

FY2009 JCCP Program Seminar

The FY2009 JCCP Program Seminar (TCJ-1-09) was held over an eight-day period, from July 8 to 15. The seminar invites JCCP counterpart managers from state-run oil companies in oil-producing countries to visit JCCP and exchange views with JCCP personnel regarding future plans for regular courses in Japan and dispatch of expert services abroad. It also aims to promote greater understanding of JCCP in oil-producing countries by offering JCCP counterparts an opportunity to personally experience Japan and JCCP.

1. Participants

The eight participants of the seminar consisted mainly of managerial personnel of human resource management departments, with an average age of 45. They were from Indonesia (PERTAMINA), Iran (NIORDC), Kazakhstan (KazMunayGas), Libya (NOC), and Saudi Arabia (Saudi Aramco), five countries that also participated in last year's seminar. We believe that the significance of the seminar has begun to be acknowledged in major oil-producing countries.

2. Seminar Content

(1) Regular Course Experience

To give participants of the program seminar a general idea of what regular course participants usually go through, we had them experience the entire flow of a regular course, including an orientation session, opening ceremony, administrative guidance,

lectures on “overview of Japan’s oil industry” and “Japanese language and society,” and closing ceremony. We also provided a visit to a refinery and a cultural field trip as we do in our regular courses.

(2) Information Exchange on Human Resource Development Programs in Each Country

We asked each participant to deliver a presentation to an audience composed of people from JCCP member companies and JCCP personnel, on a general overview of their company, its human resource development policies, and its evaluation and requests of JCCP training programs. Through these presentations, we have gained a better understanding of our counterparts, and have acquired invaluable information regarding their evaluation and requests of JCCP, which we intend to use to improve our future training programs.

(3) Overview and Discussion on JCCP’s Future Training Activities

Seeking to promote active utilization of FY2010 JCCP regular courses and FY2009/2010 customized programs (Customized Program-Overseas (CPO) and Customized Program-Japan (CPJ)), we outlined the annual schedule of FY2010 regular courses and gave a detailed summary of customized programs. We also discussed requests, improvements, and matters for confirmation related to JCCP training programs as a whole.

Particularly in regard to CPO/CPJ, we sought to identify specific needs in each country, by giving a detailed description of common themes—refinery



Presentation venue



Individual discussions on CPO/CPJ



At Idemitsu Kosan Co., Ltd., Tokuyama Refinery



Seminar participants

management, human resource management, human resource development, energy conservation, upgrading of heavy oil, environmental management, maintenance management, and advanced process control—and proposing a sample implementation schedule. From the participants we learned that there are strong needs in the areas of TPM (Total Productive Maintenance/Management), safety management, DCS (Distributed Control System), and TQM (Total Quality Management) for managers, and therefore plan to use this information to make even more specific CPO/CPJ proposals in the future.

As a result of implementing a program seminar every year, we have gained a more accurate understanding of the needs and issues facing each country, and believe we are making significant progress in providing CPO/CPJ on themes that could contribute to solving those issues.

3. Summary

The eight-day seminar provided the participants with an ideal opportunity to strengthen their relationship with the JCCP staff, and their exposure to Japanese society and culture helped them to gain a better perspective of Japan. We hope their experience will promote their further participation in JCCP programs.

As described below, the seminar has benefited both JCCP and participating countries, and has accomplished its intended objectives.

(1) The participants have deepened their

understanding of Japan and JCCP, and have established a close, trusting relationship with the JCCP staff. We are hopeful that their new perspective will encourage them to more actively promote the use of JCCP training programs in the future.

As part of the seminar, a visit was made to Idemitsu Kosan Co., Ltd.'s Tokuyama Refinery, where refinery staff gave a lecture on human resource development and provided a tour of the site. In terms of offsite training experience, the visit was more than expected, and received high marks from all participants.

- (2) To promote greater implementation of CPO/CPJ that are designed to respond specifically to each country's needs, we held a discussion with each participant, with their approval, to establish details for their possible implementation.
- (3) We have obtained information on the organizational structure and human resource development policies of each participant country, as well as their evaluations and requests regarding JCCP training activities.

We will carefully analyze and assess the fruits of this year's program seminar, so that we may not only improve next year's seminar, but also offer even better training programs in the future.

Lastly, we thank Idemitsu Kosan's Tokuyama Refinery for its thorough response and support, and extend our deepest appreciation to everyone who put in a lot of time and effort in helping us implement an efficient and effective seminar.

<by Takashi Hori, Operations Dept.>