration of their duties, positions in the organization and other relevant information in a comprehensive manner to be consistent with the Development Cooperation Charter of Japan.

(3) Notice of Acceptance

The JICA overseas office (or the Embassy of Japan) will notify the results not later than **October 30th 2026.**

5. Conditions for Participation

The participants of KCCP are required

- (1) to strictly observe the course schedule,
- (2) not to change the air ticket (and flight class and flight schedule arranged by JICA) and lodging by the participants themselves,



- (3) to understand that leaving Japan during the course period (to return to home country, etc.) is not allowed (except for programs longer than one year),
- (4) not to bring or invite any family members (except for programs longer than one year),
- (5) to carry out such instructions and abide by such conditions as may be stipulated by both the nominating Government and the Japanese Government in respect of the course,
- (6) to observe the rules and regulations of the program implementing partners to provide the program or establishments,
- (7) not to engage in political activities, or any form of employment for profit,
- (8) to discontinue the program, should the participants violate the Japanese laws or JICA's regulations, or the participants commit illegal or immoral conduct, or get critical illness or serious injury and be considered unable to continue the course. The participants shall be responsible for paying any cost for treatment of the said health conditions except for the medical care stipulated in (3) of "3.Expenses", "Administrative Arrangements",
- (9) to return the total amount or a part of the expenditure for the KCCP depending on the severity of such violation, should the participants violate the laws and ordinances,
- (10) not to drive a car or motorbike, regardless of an international driving license possessed,
- (11) to observe the rules and regulations at the place of the participants' accommodation, and
- (12) to refund allowances or other benefits paid by JICA in the case of a change in schedule.

Administrative Arrangements

1. Organizer (JICA Center in Japan)

- (1) Center: JICA Kyushu Center (JICA Kyushu)
 - (2) Program Officer: Mr. HIRAI Kento (kicthp@jica.go.jp)
-

2. Implementing Partner

TBD

3. Travel to Japan

- (1) **Air Ticket:** In principle, JICA will arrange an economy-class⁴¹ round-trip ticket between an international airport designated by JICA and Japan.
 - (2) **Travel Insurance:** Coverage is from time of arrival up to departure in Japan. Thus traveling time outside Japan (include damaged baggage during the arrival flight to Japan) will not be covered.
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4. Expenses

The following expenses in Japan will be provided by JICA

- (1) Allowances for meals, living expenses, and stopover.
- (2) Expenses for study tours (basically in the form of train tickets).
- (3) Medical care for participants who become ill after arriving in Japan (the costs related to pre-existing illness, pregnancy, or dental treatment are not included).
- (4) Expenses for program implementation, including materials.
- (5) For more details, please see “III. ALLOWANCES” of the brochure for participants titled “KENSU-IN GUIDE BOOK,” which will be given before departure for Japan.



*Link to JICA HP (English/French/Spanish/Russian):

https://www.jica.go.jp/english/our_work/types_of_assistance/tech/accept

5. Pre-departure Orientation

A pre-departure orientation will be held at respective country's JICA office (or the Japanese Embassy), to provide Participants with details on travel to Japan, conditions of the course, and other matters.

Part I: Knowledge Co-Creation Program and Life in Japan	
English ver.	https://www.youtube.com/watch?v=SLurfKugrEw
Part II: Introduction of JICA Centers in Japan	
JICA Kyushu	https://www.jica.go.jp/kyushu/english/office/index.html

If the link of these youtube URLs has expired, please access the URL below and search the necessary information from the key word.

<https://www.youtube.com/user/JICAChannel02>

Depending on applicants experience, JICA requires participants to attend pre-departure video lectures at JICA office in participant country.

6. Reference

PDF: KENSHU-IN GUIDE BOOK

For more detailed terms and conditions

https://www.jica.go.jp/Resource/english/our_work/types_of_assistance/tech/acceptance/training/c8h0vm0000011i07-att/guide_2024_en.pdf



Video: JICA Predeparture Briefing

For more information on life in Japan and KCCP

<https://www.youtube.com/watch?v=SLurfKugrEw>



JICA Knowledge Co-Creation Program (Group and Region Focus)
Human Resource Development for Primary Health Care
Course No. 202514975-J001



Website: JICA

English/French/Spanish/Russian

https://www.jica.go.jp/english/our_work/types_of_assistance/tech/acceptance/training/index.html



Website: JICA Kyushu Center

English

<https://www.jica.go.jp/kyushu/english/office/index.html>

PDF: Useful Information for Visiting JICA Kyushu Center

English

<https://www.jica.go.jp/kyushu/english/office/c8h0vm0000fgiksk-att/kyushu01.pdf>



Annex I

Job Report

(to be completed by the Nominee)

NOTE>>> The Report should be

- Typewritten in English
- 12-point font, A4 size paper,
- Limited to four (4) pages (excluding the organizational chart 3.(1)).

Personal Information	
Name	
Country	
Name of Organization	
Department / Division	
Present Position	
E-mail	

Remark 1: The report should be typewritten in English (12 point font, single-spaced, A4 size paper) and total pages of the report should be limited to 3 pages including the organization chart.

Remark 2: Each participant will be required to deliver a presentation based on this Job Report during the early stage of the program.

Remark 3: Please itemize your answer and provide specific information whenever possible.

1. Health Administration and HRH Education System

(1) Health Administration System

1) Provide a brief description of system in your country

2) Main duties of your organization (Please attach a chart of your organization with the names of all the departments in it and mark your post in the chart.)

3) Describe the major challenges you face in your work or community.

4) Describe the knowledge and experiences you expect to gain from Japan to help address these challenges.

(2) Human Resources for Health (HRH)

1) Provide a brief description of HRH education system in your country

2) Provide a brief description of Continuing Professional Education (CPE) for health personnel.

3) Describe the major challenges you face in your work or community regarding HRH.

4) Describe the knowledge and experiences you expect to gain from Japan to help address these challenges.

2. Title of your action plan

Please indicate your tentative title of action plan;

e.g. "Educational Intervention of ----", etc.

For Your Reference

JICA and Capacity Development

Technical cooperation is people-to-people cooperation that supports partner countries in enhancing their comprehensive capacities to address development challenges by their own efforts. Instead of applying Japanese technology per se to partner countries, JICA's technical cooperation provides solutions that best fit their needs by working with people living there. In the process, consideration is given to factors such as their regional characteristics, historical background, and languages. JICA does not limit its technical cooperation to human resources development; it offers multi-tiered assistance that also involves organizational strengthening, policy formulation, and institution building.

Implementation methods of JICA's technical cooperation can be divided into two approaches. One is overseas cooperation by dispatching experts and volunteers in various development sectors to partner countries; the other is domestic cooperation by inviting participants from developing countries to Japan. The latter method is the Knowledge Co-Creation Program, formerly called Training Program, and it is one of the core programs carried out in Japan. By inviting officials from partner countries and with cooperation from domestic partners, the Knowledge Co-Creation Program provides technical knowledge and practical solutions for development issues in participating countries.

The Knowledge Co-Creation Program (Group & Region Focus) has long occupied an important place in JICA operations. About 400 pre-organized courses cover a wide range of professional fields, ranging from education, health, infrastructure, energy, trade and finance, to agriculture, rural development, gender mainstreaming, and environmental protection. A variety of programs is being customized by the different target organizations to address the specific needs, such as policy-making organizations, service provision organizations, as well as research and academic institutions. Some programs are organized to target a certain group of countries with similar developmental challenges.

Japanese Development Experience

Japan, as the first non-Western nation to become a developed country, built itself into a country that is free, peaceful, prosperous and democratic while preserving its tradition. Japan will serve as one of the best examples for our partner countries to follow in their own development.

From engineering technology to production management methods, most of the know-how that has enabled Japan to become what it is today has emanated from a process of adoption and adaptation, of course, has been accompanied by countless failures and errors behind the success stories.

Through Japan's progressive adaptation and application of systems, methods and technologies from the West in a way that is suited to its own circumstances, Japan has developed a storehouse of knowledge not found elsewhere from unique systems of organization, administration and personnel management to such social systems as the livelihood improvement approach and governmental organization. It is not easy to apply such experiences to other countries where the circumstances differ, but the experiences can provide ideas and clues useful when devising measures to solve problems.

JICA, therefore, would like to invite as many leaders of partner countries as possible to come and visit us, to mingle with the Japanese people, and witness the advantages as well as the disadvantages of Japanese systems, so that integration of their findings might help them to reach their developmental objectives.

This information pertains to one of the JICA Knowledge Co-Creation Programs (Group & Region Focus) of the Japan International Cooperation Agency (JICA) implemented as part of the Official Development Assistance of the Government of Japan based on bilateral agreement between both Governments.



Correspondence

For enquiries and further information, please contact the JICA office or Embassy of Japan.

Further, address correspondence to:

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