

Human resource development in Africa:

What has been done so far, and what issues needed to be addressed in the future

1. About IUJ

The International University of Japan (IUJ) was created in 1982, as Japan's first graduate-school-only university, by bold leaders with a unique vision representing business, government and world organizations.

IUJ equips students with interdisciplinary skills covering politics, economics and management, as well as historical and cultural perspectives to take on current global issues from their chosen profession. Offering an English-only curriculum to students from 50+ countries taught by a highly qualified faculty, IUJ boasts seven master's level degrees in two graduate schools.

With active interdisciplinary research initiatives and an interactive alumni network of about 3,600 graduates from over 115 countries, IUJ is making effective use of our global outreach to link up world organizations, businesses and governments both in and outside of Japan.

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<GLOCOM>

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Facts and Figures

Graduate Students 339

Faculties 43

Staff 38

Faculty to Student Ratio 1:13

Percentage of International Students





To train leaders who can contribute to the practical resolution of global problems facing people living in various countries and regions in the world, as well as organizations including governments, companies, and NGOs, and to extend public and social benefits globally

Graduate Course

Graduate School of International Relations (GSIR)

- MA in Public Management
- MA in International Peace Studies
- MA in Economics
- MA in International Relations
- MA in International Development
- Master of Public Policy

Graduate School of International Management (GSIM)

- Master of Business Administration
- Master of E-Business Management





2. Vision in Africa

Strategic Development in Africa

2015 2016 2017 2018 2019 2020 2021 2022 2023

Study and **Preparation** Period

Conclude agreement for study overseas with top university in Africa

Hold two local meetings a year to present IUJ in Africa

Conduct a program to dispatch our teaching staff to affiliated university in Africa

Establish a network of people across Africa

Laying the foundation in Africa	2013	2016	2019	2023
Number of Affiliated school in Africa	0 school	3 schools	5 schools	5 schools
Number of participants in meetings to present IUJ in Africa	0 people	150 people	250 people	400 people
Number of students from Africa	9 people	15 people	25 people	40 people

IUJ has Global Partnerships with 55 major Japanese companies. We will deepen collaboration with Japanese companies and extend it to address the needs of Africa, a continent Japanese company's view as a promising market, following Asia. HR development projects led by the Japanese government, such as the African Business Education Initiative for Youth (ABE Initiative), are also emphasizing support for Japanese companies, rather than the conventional approach to HR development in developing countries. This innovative business-oriented approach will shape IUJ's efforts to develop human resources in Africa.

IUJ is already a powerful brand in Asia. Over the next 10 years, we will strive to establish the IUJ brand in Africa as part of our ambitious effort to powerfully support Japanese economic progress through an innovative approach to education. Ghana, with almost 50 alumni, is the epicenter of IUJ's growing alumni network in Africa, which already comprises more than 160 IUJ graduates.

Similar to the situation in Asia, most IUJ alumni in Africa are elite bureaucrats or teaching staff at leading local universities. Capitalizing on this alumni network, we will implement strategic initiatives in Africa based on the recognition that the continent is of growing importance to Japan.



3. Strength of IUJ

Accomplishments and Features of IUJ

All staff support students in campus life.

Boarding School

Joint authoring

with teachers

and students

- Teaching staff also live on campus.
- Lots of opportunities for students and teaching staff to mingle.
- Hours for learning are effectively secured.
- **English** language environment, Internationality communication skills
- Everyday life itself is a venue of interaction.
- Official campus language: English
- Japan's first courses taught in English only
- Official meetings of the university are made in English.
 - students: 86.1% Ratio of foreign teachers, etc.: 87.5% •Students from 35 **High-quality** talent from lots countries are of foreign countries
 - secured constantly Acceptance and development of dispatched students with scholarships from international organizations including JICA-JDS,

IMF, ADB and WB.

Ratio of foreign

- To be carried on peer-reviewed academic journals.
- Cooperative relations with the business world

Global talent partnership agreements

with 55 companies

Offering internships

On-campus recruiting

IUJ

Graduate Network

3,600 people

in 115 countries

system International offering of

High quality of

teaching staff

and

transparency in

employment

teaching positions

Introduction of a world-

Made of staff with a doctorate

standard teacher assessment

 Highly appreciated in MBA World Rankings