

**The Completion Report
on
African Business Education Initiative
for Youth (ABE Initiative)
“Master’s Degree and
Internship Program”
(Term-2 Contract)**

June 2018

**Japan International Cooperation Agency
(JICA)**

**Japan International Cooperation Center
(JICE)**

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Overview

In June 2013, Japan hosted TICAD V, and in his opening address, Prime Minister, His Excellency Mr. Shinzo Abe, announced the African Business Education Initiative for Youth (ABE Initiative), a program providing the opportunity over a five-year period for 1,000 young Africans to study at graduate schools in Japan and participate in internships at Japanese companies. The ABE Initiative is based on Japan's policy of supporting, through the unified efforts of the public and private sectors, strong and sustainable economic growth in Africa. The Japan International Cooperation Agency (JICA) is responsible for implementing the "master's degree and internship program," and since the acceptance of the 1st Batch Participants in September 2014 up until the acceptance of the 4th Batch in September 2017, a total of 1,000 young African people have been accepted as participants.

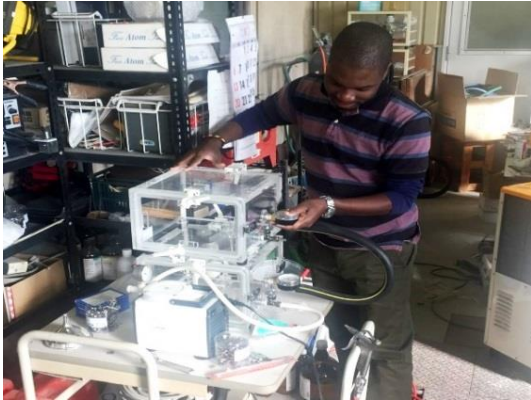
Moreover, at TICAD VI, which was held in Nairobi, Kenya, in August 2016, Prime Minister Abe announced that the ABE Initiative would be continued, and it was decided to accept the 5th Batch Participants.

After recruitment and initial screening in the applicants' home countries and then further selection procedures with cooperation by Japanese accepting universities for the selection of the final candidates, 156 participants arrived in Japan in the 1st batch in the fall of 2014, 317 participants in the 2nd batch in 2015, 348 participants in the 3rd batch in 2016, and 279 participants in the 4th batch in the fall of 2017, for a total of 1,100 ABE Initiative participants who have come to Japan to study in master's degree at Japanese graduate schools as JICA Long-term Training participants, build relations with Japanese companies, and participate in internships. After returning to their home countries, the Ex-participants are expected to contribute to industrial development in their countries, as well as play active roles as "Navigators" to support Japanese companies as they pursue their business activities in Africa. As of November 2017, all of the 1st batch, around 80% of the 2nd batch participants, and a portion of the 3rd batch participants have already returned to their home countries.

This Completion Report provides a detailed reporting of the services provided by the Japan International Cooperation Center (JICE) during Term-2 Contract period, which extended from November 2016 to June 2018, for the implementation of relevant program duties and activities for the 1st Batch Participants.

Activity Photographs under Term-2 Contract

■ Academic life of participants



1st batch participant conducting experiment
(Ashikaga Institute of Technology)



1st batch participant receiving the Graduate
School Dean's Award at Graduation ceremony
(Okayama University)

■ Post-Graduation Internship



1st batch participant in
Post-Graduation Internship
(at a manufacturing company)



1st batch participant in
Post-Graduation Internship
(at an agricultural company)



1st batch participant Post-Graduation
Internship wrap-up meeting
(at a consulting company)



1st batch participant Post-Graduation
Internship wrap-up meeting
(at a manufacturing company)



1st batch participant Post-Graduation Internship wrap-up meeting (at a food manufacturing company)



1st batch participant Post-Graduation Internship wrap-up meeting (at a consulting company)

■ Debriefing Session for 1st batch participants and Monitoring for Ex-participants



Debriefing Session for 1st batch participants (Kenya)



Debriefing Session and Networking Meeting for 1st batch participants (Tanzania)



Debriefing Session for 1st batch participants (Mozambique)



Debriefing Session for 1st batch participants (Mozambique)

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List of Abbreviations

Abbreviations	Formal Nomenclature
ABE	African Business Education Initiative for Youth
AF	Application Form
GI	General Information
JICA	Japan International Cooperation Agency
JICE	Japan International Cooperation Center
SC	Steering Committee
TICAD V	Fifth Tokyo International Conference on African Development
TICAD VI	Sixth Tokyo International Conference on African Development

1. Overview of Program (Background, Circumstances, Aims)

1.1 Background, circumstances of program

With their abundant natural resources, African countries have continued to achieve stable and high economic growth since 2000, and the International Monetary Fund (IMF) forecasts, as of January 2018, that Africa will maintain an economic growth rate exceeding three percent until 2019. Aiming for sustainable growth, African countries are advancing policies emphasizing both primary and secondary industries in order to diversify their industries to make their economies less dependent on natural resources. At the same time, the International Labor Organization (ILO) points out that 75 million young Africans, one-third of the total young working-age population (200 million), are unemployed. It is expected that the fostering of industries producing high value-added products and the achievement of high labor productivity will create stable employment and alleviate the serious problem of unemployment among young people.

Japanese companies are becoming increasingly aware that Africa is not just a supply source for natural resources but a market of one billion people, which is expanding with Africa's population growth. At the same time, the activities of Japanese companies operating in Africa are highly evaluated by African nations for creating employment and transferring technology.

In advance of the 5th International Conference on African Development (TICAD V), the Japanese business sector, led by Keidanren, submitted a proposal to the Japanese Government from the Public-Private Council for the Promotion of TICAD V. The proposal pointed out that while Japanese companies are aware of Africa as a new growth market, there is also concern about the need for human resources development in the private and public sectors. It also referred to the necessity of deepening awareness among African countries of Japan's excellent technology and Japanese companies, and for that, the importance of increasing the number of African visitors to Japan. In June 2013, Japan hosted TICAD V, where measures were announced for supporting through the unified efforts of the public and private sectors strong and sustainable growth in Africa. In his opening address to the conference, Prime Minister Shinzo Abe announced the African Business Education Initiative for Youth (hereinafter, "ABE Initiative"). The ABE Initiative called for providing opportunities over five years to 1,000 African young people to study at Japanese graduate schools and take part in internships at Japanese companies. Since the 1st Batch Participants were received in the fall of 2014 until the 4th batch in the fall of 2017, 1,100 participants have been accepted.

Moreover, at TICAD VI, held in Nairobi, Kenya, in August 2016, Prime Minister Abe announced that the ABE Initiative would be continued, and the acceptance of the 5th Batch Participants was confirmed.

1.2 Aims of the program

The Program is being conducted with the following aims.

- Promising young Africans who will help lead industrial development in their countries will be accepted at Japanese universities as overseas students (JICA Long-term Training participants) for study in master's degree courses conducted in English at Japanese universities, and participate in observations and internships at Japanese companies.

- The education and internships will aim at fostering human resources with advanced industrial know-how and skills who not only acquire new knowledge and techniques but also have a good understanding of Japanese business culture and practices.
- These Long-term Training participants will build networks of similar professionals who will contribute to industrial development in Africa, and after returning to their home countries, they will play active roles as “Navigators” when Japanese companies pursue their business activities in Africa.

1.3 Numbers of target countries and batch participants

Although the Program targets all 54 African nations, in light of the number of Japanese companies in the countries and the status of economic partnership agreements between them and Japan, nine countries were designated as the major target countries. The Program began with the 1st Batch Participants, targeting a total eight countries, five of the major target countries (see Table 1) plus three non-major target countries (Rwanda, Sudan, and Cote d’Ivoire). From the 2nd batch, the remaining four major target countries were added, and now all 54 African countries are being targeted for participation.

Table 1: Major Target Countries

Batch	Country
1st batch (5 countries)	Kenya, Tanzania, Mozambique, South Africa, and Ethiopia
From 2nd batch (9 countries)	In addition to the 5 countries for the 1st batch, Egypt, Morocco, Senegal, and Nigeria

Up to the present, 156 participants in the 1st batch, 317 in the 2nd batch, 348 in the 3rd batch, and 279 in the 4th batch have been accepted into the Program. In addition, recruitment and selection will begin from the summer period in 2017 with the aim of accepting participants in the 5th batch. As of the end of May 2018, preparations are underway for the acceptance of 5th batch participants on their arrival in Japan in the autumn of 2018.

**Appendix 1: Number of Participants accepted under ABE Initiative Program
(as of May 31, 2018)**

1.4 Services in Term-2 Contract period

As an organization supporting the implementation of the Program, JICE performed the services indicated by the black circles in Table 2 in the next page for Term-2 Contract period. Details of the contents of those services performed are described in the next section.

Table 2: Services by JICE in Term-2 Contract Period

Service	Term-2 Contract period: November 2016 to June 2018	
	Group	The 1st batch
	Arrival in Japan Return to home country	September 2014 October 2015 to October 2017
1. Recruitment and selection of participants	Completed in Term-1 Contract Period	
2. Preparation for acceptance of participants in Japan and Post-arrival Orientation in Japan	Completed in Term-1 Contract Period	
3. Training coordination for the participants in Japan	●	
4. Implementation of corporate internships (Post-Graduation Internships)	●	
5. Confirmation of training outcomes of individual participants	●	
6. Monitoring of the Ex-Participants after return to home country	●	

2. Contents of Activities

This Completion Report covers the activities indicated in Table 2 in the previous page for the entire period of Term-2 Contract (November 2016 to May 2018).

2.1 Preliminary preparation

A work plan in Japanese was completed in the beginning of the Contract period, showing the basic measures and contents of the management support services to be provided by JICE during Term-2 Contract period. The Work Plan for Term-2 Contract period was prepared with the understanding that the Post-Graduation Internship and the post-return monitoring of the Ex-Participants were to be the main services provided.

The Work Plan (English) was produced based on the original Work Plan in Japanese.

Appendix 2: Work Plan (Term-2 Contract Period)

2.2 Training coordination for participants in Japan

2.2.1 Contact/Coordination among participants, accepting universities, JICA Domestic Offices

As Table 3 below shows, after deciding its branch offices and headquarters that would be responsible for each area under the supervision of the supervising JICA Domestic Office, JICE, in principle, assigned for a fixed period the same staff officer for each accepting university. This fixed assignment strengthened the relations and coordination among the participant(s), the administrative staff and supervising advisor of the accepting university, and the JICA officer in charge at the supervising JICA Domestic Office, and ensured the maintenance of a system that facilitated smooth contact and coordination and enabled an immediate response in the case of a contingency.

Table 3: List of JICE Branch Offices (including Headquarters) Coordinating with JICA Domestic Offices

JICA Domestic Office	Prefectures where participants enrolled	Coordinating JICE Branch Office
JICA Sapporo, Obihiro	Hokkaido	Hokkaido Office
JICA Tohoku	Akita, Yamagata, Miyagi	Tohoku Office
JICA Tokyo, Yokohama, Tsukuba	Tokyo, Kanagawa, Saitama, Niigata, Ibaraki, Tochigi, Gunma	Headquarters
JICA Hokuriku	Ishikawa, Fukui	Chubu Office
JICA Chubu	Aichi, Mie	Chubu Office
JICA Kansai	Shiga, Kyoto, Osaka, Hyogo	Kansai Office
JICA Chugoku	Okayama, Hiroshima, Tottori, Shimane, Yamaguchi ※	Kansai Office, Kyushu Office
JICA Shikoku	Kagawa, Ehime, Tokushima, Kochi	Kansai Office
JICA Kyushu	Fukuoka, Saga, Nagasaki, Oita, Miyazaki, Kumamoto	Kyushu Office
JICA Okinawa	Okinawa	Headquarters

※ Yamaguchi Pref. coordinated by Kyushu Office

In regards to the procedures listed in the dotted box below for which a decision by JICA was necessary, after confirming that the required documents obtained from the participant or the accepting university were complete and contained no omissions of information, JICE submitted the said documents to the supervising JICA Domestic Office. A great deal of checking of documents was particularly required regarding procedures for leaving and settling final payment for accommodations rented by participants who graduated in the spring of 2017, and care was taken so that no problems arose that could hinder the return to the home country or participation in the Post-Graduation Internship.

- | | |
|--|---|
| - Moving into/leaving rental accommodations | - Contact in case of change of residence or contact information |
| - Application for approval of private overseas travel, overseas research | - Payment of tuition fees |
| - Request for Statement of Financial Support, certificate of scholarship eligibility | - Approval for bringing family to Japan |
| - Application for TA/RA | - Application for insurance coverage |

2.2.2 Monitoring of participants' academic progress and daily life situation

(1) Coordination and liaison functions

As mentioned above, JICE assigned staff officers to serve as liaison coordinators for the accepting universities, participants, and officers in charge at the JICA Domestic Offices. If a participant was facing an academic or daily life problem, the JICE staff in charge prepared a "Participant Supports Report" and submitted it to the JICA headquarters and relevant JICA Domestic Office so that the relevant officer could decide on an appropriate response to deal with the problem and carry it out effectively and smoothly.

(2) Regular monitoring utilizing the monitoring report

Monitoring is carried out twice a year by JICE staff who visit accepting universities to interview participants. Regarding Term-2 Contract period, the final 5th monitoring of the 64 participants of the 1st batch, who were still studying in their academic courses, was conducted from November to December 2016.

For the regular monitoring, participants first fill in details of their academic work, daily life, activities with companies, and so on in the "Report on the Activity" accessed through the Internet portal site for the Program. Based on this report, the JICE staff in charge interviews the participant him-/herself and also meets the participant's academic supervisor to inquire and hear about the participant. Finally, the JICE staff writes down his/her findings in the report. The officer in charge at the relevant JICA Domestic Office is informed of the date and time of the monitoring interviews, and the JICA officer sometimes attends the interviews if necessary.

After the regular monitoring of all 64 participants was completed, a summary report presenting the results of the monitoring was prepared and submitted to JICA.

Appendix 3: Summary Report of the Monitoring for the Participants of the ABE Initiative Program

Please refer to Section 3, Current Situation of Participants, to get information concerning the current situation and problems regarding participants that were ascertained through the monitoring.

(3) Responses in case of Contingencies

JICE established a contact system that allows participants to contact JICE outside of working hours or on holidays in the case of emergencies or urgent matters. In cases of serious matters or contingencies, JICE places particular importance on the preparation of a “Participant Support Report” on each occasion and its submission to the JICA officer in charge, and on due vigilance enabling necessary and appropriate responses to be taken.

In addition, through its group–e-mail system, JICE is able to provide information and issue cautionary warnings to all participants in the event of typhoons or other natural disasters. In September 2015, JICE also introduced a new safety confirmation system, which allows participants to automatically confirm their safety in the event of an intensity-5 or above earthquake. So that the confirmation of participants’ safety can be smoothly carried out in the event of an actual disaster, in October 2017, JICE conducted its own safety confirmation drill utilizing the safety confirmation system, assuming the occurrence of a large earthquake, and JICE staff in charge and participants verified the procedures for confirming the participants’ safety. During the contract period, an earthquake with an intensity of 6 or above, the occurrence of which would necessitate reporting to JICA the situation of the participants, did not occur in the areas where participants were residing.

(4) Potluck Parties held by JICE

As its own original plan, JICE held potluck parties for JICA Long-term Training participants and overseas students through Japan’s Official Development Assistance, including ABE participants, at JICE’s headquarters in December 2016 and February 2017. The aim of the parties was to provide an opportunity for participants to have exchanges and build networks extending beyond their own nationality, university, or program/project. At the parties, the ABE participants made an impact by showcasing dances of their countries.

By holding these kinds of original events on a regular basis, JICE is endeavoring not only to support the participants in their academic and daily life activities but also to help them make lasting memories of their time in Japan as well as to foster sentiments favorable of Japan.

2.2.3 Support for implementation of Special Programs by accepting universities

(1) Contents of support

For the Special Programs, which were carried out by accepting universities based on proposals and after the relevant contracts were concluded with JICA, JICE formed a specialist team to assist universities in the preparation of the service contract and the accounts settlement report. For the preparation of the contract, the JICE team received from the university an implementation plan, cost estimate, and breakdown of the cost, and then confirmed the validity and appropriateness of the implementation plan and cost breakdown. After the conclusion of the contract, in case of inquiries from universities regarding changes in the program, application of expenses, etc., JICE consulted with JICA and assisted the universities in preparing documents for revising the contract and other relevant procedures. For the accounts settlement reports, JICE conducted screenings of the description of activities and the validity of expenses given in the relevant documents submitted by the universities (activities report, the account settlement report, vouchers and evidences for the expenses and other specific documents, relevant university regulations), and carefully examined the cost breakdowns and evidence.

For these services, JICE had consultations with, and provided advice to, universities so that they were able to plan the Special Programs in line with the aims of the ABE Initiative and carry them out smoothly. JICE placed importance on confirming whether the universities were carrying out their

Special Programs effectively based on their plans. Especially for the universities that were newly carrying out the Special Programs, JICE provided careful explanations of the purpose under ABE Initiative and offered examples of good practices at other universities.

Particularly since account settlement procedures were concentrated during the three months straddling the end of the fiscal year and there were many inquiries from universities, JICE was careful to carry out the services in close contact and collaboration with JICA, and to assist universities so they would not be late in submitting accounts reports.

The following list as Table 4 shows support services provided for the Special Programs and the number of contracts.

Table 4: List of Support Services for the Special Programs and Number of Contracts including those Targeting 1st Batch Participants

Support Services for New and Revised Contracts, and for Accounts Settlement

(Support services for conclusion of new and revised contracts cover the contract period starting on 1 December 2016 and ending on 31 December 2017; support services for accounts settlement cover the contract period starting on 1 December 2016 and ending on 31 May 2018.)

Support services for conclusion of new contracts	
Total: 5 contracts	
Fiscal year 2016: 4 contracts	
Nagoya Univ., GS of International Development	Miyagi Univ., GS of Project Design
Kyoto Univ., GS of Agriculture	Keio Univ., GS of Media and Governance
Fiscal year 2017: 1 Contract	
Kyushu Univ., GS of Engineering	

Support services for revision of contracts	
Total: 9 contract	
Fiscal year 2016: 1 contract	
Nagoya Univ., GS of Engineering	
Fiscal year 2017: 8 contracts	
Obihiro Univ. of Agriculture and Veterinary Science, GS of Animal and Veterinary Science	Reitaku Univ., GS of Economics and Business, (twice)
Yokohama National Univ., GS of Engineering	Keio Univ., GS of Media and Governance
Kyoto Univ., GS of Engineering	Miyazaki Univ., GS of Engineering
Univ. of the Ryukyus, GS of Engineering and Science	

Support services for accounts settlement		
Total: 30 contracts		
Fiscal year 2016: 29 contracts		
Yokohama City Univ., GS of International Management	Tokyo Univ. of Agriculture, GS of International Agricultural Development	Kyushu Univ., GS of Engineering
Tokyo Univ. of Marine Science and Technology, GS of Marine Science and Technology	Obihiro Univ. of Agriculture and Veterinary Science, GS of Animal and Veterinary Science	Saga Univ., GS of Engineering
Kyoto Univ., GS of Engineering (Urban Infrastructure Engineering)	Waseda Univ., GS of Fundamental Science and Engineering	Miyazaki Univ., GS of Engineering
Univ. of Tsukuba, GS of Life and Environmental Sciences (SUSTEP)	Tokyo Univ. of Agriculture and Technology, GS of Agriculture (International Environmental and Agricultural Science)	Hiroshima Univ., GS for International Development and Cooperation
Keio Univ., GS of Media and Governance	Tokushima Univ., GS of Advanced Technology and Science	Kyoto Univ., GS of Engineering
Univ. of Tsukuba, GS of Life and Environmental Sciences	Shimane Univ., GS of Life and Environmental Science	Ashikaga Institute of Technology, GS of Engineering
Miyagi Univ., GS of Project Design	Shibaura Institute of Technology, GS of Engineering and Science	Yokohama National Univ., GS of Engineering
Osaka Univ., GS of Engineering Science	Okayama Univ., GS of Environmental and Life Science	Univ. of the Ryukyus, GS of Engineering and Science
Japan Advanced Institute of Science and Technology (JAIST), GS of Advanced Science and Technology	Nagoya Univ., GS of International Development	Kyoto Univ., GS of Agriculture
	Reitaku Univ., GS of Economics and Business	Nagoya Univ. GS of Engineering
Fiscal year 2017: 1 contract		
Kyushu Univ., GS of Engineering		

(2) Contents and trends of the Special Programs

The plans for the Special Programs offered by the accepting universities are generally well-organized, allowing enough time and funds for their implementation. Of the graduate schools that completed the settlement of their accounts for fiscal 2016, almost all of them concluded new contracts for fiscal 2017. The following points illustrate the contents and trends of the Special Programs.

- (i) From August 2015, it became possible institutionally for the accepting universities to utilize funds from the Special Programs for overseas activities. In addition to participation in international academic conferences, in many cases, participants utilize these opportunities to

collect data necessary for their master's thesis through field surveys in their home countries and to build networks and a foundation for their use after their eventual return.

- (ii) For over half of the Special Programs for the 1st batch, "study tour" activities in Japan were planned. Aiming at deepening participants' understanding of their research themes, these study tours encompassed a wide range of activities, including attending academic meetings overseas, observing and collecting information on advanced cases of development, conducting field surveys, and so on. These study tours were also conducted as activities for building an intellectual foundation and forming human networks that will contribute to the participants' professional activities after the return to the home country.
- (iii) Many of these plans are for attendance at an academic meeting as a single activity. In addition to enabling the participants to hear about the latest trends in their research fields, these trips to participate in meetings at which domestic and overseas researchers are gathering together at one venue are opportunities for the participants to widen their knowledge and know diverse viewpoints. The participants are also able to form networks with researchers in the same field, and some of the ABE participants are active participants in these academic meetings as presenters.
- (iv) Many of the plans are also for the assignment of tutors. The tutors are generally contracted for mid-term and/or long-term periods to assist the participants in acquiring the specialist knowledge necessary for their research themes. Moreover, many of the tutors provide supplementary guidance for understanding the specialist fields of the academic supervisors, and it is said to have become apparent that direct support is necessary for deepening the participants' understanding of the research contents. Among such support is very attentive guidance for the particular needs of the participants, such as providing special lectures that are geared to the participants' research themes.
- (v) Special Programs can also be utilized for preparing the participants for the internships. Examples are providing language classes on business Japanese in anticipation of the internships at companies.

(3) Examples of good practices of the Special Programs

Table 5 in the next page shows representative examples of Special Programs.

Table 5: Representative Good Practices of the Special Programs

Activity examples	Details
Supplementary education by faculty	<p>Under the guidance provided by the academic supervisor two or three times a week, the participant conducted experiments on the effective removal of supersaturated silica content in hot water in order to control silica scaling and analyze rock and solution samples. The supervisor also instructed the participant on writing summaries and abstracts of papers for publication of the data analysis, making presentations, preparing slides, and so on. The participant learned how to carry out the entire sequence of the research process, from the planning and conducting of experiments to the analysis and summary of the results. At first, the participant lacked the necessary knowledge and technical skills for conducting chemical experiments, but he was able to acquire the necessary knowledge, enabling the participant to carry out systematically the tasks for conducting his research, and the training became an opportunity for the participant to learn the knowledge and skills that he will be able to utilize and apply after the return to the home country.</p> <p>On average, academic supervisors provided lectures once a week for two hours on macro-economics, econometrics, and system dynamics. In addition, 1-3 times a week for a total of 10 times each month, tutors gave instruction on using special software for conducting statistical analyses and simulations. Through these special lectures, the participants gained knowledge on macro-economics, econometrics, and system dynamics that is essential for conducting research and building arguments. They also got hands-on knowledge on utilizing software for conducting statistical analyses and simulations that are necessary for their actual research. As a result, in their seminars, the participants were able to make more effective presentations on their research outcomes, and through discussions with students from other research rooms, they deepened their understanding of the positioning of their own research and relevant problems they needed to address.</p>
Participation in academic conferences (in Japan)	One participant took part in the 53rd Annual Meeting of the Japan Section of the RSAI (FY2016), and made a presentation in English on his research theme. At the meeting, the Participant received the Excellent Presentation Award from the Japan Section of the RSAI.

Activity examples	Details
Participation in academic conferences (overseas)	At an international academic conference, one participant reported on some of the research outcomes from his master’s thesis, and at another meeting, a participant had a discussion with an expert in microfinance and development theory, who gave the participant suggestions for improving the contents of his presentation. By having discussions with overseas researchers, participants can raise the level of their research by getting a global perspective, and by listening to other presentations, they can learn about the latest trends in rural development and other fields. Participants highly evaluate these opportunities to field questions from the audience after their presentation and to answer them exactly as a measure for showing their growth as researchers. It is believed that participating in academic conference stimulates and increases the motivation and the expertise of participants.
Supplementary instruction from tutors	Participants received supplementary instruction from tutors, who used text materials on management, economics, statistical research methods, etc. TAs (teaching assistants) were also assigned to support participants’ understanding of lectures and classroom work. Instruction was also provided by outside lecturers on writing academic papers, enabling participants to upgrade the quality of their master’s thesis. Participants were able to gain useful knowledge on the fundamentals of economics through this supplementary instruction provided by the tutors and TAs. The tutors, who were in their PhD courses, put priority on giving guidance on preparing and writing the participants’ master’s thesis.
Study tours (in Japan)	Participants visited social infrastructure facilities and commercial production facilities (coastal area sea walls in Hamamatsu City, Hamaoka Nuclear Power Station, Osawa River alluvial fan erosion control facilities), and through the explanations they received at the sites, they were able to gain a good understanding of the latest construction and monitoring technology and effective safety management systems in Japan. The participants actively asked questions during the explanations at the facilities they visited, and it is expected they will be able to make effective use of the information they gained during these tours after they return to their home countries.

Activity examples	Details
Field surveys (overseas)	A participant had a meeting with an official connected to renewable energy research at Addis Ababa Science and Technology University, and conducted a survey of renewable energy projects in Ethiopia. Verification testing was being carried out at the university on improved small hydroelectric generators using underwater pumps. The test equipment was connected to actual waterways and shown to be effectively functioning.
Preparation for internships	Participants took a Japanese language course set up by the university, with the aim of enabling participants to gain good communication skills in Japanese in various daily life situations. As a result, the participants were able to acquire a general grasp of conversational Japanese. With this foundation, participants became able to understand to an increasing degree the explanations given in Japanese by the Japanese students in their research rooms and seminars, animating their communication with Japanese students. This enabled the participants to use not only English in their later internships but also Japanese, which contributed to the improvement of communication with their colleagues.

2.3 Outcomes and issues < Training coordination for participants in Japan>

Table 6 in the next page describes the innovations and improvements and the results thereof for the training coordination duties undertaken while the participants are in Japan.

Table 6: Innovations/Improvements and Results for Training Coordination in Japan

Activity	Innovations/Improvements	Results
Monitoring of participants' academic progress and daily life situation	<p><u>Setting of requirements for proceeding to doctoral courses</u> In August 2017, JICE prepared the necessary requirements that ABE participants must meet to proceed on to a doctoral course, and submitted them to JICA. JICE also developed a process for confirming the progress of participants who go on to a doctoral course.</p>	<p>At the time the requirements were compiled, 1st batch participants had already graduated, but JICE retroactively checked the situation of each participant and compiled a list of participants found to have proceeded to doctoral course.</p>
	<p><u>Improving performance of JICE staff in charge</u> In January and July 2017 and January 2018, JICE held a joint meeting of JICE staff at JICE headquarters and branch offices in charge of accepting universities. The exchanges of views among the staff in charge focused on the PDCA cycle, and invited specialists provided advice to improve staffs' knowledge and skills for monitoring.</p>	<p>The JICE staff confirmed the framework of the program and details of their administrative duties as well as shared examples of dealing with participants and points to be mindful of in their duties. This proved very helpful for the qualitative improvement and homogenization of the services JICE provides for overseas students. The meetings were also an opportunity for the JICE staff in charge to become more aware of enhancing the effects of the program in the performance of their duties.</p>
Revisions in procedures for the Special Programs	<p><u>Simplification of accounts statements</u> Requirements for filling in parts of the documents submitted for accounts settling were simplified.</p>	<p>Led to the reduction of time needed for preparing and checking accounts statements by universities, JICE, and JICA.</p>

Table 7 in the next page lists problems and countermeasures to be taken from now.

Table 7: Problems and Countermeasures for Training Coordination

Activity	Problem	Countermeasure
Contact, coordination with participants, accepting universities, and JICA Domestic Offices	It has been pointed out that when there are changes in the JICE staff in charge and new staff begin their duties, information on the accepting universities, the special circumstances of each supervising JICA Domestic Office, and other detailed information that predecessor staff in charge possessed is lost and that successor staff are sometimes inadequately prepared.	JICE is making efforts to ensure that successor staff are adequately prepared to make transitions among staff smooth when there is a change of staff in charge by holding regular meetings among staff in charge and developing a system so that staff in charge can regularly share information among themselves. Moreover, in order to respond to changes in the staff in charge on the university side, JICE updates at least three times a year the list of relevant administrative staff at the accepting universities.
Special Programs	Since advance plans are made for scheduling the activities for the entire year when the initial implementation plans are compiled, there tend to be changes in the contents of the activities after the contracts are concluded and increasing amounts of unused funds. Although requests were made to universities for the making of in-depth plans and accurate cost estimates, universities lack flexibility, and responsibilities for universities' administrative duties are often scattered.	In cases when the plans of several academic supervisors are compiled for even only one contract for a graduate school, or in cases when several graduate schools are included for only one contract, even if universities are requested to make the original plans as precise and accurate as possible, it appears difficult for universities to respond to these requests. In the future, in addition to requesting the universities to prepare in-depth plans, regarding the matter of unused funds, JICE will encourage universities to viably implement the programs in line with the actual situation by confirming the state of the implementation before the account settlement (3-4 months prior), and to proceed with procedures to reduce the expenditure amount by a revision in the contract.

2.4 Implementation of Corporate Internships (Post-Graduation Internships)

JICE conducted the Post-Graduation Internships for the 1st batch participants during Term-2 Contract period. The Post-Graduation Internships targeting the 1st batch participants started in the summer of 2016 and the autumn of the same year after some participants had graduated from master's degree courses before Term-2 Contract began. All Post-Graduation Internships for the 1st batch participants ended by October 2017. JICE provided the following services for the internships.

2.4.1 Provision of information on participants to the registered companies, receiving initial entry

(1) Preparation of participants' information for provision to the registered companies

The 1st batch participants prepared by themselves “participant profiles” that in addition to basic information such as the participant's name, nationality, and employment history, also described the participant's specialist field, reasons for applying to the ABE Initiative, future work plans, and personal appeal, to be browsed by the registered companies. In December 2014, JICE launched the ABE Initiative Portal Site (hereinafter called the “ABE Portal Site”) so that registered companies would be able to read the profiles (See Figure 1 below). The search functions enable the profiles to be searched by country, personnel category, gender, field, university and graduate school name, and research theme, greatly facilitating even during the Term-2 Contract period registered companies' searches for participants they were interested in.

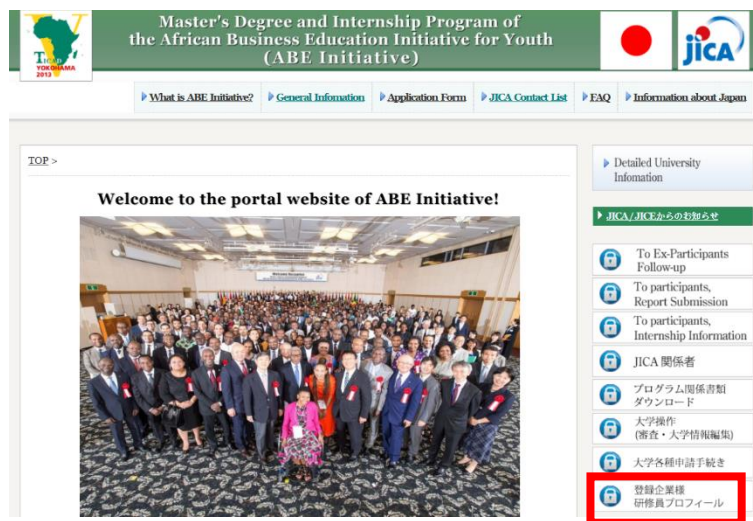


Figure 1: Home Page of ABE Portal Site

As far as participants with a corporate recommendation, JICE confirmed with the original recommending corporation whether the profile could be opened to other registered companies; if the company desired that the information not be made available, the system is set so that the profile of the said participant cannot be read by other companies.

(2) Credit check of companies

In regards to the entry of companies that wish to accept ABE participants as interns, only registered companies are targeted for entry. However, even for a registered company, in order to evaluate further the appropriateness of the company as an internship provider, after JICE confirmed whether the company has a stock listing, JICA confirmed whether the company had qualified to bid on JICA projects and had no complaints filed against it at the National Center for the Elimination of

Boryokudan. For companies that had no stock listings or that did not have the qualifications to bid on JICA projects, JICE carried out a check of the company's trustworthiness. This confirmation process is mandatory when a new company applies for registration. Should the company be a target for a credit check, the company was disqualified from offering an internship finally if the investigated company were given the lowest ranking as a result of the credit check.

Among the companies showing interest in offering internships, five companies received no rating through the credit check. JICE staff in charge visited the five companies, and after reporting to JICA, when it was determined that there would be no problem in a company providing an internship, JICE moved forward with the procedures for the company's offering of an internship.

In regards to the number of registered companies, as Table 8 below shows, the number of the registered companies for the internship program increased with time as a result of the briefing sessions for companies held in January and February 2017, The Africa Business Networking Fair in March (for 3rd batch participants), and other publicity opportunities, and as of the end of April 2018, over 500 companies have registered. Although the increase in the number of registered companies has tended to level off, since the number of registered companies as of the end of November 2016, when Term-2 Contract period began, stood at 349, awareness of the internship program is clearly spreading within the business world, and it is believed that there is still considerable room for an expansion of the range of companies that will register for the program. The Final Report for Term-3 Contract period reported on the program publicity activities, such as the briefing sessions for companies and the Africa Business Networking Fair.

Table 8: Increases in the Number of Registered Corporations in Term-2 Contract Period

	Year 2016		Year 2017						
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.
No. of newly registered companies	6	8	7	10	12	19	20	15	8
No. of delisted companies	0	0	0	0	0	0	0	0	0
Total no. of registered companies	349	357	364	374	386	405	425	440	448

	Year 2017					Year 2018			
	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
No. of newly registered companies	9	7	8	13	5	7	11	8	10
No. of delisted companies	0	0	0	12	3	1	0	0	0
Total no. of registered companies	457	464	472	473	475	481	492	500	510

2.4.2 Matching participants with companies for internships

Since the Post-Graduation Internships are conducted only if a company makes an offer for an internship, the internship is voluntary for the participants. A company that wishes to offer a Post-Graduation Internship submits an internship plan indicating the desired participant's name and covering the aims of the internship, the internship period and contents, etc. once the participant is accepted to JICE. JICE carries out the matching by confirming whether the designated participant accepts the offer from the company. JICE then confirms whether the recommending company will offer the Post-Graduation Internship to the recommended participant, and, if it will, asks the company to submit the above-mentioned internship plan to the participant.

The matching of Post-Graduation Internships for the 1st batch participants, who were scheduled to complete their master's course in summer - autumn of 2016, to be conducted in the autumn of 2016 started from the spring of 2016. JICE received the internship offers from the companies for the April - June period in 2016 and confirmed whether the participants would accept the offers, and as a result, of the 86 participants enrolled in master's degree courses, 51 took part in Post-Graduation Internships. Of the 51 participants, 18 served internships at the originally recommending companies.

For the 70 participants who enrolled from their research student courses and completed their master's courses in the spring of 2017, the same confirmation method as for the master's degree course participants was employed for the October 2016 - January 2017 period, and as a result, 23 of the 70 participants took part in the Post-Graduation Internships. Table 9 below shows the results of the Post-Graduation Internship matchings. Overall, excluding the three participants who made early returns to the home country, nearly half of the 153 participants, 74, or around 48%, served Post-Graduation Internships. The next section and the following section after the next are the report regarding implementation methods and results of the Post-Graduation Internship for 1st batch participants (overall total of 77: 3 participants experienced twice).

Table 9: Results of Matching for 1st Batch Post-Graduation Internships

	Matching method	Participants enrolled and completed from Master's course (graduated in autumn 2016)	Participants enrolled from Research-Student and completed Master's course (graduated in spring 2017)	Total
Conducted	Recommendation	18 (20.9%)	0 (0%)	18 (11.5%)
	Offer from company	33 (38.4%)	23 (32.9%)	56 (35.9%)
Not conducted	(including early return to home country)	35 (40.7%)	47 (67.1%)	82 (52.6%)
Total		86	70	156

Appendix 4: Post-graduation Corporation Internship for ABE 1st Batch Participants (Term-2 Contract)

2.4.3 Coordination of Corporate Internships

JICE provided the following services, including preliminary preparation, for the implementation of the Post-Graduation Internships.

(1) Preliminary explanation to participants, confirmation of offers from companies (October 2016 to January 2017)

Since there were no opportunities to explain the Post-Graduation Internship system to the 1st batch Participants enrolled from Research Student Courses after the Africa Business Networking Fair held in March 2015, JICE prepared the “Guidelines for the Post-Graduation Internship” for the participants, which explained important points regarding the Post-Graduation Internship and the future schedule, and e-mailed the Guidelines to the participants; the JICE staff in charge of monitoring also explained the internships at the regular monitoring in December 2016.

JICE confirmed with the registered companies whether any participants had been offered Post-Graduation Internships during the period between October 2016 and January 2017.

For participants receiving internship offers, JICE confirmed with the participants that have an employer (organization where the participant will be reinstated) whether they would face any problems accepting a Post-Graduation Internship. Depending on those results, JICE decided on an individual basis whether the internship could be accepted and arranged the internship period and so on.

Appendix 5: After Completion of Master’s Degree (Post-graduation) Internship Implementation Guidelines for the ABE participants

(2) Adjustment of internship period between participants and accepting companies (December 2016–January 2017)

After item (1) above was confirmed, JICE requested that the companies that had decided they would accept the participants to whom they had made offers to submit the internship plan sheet one to one and a half months prior to the start of the Post-Graduation Internship describing the daily program during the internship period and any other information necessary for arranging the implementation of the internship. In principle, the accepting companies themselves should prepare the report, but if necessary, JICE supported the companies by making suggestions to them regarding the contents of the program and the handling of preliminary issues to ensure that the preparations by the companies for the Post-Graduation Internships went smoothly.

Just before the start of the internship, JICE coordinated with the accepting company and the participant the day when the participant would move to the accommodations nearest to the internship site, the time of arrival at the location for the first day of the internship, etc. Moreover, if necessary, JICE consulted with, and asked for the accepting company’s cooperation, regarding dietary restrictions due to the participant’s religion and the providing of a place for daily prayers. JICE also informed the participant of any items that the company wanted the participant to prepare for the internship, matters that the participant should prepare for (preliminary issues), any caution points that the company wanted relayed to the participant, etc.

(3) Arrangements, contact coordination for the internship (January-February 2017)

After receiving the internship plan from the company, in addition to the close examination of the plan contents, JICE made arrangements for the move from the participant's residence to the nearest accommodations to the internship site, transportation between the said accommodations and the internship site, and the accommodations for the entire internship period. In principle, all of the arrangements were completed and confirmed with the companies and the participants two to three weeks before the start of the internship. In addition, JICE provided a packet of information to the participants, including information on the tickets, etc. for the transportation to the internship site, an English translation if necessary of the travel schedule, the location of the meeting place on the first day, reminders, and so on, ensuring that all the required information was available beforehand. The internship plans, which detailed the information on arrangements for transportation and accommodations, were also provided to the respective JICA Domestic Offices in charge of the participants.

As far as transportation, JICE confirmed the ticketing, etc. for the arranged route. In case tickets could not be arranged for a particular route, the participant bore the cost by himself for a one-way ticket up to 840 yen; the participant are reimbursed for any amount exceeding that amount by the contract budget.. In regards to the accommodations, depending on the location of the participants' residences, accommodations were arranged as near as possible to the internship site (a JICA Domestic Office, hotels, company dormitories or housing, etc.). There were also cases where the participant commuted to the company from the participant's own accommodations when the company was relatively near such accommodations.

In regards to the date of the return to the home country after the completion of the Post-Graduation Internship, since, in principle, the date of the return should be within three business days after the completion of the internship, JICE considered the time necessary to complete the procedures for the return, and in consultation with the relevant JICA Domestic Office in charge, decided the return date.

Since a renewal of the residence permit is necessary in the case of a long-term Post-Graduation Internship, JICE contacted the participant and prepared the necessary application documents, and then provided any other necessary support. For a participant who needed to change his/her residence card or renew his/her "Permit of Stay" by the Immigration Bureau during the internship period, JICE arranged the scheduling for this with the accepting company and informed the participant.

(4) Follow-up, liaison and coordination during internship period (March–October 2017)

During the internship period, JICE received contact from the accepting companies, participants, or monitoring staff regarding participants' tardiness or absences, urgent matters such as illnesses, pregnancies, etc., requests from participants to proceed on to doctoral courses, problems between the participants and their companies or places of residence, and so on, which JICE responded to. Depending on the matter, liaison and coordination was also made with not only the companies but also the relevant the JICA Domestic Offices and JICE branch offices including headquarters. In cases of deviations from the regulations set out in the JICA implementation guidelines, after confirming the details, JICE reported to and consulted with JICA's Domestic Partnership Department about the matter and responded in line with the instructions received from JICA.

Concerning those companies for which JICE had assisted in the formulation of the internship contents or which are expected to develop business in Africa, JICE accompanied the participant to the internship site, monitored the internship conditions, supported the implementation of the internship, etc. for a certain period of the internship. When the internship ended, JICE staff together with JICA officers visited the company when the internship wrap-up meeting was held to hear about the results of the internship, ways to utilize the participant(s) after the return to the home country, etc., and to make a record of the results. For companies unable to hold a wrap-up meeting or whose wrap-up meetings JICE staff could not attend, JICE heard about the internship results through telephone, e-mail or other contact.

2.4.4 Conducting, reporting results of questionnaire

JICE requested the accepting companies and participants to complete questionnaires after the internships. Table 10 shows below the record of the respondents to the questionnaires.

Table 10: Return of Internship Questionnaires (as of November 15, 2017)

	Accepting companies		Participants (total)	
	No. of companies	No. of returned questionnaires	No. of participants	No. of returned questionnaires
The 1st Batch	51 Companies	14	77 Participants	27

* Of the actual total of 74 participants, three had Post-Graduation Internships at two companies.

(1) Results of questionnaires to accepting companies

JICE sent questionnaires to 51 accepting companies and received the questionnaires back from 14 companies, for a return rate of 27.5%.

Appendix 6: Results of Questionnaire to Corporate Offering Internship (Post-graduation Internship)

All of the companies that returned the questionnaires responded that they were “very satisfied and obtained better results than initially expected” or were “satisfied” in regards to accepting the internship. Although the total number of returned questionnaires was small, reasons for the high degree of satisfaction with the internships were the many views noting that the participants can function as channels to Africa, that they matched well with the activities of the company, and that the companies were able to get information from the participant that will be useful for their advances into African markets. It is believed that these factors led to the overall high degree of satisfaction with the internship.

Although the degree of satisfaction was high, a certain number of companies also cited problems such as the language problem and the effort needed to prepare beforehand for the internship, but regarding whether they would want to accept internships for the next batch of participants, all of the companies responded that they “want to accept” or “will consider accepting” participants, indicating that even

considering the burden, in the end their degree of satisfaction with the internship program outweighed the accompanying burden.

(2) Results of questionnaires to participants

JICE sent questionnaires to a total of 77 participants (actual number of participants is 74), and received the questionnaires back from 27 participants, for a return rate of 35.1%.

Appendix 7: Result of Questionnaire 2017 on 1st batch Post-Graduation Internship under ABE Initiative Program

Almost all of the participants responded that they learned about the Japanese corporate identity and business strategies and could experience directly the corporate culture through the internship. Since just under 40% of the participants who took part in the Post-Graduation Internship this time had long-term internships lasting over five months, it is believed that more than for the summer internships, these participants could strongly feel the corporate culture, management practices, and other aspects of Japanese companies.

The participants were highly satisfied with the preparations for the internship by the companies and their handling of the participants, and all of the participants responded that they “very satisfied and obtained better results than initially expected” or were “satisfied” in regards to their participation in the internship. As far as the internship program itself, over 40% of the companies adopted practical, hands-on programs, but the degree of practicality differed according to the company. Those participants who were more involved in the company’s business and could become closely connected to the company expressed a high degree of satisfaction with the program.

2.5 Results and Issues <Corporate Internships>

JICE implements the internships for the ABE Initiative with the following three aims.

- (1) Participants learn about the Japanese corporate culture and business practices through their work experience at a Japanese company, and then make use of those fundamental concepts for the economic development of their home countries.
- (2) The internships are an opportunity for participants to provide information about their countries and propose business opportunities so that the accepting companies can study and consider developing their business in Africa.
- (3) Japanese companies can use the internships as opportunities to deepen their understanding of Africa, feel affinity for Africa, and close the psychological gap they have with Africa, and at the same time, build human networks with African countries.

Table 11 in the next page lists the results from the implementation of the corporate internships and the good outcomes obtained for each of the above aims.

Table 11: Results from the Implementation of the Corporate Internships and the Good Outcomes obtained

Aim	Results and outcomes
<p>Aim 1: Participants learn about the Japanese corporate culture and business practices through their work experience at a Japanese company, and then make use of those fundamental concepts for the economic development of their home countries.</p>	<p>Were able to achieve the generally expected aims. In the questionnaires received from the participants, 90% of the participants cited “understanding of the corporate, industrial, and management concepts” as areas they learned about as a result of the internship, and 80% cited as achievements “understanding corporate culture, behavior, and characteristics” and “building relations of trust with Japanese companies.”</p> <p>It is also believed that, based on the reports submitted by the participants, many of the participants deepened their understanding of Japanese companies and their business activities, and also developed stronger networks with the internship accepting companies.</p>
<p>Aim 2: The internships are an opportunity for participants to provide information about their countries and propose business opportunities so that the accepting companies can study and consider developing their business in Africa.</p>	<p>Were able to achieve the generally expected aims. As part of their contributions to the companies, 90% of all the participants responded that they were able to “alert the company to market and consumer trends in Africa,” and it was clear that almost all of the participants understood this aim of the internship and achieved it.</p> <p>In addition, the following are the results of the responses from the company side regarding the question in the questionnaire on the “merits of the internship.”</p> <p>15.8%: “acquired marketing information” 13.2%: “developed a regional strategy for Africa” 10.5%: “built a human network with government human resources” 5.3%: “acquired information on various systems” 5.3%: “developed goods and services for Africa” 5.3%: “employed excellent African human resources” 2.6%: “acquired information related to the procurement of materials and other goods in Africa.”</p> <p>As shown above, since the responses noting merits of some kind leading to the development of companies’ business activities in Africa made up 60% of the total responses, it is believed that Aim 2 was, for the most part, achieved.</p>

Aim	Results and outcomes
<p>Aim 3: Japanese companies can use the internships as opportunities to deepen their understanding of Africa, feel affinity for Africa, and close the psychological gap they have with Africa, and at the same time, build human networks with African countries.</p>	<p>Were able to achieve the generally expected aims. The high degree of satisfaction companies felt in accepting the internships can be attributed to the many views expressed in response to the questionnaire that the internships generated diversity within the company and allowed the employees to feel closer to Africa because they could communicate with the African participants, and that the internships were a good opportunity for closing the psychological gap between them and Africa.</p> <p>Moreover, in response to the question on the “merits of accepting the intern,” around 10% of the companies responded that they could “build human networks and partnerships with government officials.” At the wrap-up meetings at the end of the internships, some companies remarked that since they could strengthen their networks with Africa through the internship, they would be able to build cooperative ties in Africa in the future by the local representative of the accepting companies, collaborating or making contracts with the company/organization the participant belongs to, and so on.</p>

Table 12 in the next page describes issues in services for corporate internship and countermeasures that can be applied for other contract terms.

Table 12: Issues for corporate internship and countermeasures that can be applied for other contract terms

Issues	Countermeasures that can be applied for other contract terms
<p><u>Aims of the Post-Graduation Internship not fully understood by relevant parties</u></p> <p>Cases are seen of companies, participants, and university academic supervisors not fully understanding that the Post-Graduation Internship is different from the summer internship, which is mandatory for all participants, and that the internship is carried out with companies considering advancing into African markets offering internships to participants. JICE was informed of many cases after the internship had been arranged of participants having asked their academic supervisors to introduce them to companies that may be the accepting companies in order to secure a Post-Graduation Internship, and of companies for which it could not be confirmed that they have any intention of developing their business in Africa.</p>	<p><u>Preparation and distributing to relevant parties of internship guidelines</u></p> <p>In February 2017, JICE prepared for relevant companies “Internship Guidelines,” which separately explained the summer and the Post-Graduation Internships. The Guidelines explain the goals, aims, expected results, etc. of the two type of internships, and were e-mailed to the companies. It will be necessary to explain to participants more fully about the internships during the joint-program and monitoring meetings and to academic supervisors through the same materials provided to companies and the interviews for the monitoring.</p>
<p><u>Companies’ insufficient readiness to accept interns</u></p> <p>There were cases of companies not being fully ready to accept interns of ABE participants because they struggled to deal with the intern in English and could not assign appropriate staff. On the participant side, many participants believed that their low level of Japanese language ability was a problem for understanding the company’s situation, and some desire the addition of Japanese language training for a fixed period as part of the program.</p>	<p><u>Strengthening JICE’s examination of companies’ internship plans, etc.</u></p> <p>JICE decides the implementation of the internships after confirming the contents and period of the internship and informing the participants at the stages when JICE receives the internship plan from the company and subsequently arranges the schedule of the internship. However, when JICE coordinates the Post-Graduation internship for the participants, JICE will strengthen the process of fully confirming the aims of the company in offering the internship, the details of the internship the company is offering, and the results the company expects of the participant.</p>
<p><u>Inadequate understanding of the aims of the Post-Graduation Internship</u></p> <p>Some companies and participants believe that the Post-Graduation Internship is an “opportunity to learn technology and gain knowledge.” For some internships, the main function ends up being input from the company to the participant, with the contents consisting of many explanations, lectures, and observation visits. From the questionnaires and reports, some participants themselves see the internships as being concluded with them having “gained” a lot of things. Moreover, some Post-Graduation Internships are for relatively short periods.</p>	

Issues	Countermeasures that can be applied for other contract terms
<p><u>Discrepancy in understanding contents of internship</u></p> <p>Instances were seen of discrepancies arising between companies and participants in their understanding of the contents and aims of the internships.</p>	<p>JICE will urge companies and participants to develop a common understanding before and at the start of the internship regarding the contents and the schedule of internship as well as the points the company expects of the participant.</p>
<p><u>Participants' lack of business manners</u></p> <p>Although the number of such participants is small, JICE received reports from companies of participants not following basic business etiquette, such as neglecting to inform the company when they were late or absent.</p>	<p>JICE will include lectures on business etiquette in Japan that incorporate actual examples in the orientation and the joint-program. JICE will also expand the contents of the preparatory reference materials for the participants taking part in internships and urge the participants to “psych” themselves as they ready for the internships.</p>

2.6 Confirmation of training outcomes of individual Participants

During the 2nd term contract period, 68 of 1st batch participants graduated by March 2017. With their graduation, 156 of 1st Batch participants (including seven in the mining sector KIZUNA Program) who came to Japan, although three participants made early returns to their home countries, 153 participants received their master’s degrees as scheduled, resulting in a very high graduation rate of 98.1%. Of the 153 1st-batch-participants who received their degrees as of the end of October 2017, 144 returned to their home countries by October 2017. Regarding the remaining nine (9) participants, six (6) proceeded on to a doctoral program at their accepting universities, and three (3) are employed by Japanese companies and working in Japan.

After the completion of participants’ courses of study, JICE holds an Evaluation Meeting at each university with the attendance of the officer in charge at the supervising JICA Domestic Office, in order to confirm the results of the participants’ activities on an individual basis. For the meeting, JICE asks the participants to fill out beforehand the questionnaire for the evaluation session and “Final Report on the Activity”. By collecting this information beforehand on the matters that should be confirmed at the Evaluation Meeting, JICE can determine and prepare the necessary items that should be given priority at the Evaluation Meeting.

The record of the holding of the Evaluation Meetings is shown in Table 13 in the next page. Moreover, JICE compiles reports of the Evaluation Meetings summarizing the main points covered at each meeting, namely, the participants’ academic results, the guidance and acceptance systems at the university, the evaluation of the ABE program itself, and the participants’ career plans. The reports were uploaded to ABE Portal Sites, enabling relevant JICA officials, including those posted at Overseas Offices, to browse them.

The various positive and negative comments heard at the evaluation meetings and noted in the meeting records are summarized in Table 14 in page 29.

Of the 68 participants who graduated in March 2017, an Evaluation Meeting could not be held for only one participant, who was ill at the time.

Table 13: Record of the Evaluation Meetings (for 67 participants)

Date of evaluation meeting (year/month/day)	University	Graduate school	No. of participants
2017/2/6	Tokyo Univ. of Agriculture	GS of Agriculture	4
2017/2/9,15	Shibaura Institute of Technology	GS of Engineering and Science	3
2017/2/9	Yokohama City Univ.	GS of International Management	2
2017/2/9	Nagoya Univ.	GS of Engineering/ GS of Environmental Studies	1
2017/2/9-10	Nagoya Univ.	GS of International Development	2
2017/2/13	Tokushima Univ.	GS of Advanced Technology and Science	1
2017/2/16,17	Ashikaga Institute of Technology	GS of Engineering	5
2017/2/16, 21	Hokkaido Univ.	GS of Engineering	3
2017/2/20, 23	Waseda Univ.	GS of Fundamental Science and Engineering	3
2017/2/21	Okayama Univ.	GS of Environmental and Life Science	2
2017/2/21	Kyoto Univ.	GS of Agriculture	3
2017/2/22	Univ. of Tsukuba	GS of Systems and Information Engineering	1
2017/2/22	Kyoto Univ.	GS of Engineering	2
2017/2/22	Obihiro Univ. of Agriculture and Veterinary Science	GS of Animal and Veterinary Science	1

Date of evaluation meeting (year/month/day)	University	Graduate school	No. of participants
2017/2/23, 3/15	Saga Univ.	GS of Engineering	2
2017/2/23	Shimane Univ.	GS of Life and Environmental Science	1
2017/2/24	Hiroshima Univ.	GS for International Development and Cooperation	3
2017/2/27	Kyoto Univ.	GS of Global Environmental Studies	1
2017/2/27	Univ. of Tsukuba	GS of Life and Environmental Sciences (SUSTEP)	3
2017/2/28 3/1	Waseda Univ.	GS of Asia-Pacific Studies	2
2017/2/28	Osaka Univ.	GS of Engineering Science	1
2017/2/28	Tokyo Univ. of Agriculture and Technology	GS of Agriculture	4
2017/3/2	Kyushu Univ.	GS of Engineering	4
2017/3/3	Nagoya Univ.	GS of Bio-agricultural Sciences	2
2017/3/3	Reitaku Univ.	GS of Economics and Business	1
2017/3/3,14	Tokyo Univ. of Marine Science and Technology	GS of Marine Science and Technology	3
2017/3/7	Univ. of the Ryukyus	GS of Engineering and Science	3
2017/3/8	Japan Advanced Institute of Science and Technology (JAIST)	GS of Information Science	1
2017/3/10	Akita Univ.	GS of Engineering and Resource Science	1
2017/3/21	Miyagi Univ.	GS of Project Design	1
2017/3/23	Yokohama National Univ.	GS of Engineering	1

Table 14: Main Points from the Evaluation Meetings

Subject	Evaluation details
Regarding participants (comments from academic supervisors)	<p>Positive aspects</p> <ul style="list-style-type: none"> • The participant’s academic work was excellent. The participant is serious, and approaches his research actively. He had a very good influence on the research room and seminars. • The participant was more excellent than I expected, and he exceeded my expectations. He is very solid and reliable, and is the type that if given some support at first, will tackle the task by himself. • Very outstanding. He is being considered for the dean’s prize. • The participant is a very good influence on the Japanese students in the sense that they can learn another country’s language, customs, and culture. For some students, having the participant was an opportunity to learn about the history of the participant’s home country and to know the importance of peace. • The participant took an active part in the discussions in class, and his comments were accurate and precise. He contributed greatly to the class, sometimes acting to summarize the discussions. He played a leadership role, and even in daily life matters, other participants apparently depended on him. • The participant approached his research actively and seriously, and his attitude made a good impression. Since he is from Kenya, where English is one of the official languages, his English capability is high, and the writing of his master’s thesis went quite smoothly. • If such excellent and personable students like these participants can be recruited and accepted, the program will achieve its goal of fostering human resources who can act as bridges between Japan and Africa. The supervisor hopes similar participants will continue to be recruited in the future. <p>Negative aspects</p> <ul style="list-style-type: none"> • The participant was given supplemental instruction on basic concepts and knowledge for research, and the academic supervisor gave guidance to the participant very patiently, but in the end, there were some areas that the participant ended up still not understanding. • Since the participant was a very determined type who tried to do things as much as possible by himself, he would sometimes act without the academic supervisor being aware of what the participant was doing. The supervisor would have been more assured if the participant had communicated with the supervisor more about what he was doing. • Compared to the other overseas students, the participant made many financial requests, such as wanting to procure texts and statistical software not with his own funds but by funds from the special programs budget.

Subject	Evaluation details
Regarding the university (comments from participants)	<p>Positive aspects</p> <ul style="list-style-type: none"> • The academic supervisor is very dedicated, and of course very knowledgeable. Aside from that, the participant was very grateful to the supervisor for his warm support in daily life matters, such as by helping the participant move and with the purchase of daily necessities, and inviting the participant to go hiking and other activities. • The academic supervisor is very knowledgeable about all fields, and the participant greatly respects him. The participant was very satisfied to have over three hours of instruction from the supervisor every week. • The participant received advice and help with problems through the weekly progress reports. Since that enabled the participant to make progress in his research, the participant considers it an excellent system. The tutor was also very helpful, including for the Japanese language class, so the participant did not need to struggle. • The global promotion department at the university informed the participant by e-mail of events it was holding for overseas students, and the participant joined many of these events. It was a good opportunity to make friends. • The participant received support from Japanese students for daily life matters. When necessary, the Global Partners Center at the university provided various support such as help with bureaucratic procedures. • The academic supervisor understood the aims of the ABE Initiative well, and provided the participant with opportunities to meet people from different companies by arranging for the participant to visit companies, take off-campus seminars, participate in academic meetings, and so on. Thanks to the supervisor, the participant was able to widen his networks while in Japan. <p>Negative aspects</p> <ul style="list-style-type: none"> • As an overseas student who could not speak Japanese, the participant was grateful to the various people who regularly helped the participant when he started his studies at the university, but the e-mail communications from the university were mainly in Japanese, making it difficult to understand them. • The participant's research room did not have necessary equipment for analysis, and the participant had to use the equipment in other research rooms. The participant proposed purchasing the necessary equipment for the participant's research room, and since the equipment has displays in Japanese, the participant also suggested introducing equipment with displays in English. However, because of the high cost of the equipment, it was not possible to purchase the equipment.

Subject	Evaluation details
Regarding the ABE Initiative	<p>Positive aspects</p> <p>From participants</p> <ul style="list-style-type: none"> • Over the two years of the ABE program, the participant got a sufficient opportunity to learn and experience the internships; the participant felt he was able to achieve his aims. • The handbook of basic Japanese language expressions that JICA gave the participants and the Japanese language training at the JICA Tokyo were very beneficial. • The internship system was very effective. The participant hopes the program will be continued in the future. The ABE participants' contact with as many Japanese companies as possible will lead to the development of business in Africa in the future. • There is the fact that it was the 1st batch, but compared to the situation for the 2nd and the 3rd batches, the program was launched while matters were not fully prepared. However, the preparations were completed at a fast pace, and the participant felt he received good support. • The participant is proud of being able to study overseas as a 1st batch participant in the ABE Initiative, and the participant hopes that the program will continue on into the future since the number of overseas students from Africa studying in Japan is still small. If more overseas students know about Japan, more opportunities will be created for them to become business partners with Japan. <p>From academic supervisors</p> <ul style="list-style-type: none"> • If such excellent and personable students like the participants accepted at the supervisor's university can be recruited, the program will achieve its goal of fostering human resources who can act as bridges between Japan and Africa. The academic supervisor hopes similar participants will continue to be recruited in the future. • Since the professors must strictly guide the students, and the students have no way to run away from the professors, it is very reassuring to have an organization like JICE that will mediate between both sides, listen to what they say, and if necessary, share the information with the professors. • The supervisor is very appreciative that participants could participate in internships, attend overseas academic conferences, and so on by using the budget from the Special Programs. • The supervisor believes that accepting the ABE participant was a good opportunity to have an actual link with a JICA program. The supervisor is currently in contact with 15-16 people in the run-up to the selection of the 4th batch participants, and he would like to continue to cooperate with the program.

Subject	Evaluation details
Regarding the ABE Initiative	<p>Negative aspects From participants</p> <ul style="list-style-type: none"> • The participant felt a bit restricted by the ABE Initiative Program system. The participant wanted to be able to spend his time more freely like an ordinary student. • Since with monitoring every six months, the participant said that there was not much he could report; the participant recommends monitoring once a year. • The participant did not expect that Japanese language skill would be as necessary as it proved to be. It would have been helpful if there had been something like an intensive Japanese language course beforehand. • The participant felt the application for overseas research was unclear. Even with the same research contents, the period permitted differed depending on the participant. • Since among the ABE Initiative graduates, the understanding that they have a role to play as bridges connecting Japan and Africa can be expected to likely fade after the return to the home country, the participant recommends that opportunities should be set up for the participants to have regular meetings while they are in Japan to discuss future relevant business plans and so on, and that more opportunities should be provided for the participants to have exchanges. <p>Negative aspects From academic supervisors</p> <ul style="list-style-type: none"> • Even for the same participants in a JICA program, since the regulations slightly differ according to the scheme, for example, the ABE Initiative or the Afghanistan “PEACE” Project, it is quite complicated; the supervisor would like the programs to be unified as much as possible. • In order to raise the participants’ willingness to purchase their reference books, the supervisor suggested that a Book Allowance of 30,000 Japanese-yen should be provided to participants separately from other allowances. • The supervisor believes that in the case of an excellent student it would be a good idea to provide the option of allowing the student to proceed on to a doctoral course in Japan provided the student satisfies the required standards. Generally speaking, since students will have stronger ties with a university they received a doctoral degree from than from a university they received a master’s degree, if an ABE participant returns to the home country and then enters a doctoral course in another country besides Japan, the provision with so much effort of the two years of education in Japan will end up being wasted. If the participant can receive a doctoral degree in Japan, the participant’s ties with Japan will likely continue. • As for the participants who do not have an employer upon their return to home country, JICA should provide support to them to find employment.

Subject	Evaluation details
Regarding career plans (comments from participants)	<p>Positive aspects</p> <ul style="list-style-type: none"> • Since the participant has a three-year contract after the return to the home country, the participant must work at the professional college where he was originally employed. After that, the participant is considering getting involved in work connecting Japan and Africa, or starting a business. • The participant is scheduled to be reinstated at the government ministry the participant belongs to. The participant would like to conduct the same kind of surveys he conducted in Japan in his home country, and then comparing the results, the participant wants to give advice to Japanese companies. In addition, the participant intends to use his contacts in the Ministry of Agriculture to submit a proposal regarding refrigeration equipment, to introduce internship companies, and to play a role as a bridge connecting Japanese companies to Tanzania. • The participant wants to find a position as a researcher related to botany. He is also thinking about proceeding on to a doctoral course in the future. • The participant wants to advance to a doctoral course in a university in Japan. However, if he cannot get a scholarship from MEXT, the participant is considering finding employment in Japan. <p>Negative aspects</p> <ul style="list-style-type: none"> • The participant is scheduled to be reinstated at his employing organization after the Post-Graduation Internship, but because of changes in the organization, it is unclear whether the participant can return to his ministry. • Since the prices have risen in the participant's home country while he has been in Japan, the participant says it is possible he will consider changing jobs depending on the employment conditions after reinstatement.

2.7 Results and Issues <Confirmation of training outcomes of individual Participants>

Table 15 below shows countermeasures and improvements and subsequent results regarding the confirmation of the participants' research outcomes.

Table 15: Countermeasures/Improvements and Results in Confirmation of Individual Participant's Research Outcomes

Activity item	Countermeasure/Improvement	Results
Confirmation of individual participant's research results	<p><u>Final Report on the Activity</u></p> <p>This report confirms the final results of the activities, and it was originally completed in an Excel file, but from those graduating in September 2017, the system was changed to allow participants to input the information directly into the ABE Portal Sites. Although all of the 1st batch participants made the report in an Excel file, in order for the information to be accessed on ABE Portal Sites in the same way as for the other batches of participants, JICE staff in charge input the information into ABE Portal Sites.</p>	<p>The information was able to be shared much more quickly with the JICA officers in charge. In addition, JICE is planning to make a post-return follow-up sheet based on the basic information on the participants included in the report. It will then be possible to gather contact information on the participants and the latest updates to the post-return plan much more efficiently.</p>
	<p><u>Updating of Evaluation Meeting manual; making of manual for writing evaluation meeting report</u></p> <p>The manual for implementing the Evaluation Meeting was updated in December 2016, and another manual for preparing Evaluation Meeting reports was made. Both manuals were utilized by all JICE staff in charge.</p>	<p>By the sharing and standardizing of the necessary information among JICE staff regarding the aims of the Evaluation Meeting and the way to organize and run them and the rules for preparing the Evaluation Meeting report, JICA officers are able to confirm the evaluation of each participant and his/her research results.</p>
	<p><u>Extraction of good practices</u></p> <p>JICE has been identifying and picking up good practices from each of the reports confirming the participants' academic results, including the monitoring reports, evaluation meeting reports, and Post-Graduation Internship reports, and been compiling them into a good practices index.</p> <p>In addition, in order to collect information from not only reports, JICE is conducting a wide range of activities for collecting good practices, such as by assigning fixed staff in charge at JICE headquarters to act as liaisons for asking participants to directly provide case examples.</p>	<p>With the aim of extracting good practices and accumulating this information and putting it into a database so that it can be easily utilized in the future, JICE made fixed assignments of staff in charge, who went through all of the reports on the participants, and were able to pinpoint more of the participants' research results.</p>

Table 16 below describes issues in services for confirming the research results of individual participants and countermeasures that can be applied for other contract terms.

Table 16: Issues and Future Countermeasures regarding the Confirmation of the Participants' Research Outcomes

Activity item	Issue	Countermeasure
Confirmation of individual participant's research results	<p>In principle, the Evaluation Meeting report should be prepared and submitted before the participant returns to the home country, but with the increase in the number of graduating participants, there have been some cases of delays in submitting the reports by the deadline.</p> <p>Depending on the JICA Domestic Office, requests were made to attach the reports to the official notification before the return to the home country.</p>	<p>JICE staff will strive to make clear the points that should be focused on in the reports, make the preparation of the report more efficient, and when necessary, submit as a draft a simplified version of the report, all to be able to promptly submit the reports to the supervising JICA Domestic Offices.</p>

2.8 Monitoring of the Ex-participants after return to home country

2.8.1 De-briefing Sessions

As shown in Table 17 from the next page, JICE held post-return De-briefing Sessions in the major target countries for the 1st batch participants who had returned to their home countries.

For the holding of large De-briefing Sessions, JICE coordinated the venue, the date and time, encouraged the Ex-Participants to participate, selected the participants to make presentations, provided funds to cover travel and lodging expenses for participants coming from distant locations, and so on. JICE also invited representatives from organizations (host government, the Embassy of Japan, the JICA Overseas Office, etc.) in those countries related to the Program as well as Japanese companies operating in the countries, and in many cases, the sessions were also opportunities for the attendees to create networks with the participants. In their presentations, in addition to reporting on the results of their research in Japan, the Ex-Participants also explained the utilization of their research results in their work at the organizations to which they were reinstated, their career plans, their business ideas for Japanese companies, and other matters, as well as took questions from the attendees. The meetings were planned so that the attendees were able to deepen their interest in the Ex-Participants.

Table 17: List of Post-Return De-briefing Sessions

Country	No. of the Ex-Participants	Date of the Meeting (or scheduled date)	Main Participating Organizations, Participants	Meeting Venue
Ethiopia	10	Nov. 23, 2016	Intergovernmental Authority of Development (IGAD), Embassy of Japan, JICA Ethiopia Office, MoFEC, Japanese companies in Ethiopia, Oromia Forest and Wildlife Enterprise, UNIDO, 4th Batch potential applicants	Harmony Hotel
Ethiopia	5	June 20, 2017	Embassy of Japan, JICA Ethiopia Office, JETRO, Japanese companies in Ethiopia, final candidates for 4th Batch	Jupiter Hotel
Kenya	2	Feb. 1, 2017	JICA Kenya Office	JICA Kenya Office
Kenya	15	Feb. 3, 2017,	As “Post-ABE Initiative Forum”: The officials from the Government of Kenya, Embassy of Japan, JICA Kenya Office, JEPAK, Japanese companies in Kenya, 1st Batch ABE ex-participants, Economic Federations of Kenya, etc.	Panafric Hotel
Kenya	9	Apr. 19, 2017	JICA Kenya Office	JICA Kenya Office
Kenya	8	Apr. 26, 2017	JICA Kenya Office	JICA Kenya Office
Kenya	14	May 16, 2017 ABE Initiative Networking Fair in Kenya	Embassy of Japan, JICA Kenya Office, Japanese companies in Kenya, JEPAK	Panafric Hotel
Kenya	Total of 3, including 1 of 2nd Batch participant	July 12, 2017	JICA Kenya Office, 2nd Batch Ex-Participants, Japanese companies in Kenya	JICA Kenya Office
Kenya	Total of 3, including 1 of 2nd Batch participant	Sept. 27, 2017	Embassy of Japan, JICA Kenya Office, 2nd Batch Ex-Participants, Japanese companies in Kenya, etc.	JICA Kenya Office
Kenya	Total of 2, including 1 of 2nd Batch participant	Oct. 11, 2017	JICA Kenya Office, Japanese Companies in Kenya, 2nd Batch Ex-participants	JICA Kenya Office

Country	No. of the Ex-Participants	Date of the Meeting (or scheduled date)	Main Participating Organizations, Participants	Meeting Venue
Kenya	Total of 10, including 2 of 2nd Batch participants	Jan. 29, 2018	Also held as an opportunity for meeting and exchanging views with the ABE Initiative Kenya/Tanzania survey mission: Government of Kenya, JICA Kenya Office, JICA survey team (13 members from 9 ABE-registered SMEs, 2 members from JICA's Domestic Partnership Department, 1 member from JICE)	JICA Kenya Office
Kenya	Total of 3, including 1 of 2nd Batch participant	Feb. 14, 2018	JICA Kenya Office, several Japanese companies, etc.	JICA Kenya Office
Tanzania	19 (18 of ABE Ex-participants and 1 of KIZUNA Ex-participant)	Apr. 6, 2017	The officials from the Government of Tanzania, Embassy of Japan, JICA Tanzania Office, Economic Federations of Tanzania, 1st Batch Ex-Participants, MEXT scholarship students, etc.	Golden Tulip Hotel City Center, Dar es Salaam
Tanzania	Total of 30 (16 of 1st Batch, 13 of 2nd Batch, 1 of 3rd Batch participants)	Feb. 2, 2018	Government of Tanzania, Embassy of Japan, JICA Tanzania Office, Tanzanian business organizations, several Japanese companies in Tanzania, Japanese MEXT Ex-Fellows, etc.	Protea Courtyard, Hotel Dar es Salaam
Mozambique	5	Aug. 25, 2016	Embassy of Japan, JICA Mozambique Office, 2nd Batch Ex-Participants, all 3rd Batch final candidates, Japanese companies in Mozambique	Hotel Cardoso
Mozambique	9	Apr. 20, 2017	Embassy of Japan, JICA Mozambique Office, 1st Batch Ex-Participants, Japanese companies in Mozambique	Hotel Cardoso
Mozambique	Total of 10, including 9 2nd Batch participants	Oct. 27, 2017	The Government of Mozambique, Embassy of Japan, JICA Mozambique Office, 1st Batch Ex-Participants (finished own De-briefing Session), Japanese companies in Mozambique	Hotel Cardoso
South Africa	6	May 23, 2017	Embassy of Japan, JICA South Africa Office, 1st and 2nd Batch Ex-Participant, 4th Batch final candidates, 5th Batch potential candidates, Japanese companies in South Africa	University of Pretoria

Country	No. of the Ex-Participants	Date of the Meeting (or scheduled date)	Main Participating Organizations, Participants	Meeting Venue
Kenya, Tanzania, Rwanda, Uganda, Burundi, Seychelles	Total of 68 [45 from Kenya (including 18 of 2nd Batch), 9 from Tanzania (including 4 of 2nd Batch), 7 from Rwanda (including 1 of 2nd Batch), 3 of 2nd Batch from Uganda, 2 of 2nd Batch from Burundi, 1 of 2 nd Batch from Seychelles, and 1 of 2nd Batch from South Africa residing in Kenya]	May 23, 2018	as the East Africa Networking Fair: Government of Kenya, Embassy of Japan, JICA Kenya Office, JETRO Nairobi Office, JEPAK, local Kenyan companies, Japanese companies operating in Kenya	Crowne Plaza Hotel Nairobi

In Kenya, ten post-return De-briefing Sessions, including small-scale meetings held at the JICA Kenya Office, were held between February 2017 and February 2018. Among them, the meeting held in May 2017 was called the ABE Initiative Networking Fair in Kenya, and the Session held in January 2018 was also arranged for the meeting/exchanging views with the ABE Initiative Kenya/Tanzania Mission by JICA.

At the De-briefing Session in Ethiopia in November 2016, a panel discussion–type format was tried. There were two sessions, under the facilitation of a UNIDO advisor and an advisor from the Ethiopia JICA Alumni Association. The theme of the first session was “Promoting the Ethiopia-Japan Relationship,” and that of the second was “The potentials/challenges for Japanese companies in investing in Ethiopia.” For the ABE Ex-Participants, the themes were a challenge because they were broad-ranging, but the facilitators were skilled and the discussion was lively.

In Mozambique, the policy of the JICA Mozambique Office dictates that all ABE Ex-Participants who complete the ABE program of two years or more in Japan are required to report, and the special feature of the De-briefing Sessions was arranging the opportunity for all the participants to make presentations.

Ex-Participants from all six countries located in the East African region participated in the East Africa Networking Fair held in Kenya on May 23, 2018. This was the first cross-border post-return Fair held after the launching of the ABE Initiative. Many of the Japanese companies with bases in the East African countries view the East Africa Community as an integrated economic zone. Under this situation, the Fair was regarded as an opportunity for the Ex-Participants in the East African countries to strengthen their cross-border networks and to inform Japanese companies how they could utilize the ABE Ex-Participants as information sources.

The Fair had three sessions. The first session was a workshop conducted by KAKEHASHI Africa aiming at helping ABE Ex-Participants build networks going beyond the country framework. The

second session, to which outside organizations such as governments of the recipient countries and Japanese companies were invited, was a panel discussion for considering the possibilities of utilizing the participants' training outcomes, centering on the theme of examples of Ex-Participants' good practices after the return to the home country. The third session was a buffet-style exchange program for strengthening the networks between ABE Ex-Participants and Japanese companies.

In particular, the panel discussion in the second session was to have lively discussion under the facilitation of a professor of Hosei University who has very positively cooperated with the ABE program. The aim was to make the discussion an opportunity for Japanese companies to consider how to utilize the resources that ABE Ex-Participants could provide as "Navigators" for Japanese companies in Africa, and for each ABE Ex-Participant to consider what kind of opportunities are possible for them by listening to cases of other Ex-Participants. Totally 164 people, including 68 ABE Ex-Participants, attended the Fair.

2.8.2 Follow-up / Monitoring of the Ex-Participants

From the end of September 2017, JICE started follow-up/monitoring of the Ex-Participants through "Ex-Participants Portal Site" (hereinafter, "EPS"). As of May 2018, JICE introduced EPS to 147 of 1st batch Ex-Participants, and urged them to input the necessary information items into EPS and answer the question items. Responses have been received from 47 of Ex-Participants in total (around 32% of the total target number). A summary of the responses is given below in (1) to (8). Among the "Comments," the comments given in quotation marks are the actual comments from the respondents; where there are no quoted comments, a summary is given based on several responses.

(1) Current status

Table 18 from the next page summarizes the reinstatement and employment status of Ex-Participants and their contact with Japanese companies. The percentages shown in the table are the proportion out of the 47 respondents.

Table 18: Current Status of Ex-Participants

Main item	Sub-item	No. of respondents	Percentage
Reinstatement at place of employment	Support to Japanese companies advancing into African market	4	9%
	Comment: "I am providing information to K company, the Japanese company where I interned, on investment opportunities, contacts with government officials, and information related to K company's products (energy-saving products) that there is high demand for.		
	Duties at Japanese-affiliated company	1	2%
	Comment: None		
	Joint development with Japanese companies	1	2%
	Comment: None		
	Current business with Japanese companies	2	4%
	Comment: 1. "I am providing contacts with Tanzanian state-owned enterprises and information on products in high demand in Tanzania to the Japanese K company." 2. "I am helping the company F Company with the purchase of accessories for bags in Tanzania."		
	No contact with Japan	9	19%
	Comment: "I am engaged in exporting leather goods to the United States and European countries." As one trend, cases are sometimes seen of Japanese companies having particularly weak connections with the affairs of departments at government organizations.		
Others	5	11%	
Comments: 1. "I am currently an intern at L company, a Japanese company." 2. "My organization is a counterpart for a JICA project, so I work together with Japanese experts." 3. "I am introducing Kenyan universities to my academic supervisor and urging them to make contact with him." 4. "I am currently in discussions with friends (unclear whether they are ABE Ex-Participants) in other countries (Tanzania, Madagascar, Morocco) on developing information sites focusing on Japan."			

Main item	Sub-item	No. of respondents	Percentage
Starting a business after return to home country	Support to Japanese companies advancing into African market	5	11%
	Comment: “In order to help Japanese companies moving into South Africa, I established a company for providing consulting and brokering services. I am already working as a broker for a Japanese company.” “After returning, I set up a consulting company to offer start-up support services for Japanese companies in South Africa. I am also working as a local agent for Japanese companies.”		
	Joint development with Japanese companies	2	4%
	Comment: “I started up a company in South Africa before going to Japan, and I would like to work on projects with Japanese companies.”		
	Current business with Japanese companies	3	6%
	Comment: Same as above		
	No contact with Japan	1	2%
	Comment: None		
	Others	2	4%
	Comment: “I started an online information service targeting producers, merchants, and manufacturers.” “I am aiming to reform the banking industry in Africa.”		

Main item	Sub-item	No. of respondents	Percentage
Employment at other company	Japanese company in Japan	1	2%
	Comment: “I am working in the road pipeline headquarters at A company, a Japanese company.”		
	Japanese subsidiary in home country	2	4%
	Comment: “I am working as an assistant in the water resources and health department of a subsidiary of a Japanese consulting company.” “I am a project officer for a subsidiary of a Japanese consulting company, and am doing research on investment in Ethiopia and conducting feasibility studies for investment by Japanese companies.”		
	Japanese-affiliated companies	3	6%
	Comment: “I am working as an engineer for a Japanese company’s local corporation in Africa.” “I am working as an engineer promoting projects for a Japanese construction company.”		
Employment at other company	Working for a local company/organization supporting Japanese companies’ advances into African markets.	1	2%
	Comment: None		
	Working for a local company/organization carrying out joint development with a Japanese company	1	2%
	Comment: None		
	Working for a local company/organization having business dealings with a Japanese company	1	2%
	Comment: None		
	No contact with Japan	0	0%
	Comment: None		
	Others	4	9%
Comment: “I am working as an assistant at a JICA project.”			

Main item	Sub-item	No. of respondents	Percentage
Looking for employment	Hope for employment at a Japanese company or a company having ties with Japan	6	13%
	Comment: “I believe I can do joint research, management, or consulting for electronics companies like Toshiba, Sony, or Panasonic, and for companies dealing with solar panel products, pharmaceuticals, cosmetics, vaccines, etc.” “I hope to work at the JETRO office.”		
	Hope for employment at a local company with relations with Japanese companies.	2	4%
	Comment: None		
	Others	5	11%
Comment: “I started a small business, but I am looking for investors and seeking employment.” “Now I am in charge of project development, and I am working on growing start-up companies.”			
Continuing academic studies	At a Japanese university	4	9%
	Comment: None		
Others	Others	2	4%
	Comment: “I am writing a research paper with a Japanese professor.” “I am applying for admission into a doctoral course.”		

Although it cannot be said unconditionally since the number of responses was limited, a trend that can be identified based on a reading of the information above is that in the case of 1st batch participants who were reinstated at their original workplaces, of the 21 participants who replied, more than half, 12 participants, have relations of some kind with Japanese companies, such as by assisting them in their entries into African markets. At the same time, in the case of Ex-Participants who are reinstated at government organizations, if the work of their departments has little to do with Japan, they tend to be unable to have ties with Japanese companies.

In regards to Ex-Participants who start up their own companies, many of them are engaged in supporting the entry of Japanese companies into Africa.

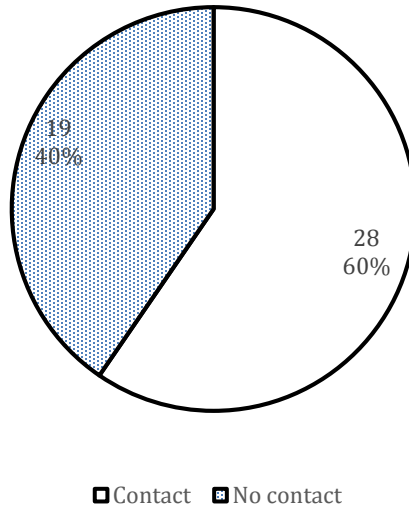
In the case of Ex-Participants who are employed at organizations or companies that are not their original workplaces, 7 of the 13 participants who responded are working for Japanese companies or their subsidiaries at their headquarters in Japan or at branch offices in Africa.

It also appears that of the Ex-Participants who are seeking employment, a relatively large number of them are hoping to get employment at a Japanese company or a company that has connections with Japan.

(2) Contact with Japanese companies after return to home country

The graph below shows the percentage of Ex-Participants having contact with Japanese companies.

Post-return Contact with Japanese Companies



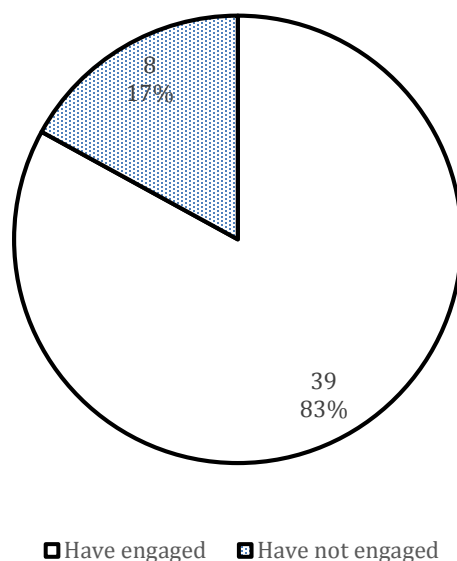
Although the total sample number of 47 is small, the responses show that 60% of the total number of respondents continue to have various links with Japanese companies after the return to the home country. In many of the actual cases, Ex-Participants are involved in activities providing information to Japanese companies on the business situation in their home countries, such as by assisting in the collection of data related to projects of Japanese companies, etc. Other responses showed Ex-Participants had developed contacts with Japanese companies at De-briefing Sessions held at the JICA Overseas Office, or were assisting certain Japanese individuals in launching businesses in Africa.

Comments from respondent having no contact were found that Ex-Participants have not had contact because the participant just returned to the home country and is putting priority at first on adjusting to his current workplace, no opportunities to have contact with Japanese companies.

(3) Engaging in activities related to Japan/Japanese

The graph in the next page shows whether Ex-Participants have been engaged in activities related to Japan or Japanese people.

Engagement in Activities related to Japan/Japanese



A high 83% of the respondents said that they have some relation or are engaged in some activity with Japan or Japanese people, regardless of whether it is a Japanese company. Examples of such relations or activities are:

“A Japanese professor holds workshops through his own organization.”

“There is a Japanese consultant who works with me at my ministry.”

“I volunteer to help at events sponsored by the Embassy of Japan.”

“I sometimes remember Japanese words through my communication with Japanese friends on SNS.”

“I participate in Japan-related festivals held locally.”

“I am planning to open a judo academy in Mozambique.”

“Earlier this year a Japanese friend visited my hospital.”

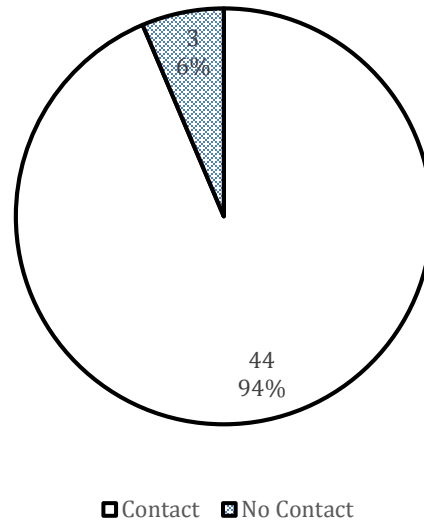
“Since I like Japanese calligraphy, I am studying it by myself.”

There were many other comments mentioning contact with Japanese cuisine and culture. These results show that many Ex-Participants continue in some form their links with Japan after the return to the home country or would like to.

(4) Contact with other ABE Program participants

The graph in the next page shows the percentage of Ex-Participants having contact with other ABE Initiative Program participants.

Contact with Other ABE Participants



Regarding contact with other ABE participants, almost all, 94%, of the respondents say that they maintain contact of some kind with other Ex-Participants through SNS like Facebook or WhatsApp or through frequent direct meetings. Concerning business-related exchanges of views and the possibility of collaborating with Japanese companies, some responded that the Ex-Participants often talk about what they can do to solve social problems like unemployment in their countries. One Ex-Participant said he utilizes “KAKEHASHI AFRICA” as a social platform.

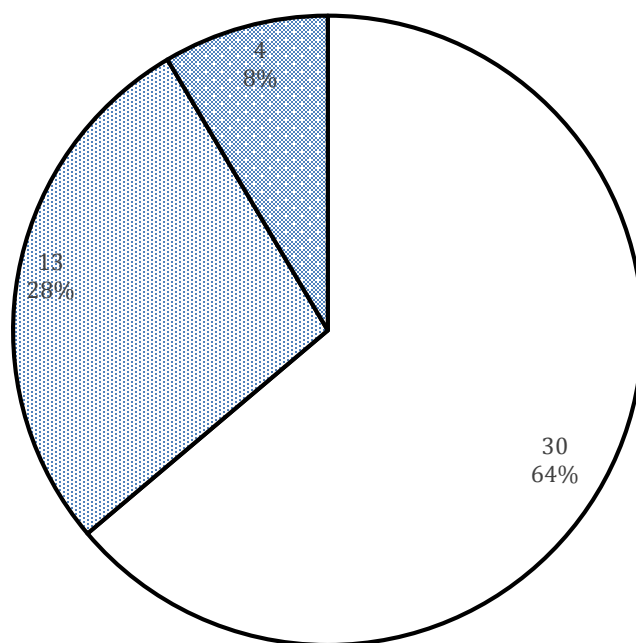
Thus, since there is this measure for maintaining the networks among the participants after the return to the home country, one issue for the Program is how Kakehashi Africa can be maintained and further utilized.

A respondent who said he had no contact with other ABE participants commented that he had not prepared the communication tools for maintaining regular contact.

(5) Participation in other alumni associations

The graph in the next page shows the percentage of Ex-Participants participating in other alumni groups.

Participation in Other Alumni Associations



■ Participate ■ Do not participate ■ No alumni associations

Regarding participation in JICA alumni associations, 64% responded that they participate. Comments from respondents participating: Ex-Participants have contact through Facebook, and some attend alumni association events sponsored by the respective JICA Overseas Office or local alumni groups.

Summary of comments from respondents not participating: Participants are too busy, or it is difficult to attend alumni association events or keep contact with alumni members because the participant does not live in the home country but in another country. Although some respondents said that “there is no alumni association itself” in the participant’s country, since among them are respondents living in countries that do have associations, it will be necessary from now to inform participants of the alumni associations and to encourage them to participate in the associations’ activities.

(6) Future career plans (open answer)

Regarding their future career plans, respondents commented:

“I will continue my academic studies.”

“Since Japanese companies are expanding their activities in my area, I will provide information to and collaborate with them.”

“I want to establish a consulting company with another ABE participant to conduct market research surveys and project planning activities.”

“I will get a position as a manager at a government organization.”

“I want to make the company I started an advanced industrial company that eventually collaborates with Japanese companies.”

”I want to provide information to Japanese companies as a coordinator for all of East Africa,” etc.

Another respondent commented that he would become an investigator/surveyor for some kinds of survey organizations.

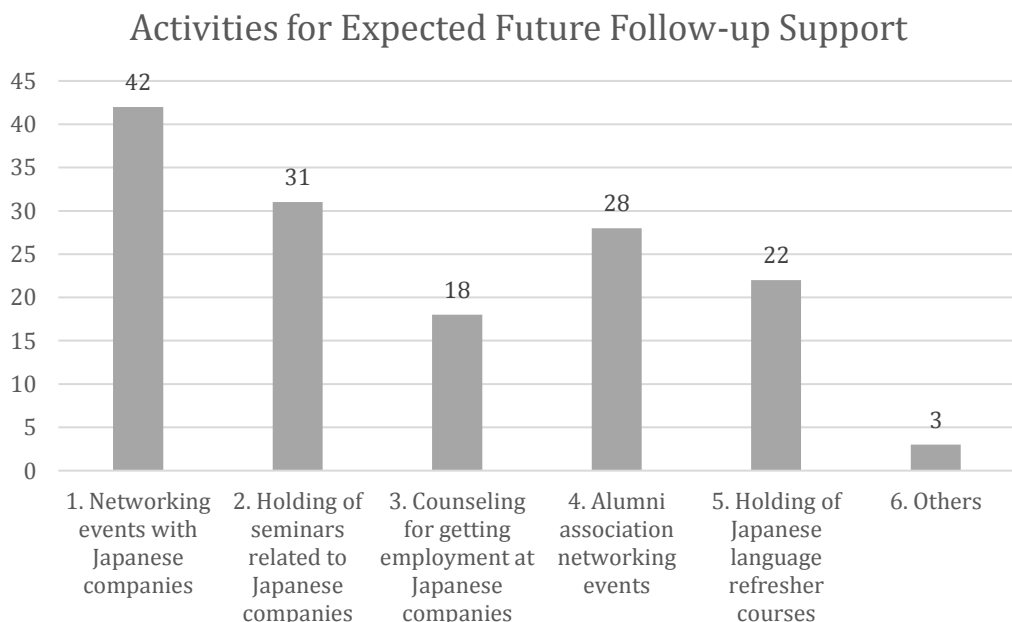
(7) Application of knowledge gained in Japan (open answer)

Regarding the application of knowledge gained in Japan, respondents commented:
 “I teach colleagues at my workplace about the thinking of Japanese people, which is having an impact on them.”
 “I want to utilize the networks I made in Japan for marketing my own products.”
 “I have been making practical use of the concepts of teamwork and punctuality, the practice of constant improvement, and so on.”
 “I have been educating my colleagues and subordinates through discussion.”
 “I have been paying attention to concern for safety and for time management.”
 “Importance of intensive research.”
 “The knowledge I gained related to transmissible diseases and non-communicable diseases has been useful for treating patients locally.”
 ”I am making use of the concept of ‘KODAWARI’ (persistence), which I learned at the Japanese company where I served an internship, to eliminate or reduce bottleneck problems in my work.”

However, the following comment was found:
 “I would like to introduce Japanese production and business practices, but it is necessary to make so many changes and reforms that in many cases the process itself cannot get started.”

(8) Activities for future follow-up support

In regards to future follow-up support they hope to receive, respondents could select from several choices.
 The Graph below shows what the ABE Ex-participants are expecting.



[Number: number of respondents]

For this question, 42 out of the 47 respondents selected the holding of networking events with Japanese companies, and 31 replied that they would like seminars related to Japanese companies, indicating that after the return to the home country, the participants are eager for events and follow-up

that have points of contact with Japanese companies. One respondent commented: “Many ABE Ex-Participants, including me, would like to work or be engaged in activities for Japanese companies or Japan-related organizations, but since the system for receiving Japanese companies in African countries is still immature, those kinds of opportunities are limited.” For item 6, “Others,” several respondents said that desired more action from Japanese companies, such as providing job offers or recruiting in African countries.

2.8.3 Good practices for Navigators after return to home country

The following is a list of good practices for maintaining ties with Japanese companies and fulfilling the role as a Navigator after the return to the home country based on the responses from the Ex-Participants through the EPS referred to in 2.1.2 above, and the presentations and views given by the Ex-Participants at the De-briefing Sessions and individual monitoring sessions. Among them are examples of Ex-Participants utilizing the opportunities of the summer and the Post-Graduation internships at Japanese companies to act later as bridges to those companies

Good Practices example 1: Support for Japanese companies’ advances into African markets

Country	Kenya
Batch	Master’ degree course of 1st Batch
Human Resource Category	Private Sector
Accepting University	Miyazaki University, Graduate School of Engineering
Good Practice Activities	Participant is the CEO of a local consulting company focusing on engineering and ICT. He served an internship in Japan with an education information service provider. Making use of his business knowledge in Kenya, the participant, who had originally been an entrepreneur, proposed introducing the company’s e-learning tools for the Kenyan market. In agreement with the company’s concept of using IT to solve bottlenecks in the education field, the participant is now supporting the company’s launch of operations in Kenya as a consultant. In cooperation with Jomo Kenyatta University of Agriculture and Technology, the participant is trying to bring innovation widely to educational institutions in Kenya.

Good Practices example 2: Support for Japanese companies’ advances into African markets

Country	Rwanda
Batch	Master’ degree course of 1st Batch
Human Resource Category	Private Sector
Accepting University	Kobe Institute of Computing, Graduate School of Information Technology
Good Practice Activities	The participant served both the summer and the Post-Graduation internships at an Electric manufacturer. The company learned about the serious human and material damage caused by lightening in Rwanda from the participant, and decided to start operations in Africa. The participant later assisted the company in its local surveys. This has created the opportunity for the company at present to provide support for easing a significant problem in Rwanda by not only selling products for protecting against lightening damage but also transferring appropriate installation and maintenance technology for lightning arresters.

Good practices example 3: Employment at Japanese company (in Japan)

Country	Mozambique
Batch	Master' degree course of 1st Batch
Human Resource Category	Educational Sector
Accepting University	Ehime University, Graduate School of Agriculture
Good Practice Activities	Participant was hired by the construction company, where he served the Post-Graduation internship. He is playing a bridge role for transferring the company's technology to Mozambique, such as by explaining the company's services to the Ambassador of Mozambique to Japan and the dean of the agriculture faculty of Lurio University, which was concluding an academic exchange agreement with Ehime University, which the participant attended, when they visited the company.

Good Practices example 4: Employment at Japanese company (in Africa)

Country	Ethiopia
Batch	Master' degree course of 1st Batch
Human Resource Category	Governmental Sector (Ministry of Trade)
Accepting University	Waseda University, Graduate School of Economics
Good Practice Activities	Hired by a Japanese overseas development consulting company, the participant is working as a project officer for a JICA assistance project, EIPP (Ethiopia Industrial Promotion Project). Through this work, the participant is engaged in supporting the promotion of investment in Ethiopia by Japanese companies, reviewing the investment situation in Ethiopia, and supporting Japanese companies' acquisition of investment licenses.

For other examples, see Appendix 8 for a list particularly centering on examples of participants finding employment at Japanese companies after graduation and getting involved in networking.

Appendix 8: List of Good Practices as “Navigators” (ABE 1st Batch Ex-Participants)

2.9 Outcomes and Issues - Post-return monitoring of the Ex-Participants

2.9.1 Outcomes

(1) Relations with Japanese companies

The responses from the Ex-Participants shown in the section of 2.8.2 above indicate that they are providing information to Japanese companies on their own initiative and maintaining relations with them. Moreover, in the opposite direction, Japanese companies (particularly, local subsidiaries of Japanese companies and Japanese companies supported by JICA's project for supporting Japanese SMEs overseas that have entered, or are considering entering, markets in Africa) have also been maintaining contact to some degree with the Ex-Participants, and it appears that the networks cultivated through the ABE Initiative are being utilized.

(2) Networks with ABE Initiative participants in other countries

Nearly all the respondents (94%) replied that are maintaining networks of some kind with participants in other countries. It is believed that ties between participants in neighboring countries have been

cultivated to some extent through the ABE Initiative. Moreover, some of the respondents said they expect the KAKEHASHI AFRICA group, which has been established mainly by 2nd batch participants in Japan, will become the nucleus for building networks of ABE alumni groups in the future.

(3) Utilization of knowledge gained in Japan

Based on their practical experience gained through the internships in Japan, participants have recognized that concepts and practices such as punctuality, consciousness of constant improvement, teamwork, and so on are important for working at a Japanese company, and some cases have been seen of Ex-Participants trying to implement those ideas and practices in their own countries. Some Ex-Participants are also utilizing the knowledge gained from their academic studies in Japan at their own workplaces (medical staff, engineers, etc.).

2.9.2 Issues

(1) Presentations/proposals from Japanese companies in ABE target countries

In reply to a question about follow-up from Japan they are expecting, one Ex-Participant said he hoped for “job offers from Japanese companies in Africa.” Moreover, some Ex-Participants said that only exchanging information and dialogue were insufficient for the actual creation of businesses, and that plans for realistically starting businesses in Africa and a commitment to trial and error were necessary. Although it would be difficult to start up companies and businesses immediately, as the comments suggested, Ex-Participants are looking forward to the next step based on the formation of networks.

(2) Encouraging utilization of EPS

This time only 32% of the total number of Ex-Participants utilized the EPS for their responses. The major factors for this appear to be the time required for the full development of the EPS, and the inability to utilize the EPS for the post-return monitoring by the time of the return to the home country of all the 1st batch participants. In order to raise the EPS response rate, JICE will send reminders to non-respondents, particularly in the major target countries, and assist in the inputting of responses from the participants. In order to encourage the greater utilization of the EPS, JICE will: 1) inform the Ex-Participants about the site at the post-return De-briefing Sessions and other opportunities and ask that they input the necessary information; 2) place beneficial information for ABE Ex-Participants in the EPS; 3) notify and recommend relevant Japanese companies that the EPS site has been available and encourage them to utilize the EPS offered. JICA/JICE will also consider the methods for utilizing the comments column.

(3) Information about JICA alumni associations and utilization of KAKEHASHI Africa

Two participants from Mozambique and one from Tanzania were among those who responded that there were no JICA alumni associations in their countries, but in fact, since there are JICA alumni associations in those countries, it is possible that some ABE Ex-Participants do not have adequate information about the alumni associations. Since through interviews at JICA overseas offices (Kenya, Tanzania, Nigeria), it is apparent that Ex-Participants want to strengthen networking among other Ex-Participants and returned trainees from other programs, when promoting networking among the ABE and non-ABE participants, JICE will fully inform ABE participants about the JICA alumni associations before the return to the home country.

At the same time, as an organization that can promote contact between ABE Ex-Participants and Japanese companies and serve as a platform for helping Japanese companies conduct business activities in Africa, KAKEHASHI Africa is expected to assume a leading role as an integrated framework in the future for such activities, and JICE is considering encouraging the 1st batch Ex-Participants, almost all of whom are not members, to join KAKEHASHI Africa.

Kakehashi Africa | Home | About Us | Our Activities | Contact Us | Search site

Home | Membership | Downloads | Press | Email Access

What are we all about?

Kakehashi Africa was founded by a group of beneficiaries of the ABE Initiative program.

With experts from all over Africa in diverse fields, our organization brings together young professionals, entrepreneurs, and future leaders of Africa. Be part of the team!

We understand that Africa has potential and want to offer sustainable economic development moving forward.

Management Team | Upcoming Activities | Workshops and Seminars

Welcome to Kakehashi Africa

We bring together young leaders, entrepreneurs, experts and business partners to forge a sustainable business relationship. Our network has members spanning across the continent. We serve as a link promoting Africa development through partnerships and collaborations with Japanese enterprises and organizations.

March 2018 Networking Fair

Discontinued

March 23 Business Fair

Be part of this event. Don't be left out.

JICA Egypt Interview

Interviews and Press, Insights

(Reference) KAKEHASHI Africa website: <http://kakehashiafrica.com/>

3. Situation of the Participants

The liaison contact for participants, JICE is able to ascertain the current situation of the participants through regular contact and monitoring. When a matter recognized as being of concern arose, JICE prepared a “Participant Support Report” to be submitted to the appropriate JICA Human Development Department and supervising JICA Domestic Office, and shared further information and consulted with JICA about a response. The following is a summary of the situation of the 1st batch participants as determined from the monitoring (5th monitoring) carried out in December 2016 and other contact during the 2nd term contract period and the main examples of responses by JICE.

3.1 Situation and issues in daily life

The monitoring conducted in December 2016, more than two years after their arrival in Japan, revealed that the 1st batch participants had become accustomed to life in Japan and were leading productive and fulfilling daily lives. Four of the participants were forced to make regular hospital visits and some to undergo minor surgery, and one participant complained of a constant lack of appetite, but as a result of the support from JICE for the participants’ continuous treatment and therapy while keeping in contact with the participants’ academic supervisors and officers from the overseeing JICA Domestic Offices, all participants graduated in March 2017.

Not only content to just adapting to life in Japan, some of the participants made active efforts to develop relations with high schools and elementary schools in their communities by introducing the culture of their own countries and other volunteer activities, thus making a positive impact on their communities. In addition, many participants planned social get-togethers with Japanese students at their universities, supported the organization and running of meetings of the Kenyans Association in Japan, for which they received a letter of appreciation from the Ambassador of Kenya in Japan, and engaged in a wide range of other activities both inside and outside their universities.

3.2 Situation and issues in academic work

The monitoring also allowed JICE to confirm the results of the participants’ academic studies. As Table 17 of the page after next indicates, over 30% of the participants monitored earned some sort of achievement regarding the results of their studies. As they entered the last stage of their research in Japan, each participant’s research achieved deeper outcomes. The tangible results of their research included having research-papers published in authoritative journals and receiving high praise for their presentations and research at international academic conferences. At the same time, a number of participants played key roles in their universities by supporting and guiding not only other ABE participants but also Japanese students in their research rooms.

Not one case was confirmed through the monitoring of any academic problems arising. Sixty-eight 1st batch participants graduated in March 2017 as scheduled, without a participant failing to complete his/her studies.

3.3 Three-level evaluation of the participants

From the regular monitoring in 2015, the JICE staff in charge of the monitoring made a three-level evaluation of the participants from the viewpoint of determining the level of recommendable human resource of the participant to companies or outside organizations. The three levels are: A (recommendable), B (average), and C (not recommendable).

In the fifth monitoring (64 participants) for 1st batch participants conducted in December 2016, 28 participants received an A evaluation, 36 received a B evaluation, and none received a C evaluation; thus 44% of the participants received an A evaluation. The proportion of participants receiving an A evaluation was high, but what should be particularly noted is that not one participant received a C evaluation. This shows the high level overall of the 1st batch participants.

Three-level evaluation of participants

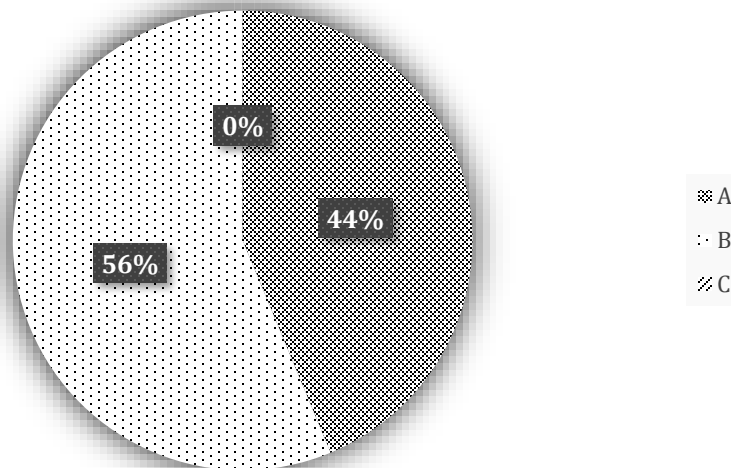


Table 19 of the next page shows the criteria which the monitoring staff used in their evaluations. The table does not show the three-level evaluation; it shows the number of participants judged to be excellent in the particular area, with some participants considered excellent in multiple areas. In the most recent monitoring, 20 participants were judged excellent in the category of “Research results,” the highest number among all categories, confirming that, as described above, many participants made good progress in their research. The next highest category was “Understanding and having interest in Japanese culture,” indicating that participants were deepening their ties to Japan, beginning with learning Japanese. Numerous participants were also judged to have “Strong communication ability” and “Leadership” skills.

Table 19: Excellent Points of Participants (fifth monitoring of 1st batch participants)

Participants' excellent points	Number (participants can be listed in multiple categories)	Percentage of total
Research results (publication of papers, participation/presentations at academic meeting)	20	31%
High expertise	4	6%
Strong basic academic ability	1	2%
Published in newspapers, other media	4	6%
Strong communication ability	5	8%
Leadership	4	6%
Understanding, interest in Japanese culture	6	9%
Acquisition of social skills, e.g., Japanese manners and norms	2	3%
Gathering of information on companies, active contact with companies	3	5%
Start-up of business based on a business plan	2	3%
Others	9	14%

3.4 Early return to home country, other responses to participants

By the end of October 2017, all 1st batch participants had returned to their home countries. Of the 156 participants who first came to Japan, three made early returns to their home countries; each of these cases occurred during Term-1 Contract period, and none occurred during Term-2 Period.

The appropriate JICA and JICE staff in charge responded to problems in the participants' daily lives, which differed in their degree of seriousness and level of consultation required, based on consultations with the participants and universities. Table 20 from the next page shows the main cases of ordinary and emergency responses for the 2nd term contract period.

Table 20: Main Cases of Responses to Problems Experienced by Participants

Month/year	Country	University	Supervising JICA Domestic Office	Response
July 2016– Jan. 2017	Kenya	Nagoya Univ.	JICA Chubu	A participant had follow-up medical examinations after a shadow was detected on the participant’s lung, but an examination in July 2016 revealed that the shadow had gotten larger, and the diagnosis called for outpatient treatment. The JICE staff in charge accompanied and supported the participant over a long period for these outpatient treatments and provided psychological support to the participant. The participant continued his academic studies while receiving treatment, and successfully completed his studies in March 2017.
Nov. 2016	Ethiopia	Ashikaga Institute of Technology	JICA Tsukuba	A participant was hospitalized after an illness was detected and underwent surgery. The JICE staff in charge assisted the participant with the treatment procedures, keeping in contact with the university administrative staff, academic supervisor, and the JICA Tsukuba officer in charge. The participant made a good recovery, and no other problems were detected in subsequent regular medical examinations.
Jan.–Apr. 2017	Mozambique	Keio University	JICA Yokohama	A participant had an emergency hospitalization after collapsing in the campus. JICE staff helped the participant prepare items necessary during the treatment, coordinated contact with hospital officials and staff and the JICA Yokohama officer in charge, arranged the timing for the oral examinations by the university while the participant was hospitalized, and coordinated the return to the home country.

Month/year	Country	University	Supervising JICA Domestic Office	Response
May 2017	Mozambique	Kyoto University	JICA Kansai	A participant took part in a Post-Graduation Internship after graduation in March 2017, but in May the participant suffered a sudden heart disease and was rushed to a hospital. The JICE staff in charge supported the participant during the hospitalization and informed the internship company of the participant's condition. After that, he participant continued the internship while taking medication, and the participant completed the six-month internship as scheduled in September 2017.
Aug. 2017	Ethiopia	Tokyo University of Agriculture	JICA Tokyo	A participant changed his apartment without notification while participating in a Post-Graduation Internship after graduating in March 2017. Citing his poor physical condition as a result of having too much stress, the participant requested to end the internship before scheduled. In order to resolve the problems due to this event, the JICE staff in charge confirmed the situation, and explained the situation to the internship company and the JICA Tokyo officer in charge. JICE also contacted and made arrangements with the real estate company to settle the participant's unpaid rent amount and key replacement cost which were to be borne by him.

3.5 Good Practices of Participants in Japan Acting as “Navigators”

Table 21 below describes examples of 1st batch participants fulfilling their roles as “Navigators” during their stay in Japan.

Table 21: Achievements of 1st Batch Participants as Navigators in Japan

Country	University	Achievement
Ethiopia	Kagawa Univ.	Participant provided information to a Japanese company (petrochemical industry) about the situation of crop cultivation, the business situation, and so on in Ethiopia. The participant also introduced acquaintances in Ethiopia to the company, and those introductions became the basis for a survey the company conducted in Ethiopia.
Kenya	Kyushu Univ.	Participant supported the business dealings of a Japanese company (exporting) where the participant was taking part in a summer internship.
	Kagawa Univ.	Participant introduced relevant persons in Kenya to a Japanese company (manufacturing) where the participant was taking part in a summer internship. In addition, on a visit to a Japanese company (used car dealership) in Tokushima, the participant provided the company with information on the used car situation in Kenya.
	Waseda Univ.	At the company (service sector) where the participant was on a Post-Graduation Internship, the participant made presentations to overseas customers and trading partners, was put in charge of contacting those customers, and served as the company’s representative to Kenya and other East African countries. After returning to Kenya, the participant plans to obtain relevant certification and continue to cooperate with the company.
	Ritsumeikan Asia Pacific Univ.	The participant carried out research for a Japanese company (service industry) where the participant was taking part in a summer internship that was planning to enter the Kenyan market. The participant also provided support in Kenya to a Japanese company that was participating in an exhibition at TICAD VI.
	Ritsumeikan Asia Pacific Univ.	Participant arranged a meeting with the JICA Kenya Office for representatives from a Japanese company (wholesale industry) who were on a business trip to Africa. The participant also cooperated for surveys conducted in Kenya by related companies.

Country	University	Achievement
Tanzania	Ashikaga Institute of Technology	Participant compiled a customer list of companies (100) in Tanzania for a Japanese company (manufacturing) where the participant was taking part in a Post-Graduation Internship, and introduced the company to promising exhibitions and other venues.
	Yokohama City Univ.	Participant introduced a Japanese company (manufacturing) where the participant was on a summer internship to potential Tanzanian partner companies and arranged meetings with them. The participant also compiled a customer list of companies (100) in Tanzania for a Japanese company (manufacturing) where the participant was taking part in a Post-Graduation Internship, and introduced the company to promising exhibitions and other venues.
Rwanda	Kobe Institute of Computing, GS of Information Technology	Participant gave briefings to a Japanese company (manufacturing) where the participant was on a summer internship on the wide prevalence of lightning damage in Rwanda, which triggered the company to actually conduct a survey in Rwanda and begin to supply lightning arresters to the country.

4. Lessons for the Operation of the Program and Recommendations for the Future

In continuation of Term-1 Contract, Term-2 Contract period started from November 2016, and up until the participants who entered their graduate schools as research students completed their master's degree in February or March 2017, JICE performed its contracted services for the program, centering on the "Training coordination for the participants in Japan," "Confirmation of training outcomes of individual participants" upon completion of the academic studies, the "Implementation of corporate internships (Post-Graduation Internships)" after graduation (in addition to the internships started during Term-1 Contract period and continuing from November 2016, internships for participants who finished the graduate school studies in February or March 2017), and the "Monitoring of the Ex-Participants after return to home country" after the participants' return to the home country.

This chapter will describe lessons learned and propose recommendations for the management and operation of the Program in regards to services provided during Term-2 Contract period.

4.1 Lessons learned from the management and operation of the Program

4.1.1 Building and finalizing of Program framework and system

Since it was the first batch of the program, the building and finalizing of the Program framework and system came later, meaning that JICE, as an organization supporting the management and operation of the Program, faced some difficulties in the coordination and arrangements for the Program. Based on its position of being in charge of the management and operation of the Program at the implementation site, JICE, in consultation with JICA, took from one and a half to two years from the start of the Program to steadily finalize the framework and system, which had not been clearly decided, of the Program, with the aim of the effective implementation of the Program. Accordingly, after the start of Term-2 Contract period, JICE was able to conduct a relatively stable operation of the Program. Should, however, the framework and system of the Program had been able to finalize promptly after its launching, it would be believed that JICE could avoid somewhat more the confusion for the companies, participants, and other parties involved.

4.1.2 Promoting academic supervisors' understanding of the Post-Graduation Internships

Regarding the Post-Graduation Internships for the 1st batch participants, 51 of the 85 participants who completed their graduate school studies in the summer or autumn of 2016 in Term-1 Contract period, and, in Term-2 Contract period, 23 of the 69 participants who completed their studies in the spring of 2017 received offers from companies and participated in the Post-Graduation Internships, an overall total of 74 of the 144 participants. Yet many cases were seen of participants who had asked their academic supervisors to find companies that would offer them internships, or of academic supervisors themselves who searched for companies that would offer internships to the participants. However, although the Post-Graduation Internships are intended so that only participants who receive an offer from a company can take part in the internships, and that only companies that are doing business in Africa or are seriously considering doing so should offer the internships, a number of academic supervisors were unaware of this policy. One reason for this was that during the stage when the summer internships that is a mandatory program were being arranged, JICE asked the academic supervisors to recommend companies that could accept ABE participants as interns. Efforts must be made to ensure that the academic supervisors understand the difference in the aims of the Summer Internships and the Post-Graduation Internships so that the companies offering the Post-Graduation Internships are in sync with the goal of the Program, which is to support Japanese companies' business activities in Africa.

4.1.3 Uncovering more companies

JICE is placing importance in managing the internships on identifying the needs of Japanese companies in pursuing business opportunities in Africa and uncovering companies that are interested in moving into Africa, while searching for what kind of “Navigators,” who can see African business from the perspective of Japanese companies, will be attractive for Japanese companies. In regards to the “unearthing” of Japanese companies interested in Africa, as a result of utilizing the academic supervisors and networks with the business community, JICE increased the number of registered companies from 349 in November 2016, when Term-2 Contract period began, to 510 in April 2018, indicating that the degree of recognition of the ABE Initiative Program is increasing. The responses to the questionnaires sent to companies make clear that the merits for accepting companies are that they can obtain fresh information on Africa and get access to human and organizational networks by accepting participants for the internships. In particular, stressing to companies that the ABE program provides companies with the opportunities to meet ABE participants, who are trustworthy and talented African human resources and who cannot be accessed through other JICA or JETRO schemes, and that this will widen the business opportunities for companies interested in doing business in Africa is the key for increasing the number of registered companies and companies offering internships.

4.1.4 Collection and dissemination of good practices

As it has the opportunities to ascertain the activities and achievements of the participants through various encounters with the participants such as the monitoring of participants during their stay in Japan, evaluation meetings, corporation internships, and so on, JICE began to make concentrated efforts to collect cases of good practices by the participants and put them into a database (compilation of Good Practices Index). JICE assigned staff to be exclusively engaged in regularly updating the database so that JICE is able to respond to the special feature of this program, which is that outcomes appear in many different areas, such as results in the business domain, academic achievements, contributions to the local communities, contact with the media, and so on, and comprehensively collect good practices. Moreover, in regards to the participants who have already returned to the home country, JICE is reviewing and confirming all previous reports on them to pinpoint relevant activities and outcomes and putting the good practices of all of the 1st batch participants into the database.

In the future, JICE will continue to collect good practices and configure the database so that it is easy to search and read and thus easily utilized by relevant organizations, and will make efforts to categorize and organize the good practices into an easily understandable form, and to disseminate the results generated through the ABE Initiative program.

4.2 Recommendations for the future

4.2.1 Unified recognition of direction ABE program should take

The participants in the ABE program are trained to become skilled business professionals who will contribute to the industrial development of their own countries as well as expected to become “Navigators” for Japanese companies. From that perspective, at the initial recruitment and selection stage, the Program recruits human resources with high enough academic levels to pass graduate school entrance requirements, and during the participants’ stay in Japan, the Program makes numerous opportunities for them to have contact with Japanese companies. However, when they complete their studies and leave the Program, there seems to be a variance of views and understanding among the parties involved regarding what kind of “Navigators” the participants should become, what the “image” and aims of the Navigators should be. While JICE believes that a variety of results should be achieved, should the desired image and aims be shown in a typified way to a certain degree, the parties involved

- the participants, university side, and Japanese companies - will be engaged in the Program with concrete aims and results of the Program in mind.

4.2.2 Examination of companies offering Post-Graduation Internships and ex-post evaluation

In the particular cases of the Post-Graduation Internships for the 1st batch participants, since there was a strong pull to build up a record of achievement for the program and a process for screening the companies was not yet in place, some of the companies included were not believed to have a strong level of interest in doing business in Africa. For the Post-Graduation Internships for the 2nd and the 3rd batch participants beginning from March 2018, JICE began efforts to examine the seriousness of each company's interest in conducting business in Africa, such as the prospects for the company's advance into African markets, project plans, etc., and to screen companies to find out if they are suitable for offering the Post-Graduation Internship. Moreover, since the period of the Internships can last for a maximum of six months, JICE confirms before the internship starts the specific contents of the internship program. From now, JICE will ask the accepting companies to make a report on the implementation of the internship after the internship is completed, and will strengthen its efforts to evaluate the contents and results of the internships to find out what the effects and benefits the Post-Graduation Internship produced for the accepting company and the participants, if the participant can be expected to develop the company's business in Africa in some way, and so on. JICE suggests that through these efforts the parties involved will be able to get a better understanding and awareness of the results of the program.

4.2.3 Follow-up and utilization of Ex-Participants

Since the development of the EPS and the launch of its services did not start until after the 1st batch participants had returned to their home countries, the participants were not informed of the EPS, and the post-return monitoring of the 1st batch participants to confirm each participant's status through the EPS has not been adequate. JICE will continue to make efforts to remind the Ex-Participants through e-mail, etc. to respond to the questions on the EPS. At the same time, it is believed that further efforts will be needed particularly at the JICA Overseas Offices in the minor target countries to maintain contact and networks with ABE Ex-Participants through the holding of the post-return De-briefing Sessions, promoting participation in existing alumni associations, and so on. Although JICE conducts post-return monitoring, since the utilization and follow-up of the Ex-Participants after the return to the home country are not activities covered by the service contract, JICE recommends that the ABE Ex-Participants can be utilized as valuable diplomatic and business human resource assets with the more active involvement of the relevant JICA Overseas Offices.

Since most of the 1st batch participants had already returned to their home countries when KAKEHASHI Africa (hereinafter, "KA") was established by the 2nd batch participants, many are not members. JICE will encourage the 1st batch Ex-Participants to join KA, which aims at promoting business activities in Japan and Africa by participants in Japan and Ex-Participants. Actively involving Ex-Participants in activities through KA is one means for utilizing Ex-Participants.

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- Appendix 1** **Number of Participants accepted under ABE Initiative Program (as of May 31, 2018)**
- Appendix 2** **Work Plan (Term-2 Contract Period)**
- Appendix 3** **Summary Report of the Monitoring for the Participants of the ABE Initiative Program**
- Appendix 4** **Post-graduation Corporation Internship for the 1st Batch Participants (Term-2 Contract)**
- Appendix 5** **After Completion of Master’s Degree (Post-graduation) Internship Implementation Guidelines for the ABE participants**
- Appendix 6** **Results of Questionnaire to Corporate Offering Internship (Post-graduation Internship)**
- Appendix 7** **Result of Questionnaire 2017 on 1st batch Post-Graduation Internship under ABE Initiative Program**
- Appendix 8** **List of Good Practices as “Navigators” (ABE 1st Batch Ex-Participants)**

Appendix 1

添付資料1
Appendix 1

Number of Participants accepted under ABE Initiative Program
as of May 31, 2018

【数字：研修員人数】
[Number : Number of Participants]

Categories of Participants	研修員区分	第1バッチ 1st Batch	第2バッチ 2nd Batch	第3バッチ 3rd Batch	第4バッチ 4th Batch	第5バッチ 5th Batch	合計 Total
Participants Arrived in Japan	来日研修員	156	317	348	279		1,100
Participants Returned before completion	早期帰国研修員	3	10	2	5		20
Participants Returned with Master's degree	帰国研修員	153	256	7	0		416
Participants currently Studying in Japan	滞日中研修員	0	51	339	274	0	664

Appendix 2

**Japan International Cooperation Agency
(JICA)**

**African Business Education
Initiative for Youth (ABE Initiative)
“Master’s Degree and Internship
Program”
(Term-2 Contract Period)**

Work Plan

November 2016

**Japan International Cooperation Center
(JICE)**

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1. Background, Purpose of Program and Overview of Services

1.1 Background, Purpose of Program

Favored by their abundant natural resources, African countries have continued to achieve stable and high economic growth since 2000, and the International Monetary Fund (IMF) forecasts that Africa will maintain an economic growth rate of 5.4 percent until 2016. Aiming for sustainable growth, African countries are advancing policies emphasizing both primary and secondary industries in order to diversify their industries to make their economies less dependent on natural resources. At the same time, the International Labor Organization (ILO) points out that 75 million young Africans, one-third of the total young working-age population (200 million), are unemployed. It is expected that the fostering of industries producing high value-added products and the achievement of high labor productivity will create stable employment and alleviate the serious problem of unemployment among young people.

Japanese companies are becoming increasingly aware that Africa is not just a supply source for natural resources but a market of one billion people, which is expanding with Africa's population growth. At the same time, the activities of Japanese companies operating in Africa are receiving kudos from African nations for creating employment and transferring technology.

In advance of the 5th International Conference on African Development (TICAD V), the Japanese business sector, led by Keidanren, submitted a proposal to the Japanese government from the Public-Private Council for the Promotion of TICAD V. The proposal pointed out that while Japanese companies are aware of Africa as a new growth market, there is also concern about the need for human resources development in the private and public sectors. It also referred to the necessity of deepening awareness among African countries of Japan's excellent technology and Japanese companies, as well as the importance of increasing the number African visitors to Japan. In June 2013, Japan hosted TICAD V, where measures were revealed for supporting through the unified efforts of the public and private sectors strong and sustainable growth in Africa. In his opening address at the conference, Prime Minister Shinzo Abe announced the African Business Education Initiative for the Youth (hereinafter, "ABE Initiative"). The ABE Initiative called for providing opportunities to 1,000 African young people over five years to study at Japanese graduate schools and take part in internships at Japanese companies. The first participants were received as JICA trainees in the fall of 2014.

After recruitment and initial screening and then further selection procedures by Japanese accepting universities in the candidates' home countries, 157 participants arrived in Japan in the 1st batch in the fall of 2014, 317 participants in the 2nd batch in 2015, and 348 participants in the 3rd batch in 2016, for a total of 821 ABE Initiative participants who have come to Japan to study at Japanese graduate schools as JICA trainees, build relations with Japanese companies, and participate in internships. After returning to their home countries, the ex-participants are expected to contribute to industrial development in their countries, as well as play active roles as "navigators" to support Japanese companies as they pursue their business activities in Africa. As of the submission of this Work Plan (November 2016), 74 participants have already returned to their home countries.

Moreover, at TICAD VI, which was held in Nairobi, Kenya, in August 2016, Prime Minister Abe announced that the ABE Initiative would be continued, and it was decided to extend the number of the originally scheduled four batches of participants to five batches.

The Program is being conducted with the following aims.

- Promising young Africans who will help lead industrial development in their countries will be accepted at Japanese universities as overseas students (long-term trainees) for study in master's degree courses conducted in English at Japanese universities, and participate in study tours and internships at Japanese companies.
- The education and internships will aim at fostering human resources with advanced industrial know-how and skills who not only acquire new knowledge and techniques but also have a good understanding of Japanese culture and business practices.
- These long-term trainees will build networks of similar professionals who will contribute to industrial development in Africa, and after returning to their home countries, they will play active roles as “navigators” when Japanese companies pursue their business activities in Africa.

1.2 Overview of Services

(1) Target services in the 2nd-term contract period

As an organization supporting the operation of the Program, in the 2nd-term contract period (November 2016–June 2018), JICE will perform the services (3) through (6) indicated by the black circles in Table 1 below for the 1st batch of participants. A detailed explanation of the contents and implementation method for the services is provided in Section 2.2.

Table 1: Services Provided in the 2nd-Term Contract Period

Service	The 2nd-Term Contract Period (November 2016 to June 2018)
	1st batch (arrival in Japan: Sept. 2014)
① Recruitment, selection of participants	
② Preparation for acceptance of participants in Japan, program for arrival in Japan	
③ Training coordination while participants in Japan	●
④ Implementation of corporate internships (Post-Graduation)	●
⑤ Confirmation of research outcomes of individual participants	●
⑥ Monitoring of participants after return to home country	●

In regards to service ⑥ mentioned above, the monitoring of participants after the return to the home country, monitoring in the home country will be carried out in only the major target countries that dispatched participants in the 1st batch (Ethiopia, Kenya, Tanzania, South Africa, and Mozambique).

(2) Major target countries and number of participants accepted

Tables 2 and 3 below show the names of the major target countries and the number of participants accepted from those countries for the 1st batch of participants.

Table 2: List of Main Target Countries

Batch	Country
1 st batch (5 countries)	Ethiopia, Kenya, Tanzania, South Africa, Mozambique

Table 3: Number of Accepted 1st Batch Participants for Each Major Target Country

Country	Number
Ethiopia	23
Kenya	55
Tanzania	29
South Africa	14
Mozambique	17

2. Implementation of Services

2.1 Basic Policy for Implementation of Services

The following technical and operational policies shall be adopted as the basic policies for the implementation of the Program services.

Technical policy

1. Intending to build closer ties with Africa, the Abe Initiative is clearly defined as a tool for the fostering of African youths who will serve as a bridge for Japanese industries in Africa. While maintaining close contact with accepting universities and companies, JICE aims at maximizing the effect of the Program by providing total coordination services for the entire Program.
2. By making full use of the experience and knowledge it has amassed up to now through the services it has provided for the implementation of programs accepting overseas students and the acceptance of the 1st batch of participants in the current Program, JICE will effectively and efficiently implement the training coordination and internship services for the participants in Japan and the monitoring service after the participants' return to the home country, the main services for the 2nd-term contract, keeping fully in mind the achievement of the Program aims.

Operational policy

1. JICE will assign staff who are familiar with Africa and business to collaborate closely with other organizations to gain their advice and cooperation. JICE will also aim at building good ties with many businesses.
2. Through the holding of regular review meetings and a joint review meeting of the entire Program at the end of the fiscal year in order to ensure a uniform and high level of understanding of the Program and performance of the services at JICE headquarters and its branch offices, JICE will constantly improve and provide the best possible services.
3. With the safety and security of the participants the top priority during their stay in Japan, a 24-hour emergency response capability utilizing five branch offices nationwide and a system for confirming the safety of participants during a major disaster through the sending of group-e-mail warnings and confirmation will be set up. JICE will also ensure the safety of its staff working in Africa through close information exchanges and contact with JICA overseas offices and Japanese embassies.

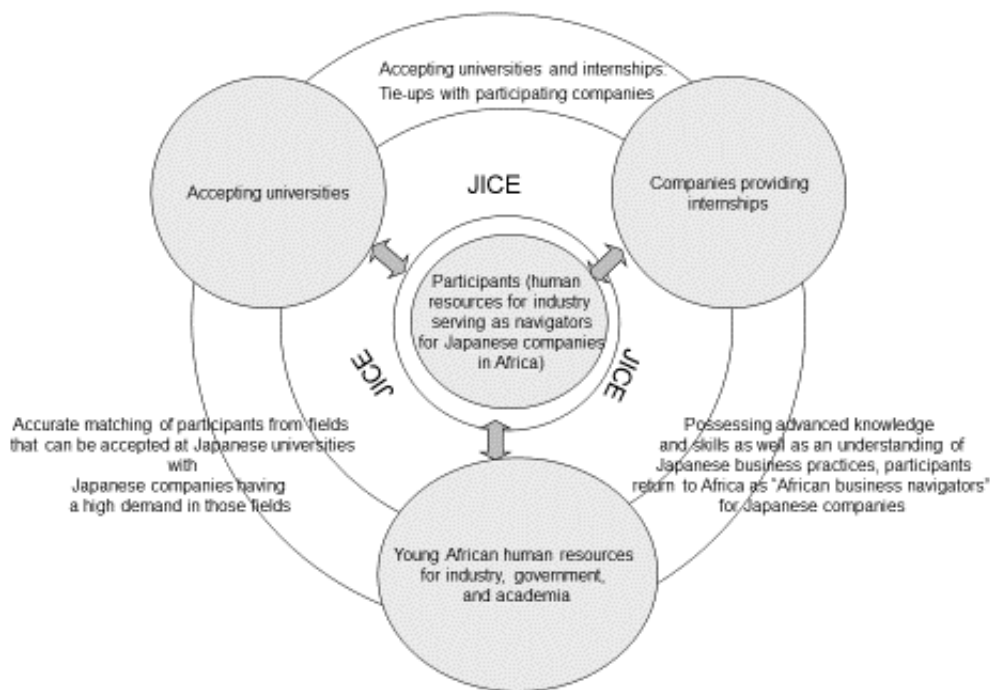
Further explanation of each respective policy is provided below.

Technical policy 1. Intending to build closer ties with Africa, the Abe Initiative is clearly defined as a tool for the fostering of African youths who will serve as a bridge for Japanese industries in Africa. While maintaining close contact with accepting universities and companies, JICE aims at maximizing the effect of the Program by providing total coordination services for the entire Program.

With African countries considered as strong partners that will bring about real growth in Japan in the future, the main aim for targeting Africa for this Program centers on the fostering of human resources for industry who will become navigators for Japanese businesses in Africa by combining study in Japan with corporate internships.

As shown in Figure 1, since this Program will receive the participation of not only universities but also corporations, JICE will implement its services to achieve its stated aims by providing coordination linking the accepting universities, participating companies, and participants while ascertaining the needs of each actor.

Figure 1: Coordination Aiming at the Fostering of Human Resources for Industry Who Will Serve as “Navigators” for Japanese Businesses in Africa



Technical policy 2. By making full use of the experience and knowledge it has amassed up to now through the services it has provided for the implementation of programs accepting overseas students and the acceptance of the 1st batch of participants in the current Program, JICE will effectively and efficiently implement the training coordination and internship services for the participants in Japan and the monitoring service after the participants’ return to the home country, the main services for the 2nd-term contract, keeping fully in mind the achievement of the Program aims.

JICE will implement effective and efficient services, based on the knowhow it has acquired in various overseas student acceptance programs and on the experience gained from providing services for the 1st batch of participants.

JICE will pay close attention to the following points.

- (1) Training coordination: Since the participants will be completing their two and a half years of academic work as research students, JICE will place importance on ascertaining the progress of the participants' academic studies to ensure they complete their course work on schedule.
- (2) Post-graduation internship: Making use of the experience gained from the Post-graduation Internships implemented for the 1st-term contract, JICE will appropriately match the participants taking part in the Post-Graduation Internships with companies wishing to accept ABE Initiative participants as interns.
- (3) Monitoring after return to home country: JICE will hold Wrap-up Meetings in the five major target countries participating in the Program and also ascertain and confirm the situation of the Ex-Participants one year after the return to the home country through e-mail contacts and interviews. In addition, JICE will launch a portal site for accumulating information about the Ex-Participants; this portal site will function as a database for providing information regarding the Ex-Participants in a timely manner.

Operational policy 1. JICE will assign staff who are familiar with Africa and business to collaborate closely with other organizations to gain their advice and cooperation. JICE will also aim at building good ties with many businesses.

JICE will continue to assign staff who are knowledgeable about industries in Africa and Japanese companies pursuing business there in order to gain advice for the effective and smooth implementation of its services. In order to implement the internships effectively, JICE will build solid ties with businesses at the JICE organizational level and at the staff level.

Operational policy 2. Through the holding of regular review meetings and a joint review meeting of the entire Program at the end of the fiscal year in order to ensure a uniform and high level of understanding of the Program and performance of the services at JICE headquarters and its branch offices, JICE will constantly improve and provide the best possible services.

A framework and system for the constant improvement of JICE's services has already been set up based on study by an interdepartmental team of the JDS Project, the PEACE project, and other overseas student acceptance programs JICE has managed. Through similar mechanisms for the current Program, all efforts will be made to ensure that differences in the level of understanding and quality of services by JICE headquarters, branch offices, and staff in charge will not occur.

Operational policy 3. With the safety and security of the participants the top priority during their stay in Japan, a 24-hour emergency response capability utilizing five branch offices nationwide and a system for confirming the safety of participants during a major disaster through the sending of group-e-mail warnings and confirmation will be set up. JICE will also ensure the safety of its staff working in Africa through close information exchanges and contact with JICA overseas offices and Japanese embassies.

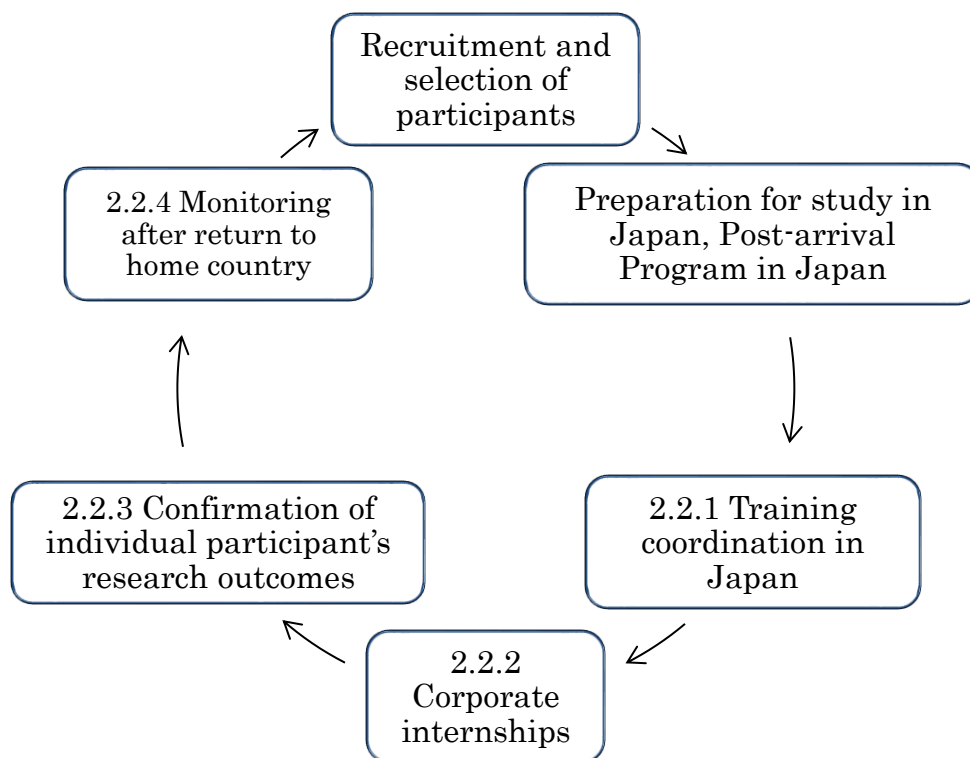
As with other overseas student programs it manages, JICE has established for the participants a system for responding to emergency situations 24 hours a day, 365 days a year. Through its group-e-mail service, JICE can also communicate disaster warnings to all participants and confirm their safety, and is making all efforts to ensure the safety and security of

participants. Moreover, since it is expected that during the periods when the Post-graduation Internships are conducted, some participants will be staying in different locations from their universities, JICE will also ensure that it can contact those participants in the event of an emergency.

2.2 Implementation Method of Services

The figure 2 shows the flow of services for one batch of participants, and the flow is the same for each batch, except for the preliminary preparation. This work plan explains the details of the implementation method for the services 2.2.1 to 2.2.4, which are the target services for the 2nd-term contract (the numbering in the figure is the same as the numbering of the services in the work report).

Figure 2: Work Flow for All Batches



2.2.1 Training coordination in Japan

(1) Contact/coordination with participants, accepting universities, JICA domestic centers

JICE serves as the liaison for the participants and accepting universities, and conducts all contact and coordination for them. As Table 4 below shows, after deciding its branch offices and headquarters that will be responsible for each area under the supervision of the relevant JICA domestic center, JICE assigns, in principle, the same staff officer to coordinate with the accepting university, participant, and JICA domestic center in the particular area.

Table 4: List of JICE Branch Offices (including Headquarters) Coordinating with JICA Domestic Centers

JICA Domestic Center	Prefectures where participants enrolled	Coordinating JICE Branch Office
JICA Hokkaido (Sapporo, Obihiro)	Hokkaido	Hokkaido Office
JICA Tohoku	Akita, Yamagata, Miyagi	Tohoku Office
JICA Tsukuba, Tokyo, Yokohama	Ibaraki, Tochigi, Niigata, Tokyo, Chiba, Saitama, Gunma, Kanagawa	Headquarters
JICA Hokuriku	Ishikawa, Fukui	Chubu Office
JICA Chubu	Aichi, Mie	Chubu Office
JICA Kansai	Shiga, Kyoto, Osaka, Hyogo	Kansai Office
JICA Chugoku	Okayama, Hiroshima, Tottori, Shimane, Yamaguchi*	Kansai Office, Kyushu Office
JICA Shikoku	Kagawa, Ehime, Tokushima, Kochi	Kansai Office
JICA Kyushu	Fukuoka, Saga, Nagasaki, Oita, Miyazaki, Kumamoto	Kyushu Office
JICA Okinawa	Okinawa	Headquarters

* The Kyushu Office is in charge of Yamaguchi.

In regards to procedures for which a decision by JICA is necessary, after obtaining the required documents from the participant or accepting university and confirming they contain no confidential information or are not incomplete, JICE will submit the said documents to the supervising JICA domestic office.

<ul style="list-style-type: none"> ▪ Moving into/leaving rental accommodations ▪ Contact regarding change of residence or contact information ▪ Application for approval of private overseas travel ▪ Payment of enrollment/tuition fees ▪ Application for permission to drive car, etc. ▪ Procedures for entering national health insurance program 	<ul style="list-style-type: none"> ▪ Approval for bringing family to Japan ▪ Request for expense report, certificate of scholarship payment ▪ Report of pregnancy ▪ Application for insurance premium refund ▪ Submission of copy of diploma ▪ Confirmation of status of residence
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(2) Monitoring of participants' academic progress and daily life situation

In order to prevent the non-completion of the master's course, it is necessary to provide necessary and timely support by: 1) obtaining information on the participant on a regular basis through the building of a good relationship between the JICE staff in charge and the accepting university, and 2) regularly interviewing the concerned parties to ascertain the participant's academic progress at the accepting university and daily life situation. For the former, JICE serves as a liaison contact for daily inquiries, etc., and for the latter, JICE conducts regular monitoring twice a year, utilizing the monitoring reports, which can be filled out and updated on the web portal site. For the 2nd-term contract, monitoring of the participants still in their academic programs will be conducted in November-December 2016.

① Contact for daily inquiries

JICE will assign a staff-in-charge for each accepting university to serve as a regular contact for participants, the accepting university, and the relevant JICA domestic center in order

to share information promptly. In the case of any problem involving a participant, this contact system enables the prompt ascertaining of and response to the problem.

② Regular monitoring utilizing monitoring reports accessible on the web portal site

In addition to ⊖ above, JICE will also conduct regular monitoring. By meeting directly with the participant in this regular monitoring, JICE staff in charge will be able to promptly detect any problems the participant is facing that have not been revealed in the ordinary monitoring and provide an appropriate response; thus this monitoring has a preventive aspect. Since all of the participants will be finishing their master’s degree programs during this contract period, JICE will use the monitoring to fully ascertain the participants’ academic progress. Moreover, the monitoring will confirm the hopes and requests participants have for their internship as well as their communication with Japanese companies, and will be conducted with keen awareness of the Program’s aims, which is important from the aspect of fostering human resources for industry who can act as navigators for Japanese companies, one of those aims (see Table 5 below). In addition, recent reports from participants and the contents of interviews with participants, as well as interview comments from academic advisors can be uploaded to the web portal site, enabling JICA to see all updated information after it has been uploaded.

Table 5: Monitoring Conducted by JICE for the ABE Program

	Contents of monitoring	Aim
Preventive monitoring	<ul style="list-style-type: none"> • Ascertain daily life situation, health condition • Ascertain academic progress (number of credits earned, progress of master’s thesis) 	<ul style="list-style-type: none"> • Detect problems • Prevent non-completion
Monitoring for aims of the program	<ul style="list-style-type: none"> • Confirm offers from companies for Post-graduation Internship • Ask about contribution after return to home country 	<ul style="list-style-type: none"> • Confirm decision on company for internship • Understand Career Plan and roles as “Navigators” after return to home country of the Participants

③ Responses in case of emergencies

JICE has established a contact system that allows participants to contact JICE outside of working hours or on holidays in the case of emergencies or urgent matters. In addition, through its group–e-mail system, JICE is able to provide information and issue cautionary warnings to all participants in the event of typhoons or other natural disasters. In September 2015, JICE also introduced a new safety confirmation system, which allows participants to automatically notify JICE that they are safe. Depending on the necessity, safety confirmation drills will also be conducted and other preparations taken so that JICE and the participants are able to respond smoothly in the event of an emergency. In principle, if an earthquake with an intensity of 6 or above occurs, safety confirmation of the participants will be carried out.

Moreover, since it is expected that during the periods when the Post-graduation Internships are conducted, some participants will be staying in different locations from their universities, JICE has developed a system and procedures to ensure that JICE can contact those participants in the event of an emergency.

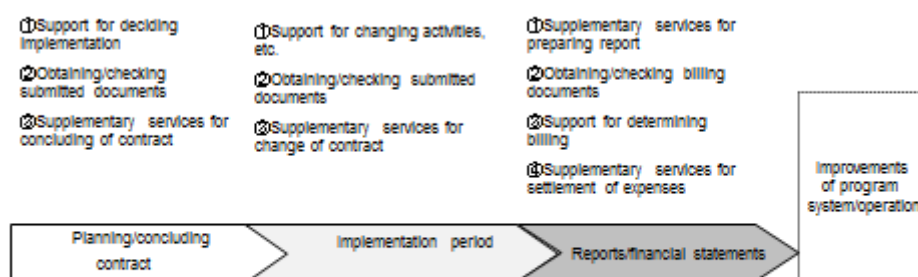
(3) Report on academic progress to Steering Committees and dispatching companies/organizations

JICE compiles the results of the monitoring into reports for each of the main target countries and submits them to the Steering Committees of those countries. In addition, if a Steering Committee or dispatching company/organization desires an academic progress report for participants, JICE will hold an academic progress report meeting utilizing Web conferencing.

(4) Support for Special Programs provided by accepting universities

As shown in Figure 3 below, JICE supports accepting universities when they provide Special Programs, from their planning to billing, to participants during their stay in Japan.

Figure 3: JICE Support for Special Programs



2.2.2 Implementation of corporate internships

The main services are related to the Post-graduation Internship for participants who will complete their academic work in the summer of 2016 or the spring of 2017. Post-graduation Internships for participants who completed their academic courses in the summer of 2016 have begun during the 1st-term contract period, and JICE will focus on the smooth implementation of these internships that continue when the 2nd-term contract period begins. For the participants who will complete their academic work in the spring of 2017, it will first be necessary to complete the matching of the participants with companies wishing to accept participants as interns. The procedures and contents of the Post-graduation Internships for participants completing their academic work in the spring of 2017 is shown below.

(1) Provision of information on participants to companies

Registered companies are able to search for 1st batch participants they are interested in through the ABE Initiative portal site, and information on internship candidate participants can be provided to companies making inquiries. Since it is expected that companies will be introduced to the Program through JICA domestic centers or university academic advisors, JICE will explain to such companies that they must make an offer to participants as the main pre-condition for the Post-graduation Internship.

(2) Post-graduation Internship matching

Since, in principle, Post-graduation Internships will be conducted for only participants receiving offers from companies, JICE will not match participants with companies. However, as described in (1) above, JICE will coordinate in cases where companies request introductions or interviews with candidate participants.

(3) Preparation, coordination, and implementation of Post-graduate Internships

JICE will provide mainly the following services for the preparation, coordination, and implementation of Post-graduation Internships.

Preparation
<ul style="list-style-type: none"> ● Confirmation with JICA of the workings/system for the Post-graduation Internship ● Revision, notification of guidance to participants and companies regarding Post-graduation Internship
Coordination
<ul style="list-style-type: none"> ● Confirmation of offers to participants from companies, confirmation with participants ● After receiving confirmation from company and participant, arrangement of internship schedule, communication of matters to be carefully noted to company and participants ● Arrangement of accommodations and means of transportation
Implementation
<ul style="list-style-type: none"> ● Monitoring during internship (if necessary) ● Response to questions, etc. from company, participant ● Participation in Wrap-up Meeting at end of Post-graduation Internship, confirmation of results

(4) Conducting and compilation of results of questionnaires

JICE conducts questionnaires to both companies offering internships and participants covering the items listed in Table 6 below. The results of the questionnaires are used for the further improvement of the implementation of the internships and for more effective matching.

Table 6: Internship Questionnaire Items

Questionnaire to participants	Questionnaire to companies
Common items	
<ul style="list-style-type: none"> ● Length of internship period ● Extent of matching between the field of the participant and that of the accepting company ● Satisfactoriness of internship environment (meals, accommodations, commuting, support system, prayer space, etc.) ● Suggestions for improving the internship ● Prospects for participant after return to home country 	
<ul style="list-style-type: none"> ● Did participant learn what he/she expected? ● Knowledge acquired through the internship regarding business practices, corporate culture of Japanese companies 	<ul style="list-style-type: none"> ● Merits of receiving participant ● Difficulties in accepting participant ● Change in awareness/thinking of participant

2.2.3 Confirmation of research outcomes of individual participants

(1) Holding of evaluation meeting, confirming research outcomes

After arranging the timing and location with accepting universities and relevant JICA domestic centers, JICA holds Evaluation Meetings after participants complete their courses to confirm the research outcomes of the participants. Since both participants who will participate in Post-graduation internships and those who will not participate attend the Evaluation Meeting, the Meeting is held just after the completion of the master's degree course. The Meeting is an opportunity to confirm the results of the participants' research and the participants' evaluation of the accepting university and academic advisors. The participants' academic advisors from the accepting universities and supervising representatives from the relevant JICA domestic centers also attend the evaluation meeting, and based on the information obtained from the monitoring during the master's course period and the results of the questionnaires (conducted after the conclusion of the master's course and before the Evaluation Meeting) to the participants, JICE confirms the final results of the participants' academic work. The Evaluation Meeting confirms the following points.

- Extent of the improvement of capability compared to time of arrival
- Evaluation of accepting university (guidance on research theme, academic advisor, facilities, etc.)
- Overall evaluation of study and daily life in Japan
- Evaluation of support by JICA and JICE
- Contribution after return to home country (career plan)

(2) Summarization of research outcomes, preparation of record of Evaluation Meeting

JICE will prepare a record of the Evaluation Meeting, covering the results of the matters confirmed at the meeting and the questionnaire to the participants, to use for the improvement of the running of the Program.

2.2.4 Monitoring of participants after return to home country

(1) Wrap-up Meeting for Ex-Participants

JICE will hold Wrap-up Meetings in the five major target countries after the participants return to the home country. The meetings are basically for confirming the participants' research outcomes and discussing the course the participants will take henceforth, including the situation regarding the reinstatement of the participants in the employing organizations, and ways the participants will utilize their research in Japan in the future; however, the aims, the attendees, and the format of the meeting will be decided after coordination with the supervising staff at the JICA overseas office.

Since it is expected that many graduating participants will be returning to the home country in March and September, JICE is aiming to hold the meetings twice a year in April and October or in October and November. However, since the timing and the length of the implementation periods of the Post-graduation Internships differ for each participant, it is expected that the timing of the returns home will be varied. Accordingly, the timing of the meetings will be decided flexibly in case the number of Ex-Participants is small due to the period of the Post-graduation Internship, or in consideration of the schedule of representatives from the JICA overseas offices in the main target countries and other related persons. For the 2nd-term

contract, JICE likely hold the Wrap-up Meetings in October or November 2016 mainly for those participants finishing their internships and returning to the home country in the summer of 2016, and in April or May 2017 mainly for those participants finishing their internships and returning to the home country in the spring of 2017.

(2) Preparation of Ex-Participants' name list

Since the ABE Initiative portal site has a database providing information about the participants, a name list and related information will be prepared for uploading to the portal site. JICE is planning to develop an Ex-Participants' Information Portal Site (provisional name), particularly for the gathering of information on the participants after their return home and for the monitoring of the situation of Ex-Participants. JICE believes this portal site will enable the provision of more detailed information on the Ex-Participants.

The preparation of the Ex-Participants' name list is expected to be necessary when the post-return Wrap-up Meetings are held, and JICE will prepare the lists as necessary.

(3) Monitoring of Ex-Participants

While, in principle, the monitoring will be conducted as described below, JICE will as far as possible appropriately adjust the way the monitoring is conducted in accordance with the needs of JICA and other related parties. When the Ex-Participants' Information Portal Site mentioned in (2) above is operational, it will be used for the monitoring; until then, the monitoring format created with Excel will be used.

- ① Aim of monitoring: To ascertain the current situation of the ex-participants. JICE will conduct the monitoring to confirm basic information about the participants, such as the place of employment at the time of the monitoring. In addition, the monitoring will ascertain the current activities of the ex-participants, particularly what kind of activities the ex-participants are engaged in as navigators for Japanese companies seeking to pursue business activities in Africa, one of the final aims of the Program.

Monitoring targets: Ex-participants of the ABE Initiative program. (In the main target countries, JICE will conduct the monitoring; for all other countries, the JICA overseas office in each country is expected to handle the monitoring.)

- ② Monitoring period: Within 3 months or 1 year after the return to the home country.

- ③ Monitoring contents :

Within 3 months

Monitoring will ascertain the situation soon after the return to the home country and future plans, including benefits from studying/living in Japan, employer after return, future career plans, relations with Japanese companies, and continuing networks with Japan.

After 1 year

Similar to contents and aims above, JICE will ascertain the situation of the ex-participants one year after the return as well as compile good practices based on the monitoring.

JICE will also decide the monitoring contents together with JICA and in consideration of the monitoring/program aims. When deciding the monitoring items, JICE will also carry out

trial monitoring to determine whether the items are easy to respond to or not for the ex-participants.

2.2.5 Preparation of Final Report

JICE will prepare a work progress report in March 2017 and submit it to JICA. JICE will also prepare a Final Report (2nd-term) to summarize the activities during the 2nd-term contract period, and submit it to JICA in June 2018.

2.3 Work Plan

An outline of the 2nd-term contract work plan is shown in Table 7 below, based on the main items shown in the Figure 2 flow diagram on page 5.

Table 7: Operation Plan

Form 2																											
Operation Plan (The 2nd-Term Contract)																											
Japanese Fiscal Year		2016						2017												2018							
Operation Items	Month	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6						
1. Preliminary preparation																											
1-1	Preparation of work plan, consultation with JICA, decision on final version	■																									
1-2	Securing local support staff, obtaining local office space, preparing office environment (in major target countries)																										
4. Training coordination for participants in Japan																											
4-1	Contact/coordination with participants, accepting universities, JICA domestic centers	-----																									
4-2	Monitoring of participants' academic progress and daily life situation	-----																									
4-3	Report on academic progress to Individual Steering Committees and dispatching companies/organizations							□								□								□			
4-5	Support for Special Programs provided by accepting universities	-----																									
5. Corporate Internship																											
5-1	Provision Registered Companies with Participants' Information, Acceptance of Companies' Entry	■		■																				■		■	
5-2	Matching of Corporate Internship for the participants	■				■						■						■						■			
5-3	Implementation of Corporate Internship (Post-graduation)													■						■						■	
5-4	Implementation and Summarizing of Questionnaire after the internship																			■							
6. Confirmation of the results of training for each participant																											
6-1	Holding of Evaluation Meetings					■				■								■									
6-2	Preparation of report on research outcomes							■		■				■										■			
7. Monitoring of participants after return to home country																											
7-1	Holding of post-return Wrap-up Meetings							■								■								■			
7-2	Confirmation of Ex-Participants' current situation													■		■										■	
8. Preparation of Completion Report																											
8-1	Preparation of Interim and Completion Report																			□						■	

----- Preliminary Preparation ■ Operations in target and other countries □ Operations in Japan

2.4 Personnel planning

2.4.1 Composition of staff

The composition of the staff involved and their duties for the implementation of the services are described in the table 8.

Table 8: Scheduled personnel for Program and Duties

Responsibility	Main duties
Project leader/project planning ①	Formulation of overall plan for project/services, progress management, convening Steering Committee meetings, overseeing collaboration with companies
Deputy project leader/project planning ②	Assistance to project leader, overseeing of local operations, overseeing management of training progress
Planning of preparation of university information	Preparation of university information, local recruitment and selection
Planning of preparation of company information	Contact with companies, matching participants with companies
Project coordination/assist planning of program (coordination with universities ①)	Training coordination duties
Project coordination/assist planning of program (coordination with universities ②)	Training coordination duties
Project coordination/assist planning of program (coordination with companies ③)	Training coordination duties
Project coordination/assist planning of program (coordination with companies ①)	Registration of companies, confirmation of offers for Post-graduation Internship
Project coordination/assist planning of program (contact/coordination with companies ②)	Preparation, adjustment, implementation of Post-graduation Internship
Project coordination/assist planning of program (contact/coordination with companies ③)	Preparation, adjustment, implementation of Post-graduation Internship

2.4.2 Personnel assignment plan

The personnel assignment plan is shown in the table of the next page.

The Personnel assignment plan		Fiscal Year	2017												2017						2018						Man-Month	
Responsibility	Calendar Year	2016			2017												2018						The 2nd-Term					
	Month	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	out of JPN	in JPN				
Operations in target and other countries	Deputy project leader/project planning ㉔																						1.00					
	Planning of preparation of university information																						2.00					
	Subtotal(Operation in target and other countries)																						3.00					
Operations in Japan	Project leader/project planning ㉔																							0.25				
	Deputy project leader/project planning ㉔																							0.25				
	Planning of preparation of university information																							0.25				
	Planning of preparation of company information																							0.25				
	Project coordination/assist planning of program (coordination with universities ㉔)																							0.31				
	Project coordination/assist planning of program (coordination with universities ㉔)																								0.90			
	Project coordination/assist planning of program (coordination with universities ㉔)																								0.50			
	Project coordination/assist planning of program (coordination with companies ㉔)																								0.25			
	Project coordination/assist planning of program (coordination with companies ㉔)																								0.75			
	Project coordination/assist planning of program (coordination with companies ㉔)																								0.75			
Subtotal (Operation in Japan)																						4.48						
	Submission of reports																											

3. Project implementation framework

As shown in Figure 4 below, for the implementation of JICE’s Program services, a Consultant Team comprising members engaged in evaluation services from the International Student Programs Department has been formed, and under the direction of the Consultant Team, the JICE domestic staff engaged in project coordination and assisting in project planning contact and coordinate with the JICA domestic centers, universities, and companies.

A Project Management Group comprising the project leader and the deputy project leader has been formed, and they manage the Consultant Team as well as have responsibility for the work progress of the support staff in Japan. The allocation of roles for the project leader and the deputy project leader is shown in Table 20 below.

Figure 4: Implementation Structure

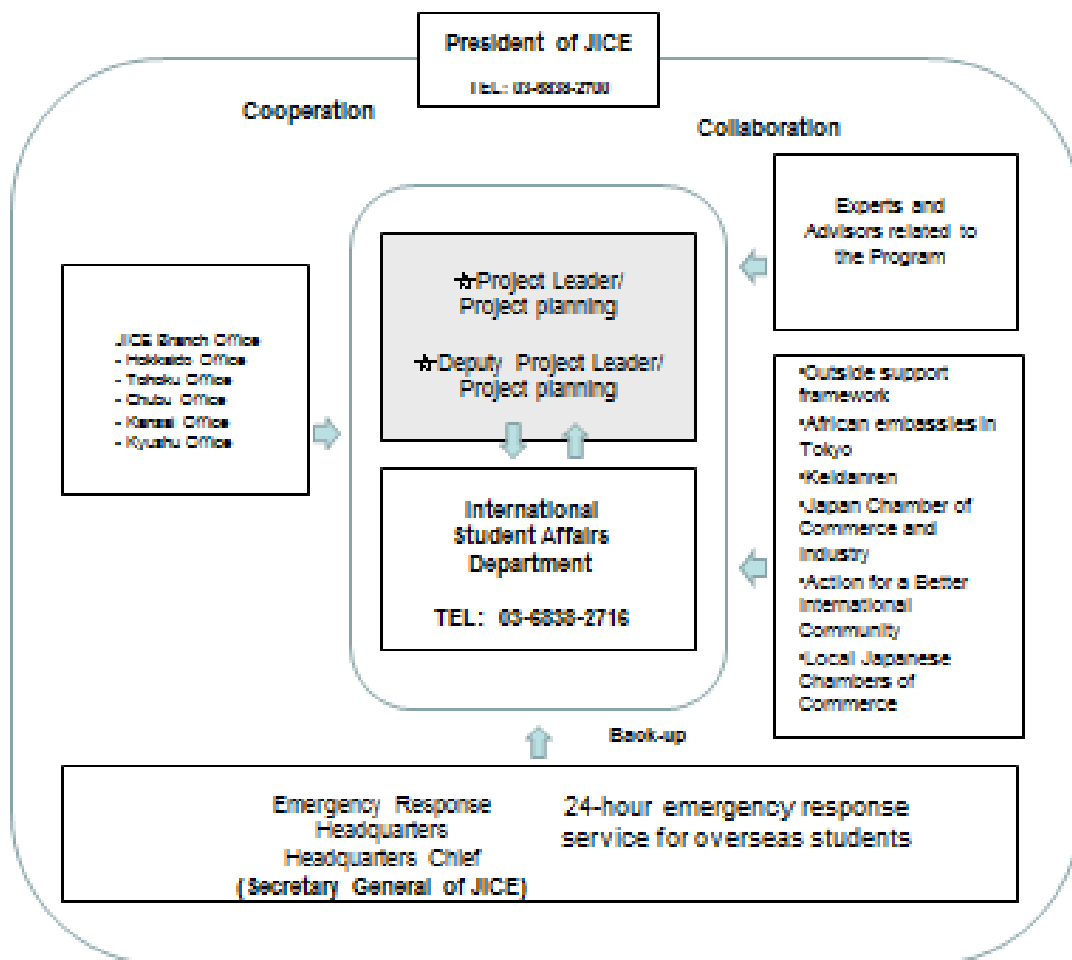


Table 9: Allocation of Roles for Project Leader and Deputy Project Leader

	Project leader	Deputy project leader
Services in target countries	<ul style="list-style-type: none"> ● Formulation of project plans, schedule, and implementation policy for each batch ● Overall overseeing of services for 5 main target countries, management of progress of recruitment and selection for all countries 	<ul style="list-style-type: none"> ● Assistance for overseeing of services for 5 main target countries ● Advice, support to staff engaged in providing services for local operations
Domestic operations	<ul style="list-style-type: none"> ● Planning, progress management, overseeing of joint programs, corporate internship, and other programs for facilitating contact between participants and companies 	<ul style="list-style-type: none"> ● Overseeing of training coordination services (monitoring, special programs, coordination with universities)

Appendix 3

Appendix 3

February 2017

Summary Report of the Monitoring for the Participants of the ABE Initiative Program

International Student Affairs Department
Japan International Cooperation Center (JICE)

Summary Report of the Fifth Monitoring for the 1st Batch Participants, Third Monitoring for the 2nd Batch Participants, First Monitoring for the 3rd Batch Participants of the ABE Initiative Program

In November and December 2016, JICE conducted the fifth interview monitoring for 64 of 1st batch participants, the third interview monitoring for 310 of 2nd batch participants, and the first interview monitoring for 348 of 3rd batch participants of the ABE Initiative Program.

Table 1 below shows the number of participants who returned to their home countries as of December 2016, the number of participants still residing in Japan, and the number of participants who were monitored.

Table 1: Numbers of Returned Participants, Participants Residing in Japan, and Monitored Participants (as of December 2016)

[Number: Participant(s)]

	Arrived in Japan	Prematurely returned to home country	Graduated and returned to home country	On temporary home leave	Residing in Japan	Monitored	No. not monitored
1 st Batch	149	2	71	0	76	64	18
Those in “KIZUNA” Program	7	1	0	0	6	0	0
1 st Batch total	156	3	71	0	82	64	18 (Note 1)
2 nd Batch	317	7	0	0	310	310	0
3 rd Batch	348	0	0	0	348	348	0

Note 1: Those not monitored are those participants currently taking part in the Post-Graduation Internship program.

JICA can confirm the monitoring results for each participant in the “Report on the Activity” posted on the ABE Portal Site, and detailed information on the participant evaluations and on participants for which special attention should be paid can be confirmed in the relevant table in the ABE Portal Site. This Summary Report summarizes the evaluations of the participants and the situation of the participants’ academic progress and daily life by batch, as well as reports on the issues and requests regarding the universities’ systems for receiving the 1st to the 3rd batches of participants.

1. 1st Batch Participants

(1) Evaluations of participants

None of the 1st batch participants received a C evaluation, and those participants for whom the previous monitoring revealed risks showed good prospects for graduating on schedule. Moreover, although incremental, there was an increase in the number of participants receiving an A evaluation, and the actual outcomes of the participants' research were clearly appearing with the participants' approaching graduation.

Table 2: Evaluation Results for 1st Batch Participants

Evaluation	Fourth evaluation		Fifth evaluation	
	No. of participants	Proportion (%)	No. of participants	Proportion (%)
A (recommendable)	54	40%	28	44%
B (average)	77	58%	36	56%
C (not recommendable)	2	2%	0	0%
Total	133		64	

Among the factors for an A evaluation, outcomes of research (publishing of research paper, participation in and presentation at academic conferences) occupied a dominant position. As mentioned earlier, since their efforts over two years and three months as research students and then graduate students in a master's degree course were beginning to bear fruit and the outcomes of their research were becoming apparent, an increasing number of participants actively sought to make presentations at academic conferences and publish research papers. The main reasons participants (6) raised their evaluations from a B to an A were due not only to the excellence of their academic work but also to the fact that they were building the foundation for their engagement with Japanese companies after the return to the home country, they were beginning to translate the contents of their research into actual business opportunities, and they could be expected to play important roles in the future as "navigators" connecting Japan and Africa.

As far as the two participants whose evaluations fell from an A to a B, details about problems they had academically will be described later, but it should be noted that both participants are expected to graduate on schedule.

(2) Excellent points of participants

Table 3 below shows the number of participants regarded as excellent per each category, regardless of whether their overall evaluation was A, B, or C.

Table 3: Excellent Points of 1st Batch Participants (inclusion in multiple categories possible)

Category	Previous (133 participants)		Present (64 participants)	
	No. of participants	Percentage to total	No. of participants	Percentage to total
Research outcomes (publication of paper in academic journal, participation/presentation at academic conference(s))	21	16%	20	31%
High degree of expertise	8	6%	4	6%
Strong basic academic ability	11	8%	1	2%
Published article in newspaper, other media	8	6%	4	6%
Strong communication ability	13	10%	5	8%
Leadership	7	5%	4	6%
Understanding of, interest in, Japanese culture	31	23%	6	9%
Acquisition of social skills, e.g., manners and norms in Japan	8	6%	2	3%
Gathering of information on companies, active contact with companies	13	10%	3	5%
Start-up of business based on a business plan	4	3%	2	3%
Others	14	11%	9	14%
Total	138		60	

(3) Academic problems

No major academic problems have arisen as the participants finish their research work and master's theses and near their graduation. In regards to the two participants whose evaluations dropped from A to B, one participant did not report her pregnancy, and the other had received a low evaluation of the participant's research from the academic supervisor.

(4) Daily life problems

In the latest monitoring, eight cases (involving five participants) of health problems were reported. Among them, one participant was hospitalized and had surgery, one had a serious illness, and one complained of loss of appetite and dizziness. Although two participants had been previously diagnosed as having tuberculosis, they are currently on the way to recovery.

(Sections 2 and 3 are omitted since they are included in the report on the other batches.)

4. Problems and Requests regarding Universities' Receiving of Participants

With nine cases in this monitoring, reports greatly increased compared to the previous monitoring regarding problems concerning the use of Japanese in classes and seminars. The most serious cases arose at two universities. Since the participants studying there are struggling because of the lack of courses conducted in English, JICE will seek improvements in this situation at those universities.

After it was also found that a program offered by a university is being conducted in the evenings, JICE met with the academic supervisor, participant attending the program, and administrative staff of the university to discuss the situation. As a result, the university side provided opportunities for essential tasks such as the preparation of group work assignments, visits to companies, and company internships to the participant in the daytime on weekdays, and it was confirmed that the participant was able to receive the appropriate academic guidance in line with the purpose of ABE Initiative. Moreover, regarding the issues brought up in the previous monitoring concerning two universities, JICE requested that the university side rectify the problems, and improvements have been made to a certain degree.

In regards to the Special Programs, 15 requests were received in the latest monitoring. As with the previous monitoring, systemic problems were raised, such as the complexity of various administrative procedures and the lack of flexibility thereof.

Although they are not major problems, participants pointed out the lack of English proficiency on the part of the university side and the lack of equipment in the research rooms.

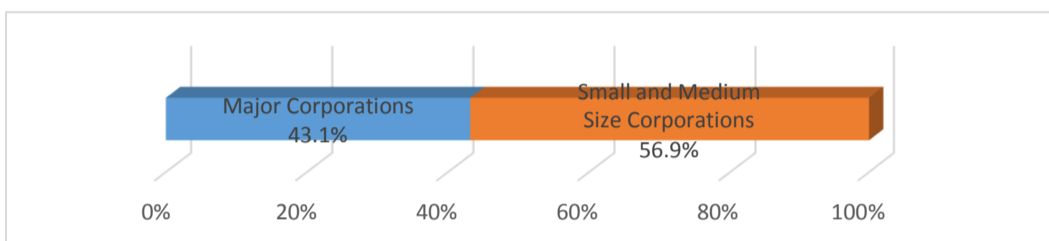
Appendix 4

Post-graduation Corporation Internship for ABE 1st Batch Participants

Total Corporation offered Internship	51	
Number of participants took part in the internship	74	
Number of participants in total attended the internship	77	(3 participants took part in twice.)

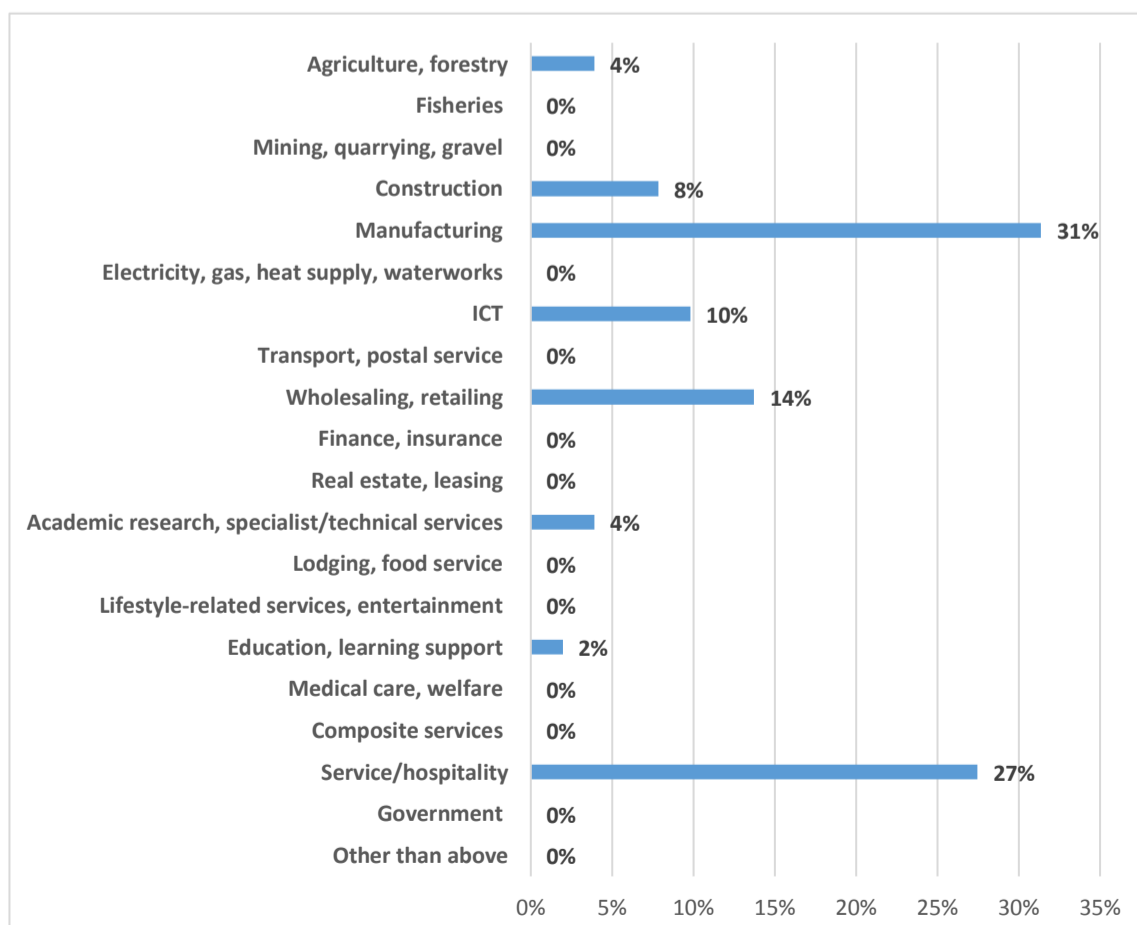
Type of Corporation

	Number of Corporations	Rate
Major Corporations	22	43.1%
Small and Medium Size Corporations	29	56.9%
合計	51	100%



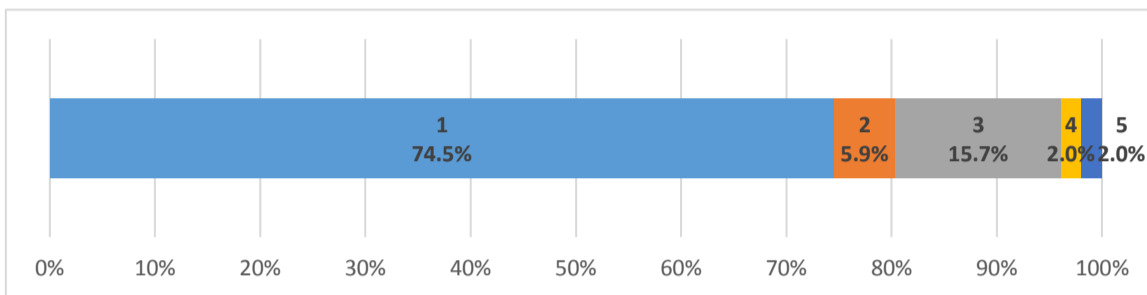
Business Category

	Number of Corporations	Rate
Agriculture, forestry	2	4%
Fisheries	0	0%
Mining, quarrying, gravel	0	0%
Construction	4	8%
Manufacturing	16	31%
Electricity, gas, heat supply, waterworks	0	0%
ICT	5	10%
Transport, postal service	0	0%
Wholesaling, retailing	7	14%
Finance, insurance	0	0%
Real estate, leasing	0	0%
Academic research, specialist/technical services	2	4%
Lodging, food service	0	0%
Lifestyle-related services, entertainment	0	0%
Education, learning support	1	2%
Medical care, welfare	0	0%
Composite services	0	0%
Service/hospitality	14	27%
Government	0	0%
Other than above	0	0%
Total	51	100%



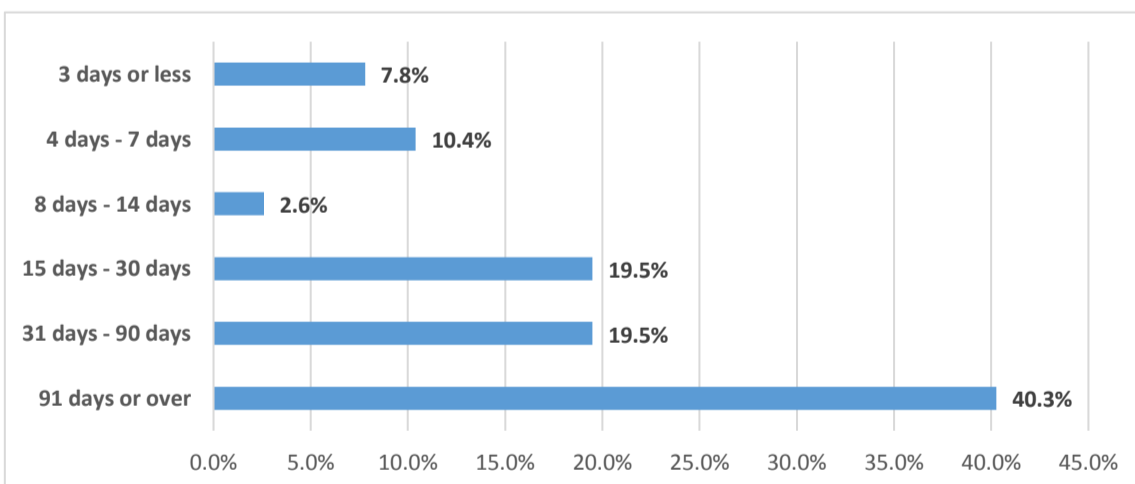
Number of participant(s) accepted per a corporation

Number of participant(s) accepted per a corporation	Number of Corporations	Rate
1	38	74.5%
2	3	5.9%
3	8	15.7%
4	1	2.0%
5	1	2.0%
合計	51	100%



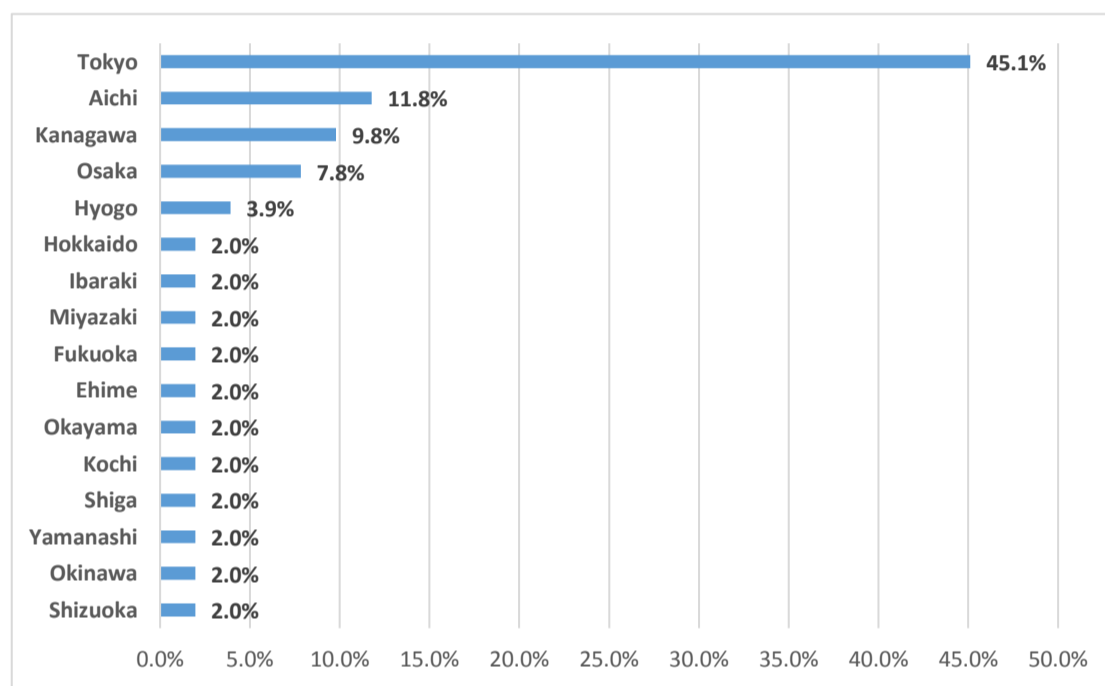
Corporation Internship Period (Post-graduation Internship)

days of the internship period	Number of implementation in total	Rate
3 days or less	6	7.8%
4 days - 7 days	8	10.4%
8 days - 14 days	2	2.6%
15 days - 30 days	15	19.5%
31 days - 90 days	15	19.5%
91 days or over	31	40.3%
合計	77	100%



Main place of Post-graduation Internship

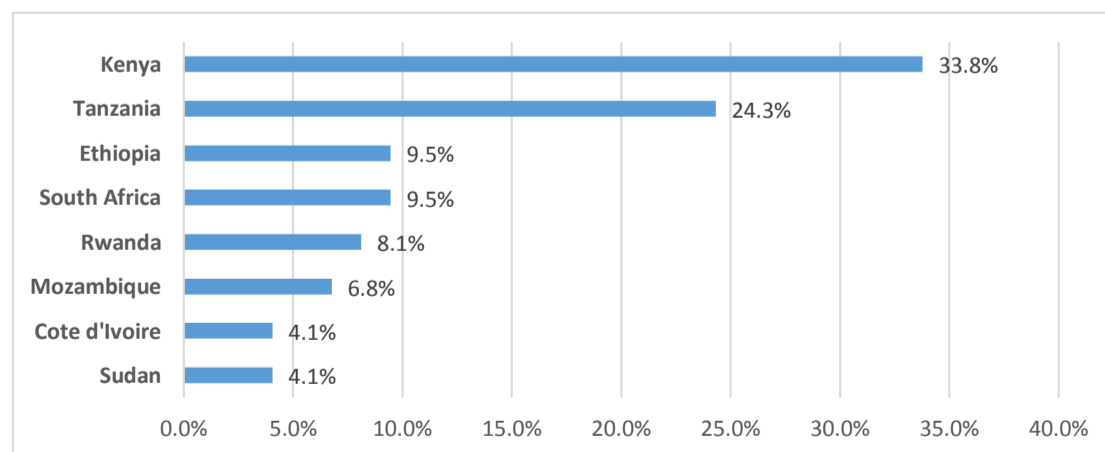
Prefecture of the main place	Number of Corporations	Rate
Tokyo	23	45.1%
Aichi	6	11.8%
Kanagawa	5	9.8%
Osaka	4	7.8%
Hyogo	2	3.9%
Hokkaido	1	2.0%
Ibaraki	1	2.0%
Miyazaki	1	2.0%
Fukuoka	1	2.0%
Ehime	1	2.0%
Okayama	1	2.0%
Kochi	1	2.0%
Shiga	1	2.0%
Yamanashi	1	2.0%
Okinawa	1	2.0%
Shizuoka	1	2.0%
Total	51	100%



Country of the participants took part in Post-graduation Internship

Country of the participants	Number of participants	Rate
Kenya	25	33.8%
Tanzania	18	24.3%
Ethiopia	7	9.5%
South Africa	7	9.5%
Rwanda	6	8.1%
Mozambique	5	6.8%
Cote d'Ivoire	3	4.1%
Sudan	3	4.1%
Total	74	100%

* The ABE 1st Batch covered the above-mentioned eight (8) countries in all.



Appendix 5

April, 2017

JICE Internship Program Coordinating Team

African Business Education Initiative for the Youth (ABE Initiative)
“Master’s Degree and Internship” Program
After Completion of Master’s Degree Internship Implementation Guidelines for
the ABE participants

The ABE Initiative participants are expected to participate in internship program respectively at Japanese companies. The basic framework of internship is as follows.

1. Purpose of Internship

This program intends to foster excellent personnel who can recognize and understand the contexts of Japanese society and systems of Japanese enterprises so as to contribute Africa’s development in collaboration with Japanese private sector. The expected outcome of the program is a network of potential contributors to the development of African industries who will also lead Japanese private sector to engage further in economic activities in/towards Africa. In order to reach the above-mentioned goal, it is expected that you achieve the results below.

- (1) To understand Japanese corporate culture, business practices, business strategies and management systems.
- (2) To make a great contribution to the business development targeting Africa for Japanese companies by providing useful information, solutions, and ideas for new business.
- (3) To build up a solid relationship between Japanese companies and ABE Participants in order to support the future businesses in Africa for Japanese companies.

In the ABE Initiative, there are 2 kinds of internship which the participants experience during their stay in Japan, the one is Summer-internship, and the other is After Completion of Master’s Degree Internship. In this guideline, the outline, rules, and related procedures of After Completion of Master’s Degree Internship are described as below.

2. Implementation System

In implementing the internships, matching of ABE participants with the companies and other supporting work, such as arranging transportation and accommodation for the ABE participants, will be carried out by the Japan International Cooperation Center (JICE), which shall serve as the admin support organization of the Program in collaboration with the HQ of JICA.

3. Applicable Parties

(1) Second-year ABE participants(2nd batch) in Japan (not essential / After Completion of Master's Degree Internship)

ABE participants scheduled to complete their master's degrees who;

- are offered an internship by a company
- have obtained the approval of their place of employment in their original countries.

4. Implementation Period & Duration

After Completion of Master's Degree Internship starts upon graduation (spring, autumn) for at least 2 weeks and ends within 6 months.

5. Accepting companies

- Companies which have recommended the ABE participants at the time of application shall be obliged to accept them.
- In principle, internship companies shall be private enterprises which are registered by JICA as registered companies of ABE Initiatives and consider the business development targeting Africa or have already developed their business for Africa.

6. Internships Included in University Curriculum

Existing internship programs that are already included in the university curriculum shall not be deemed as internships under the Program.

7. Implementation Location

Internships shall be conducted in offices, plants and/or sales offices other locations in Japan. Overseas offices and other overseas locations shall not be included.

8. Matching

ABE participants shall be matched by method ① and ② only.

- ① By corporate recommendation
Internship held by the company which recommended the ABE participant at time of application
- ② By corporate offer
Internship held upon the request by the company which designates the individual ABE participant

In principle, After Completion of Master's Degree Internship starting from this summer 2017 for those who will complete master's degree in this summer 2017 shall be decided by April to May 2017.

After Completion of Master's Degree Internship starting from the next spring 2018 for those who will complete master's degree in the next spring 2018 shall be decided by October to November 2017.

9. Language Used

Internship programs shall be conducted in English.

10. Expense Allowance Criteria

(1) Expenses borne by JICA

- ① Any amount of one way transport in excess of 840 yen from the residence of the ABE participant to the lodging site nearest the internship location (and reverse route)
- ② Lodging cost during the internship
- ③ The actual cost of one-way transport exceeding 50 km during the internship (any amount in excess of 840 yen)

(2) Expenses borne by the ABE participants

- ① Transport expenses from the residence of the ABE participant to the lodging site during internship program (and reverse route) for which tickets cannot be furnished (any amount in excess of 840 yen for a one-way trip shall be reimbursed at cost).
- ② Transport expenses during the internship for which tickets cannot be furnished (any amount in excess of 840 yen for a one-way trip or the total amount of fair in one day exceeds 1,680 yen shall be reimbursed at cost).
*The daily allowance for the duration of the internship is included in the living expenses paid monthly and will not be paid separately.

11. Other important matters related to the Implementation of After Completion of Master's Degree Internship

(1) Determination of the return date

In principle, the ABE participants shall return to their country of origin within 3 business days starting from the day after the end of their internship (including movement days). However, if there is any delay in the return procedure caused by the relocation, the return date may be determined individually at the discretion of the JICA international centers.

(2) Starting date of After Completion of Master's Degree Internship

In principle, the internship shall start within 3 business days from the day of the graduation ceremony. However, this shall not preclude the internship from starting before the graduation ceremony when the schedule is accommodated. If the ABE participant attends the graduation ceremony during the internship, the transport and lodging expenses incurred in attending the graduation ceremony will be reimbursed additionally.

(3) Vacating the rental housing

In principle, the intern shall vacate the rental housing 1 month from the start date of the internship and move to the JICA international center or a private hotel etc. arranged by JICA. However, if there is no need to move out from the rental housing to undergo the internship, e.g. when the internship destination is near the residence, or when internship program ends before the graduation ceremony and so on, the ABE participant shall vacate the rental housing at the latest 1 month before the return date.

(4) Accommodation for the duration of internship

The ABE participant will stay at a private hotel, JICA international center, rental housing, corporate dormitory, and so on, that will be the nearest to the venue for internship program; and be determined in consultation with the internship company.

(5) Living expenses during the internship

Living expenses will be adjusted depending on the scope covered by the corporate dormitory etc.

(6) Return of family members to their country

Family members are highly recommended to return to their countries before the beginning of the internship.

(7) Wrap-up Meeting

Wrap-up Meeting will be conducted with the person-in-charge of the internship program in the company in attendance (supported by JICE/JICA).

(8) Return procedure

At the end of the internship, the ABE participants will be moved to a lodging site designated by the JICA international center (to be arranged by JICE).

12. Handling of Corporate Information

ABE participants are required to sign a pledge not to disclose any of the corporate information that they obtain during their internships.

13. Feedback after Implementation

At the end of the internship, JICE will conduct a survey of both the ABE participants and the internship companies. The ABE participants shall write a report regarding their internship and submit it to JICE.

14. Contact: only for Internship program

If you have any inquiry about internship program, please contact below with your name, country, and university mentioned clearly.

Japan International Cooperation Center (JICE)

International Students Affairs Department

e-mail: abe-intern@jice.org

(Phone: +81-3-6838-2717 / Fax: +81-3-6838-2711)

JICE Internship Program Coordinating Team

Case of emergency:

Relevant contact number for urgent situation will be informed once internship schedule is finalized.

Above all

Additional Information for After Completion of Master's Degree Internship

The following four conditions are mandatory for “After Completion of Master's Degree Internship”.

1. Host Company must be a private and not a research centers or public institutions.
2. Internship offer must come from the company.
3. The company should be planning to expand their business or has expanded their business into Africa. It is because ABE participants should achieve the three purposes of ABE initiative listed below.
4. Only when you have got sufficient credits for graduation.
5. ABE participants need to receive permission from their current employers or organizations of their home country in order to remain in Japan to participate in After Completion of Master's Degree Internship after graduating from university.

The purposes of ABE initiative internship:

- (1) To understand Japanese corporate culture, business practices, business strategies and management systems.
- (2) To make a great contribution to the business development targeting Africa for Japanese companies by providing useful information, solutions, and ideas for new business.
- (3) To build up a solid relationship between Japanese companies and ABE participants in order to support future business in Africa for Japanese companies.

【Period/Timing】

- The internship period is at least 2 weeks and up to 6 months which will be determined by the company and ABE participant. Once internship starts, change of the period is not allowed.
- Internship timing options:
 - A) Starts before the graduation date
 - B) Starts before the graduation date and ends after the graduation date
(If you choose this option, the transportation between internship location and

your university, including accommodation to attend the graduation ceremony will be arranged by ABE initiative internship team as well.)

C) After the graduation: Internship must start within 3 business days from graduation date.

- ABE participants shall return to their country of origin within 3 business days after completion of internship. Extensions of stay are not allowed for any reason.

(Example):

The last day of the internship is September 22nd 2017 (Friday).

You will need to return to your country by September 27th 2017 (Wednesday).

【Insurance】

- All ABE participants will sign up for insurance which covers property damage at the internship location and/or injuries.

【Transportation/Accommodation】

- During the internship, in principle, ABE initiative internship team will arrange the accommodation which is the nearest to the venue of your internship program.
- If you choose to stay in your current residence, you will need to move to a hotel one month prior to the completion of the internship. This requirement is due to time needed for settlement of security deposit. To avoid moving difficulties, we recommend that you stay at a hotel from the beginning of your internship.

※Please share this guidelines with your supervisor.

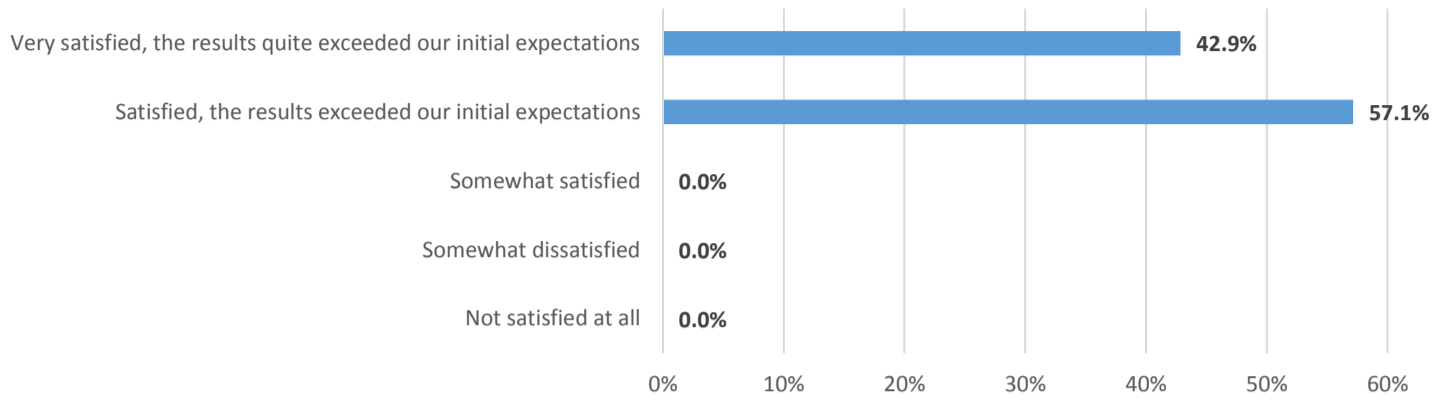
Contact information: JICE internship team

(Phone: +81-3-6838-2717 / e-mail: abe-intern@jice.org)

Appendix 6

Results of Questionnaire to Corporate Offering Internship (Post-graduation Internship)

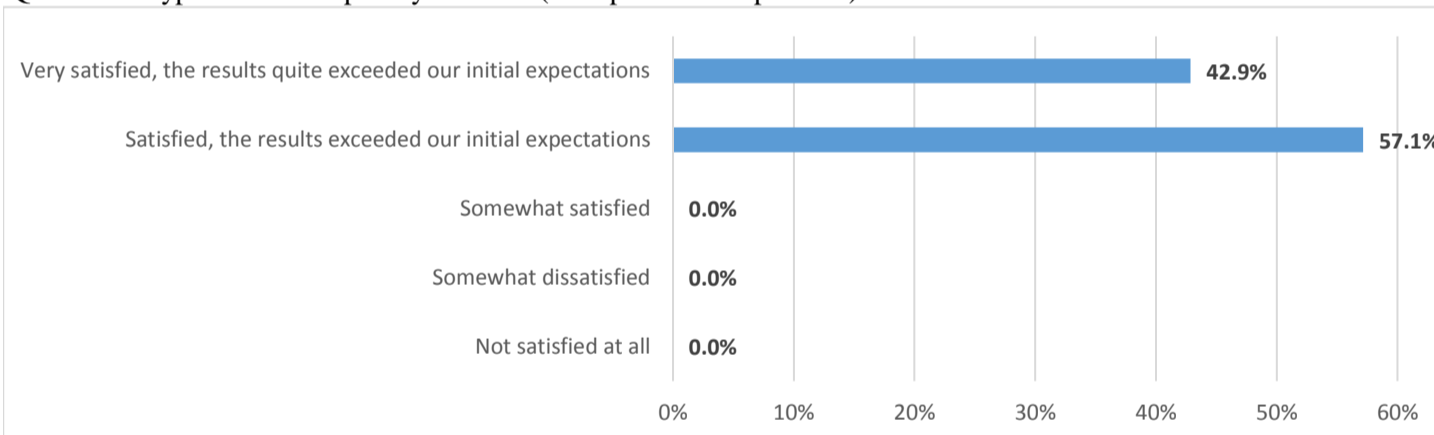
Q1. What was your overall impression of accepting an ABE Initiative overseas student as an intern?



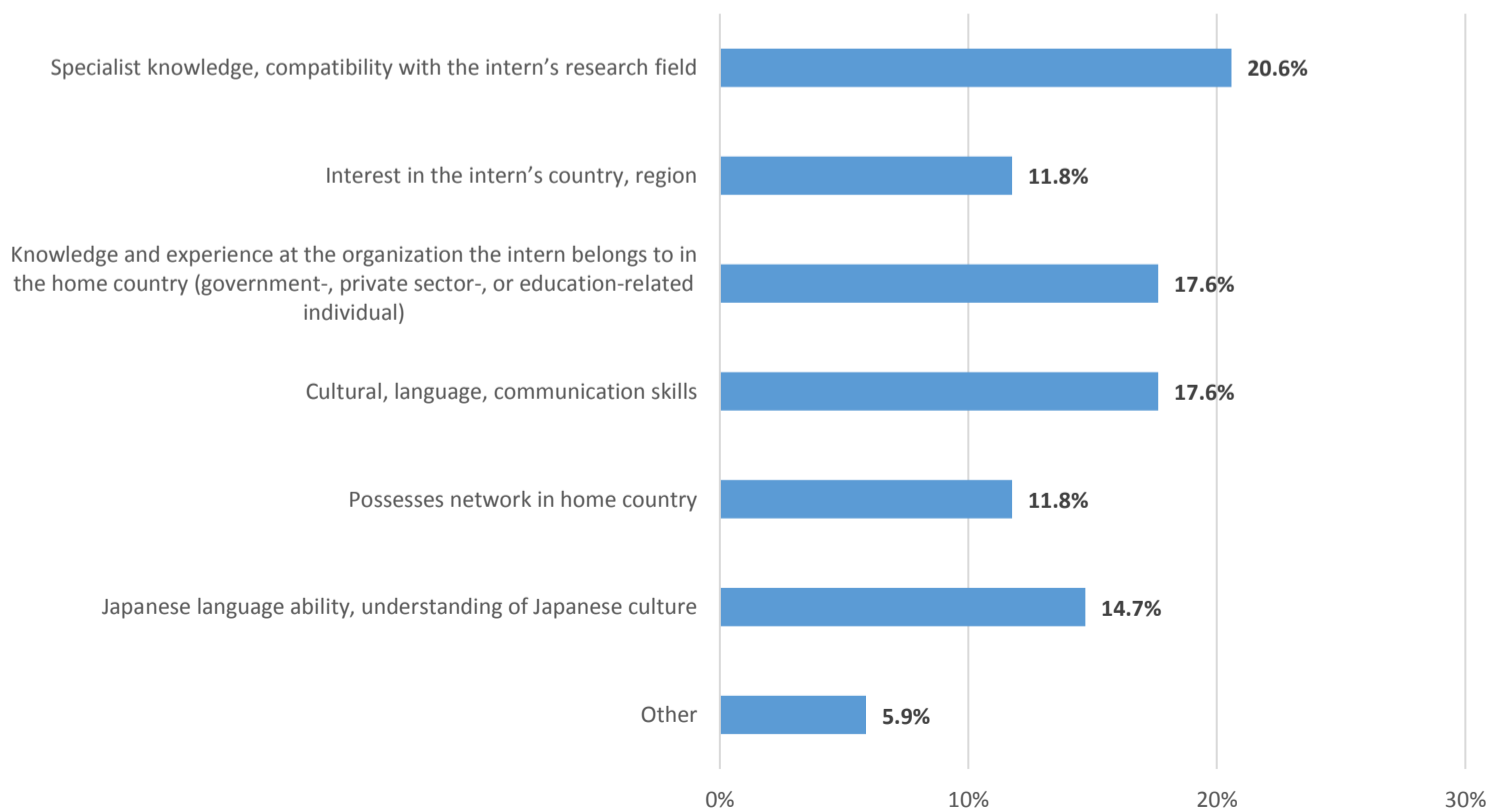
Q2. Please explain the reasons for your response to Q1.

Diversity was created in the team. The intern’s research theme matched our business contents, which led to good results.
By teaching the intern and working together with him, we were able to experience the sense of communication with African people.
The intern and our employees had good communication, and they built a network that will tie into the future.
We were able to build a communication channel to Africa. Collaboration was strengthened among the receiving departments.
Cooperative, serious, and enthusiastic — in terms of character, the intern was excellent.

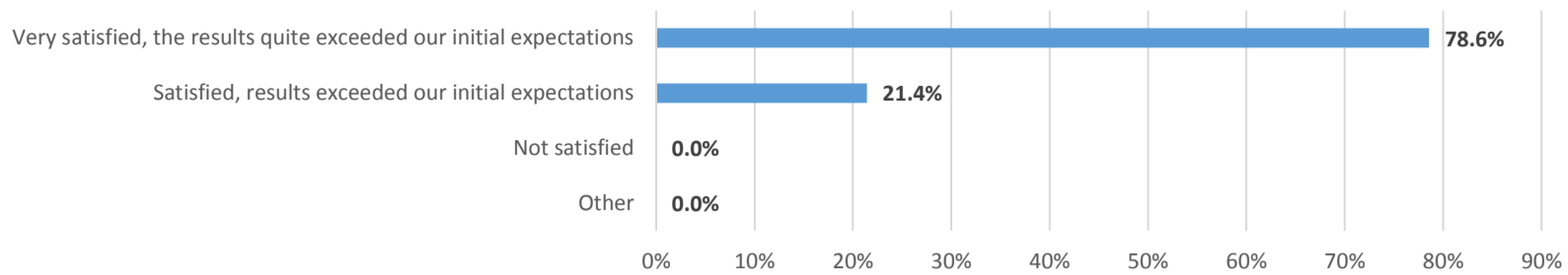
Q3. What type of internship did you offer? (multiple answers possible)



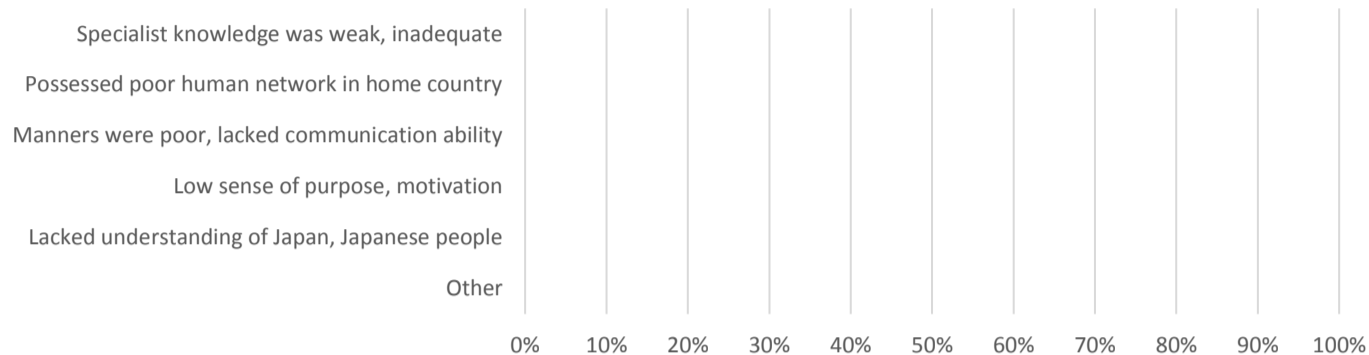
Q4 What kinds of capabilities were you seeking in an intern when offering the internship? (multiple answers possible)



Q5 How was the intern your corporation accepted?

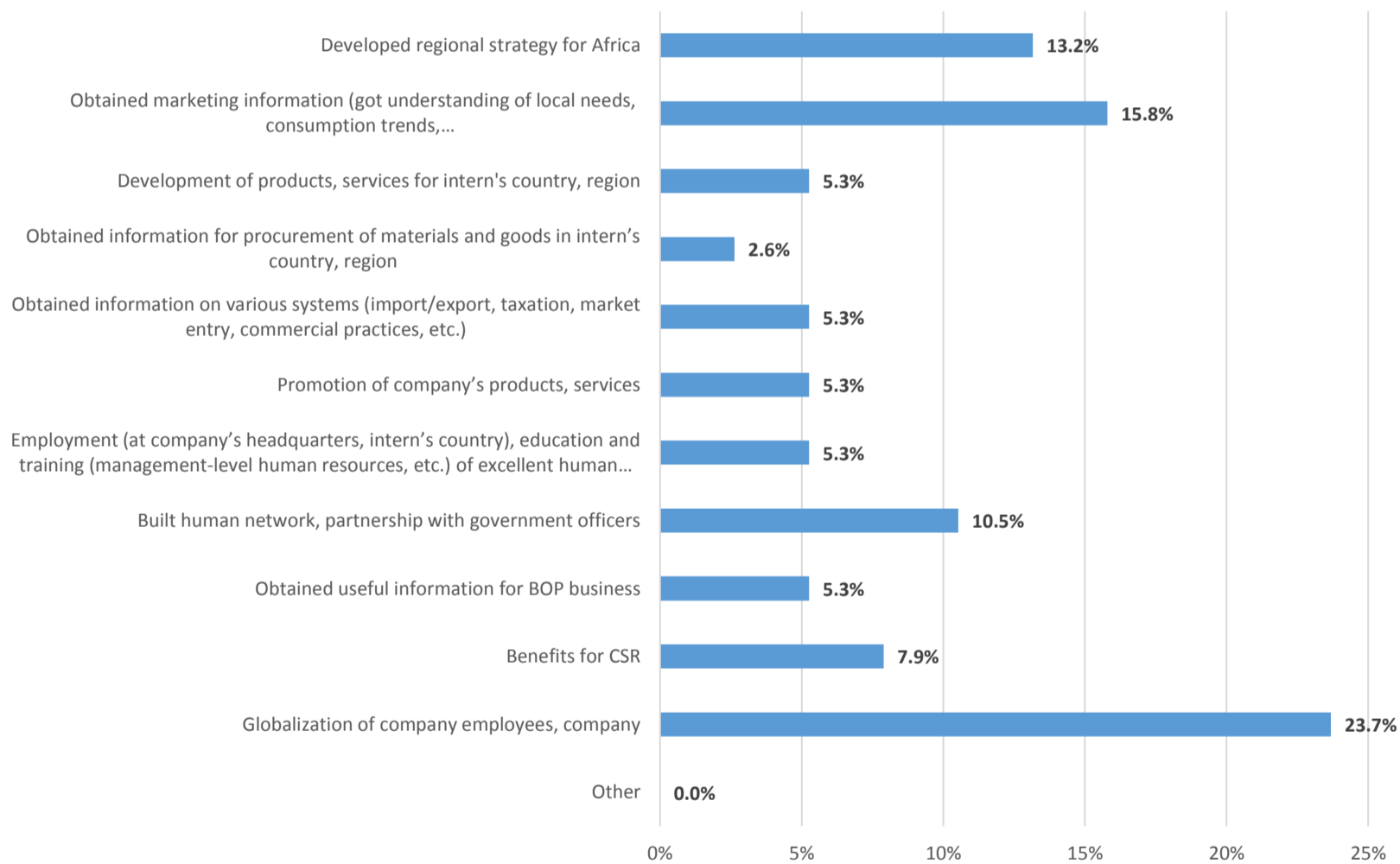


Q6 If you answered “Not satisfied” in Q5, what were the reasons? (multiple responses possible)

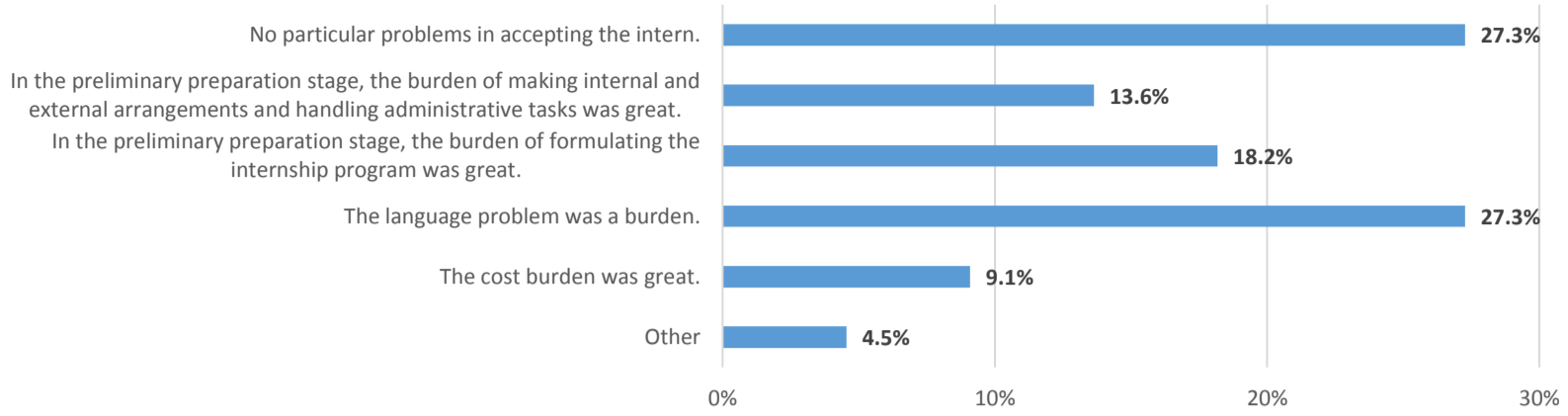


(No company/corporation answered "Not satisfied" to Q5.)

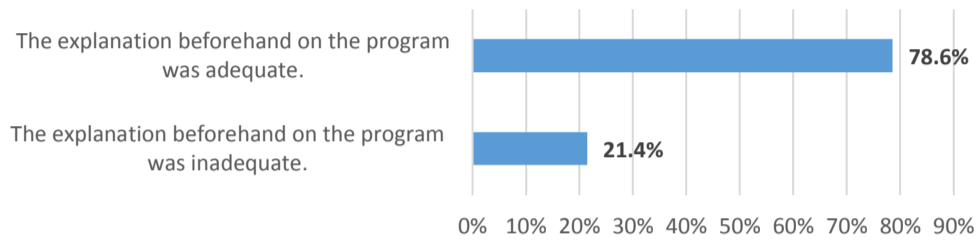
Q7 What kind of merits/benefits were there in accepting the intern? (multiple responses possible)



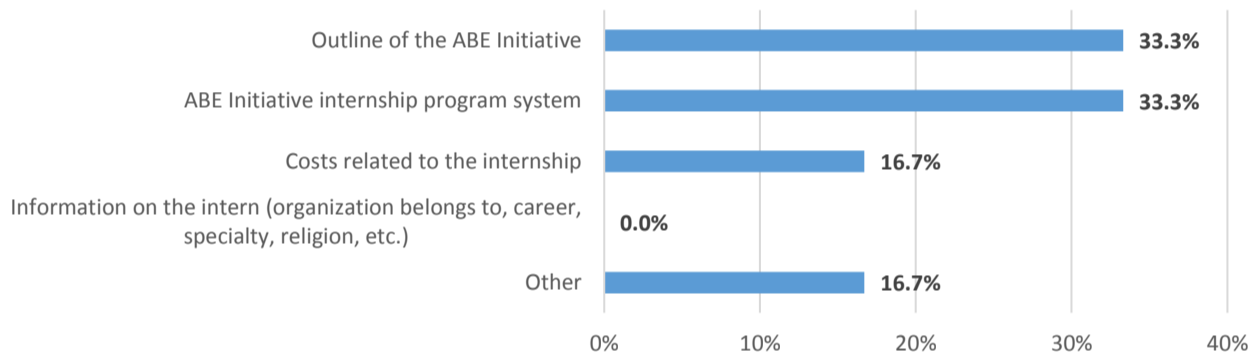
Q8 What kind of burdens or problems were there for your company in accepting the intern? (multiple responses possible)



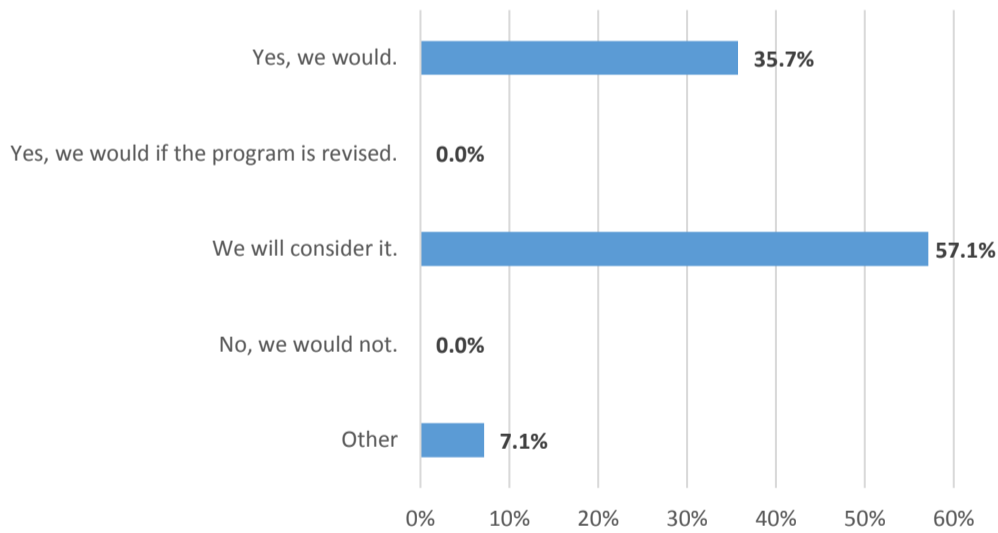
Q9 What did you feel about the provision of information regarding the internship program?



Q10 If you answered that the explanation was “inadequate” in Q9, what kind of information is necessary? (Multiple responses possible)



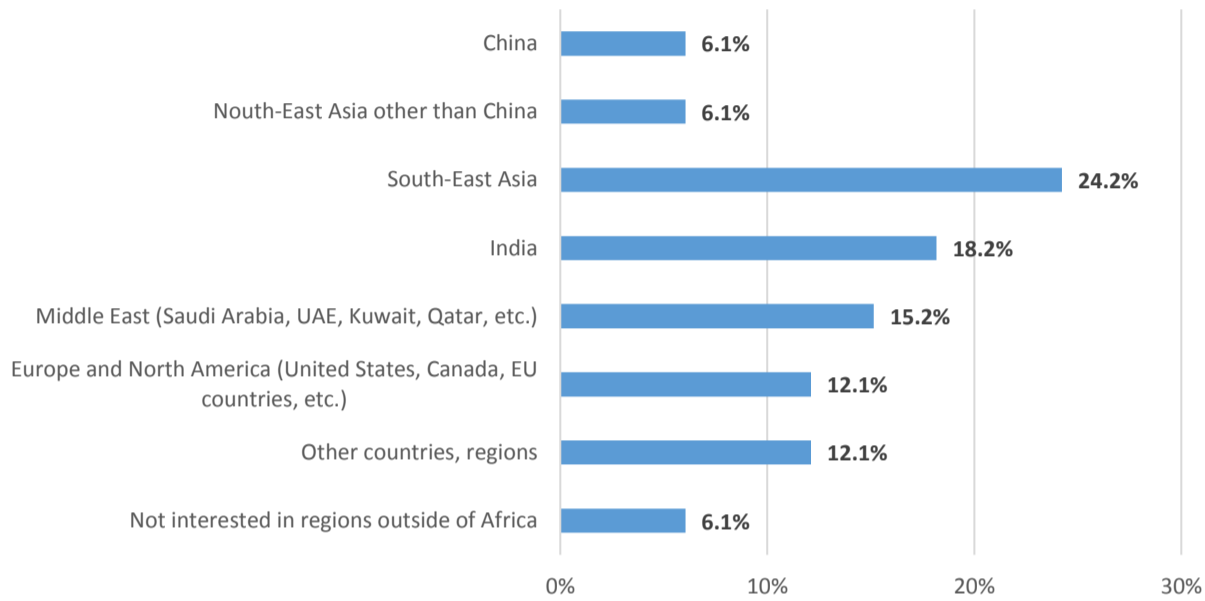
Q11 Would your company like to accept ABE Initiative overseas students as interns in the future?



Q12 Could you please give specific reasons for you answer in Q11? (optional)

If we have the personnel at the time, we will positively consider it.
At this point in time, there is no specific need for accepting an intern.
The intern showed us specific ways to develop partnerships with Africa, but JICE's assistance after that was perfunctory.
Accepting the intern led to the awareness-raising of the employees and contributed to their understanding of Africa and the improvement of morale.
It is necessary to consider the matching of our company's business and the intern's needs.
We are planning to consider a system for the continuous acceptance of interns across the entire Kansai region.
It depends on the character of the intern.

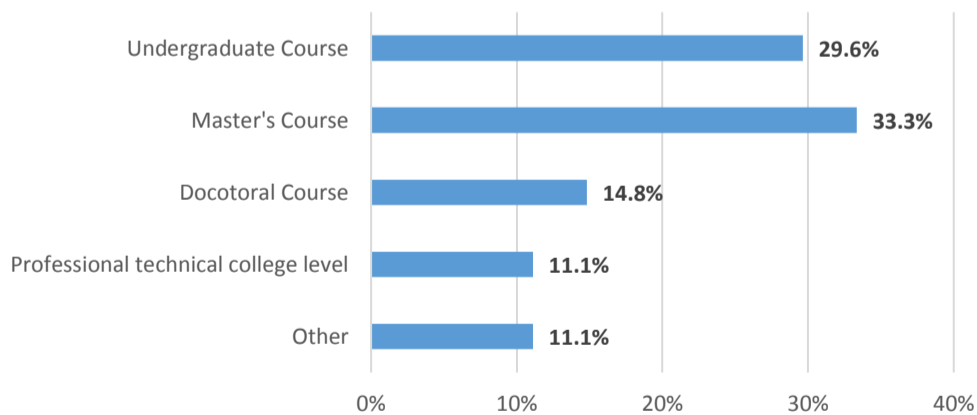
Q13 If you were to accept an intern from a region outside of Africa, what country or region would you be interested in (Multiple responses possible)



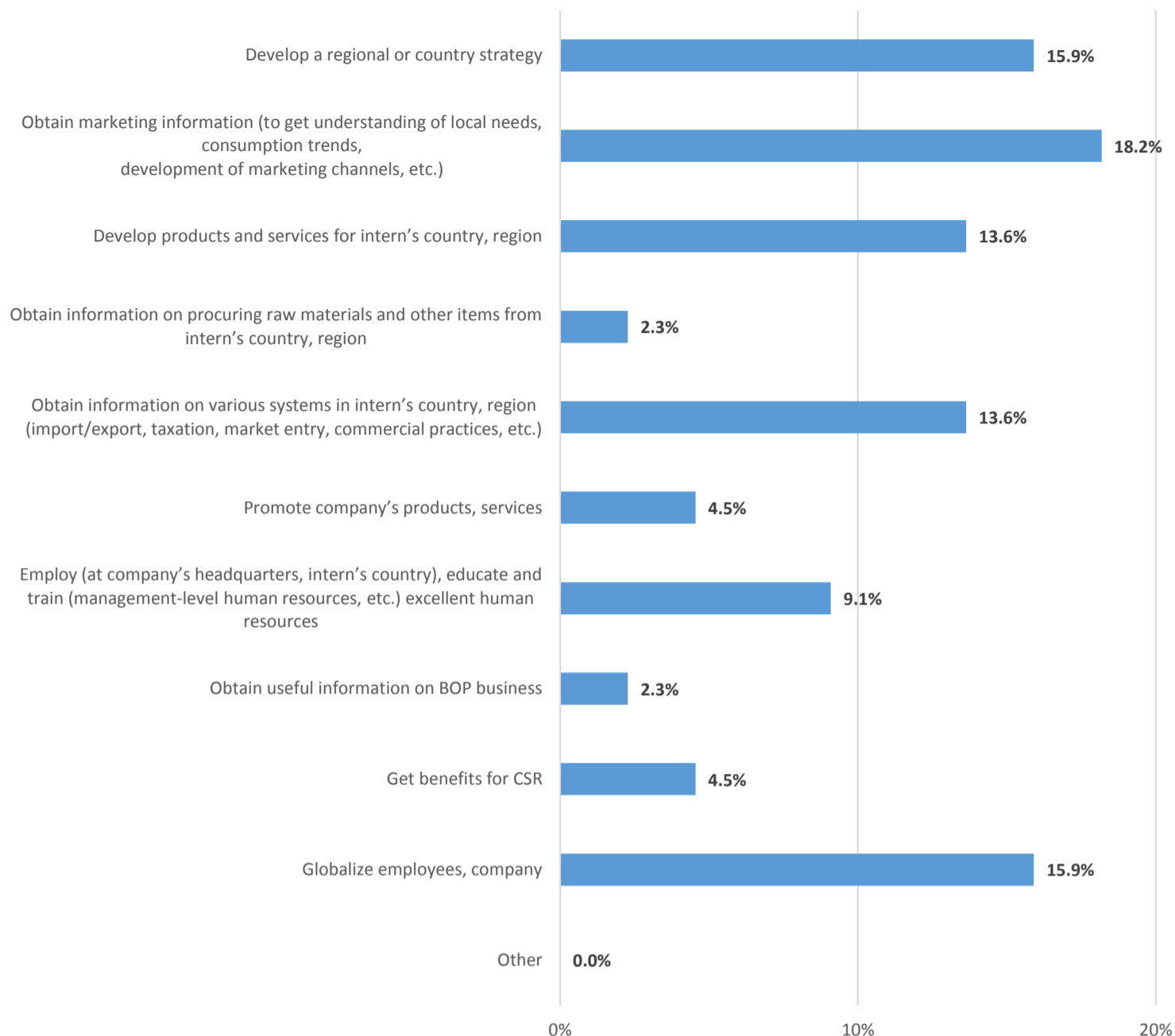
Q14 If you selected a region in Q13, please specify the country.

Vietnam, Mongolia
Jamaica, Cuba
Myanmar, Indonesia, Bangladesh
South America, Central America
Malaysia
Kenya
ASEAN Countries
Interested in all countries. For regions not selected, would like intern to directly apply.

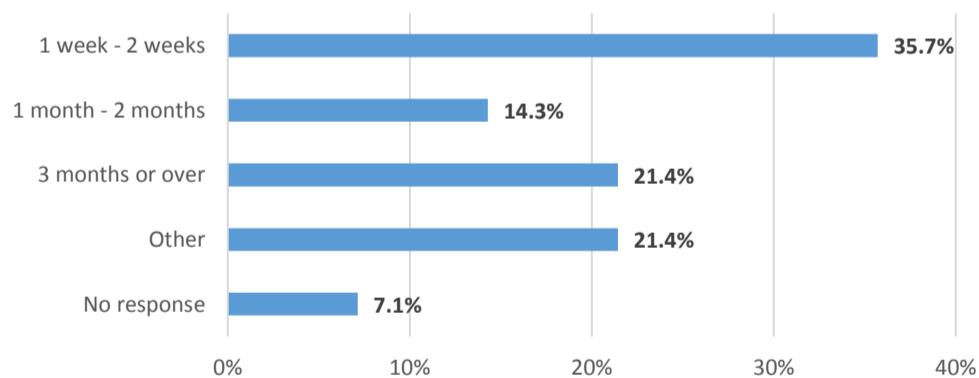
Q15 If you selected a country/region in Q13, at what scholastic level would you like the intern to be?



Q16 If you selected a country/region in Q13, what is your aim for accepting an intern? (multiple responses possible)



Q17 If you selected a country/region in Q13, how long would the ideal period for an internship be?



Please freely write your opinion or requests about the ABE Initiative internships.

The two participants worked very hard. JICA/JICE provided very detailed support, and except for the arrangements for interpreting, there were no burdens on our company side.

I would have liked JICE to have responded a bit more obligingly.

Thank you very much for your help. Thanks to your support, we had a very good experience with the internship. Since we have great interest in accepting interns in the future, we hope to ask for your help again.

We were able to ask the intern to make export estimates, and do specific business tasks like analyze academic papers and statistical data. We got very meaningful results. Thank you very much.

We believe it is an excellent program. We want to ask for your support again in the future.

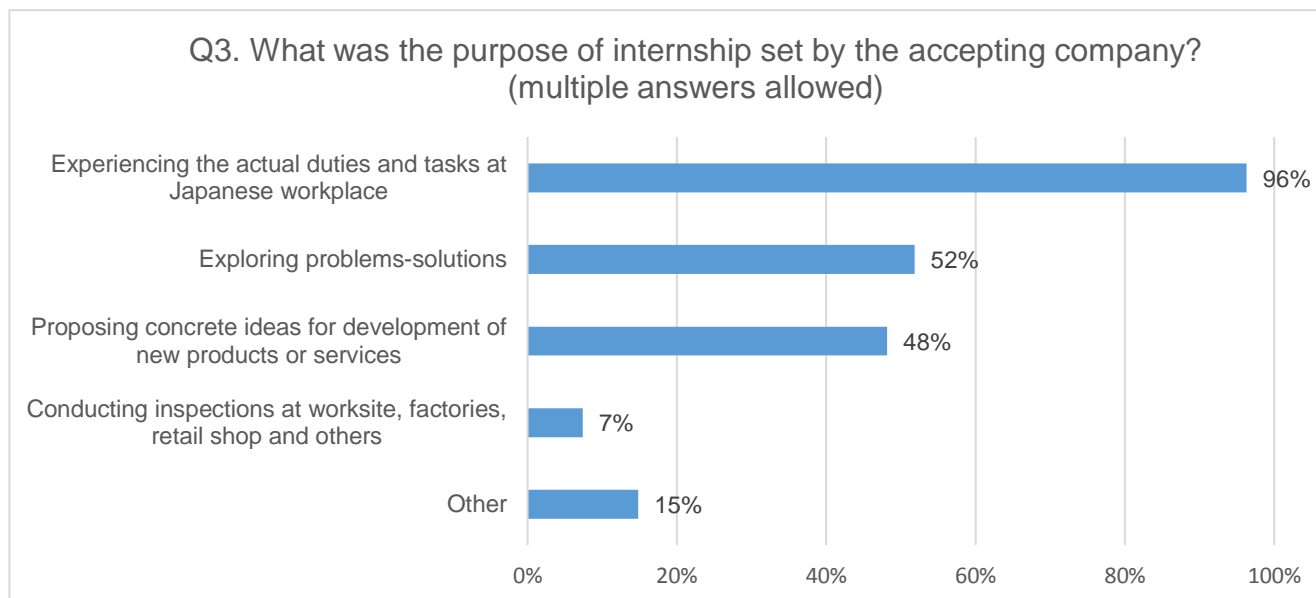
In regards to the internship, the intern earnestly engaged in the farming practices, acted according to our directions, and showed through his examples various aspects our own staff should emulate. However, the two-month period went by very quickly, and outside of the farm work, except for several times when the intern accompanied us for marketing or delivery purposes and once to see an event, there were few other outside opportunities, which was a pity for someone so motivated. We hope to have your cooperation for future internships through more exchanges of information.

Appendix 7

**Result of Questionnaire 2017 on 1st batch Post-Graduation Internship
under ABE Initiative Program**

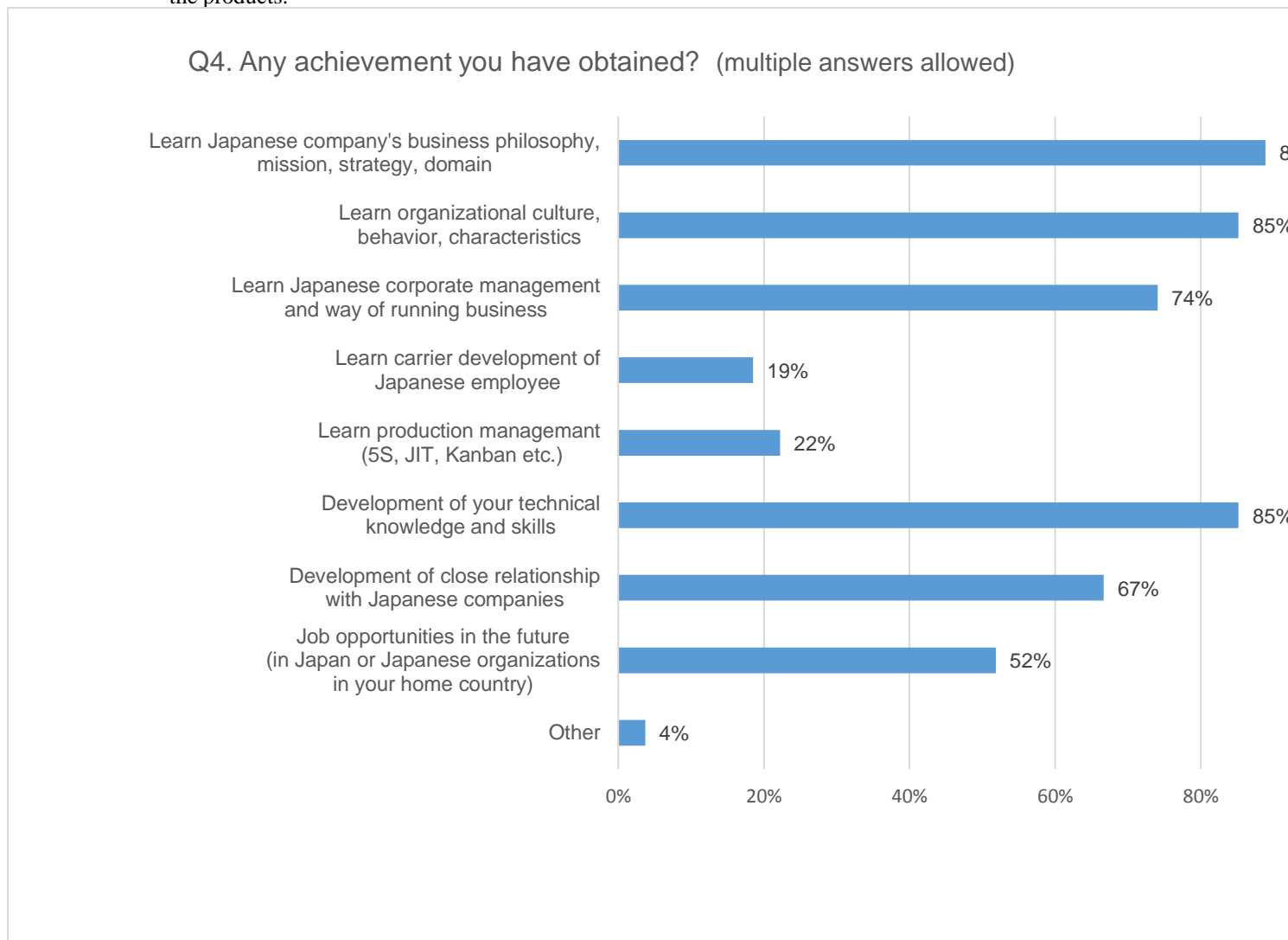
77 participants in total took part in Post-Graduation Internship & 27 participants in total answered to this questionnaire
Response rate: 35.1 %

Q1. Your registered D-number / Q2. Name of the company you experienced the internship



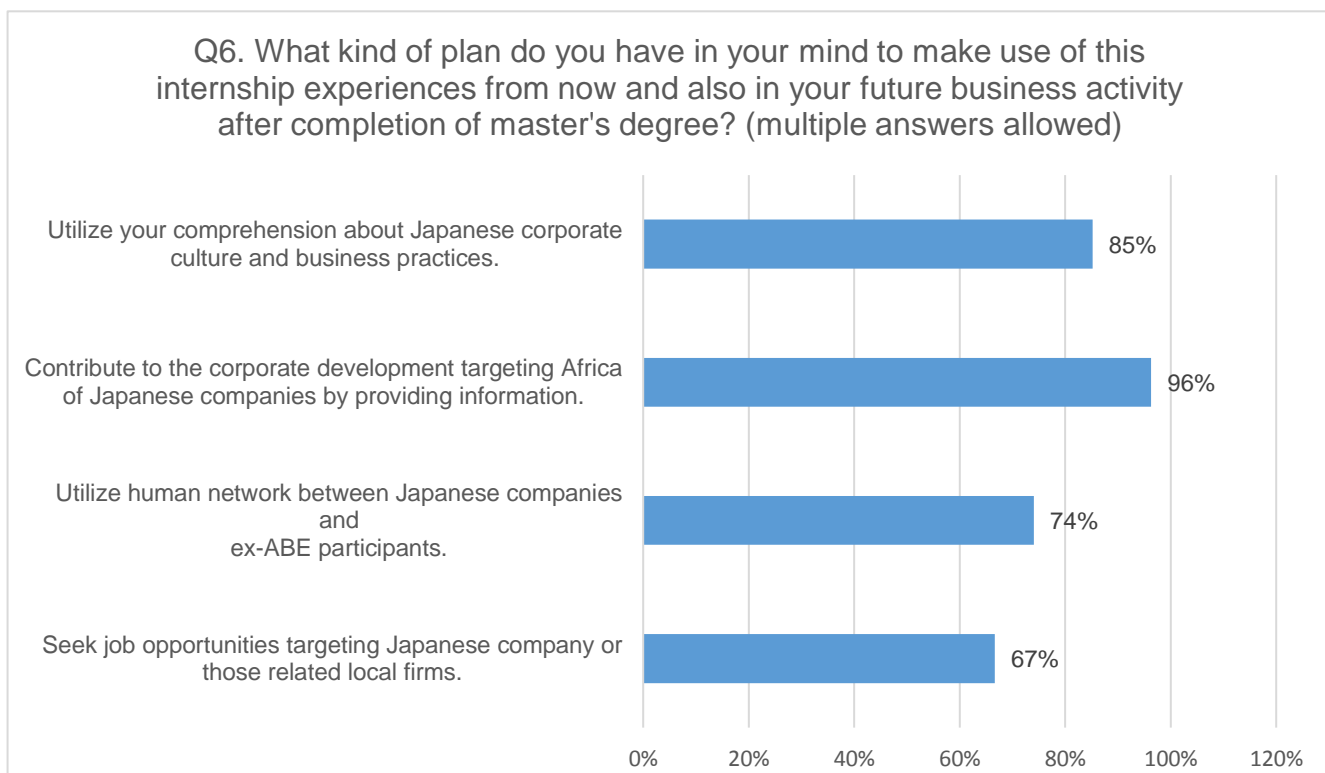
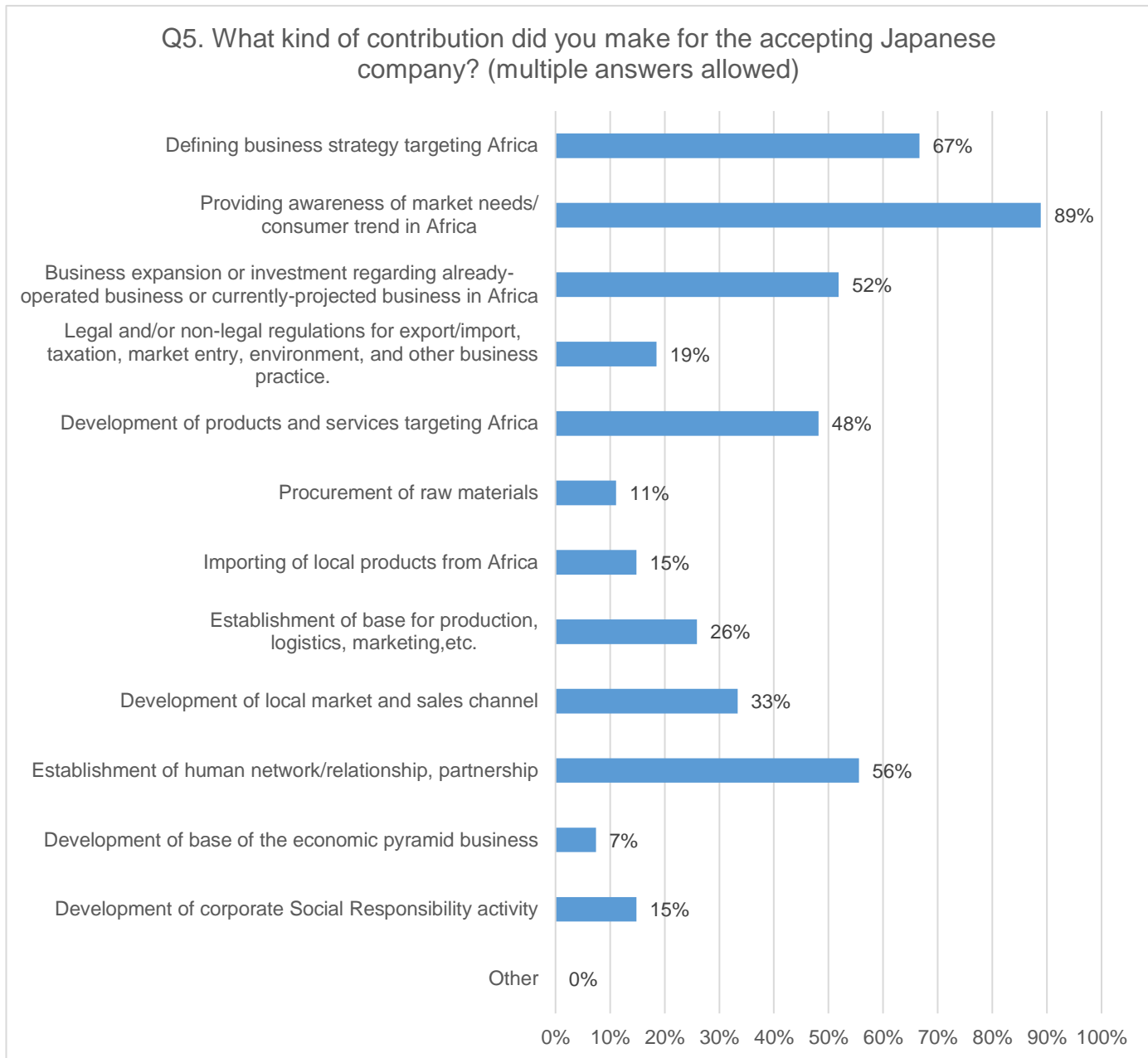
[Other answers] Advising markets possibilities
(from 4 participants) Experiencing the assembling of their laminating machines. To create link with the company for business opportunity in Kenya.

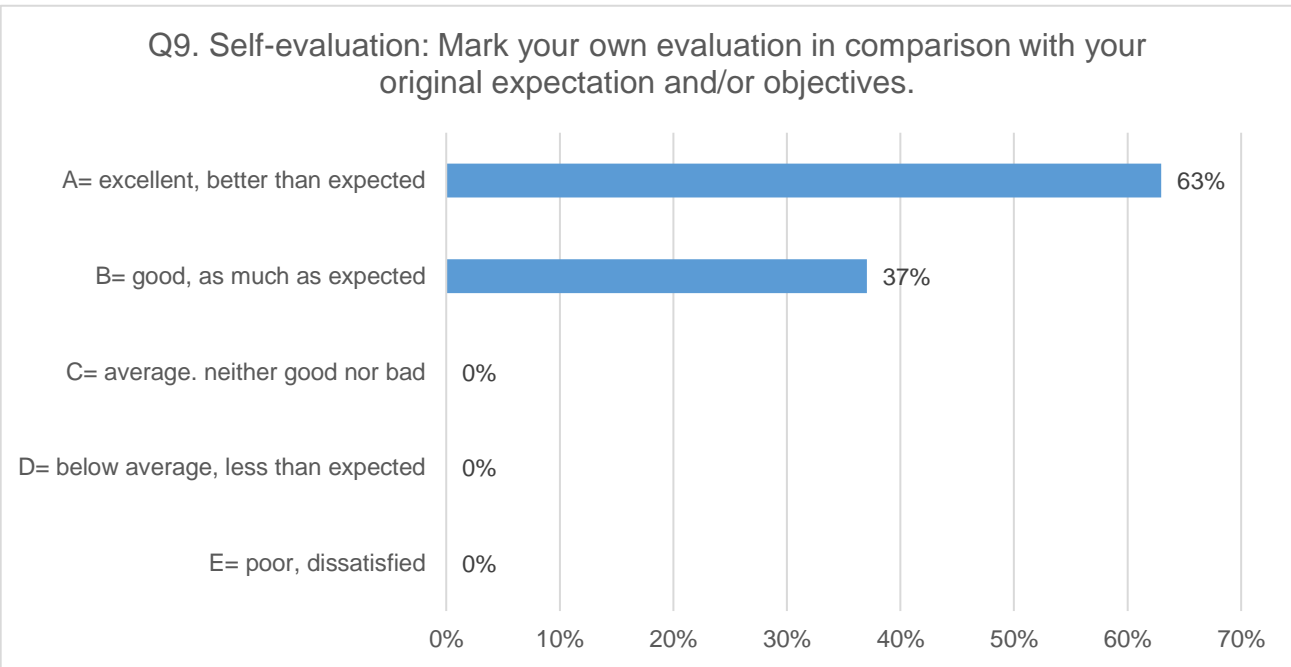
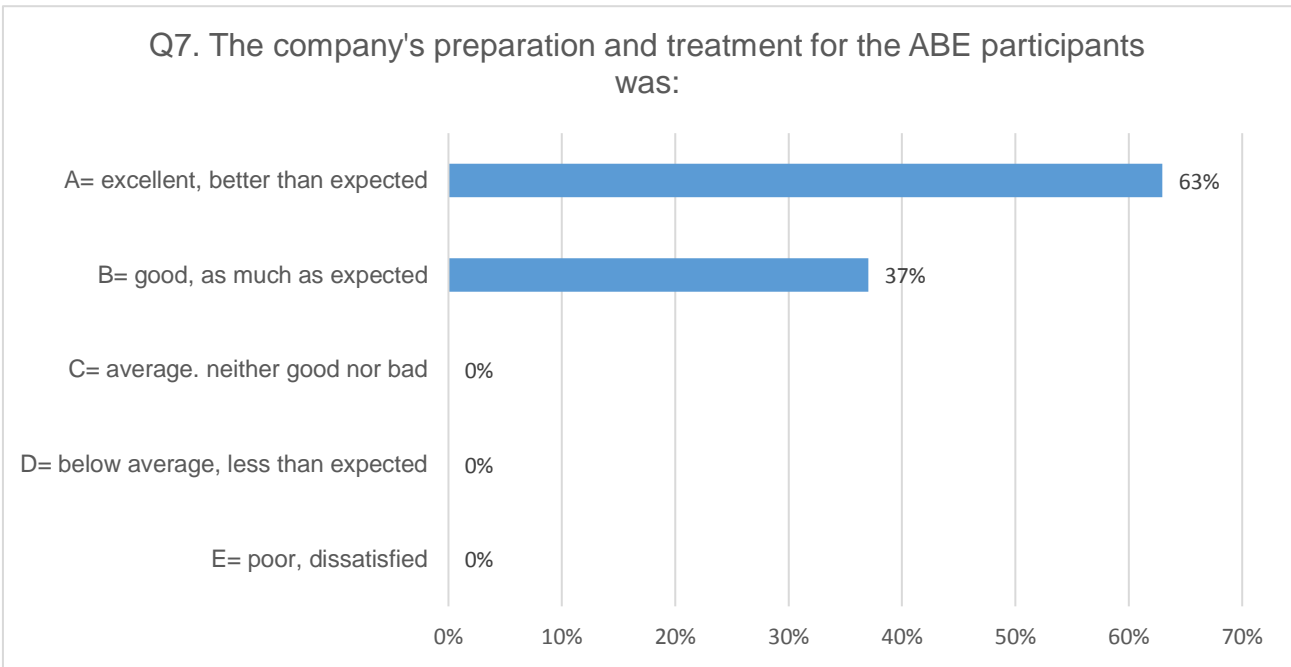
Designed project proposal to be developed in Mozambique in coordination with JICA and Komaihaltec Inc
Proper understanding of products manufactured by the company and the quality process involved in the manufacture of the products.



Other answer to Q4
(from a participant)

I managed to diagnose and troubleshoot laminating machines faults. I then serviced and repaired the fault laminating machines and eventually tested their performance. Further, I managed to assemble various laminating machines and tested their performance which was satisfactorily.





Appendix 8

List of Good Practices as "Navigators" (ABE 1st Batch Ex-Participants)

Country	University	Human Resource Category	Achievement as navigator for Japanese company	Employment at Japanese or Japan-related company	Others/noteworthy points
Ethiopia	Waseda Univ.	Government	As a project officer at the subsidiary (consulting) of a Japanese company in Ethiopia, the participant has been doing research on investment in Ethiopia and feasibility studies for Japanese companies' investment in the country.	Employed at Japanese subsidiary (consulting) in Ethiopia.	
Ethiopia	Ryukoku Univ.	Government		Employed at JICA Ethiopia Office.	
Kenya	Tokushima Univ.	Education			Has introduced participant's academic supervisor in Japan to a Kenyan university and is facilitating contact.
Kenya	Fukui Univ.	Government	Participant serves as a bridge between Japanese companies and human resources the companies are seeking and other human resources in Kenya.		
Kenya	Miyazaki Univ.	Private sector	<ul style="list-style-type: none"> Participant proposed application services for the Kenyan market for the e-learning tools produced by a Japanese company (education) where the participant served a Post-Graduation Internship. Serves as a local staff for a project the Japanese company mentioned above is involved in in collaboration with a Kenyan university under JICA's SME support scheme. Participant is also in contact with another Japanese company (manufacturing) in a project under the JICA SME support scheme. 		<ul style="list-style-type: none"> Participant is president of the company he founded and employs 7 people. In the future, the participant plans to conduct business with Japanese companies. Has introduced the concept of kaizen, the 5-"S"s for efficiency, and a 5-minute morning meeting every day.
Kenya	Kyushu Univ.	Private sector		After being reinstated a local Japanese company (manufacturing), participant left the company.	
Kenya	Kochi Univ.	Private sector		Locally involved in JICA's Capacity Development Project for Sustainable Forest Management in Kenya.	
Kenya	International Univ. of Japan	Private sector		Employed locally at the JICA Kenya Office.	
Kenya	International Univ. of Japan	Private sector		Employed at a Japanese company (manufacturing) operating in Kenya. Employment was decided after both sides met at a networking session in Kenya.	
Kenya	Saga Univ.	Education	Serves as an assistant when representatives from the Japanese company (manufacturing) where the participant served a Post-Graduation Internship visit Kenya. Is also searching for a location for the company's local office.		
Kenya	Kobe Institute of Computing, GS of Information Technology	Private sector		Employed in Japan at a Japanese company (manufacturing)	

Country	University	Human Resource Category	Achievement as navigator for Japanese company	Employment at Japanese or Japan-related company	Others/noteworthy points
Kenya	Waseda Univ.	Government	After returning to Kenya, participant established a company to provide consulting and agent services for Japanese companies moving into the West Africa region. Is already working as the local agent for a Japanese company.		
Kenya	Univ. of Tsukuba	Government			After returning to Kenya, participant was assigned to the Smallholder Horticulture Empowerment and Promotion Project for Local and Up-Scaling, which the participant's employer is implementing with the assistance from JICA.
Kenya	Doshisha Univ.	Private sector		Employed in Japan at a Japanese company (manufacturing). Participation in the Japan MBA Competition led to the connection with the company.	
Kenya	Hokkaido Univ.	Education	When representatives from a Japanese company (specialized trading company) visited Africa, participated in meetings concerning the company's future project in Africa. Since then, the participant has continued to contact the company through e-mails, etc.		
Kenya	Hokkaido Univ.	Private sector	Working as an assistant in the water resources and sanitation department of a Japanese subsidiary (consulting) in Kenya.	Employed at a Japanese subsidiary (consulting) in Kenya.	
Tanzania	Ashikaga Univ.	Government	As a government officer, participant is providing information to several Japanese companies (construction, manufacturing, ICT, etc.) on investment opportunities, contact information for government officials in charge, demand for goods in Tanzania, etc.		
Tanzania	Fukui Univ.	Government			After the return to Tanzania, participant established a consulting company.
Tanzania	Rikkyo Univ.	Private sector		<ul style="list-style-type: none"> • Employed locally at a JICA project on a contract basis. • Employed as a contract worker at the Dar es Salaam office of a Japanese company (consulting). 	
Tanzania	Yokohama City Univ.	Government	Participant is advising a Japanese company (manufacturing) on the moving of its office. Also providing information and other services for another Japanese company (manufacturing).		

Country	University	Human Resource Category	Achievement as navigator for Japanese company	Employment at Japanese or Japan-related company	Others/noteworthy points
Tanzania	Yokohama City Univ.	Government	After the return to Tanzania, participant sent by e-mail a list of local companies to the official in charge at the company where the Participant served a Post-Graduation Internship in preparation for a planned visit to those companies by representatives from the company.		
Tanzania	Kyushu Univ.	Education	In negotiations with a Japanese company (manufacturing) for the company's entry into the Tanzanian market. The project with the company is scheduled to start before the end of 2018.		
Tanzania	Univ. of Tsukuba	Education			Employer is a JICA project. Participant works together with a Japanese JICA expert.
Tanzania	Shimane Univ.	Other		Employed at a Japanese company (construction) operating in Tanzania. Involved in projects for repairing the Japanese embassy, ambassador's residence, road paving, etc.	
Tanzania	Doshisha Univ.	Private sector		Reinstated and promoted at a Japanese company (manufacturing) operating in Tanzania.	
Tanzania	Ritsumeikan Univ.	Private sector	<ul style="list-style-type: none"> • Providing support to a Japanese company where the participant served a summer and a Post-Graduation internship that is procuring commodities in Tanzania. • In contact with a Japanese company (pharmaceuticals), participant advises the company on popular products in Tanzania and helps the company make advertising leaflets. • Engaged as a broker/agent making aggressive contact with several Japanese companies (manufacturing). 		
Tanzania	Ryukoku Univ.	Other	<ul style="list-style-type: none"> • After the return to Tanzania, employed at a local district council, and is supporting Japanese companies. • Conducted research for a Japanese company (consulting) on the feasibility of the company starting a project in Tanzania. After that, participant had a meeting with company representatives when they visited Tanzania. • Conducting research on an EPC project in Tanzania for a Japanese company (electric power) that the participant became acquainted with during an internship. 		
South Africa	Rikkyo Univ.	Private sector		Reinstated at a Japanese company (manufacturing) with operations in South Africa.	
South Africa	Rikkyo Univ.	Private sector		Reinstated at a Japanese company (manufacturing) operating in South Africa, and currently a member of the profit management team. Promoted from manager to senior manager.	

Country	University	Human Resource Category	Achievement as navigator for Japanese company	Employment at Japanese or Japan-related company	Others/noteworthy points
South Africa	Doshisha Univ.	Private sector		Reinstated at Japanese company (manufacturing) with operations in South Africa.	
South Africa	Doshisha Univ.	Private sector		Reinstated at Japanese company (manufacturing) with operations in South Africa.	
Mozambique	Ehime Univ.	Education		Employed in Japan at a Japanese company (construction) where the participant served a summer and a Post-Graduation internship; working at road and pipeline division.	
Mozambique	Kyoto Univ.	Government	Involved in discussions with a Japanese company (construction) where the participant served the Post-Graduation Internship regarding a project in Mozambique.		
Mozambique	International Univ. of Japan	Education	Participant has been providing support to several Japanese companies after the return to Mozambique, and helped them when they were concluding contracts with real estate companies.		
Rwanda	Miyagi Univ.	Private sector	Arranged inspection tours when a delegation of Japanese IT entrepreneurs, centering on the Japanese company (ICT) where the participant served a summer internship, visited Rwanda.		
Rwanda	Kobe Institute of Computing, GS of Information Technology	Private sector	Because of the explanation the participant made to the Japanese company (manufacturing) where the participant served a summer internship on the widespread lightning damage in Rwanda, the company decided to provide lightning arresters to the Rwandan market. Since his return to Rwanda, the participant has also been supporting the company when it conducts surveys in Rwanda.		