

The enhancement of the level of sensibilities desirable as good members of society High ethics, common sense and a sense of mission

Training-Customs

# Human Resource Development

For the purpose of providing administrative service at the highest level, Japan Customs trains and develops its human resources.  
Customs officials should have flexibility, international viewpoints, comprehensiveness as well as professionalism.



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Training to develop desired Customs officials P50





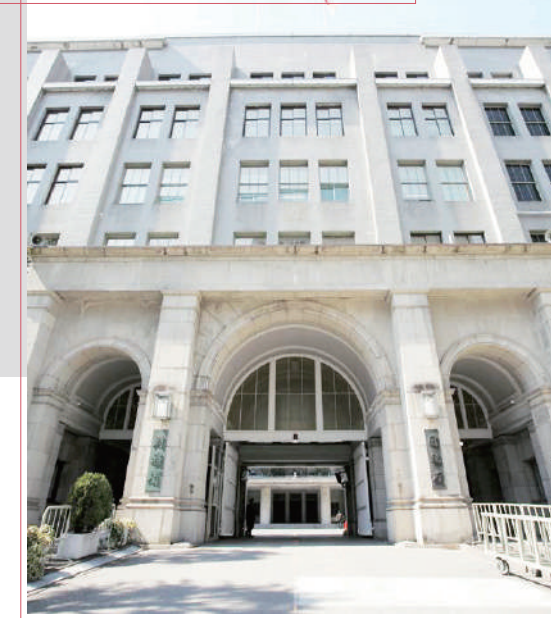
## Training to develop desired Customs officials



Along with social and economic changes surrounding Customs, administration and operation of Customs have become more diverse and advanced.

Customs officials are expected to carry out day-to-day operations appropriately.

To cope with these changes, Japan Customs is reviewing and enhancing the scope of customs officials training to nurture officials with high expertise and skills from a long-term perspective to enrich the whole training system.



### DESIRED CUSTOMS OFFICIALS

#### Flexibility

Customs officials with the ability to respond to the changing environment  
Customs officials with flexibility, who are able to respond to changes in the economy and environments surrounding customs and provide administrative services at the highest level

#### International perspectives

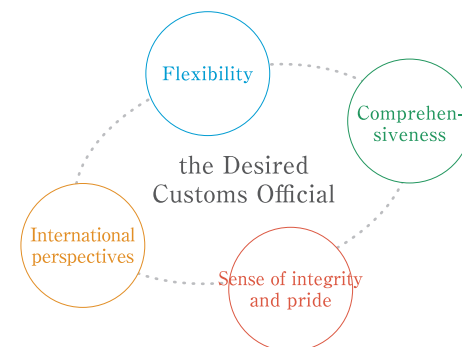
Customs officials actively participating in international activities  
Customs officials capable to take part in various international fields, such as work in the World Customs Organization (WCO) and other international organizations or in mutual recognitions of AEO programs of partner countries

#### Comprehensiveness

Customs officials who are experts in trade  
Customs officials capable to provide traders and other stakeholders with proper guidance on trade-related matters as an expert in the field

#### Professionalism

Customs officials capable to provide administrative services with Professionalism, fully recognizing the importance of the customs missions and high expectation towards their role



### ENHANCING EFFICIENCY AND EFFECTIVENESS OF TRAINING

Effective training of Customs officials can be realized when both off-the-job training (Off-JT) at the Customs Training Institute and on-the-job training (OJT) provided at individual workplaces are combined.

Self-development is also essential to enhance the effectiveness of training, in which customs officials acquire and accumulate knowledge and skills by themselves and improve their potential capabilities.

#### Broadening knowledge for their duties

- Foreign language skills
- Acquiring qualifications (e.g. customs broker, bookkeeping)

#### Self-development by each Customs official

#### Worksite training reflecting officers' career plans

- Overseas assignments
- Personnel exchanges with other agencies



#### Off-JT at the Training Institute

#### OJT at each workplace

Customs officials learn knowledge and skills required for performing their duties and acquire application capabilities.

- Learning the latest expertise
- Enhancing courses to improve application capabilities
- Capacity to manage IT systems
- Promoting exchanges with those outside the institute, including overseas counterparts