

# Cultivating railway human resources overseas, with a focus on Asia



Artist's depiction of high-speed railway station in India

(Photo: JICA)

Technical training at Omiya General Rolling Stock Center



## Objectives

We share with railway operators in other countries the extensive know-how and outstanding technologies that we have developed through our railway operations over many years. This engagement has given rise to numerous international railway projects for developing transportation infrastructure abroad, and represents a key new area of operation aimed at future growth.

In April 2019, we established the JR East Technical Intern Training program, which seeks to cultivate local railway human resources overseas, particularly in Asia. While further expanding the training curriculum and the number of partner countries, we will continue offering this program to contribute to the sustainable economic growth of Asia.

## Human resource development for India's high-speed rail project

The JR East Group supports the development of human resources for India's high-speed railway project through Japan International Consultants for Transportation Co., Ltd. (JIC), which has been contracted by the Japan International Cooperation Agency (JICA) to provide diverse training programs. This training, which is being provided while the railway construction work advances toward completion, aims to equip India with local professionals who will be able to operate and maintain the high-speed rail network once it enters service.

Executives and other members of National High-Speed Rail Corporation Limited (NHSRCL), the leader of the high-speed railway's construction and operation, have visited Japan to learn about how our company has achieved safe, high-quality transportation service in our Shinkansen operations. Back in India, they have been using the insights gained to guide the construction of the high-speed railway and the preparations for service launch.

We also plan to provide training in Japan for the managers who will play key roles in overseeing the rail network's operations and maintenance.



NHSRCL executives taking part in a study session (Photo: JICA)

## Launch of JR East Technical Intern Training to cultivate railway human resources abroad

Since April 2019, the JR East Technical Intern Training program has been hosting eleven interns from Vietnam Railways and Kaizen Yoshida School, a Japanese-language school in Ho Chi Minh City. This training is scheduled to run for three years, ending in March 2022, and is being provided with the collaboration of JR East Rail Car Technology & Maintenance Co., Ltd. The interns are currently receiving instruction in safety and technical fundamentals at Omiya General Rolling Stock Center, with a focus on maintenance of rolling stock air conditioning systems, as they prepare to pass the basic level of the National Trade Skills Test around November 2019. We have taken the necessary steps for ensuring that this training complies with Japanese laws governing internships, including by entering into employment contracts with the interns and providing them with employee-level wages and welfare benefits.

In addition, since September 17, 2019, we have been hosting three station service and rail maintenance personnel from Myanmar Railways and training them in their respective vocations. These internships are conducted in partnership with the coordinator, JICA, and represent our first time to provide international interns with on-the-job training at stations and on tracks. The station service operations training will include training at the sites of the following collaborators: Tokyo Metro Co., Ltd., Hitachinaka Seaside Railway Co., Ltd., Tokyo Monorail Co., Ltd., JR Bus Kanto Co., Ltd., and East Japan Eco Access Co., Ltd.



Training program launch ceremony at the Railway Museum



Interns receiving training

## VOICE



### Making an international contribution by training local personnel

Indian High-speed Railway Project Team, International Affairs Headquarters, East Japan Railway Company

The trainees from India are very passionate learners, and initially I was overwhelmed by how they keep asking questions until everything makes sense to them. I learned that I had to construct well-reasoned explanations for them, so I am now able to engage with them more smoothly. Since they meticulously prepare for each lesson, they ask very sophisticated questions. I do everything I can to make sure that the training provides them with a firm understanding of Japan's Shinkansen technologies.



### Using technologies learned in Japan to aid the growth of Vietnam Railways

Omiya General Rolling Stock Center, Omiya Branch Office, East Japan Railway Company

I serve as the leader of the interns from Vietnam. I want to achieve two goals during our three years of training. The first is to reliably perform the duties assigned to me and broadly learn about rolling stock maintenance. The second is to learn many things that I cannot learn in Vietnam. Over the next ten years, Vietnam Railways will carry out projects for developing urban railways and high-speed rail systems. The knowledge and technologies that I gain in Japan will be vital for those projects. I am working hard every day so that I can contribute to the growth of Vietnam Railways when I return.



### Nurturing railway human resources for Asia

Omiya General Rolling Stock Center, Omiya Branch Office, East Japan Railway Company

At first, we had a hard time instructing the interns in technical terms and matters, but my fellow advisors and I were inspired by their very positive attitude. We experimented with different approaches to aid their understanding, and now every day we sense the growth of their commitment to learning. Going forward, we will continue working with JR East Rail Car Technology & Maintenance to provide solid training that will enable interns to serve as valuable human resources for railway operations in Asia.

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