



WIPO High Level Forum on the Global Intellectual Property Infrastructure for Promotion of Innovation, March 1-2, 2010, Tokyo JAPAN

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

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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)
- ***The Comprehensive Strategy for the Development of Human Resources Related to Intellectual Property (2006)***

Increasing Needs for IP Human Resources (2006)

Provisional Translation

[Quantity]

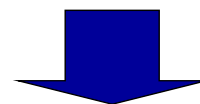
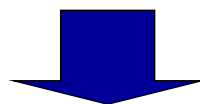
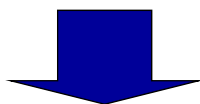
- i) IP staff in firms
- ii) Patent attorneys
- iii) IP staff in universities, etc.

[Quality]

- i) Filing abroad
- ii) Strategic exploitation
- iii) Protection of emerging technology
- iv) Litigation, etc.

[Awareness]

- i) Students
- ii) The public



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 (2006)

Provisional Translation

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

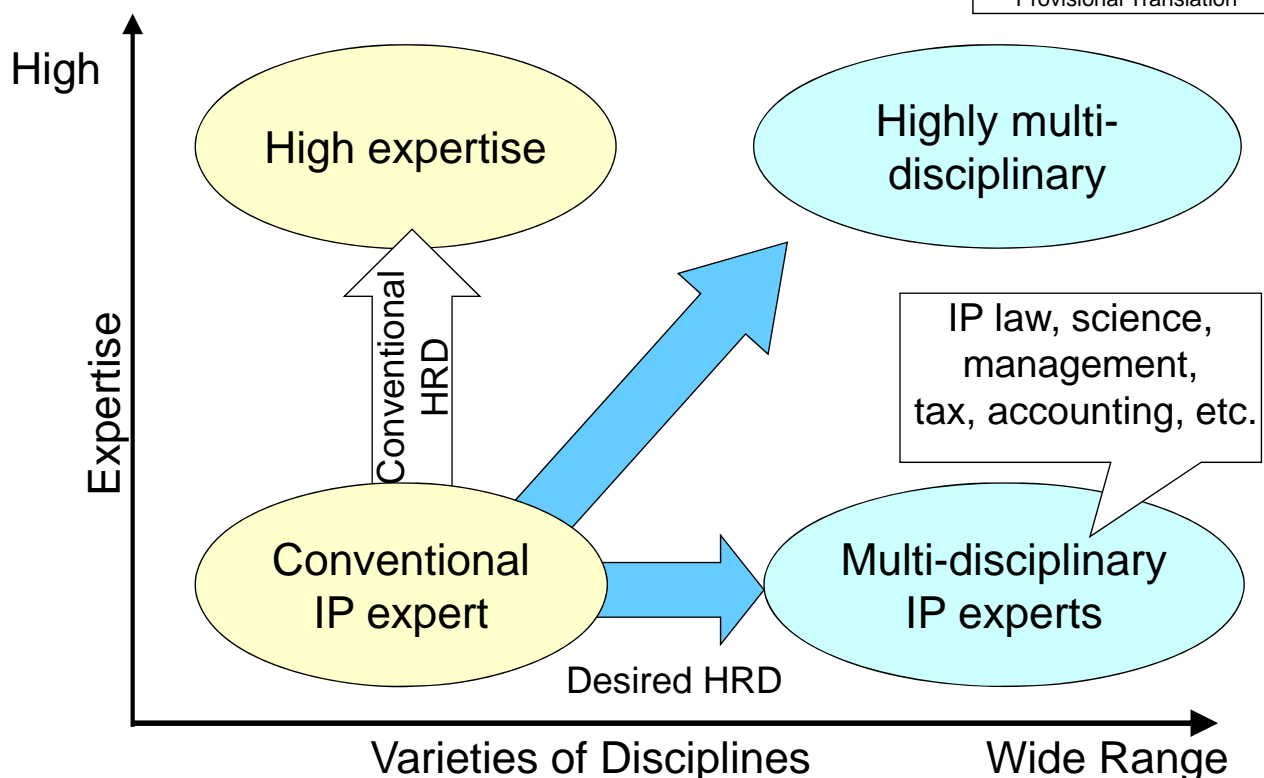
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"Comprehensive Strategy for the Development of Human Resources Related to Intellectual Property" (2006)



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Multi-disciplinary IP Human Resources (2006)

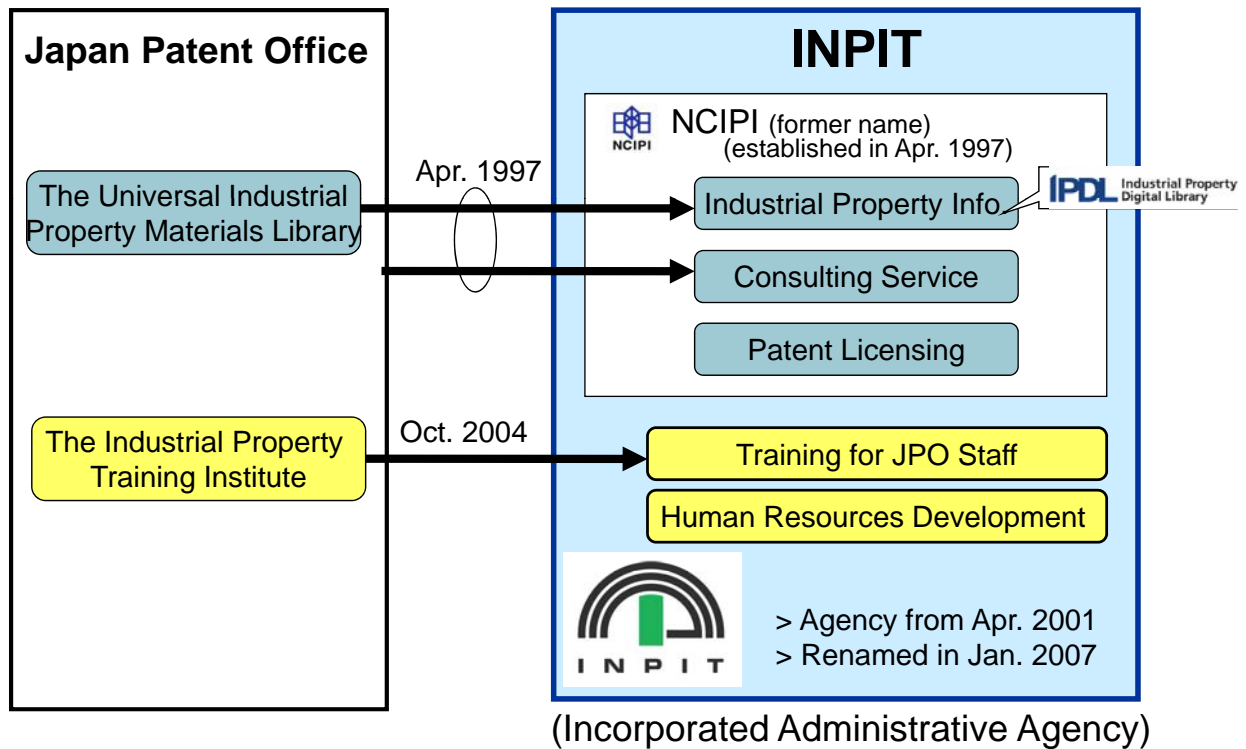
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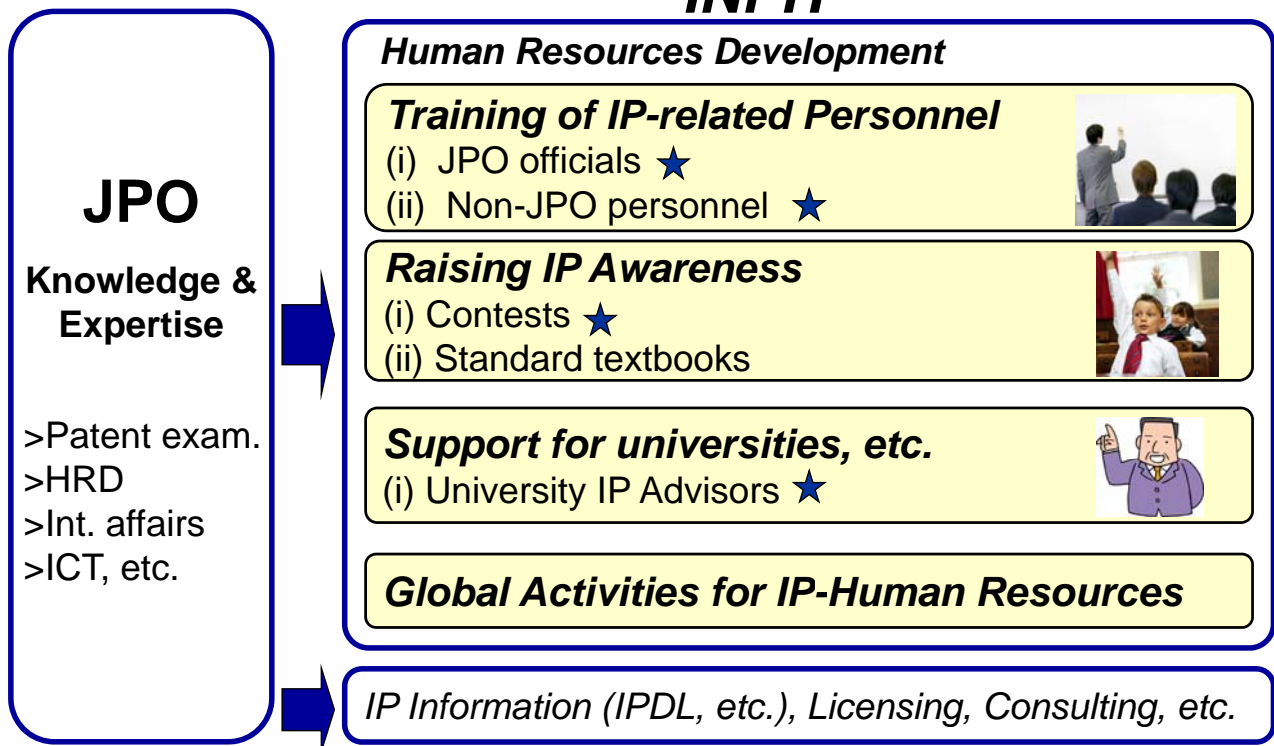


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Major Business of INPIT

INPIT



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

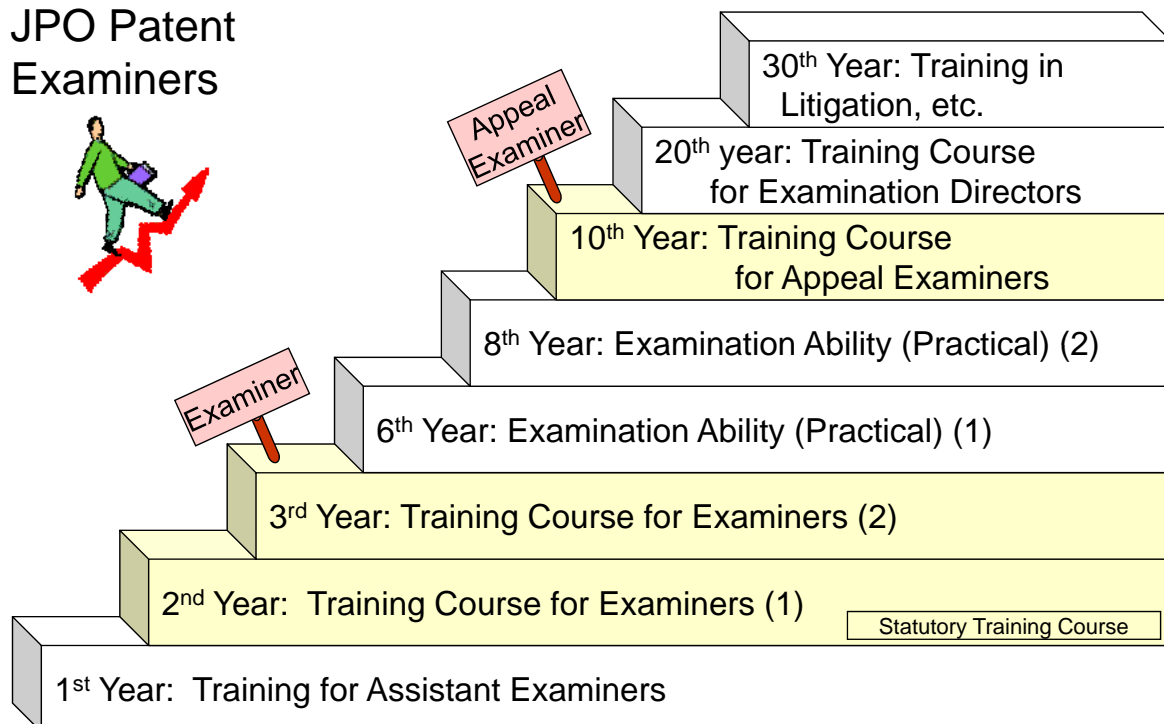
4. Management Skill

- (i) Collective Training at INPIT
- (ii) OJT in JPO
- (iii) Self-Development

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H. Kobayashi, "Training in JPO Examination Departments", tokugikon, 2007.11.14, no.247

Example of Training Programs for Examiners

JPO Patent
Examiners



[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



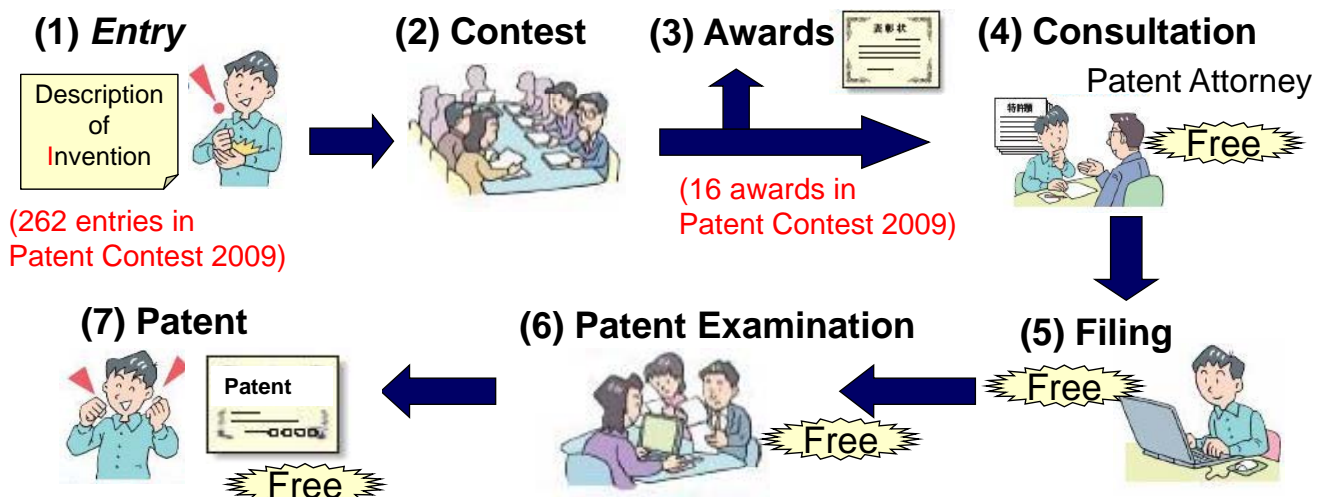
Search Practices using Examiner Terminals

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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



[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)



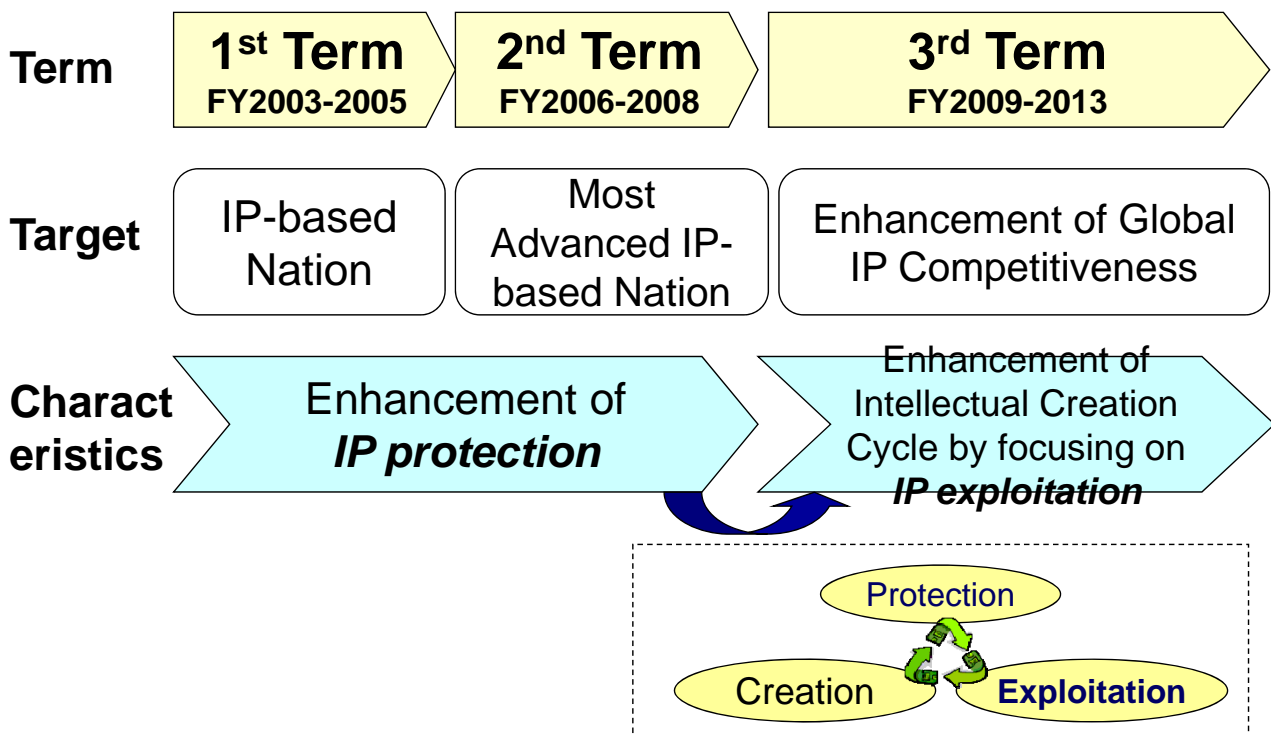
"Manual for Developing IP Management System in the University"

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

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

Provisional Translation



IP Human Resources desired in the Future

(Extract from "Intellectual Property Strategic Program 2009")

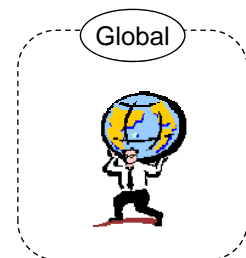
1. IP for Innovation

- (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



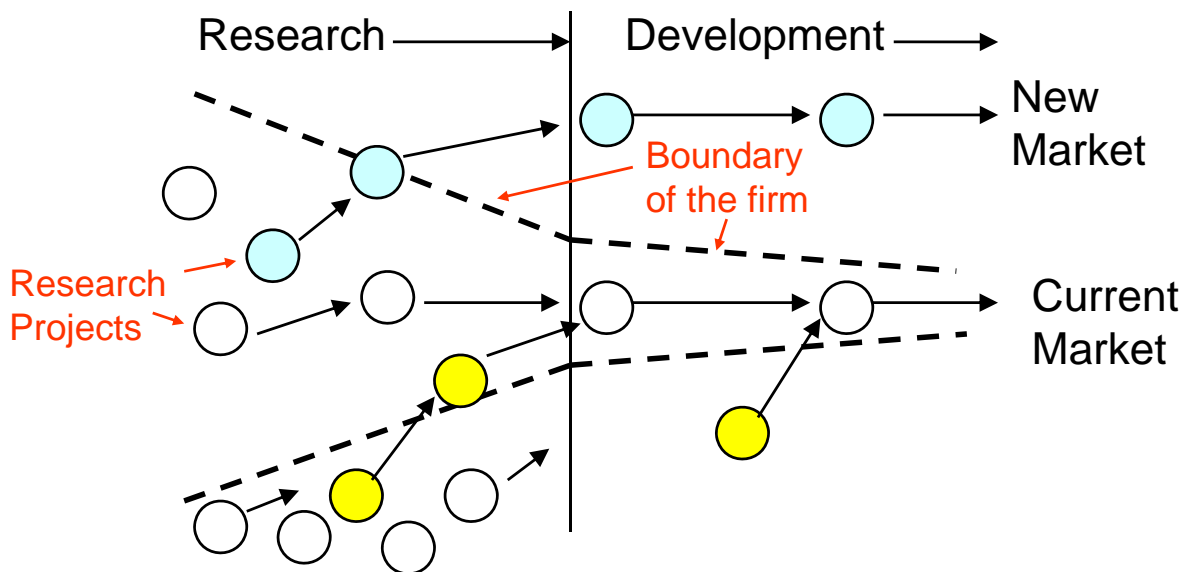
2. Global IP

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



Open Innovation Paradigm (Henry Chesbrough)

innovation



Closed Innovation

We should control our IP, so that our competitors don't profit from our ideas.



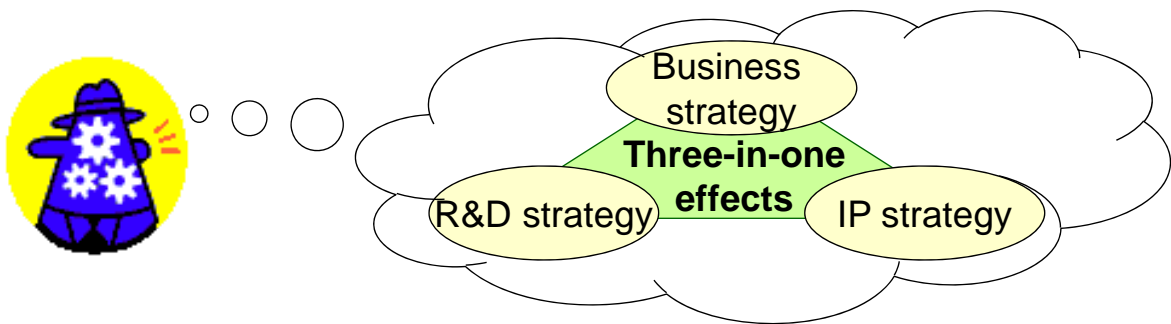
Open Innovation

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

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.”

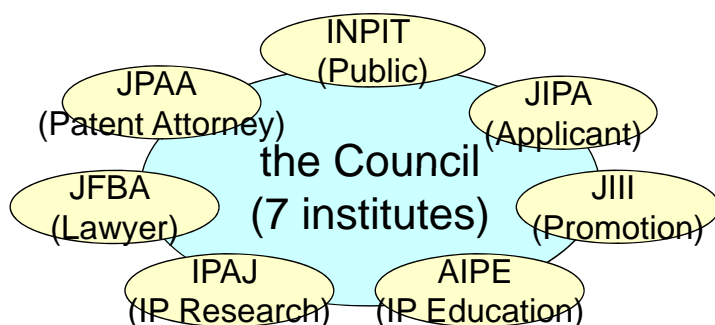


Collaboration Activities in Japan

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

[Major Activities]

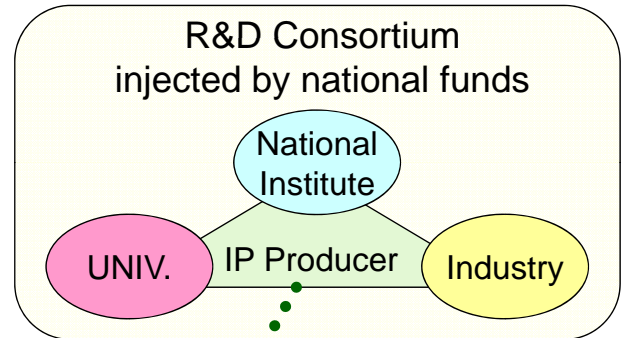
1. Proposal to the government on human resources development
2. Joint Event (e.g. Open Seminar in 2009)
“IP Human Resources desired in the Pro-Innovation Era”



IP Producer Dispatching Program (Pilot Project, 2008-)



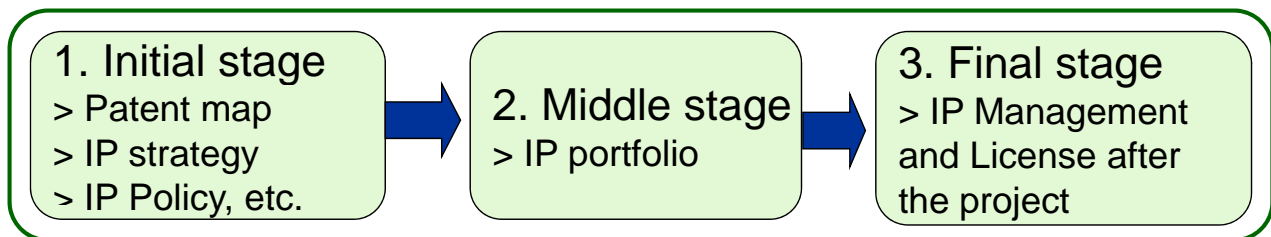
Dispatch



IP producer

(Two IP producers as of Mar. 2010)

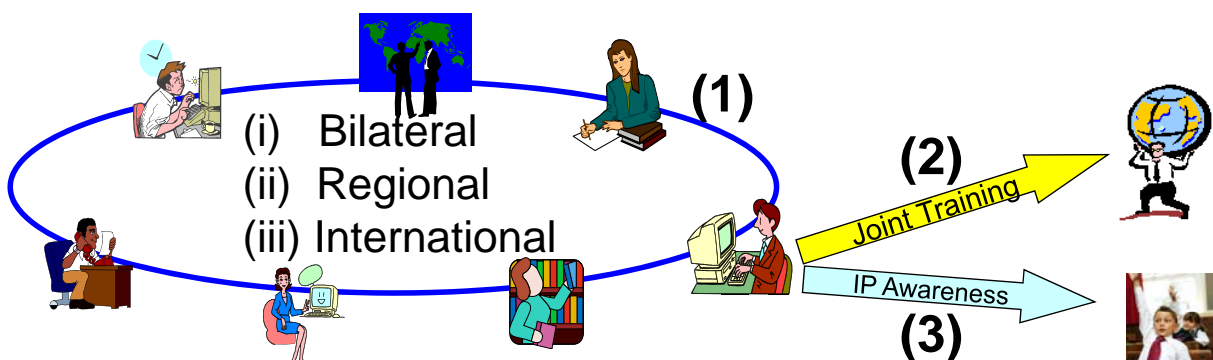
Functions by
R&D stages



Inter IP Academy Cooperation (my viewpoint)

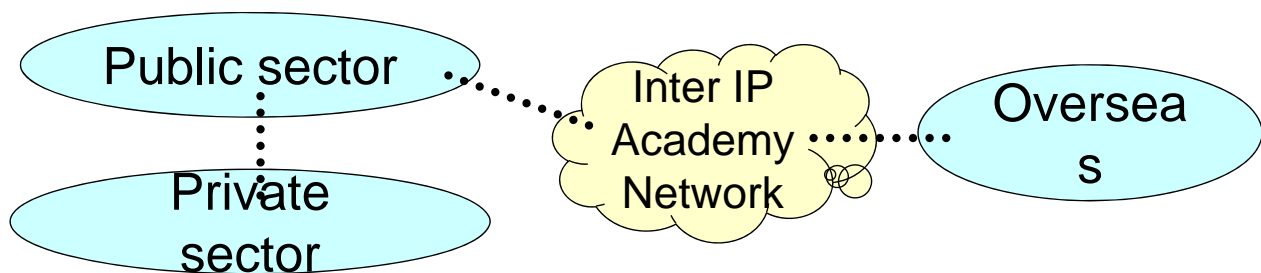
Possible Activities

- (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



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*



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Thank you for your kind attention

References

- > INPIT: <http://www.inpit.go.jp/english/index.html>
- > JPO: <http://www.jpo.go.jp/index.htm>
- > Intellectual Property Policy Headquarters: <http://www.kantei.go.jp/jp/singi/titeki2/>

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