Development and Management of Human Resources
- Equipping countries with human skills to fully benefit from IP,
Growing needs for multidisciplinary expertise to sustain innovation -

Tadashi INOUE
Dean, Executive Manager for Human Resources Development,
National Center for Industrial Property Information and Training (INPIT)

Talking Points

1. National Needs for IP Human Resources
2. Human Resources Development for Different Target Groups
3. Future Challenges
National Efforts toward
“Intellectual Property-based Nation”

2002: Policy Statement by former Prime Minister Koizumi
→ “IP-based Nation” as one of the national goals

2002: Intellectual Property Basic Act

2003: Establishment of Intellectual Property Policy Headquarters (headed by the prime minister)

- IP Strategic Program (revised every year)

Increasing Needs for IP Human Resources (2006)

<table>
<thead>
<tr>
<th>[Quantity]</th>
<th>[Quality]</th>
<th>[Awareness]</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) IP staff in firms</td>
<td>i) Filing abroad</td>
<td>i) Students</td>
</tr>
<tr>
<td>ii) Patent attorneys</td>
<td>ii) Strategic exploitation</td>
<td>ii) The public</td>
</tr>
<tr>
<td>iii) IP staff in universities, etc.</td>
<td>iii) Protection of emerging technology</td>
<td></td>
</tr>
<tr>
<td></td>
<td>iv) Litigation, etc.</td>
<td></td>
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</tbody>
</table>

The Comprehensive Strategy for the Development of Human Resources Related to Intellectual Property

→ Perspectives on IP HRD in the coming 10 years
Desired IP human resources are:

(1) those who can work **globally**, 
(2) those who understand advanced technologies, 
(3) those who are **multi-disciplinary**, 
(4) managers/executives who can win in IP competitiveness, or 
(5) those who assist SMEs, etc. in utilizing IP
2 JPO and INPIT

Japan Patent Office

The Universal Industrial Property Materials Library

INPIT

NCIPI (former name)
(established in Apr. 1997)

Industrial Property Info
Consulting Service
Patent Licensing

Training for JPO Staff
Human Resources Development

(INCOPRATED ADMINISTRATIVE AGENCY)

Oct. 2004

(INPIT)

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Major Business of INPIT

INPIT

Human Resources Development

Training of IP-related Personnel
(i) JPO officials ★
(ii) Non-JPO personnel ★

Raising IP Awareness
(i) Contests ★
(ii) Standard textbooks

Support for universities, etc.
(i) University IP Advisors ★

Global Activities for IP-Human Resources

IP Information (IPDL, etc.), Licensing, Consulting, etc.

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EX.1  
Training for JPO Patent Examiners

1. Basic Knowledge & Expertise on Examination
   > Laws & Regulations
   > Technology
   > Examination Practices

2. Abilities for Smooth/Efficient Examination
   > Communication
   > Collection & Analysis of Information

3. Knowledge for Globalization
   > Languages
   > Foreign Patent System

4. Management Skill
   (i) Collective Training at INPIT
   (ii) OJT in JPO
   (iii) Self-Development

Example of Training Programs for Examiners

JPO Patent Examiners

1st Year: Training for Assistant Examiners
2nd Year: Training Course for Examiners (1)
3rd Year: Training Course for Examiners (2)
6th Year: Examination Ability (Practical) (1)
8th Year: Examination Ability (Practical) (2)
10th Year: Training Course for Appeal Examiners
20th Year: Training Course for Examination Directors
30th Year: Training in Litigation, etc.

[Note] This chart shows an average training schedule for JPO patent examiners.
**EX.2  Training for IP Expert**

“Expert Search Training (Advanced Level)”

**Objectives:** To enhance the ability of prior art search
**Target Groups:** IP staff of companies, searchers of patent search companies, etc.

- Lectures by Patent Examiners
- Search Practices using Examiner Terminals

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**EX.3  Raising IP Awareness among Students**

“Patent Contest” & “Industrial Design Contest”

**Objectives:**
To raise IP awareness & to promote an understanding of IP system

**Target Groups:**
Students of universities, colleges of technology, high schools

- **Entry**
  - Description of Invention
  - (262 entries in Patent Contest 2009)
- **Contest**
- **Awards**
  - (16 awards in Patent Contest 2009)
- **Consultation**
  - Patent Attorney
  - Free
- **Filing**
  - Free
- **Patent Examination**
  - Free
- **Patent**
  - Free

[Note] Each Fee is covered by the organizer.

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University IP Advisor

Objectives - To assist universities in the following:
> Establishing their own IP management system, or
> Enhancing IP management functions

University IP Advisor

Guidance, advice, consulting

The person in charge of the university (Dean, Vice Dean)

“Manual for Developing IP Management System in the University”

University IP Advisors are dispatched to 18 universities in FY 2009 (52 univ. in total since FY 2002)

3

Basic Policy on IP Strategy in the Third term
(Intellectual Property Strategy Headquarters; March 31, 2009)

<table>
<thead>
<tr>
<th>Term</th>
<th>1st Term FY2003-2005</th>
<th>2nd Term FY2006-2008</th>
<th>3rd Term FY2009-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target</td>
<td>IP-based Nation</td>
<td>Most Advanced IP-based Nation</td>
<td>Enhancement of Global IP Competitiveness</td>
</tr>
<tr>
<td>Characteristics</td>
<td>Enhancement of IP protection</td>
<td></td>
<td>Enhancement of Intellectual Creation Cycle by focusing on IP exploitation</td>
</tr>
</tbody>
</table>

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IP Human Resources desired in the Future
(Extract from “Intellectual Property Strategic Program 2009”)

1. IP for Innovation
   (1) Developing IP human resources who contribute to the creation of innovation
   (2) Enhancing the comprehensive IP producing capability of universities, SMEs, etc.
      > Dispatching teams headed by an IP producer

2. Global IP
   (1) Promoting the development of IP systems in Asia, etc. and cooperation therefor
   (2) Developing international IP experts

Open Innovation Paradigm
(Henry Chesbrough)

Closed Innovation
We should control our IP, so that our competitors don’t profit from our ideas.

Open Innovation
We should profit from others’ use of our IP, and we should buy others’ IP whenever it advances our own business model.

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Human Resources contributing to the creation of Innovation

Enlightening and developing human resources who take charge of coordinating R&D strategies, IP strategies and business strategies

“The GOJ will encourage business managers and executives to improve their understanding of IP and incorporate IP strategies into their business strategies and R&D strategies.”

Collaboration Activities in Japan

Seven training institutes in Japan formed the “Council for promoting the development of human resources related to Intellectual Property” (2006).

[Major Activities]
1. Proposal to the government on human resources development
2. Joint Event (e.g. Open Seminar in 2009) “IP Human Resources desired in the Pro-Innovation Era”
**IP Producer**

IP Producer Dispatching Program (Pilot Project, 2008-)

IP producer
(Two IP producers as of Mar. 2010)

1. Initial stage
   > Patent map
   > IP strategy
   > IP Policy, etc.

2. Middle stage
   > IP portfolio

3. Final stage
   > IP Management and License after the project

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**Inter IP Academy Cooperation (my viewpoint)**

Possible Activities

1. Exchange of Training Information, Experience
2. Joint Training for IP-related Personnel
   e.g. (i) Joint Training/seminars, etc.
   (ii) Exchange of IP Information useful for HRD (the latest information on IP systems, etc.)
3. Raising IP Awareness
   (i) Bilateral
   (ii) Regional
   (iii) International

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Key Activities in the Future

1. Training for developing IP experts
2. Development of human resources who contribute to the creation of innovation
3. Development of human resources who can work globally
4. Raising IP awareness

Public sector...Inter IP Academy Network...Overseas

Private sector

Thank you for your kind attention

References
> JPO: http://www.jpo.go.jp/index.htm

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