

Report on the Training Cooperation Program

—Kazakhstan—

Kazakhstan has a population of approximately 16 million living in a land area that is seven times larger than Japan. It is a resource-rich country, with some of the world's largest reserves of oil and natural gas and vast deposits of rare metals and other minerals. As the country is expected to become a major supplier of resources in the future, Japan is one of many countries taking part in various resource development projects in Kazakhstan.

Of particular note among recent interactions between Kazakhstan and JCCP was the policy dialogue held between Mr. Masataka Sase, Executive Director of JCCP, and top leaders in Kazakhstan on the occasion of Mr. Sase's participation in the First Joint Commission of the Japan-Kazakhstan Government and Private Sector on Economic Cooperation held in Astana, the capital of Kazakhstan, in October 2009. Thereafter, JCCP members visited Kazakhstan again in July 2011 to obtain requests and proposals toward the renewal of JCCP training programs.

JCCP has received almost 200 Kazakh participants to regular courses since 1997, so it can be said that Kazakhstan's participation in JCCP regular courses has practically taken root. However, JCCP members recently visited Kazakhstan once again to provide greater understanding of customized programs, which allow for even more efficient training.

1. KazMunayGas

KazMunayGas is a 100% state-owned oil and gas company in Kazakhstan, which controls all oil and gas operations in the country, from the upstream to



Head office of KazMunayGas



At KazMunayGas:
Mr. Andar M. Shukputov, Chief of Staff (second from left) and
Ms. Alma Tulebayeva, Director HRD (far right)

downstream operations, based on national energy policy. In recent years, it has achieved remarkable economic growth driven by the development of the oil and gas industries, and as a company that occupies the central stage of oil and gas development, it is poised to further expand its businesses, and is garnering the strong interest of Japanese companies.

On August 19, JCCP members visited the head office of KazMunayGas to hold a meeting with Mr. Andar M. Shukputov, Chief of Staff; Ms. Alma Tulebayeva, Director HRD, who attended a JCCP regular course on HRM in 2005; and Ms. Dana Albekova, who also participated in a regular course on HRM in 2009 and has been acting as a counterpart to JCCP since April.

Kazakhstan has been directing its efforts to human resource development since gaining independence. The Kazakh members thus hold high expectations of JCCP training, and said they wish to continue sending participants to regular courses. They also indicated interest in customized programs, and expressed a positive preference for the implementation of such programs, not in a single location but multiple locations throughout the country.

Ms. Tulebayeva asked about the length of time a customized program requires for preparation, and JCCP members explained that it usually takes around six months, from the host organization's indication of intent to implement a program to its actual implementation.

2. KAZENERGY

KAZENERGY is an association of major players in the energy sector and the oil and gas business in Kazakhstan, and enjoys a strong relationship with the Kazakh Ministry of Oil and Gas. JCCP members visited the association for the first time, mainly for the purpose of introducing JCCP.

On August 20, a meeting was held with Mr. Asset Maganov, General Director; Ms. Togzhan Kozhaliyeva, Executive Director; and Ms. Assel Bekimova, Manager HRD, who attended a JCCP Program Seminar (TCJ) last year when she formerly worked for KazMunayGas.

The members of KAZENERGY explained that the company operates with the aim of establishing standards for knowledge and technologies that professionals should possess, and expressed their interest in JCCP from the perspective of knowledge and technology standardization. Also from this perspective, a question was raised about the JCCP certificate, and JCCP members responded that it is an independently established certificate. JCCP members also noted that participation in JCCP programs would be restricted to KAZENERGY's Kazakh employees, although the association comprises members from transnational oil and gas companies.



*At KAZENERGY:
Mr. Asset Maganov, General Director (center), Ms. Togzhan Kozhaliyeva, Executive Director (second from right), and Ms. Assel Bekimova, Manager HRD (second from left)*

The recent visit to Kazakhstan by JCCP members was made with the purpose of deepening understanding of customized programs, and successfully elicited a positive response from KazMunayGas. The company's wishes will hereafter be discussed toward prompt implementation of a program.

On a personal note, it was also a delight to be able to once again see Mr. Rustam Karabalayev and Mr. Konuspayev Baurzhan, who previously participated in a regular course implemented in the past as coordinator.

<by Kazuhiro Suzuki, Training Dept.>