



***WIPO STUDY PROGRAM: Human Resource
Development in the Field of Industrial Property,
February 2 to 4, 2011, Tokyo JAPAN***

***Present Activities on Human Resources
Development in the INPIT
under the Comprehensive Strategy of JAPAN***

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Outline of the Presentation

1. Introduction

***2. Summary of the Comprehensive Strategy
for the Development of Human Resources
related to Intellectual Property (2006)***

3. Present Activities of INPIT

4. Challenge

1 Introduction

*2002: Policy Statement by 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)*

*2003~: Development of IP strategic plan (revised
every year)*

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



Summary of the Comprehensive Strategy

***2-1: Situation of Japan regarding
Human Resources in the field of IP***

2-2: Objectives of the Strategy

***2-3: Existing IP Human Resources and
IP-related Personnel***

2-4: Desired IP Human Resources

2-1: Situation of Japan

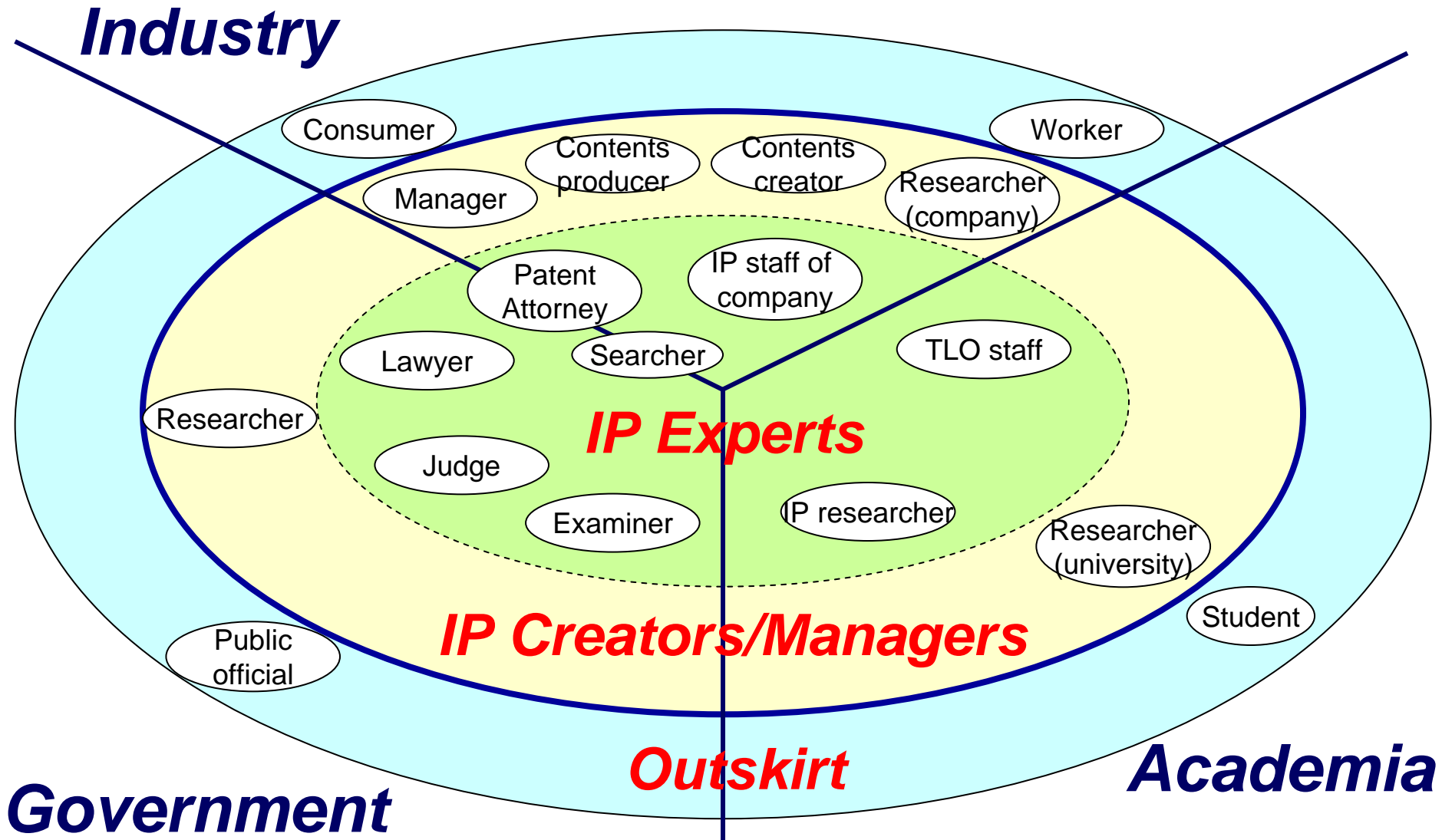
regarding Human Resources in the field of IP

- Shortage of IP Experts
- Insufficient quality
- Researcher without IP knowledge
- Lack of IP Awareness

2-2: Three Objectives

- (1) To double the number of “**IP experts**” and improve their quality*
- (2) To develop and enhance the quality of “**human resources who create or manage IP**”*
- (3) To enhance **public** awareness of IP*

2-3: Existing IP Human Resources and IP-related Personnel



Definitions of IP-related Personnel

IP Experts

Individuals who are directly involved in IP-Protection and/or Exploitation

IP Creators /Managers

Individuals who create IP or who manage IP and the exploitation of IP

Workers, Consumers, Public etc.

They should have a basic understanding of IP and respect for the IP rights of others.

Students, Children

They are expected to become IP creators in the future. Their creativity should be developed, and they should be educated to respect the IP rights of others.

2-4: Desired IP Human Resources

Following IP human resources should be developed:

- (1) those who can work globally,*
- (2) those who major in an advanced technology,*
- (3) those who are multi-disciplinary,*
- (4) those who are CEOs with knowledge of IP strategy, and / or*
- (5) those who assist SMEs and regional economy*

3-1: Organizational Structure of INPIT

3-2: Mission of INPIT

3-3: Major Business of INPIT with HRD

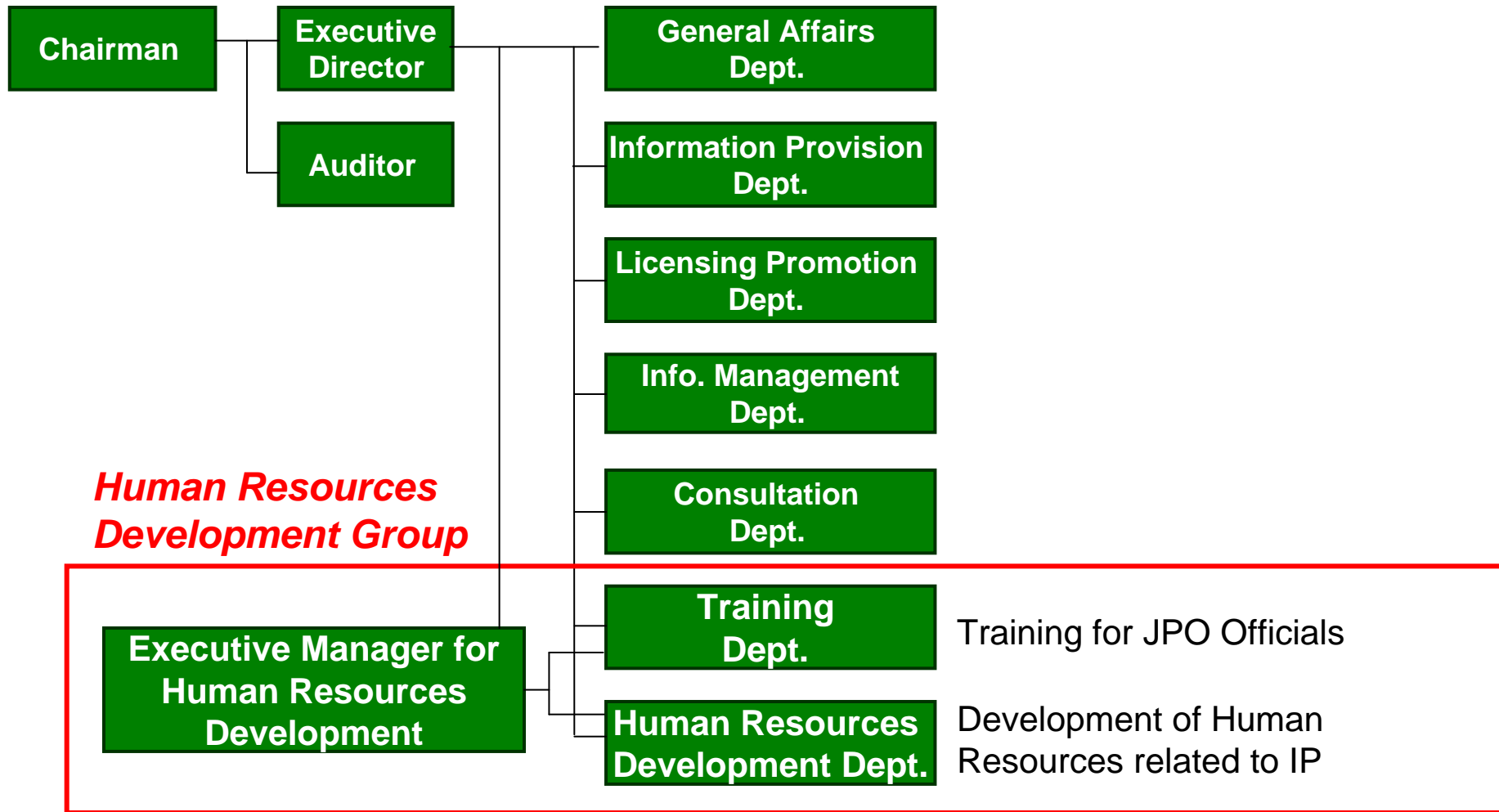
3-4: Training for JPO Officials

***3-5: Training for IP-related personnel other than
JPO Officials***

3-6: IP Awareness

3-7: Improvement of Training Environment

3-1: Organizational Structure of INPIT



3-2: Mission of INPIT

Article 3 of INPIT act (Information and HRD)

*The purpose of INPIT is, through gathering, managing and providing official gazettes on industrial property and other industrial property information, and **training JPO officials as well as IP-related personnel other than JPO officials**, thereby to promote protection and utilization of industrial property rights.*

3-3: Major Business of INPIT with HRD

Human Resources Development

Training of IP-related Personnel

- (i) JPO officials*
- (ii) Non-JPO personnel*

Raising IP Awareness

Improvement of Training Environment

3-4: Training for JPO Officials

Training courses

Training Department is responsible for organizing training courses designed for JPO officials.

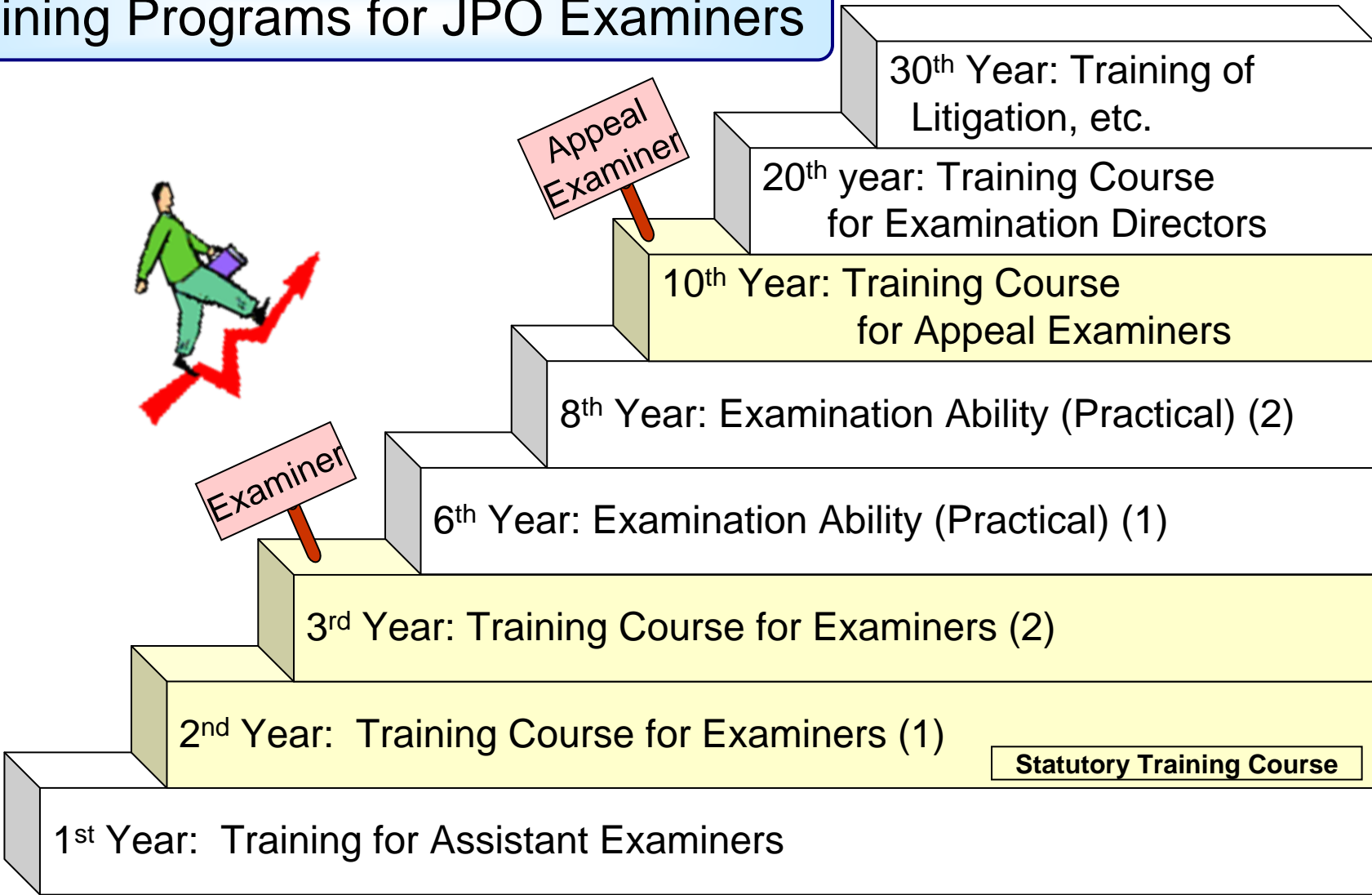
For Examiners

For Administrative officials

Specialized training

3-4-1. Training for Examiners (1)

Training Programs for JPO Examiners



3-4-1. Training for Examiners (2)

1. Basic Knowledge & Expertise on Examination

- > Laws & Regulations
- > Technology
- > Examination Practices

2. Skills for Smooth/Efficient Examination

- > Communication
- > Collection & Analysis of Information

3. Knowledge for Globalization

- > Languages
- > Foreign Patent System

4. Management Skill



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

3-4-2: For JPO Administrative Officials

Administrative Officials Training

- ◆ Aims to acquire knowledge and skills required for administrative officials
 - ✓ Knowledge of laws and regulations on industrial property rights
 - ✓ Formality examination method for patent application, etc.
 - ✓ Appeal/trial procedure

Courses

- Training for new officials
- Training for trial court clerks
- Training for specialists for industrial property rights
- Training for managers, etc.

**Statutory
training**



3-4-3: Specialized Training Programs for JPO Officials

Specialized Training

◆ Aims to develop professional skills required in the course of duty

✓ Foreign languages

✓ State-of-the-art technologies



Courses

- Foreign language training
- Training at other organizations (academic conferences, seminars and universities)
- Training on state-of-the-art technologies
- Training on examination practices (discussion-style), etc.

3-5: Training for IP-related Personnel other than JPO Officials (1)

General Policy of INPIT's HRD

- *Providing JPO's knowledge, know-how, and expertise*
- *Training Program which private sector does not conduct*
- *Implementing under JPO's budget*

3-5: Training for IP-related Personnel other than JPO Officials (2)

Training courses categorized into ;

- *General issue,*
- *Examination practice related issue,*
- *Searching related issue, and*
- *Specific topics*

3-5-1: General Training Program for Governmental Officials other than JPO

Objectives: To contribute to the smooth operation of IP systems and the active utilization of IP rights

Target Groups: Governmental officials other than JPO who engage in intellectual property affairs

Lectures



- >IP system, IP policy
- >Patent infringement
- >Contracts, etc.

Group discussions



- >Efforts by local governments regarding IP
- >Challenges related to IP management, etc.

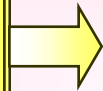
3-5-2: Training on Patent Examination Guideline

Objectives: To improve practical capability of IP specialists by providing examiners' knowledge on the examination standards

Target Groups: IP experts, including lawyers, patent attorneys and IP-related staffs in companies

Preparation

>Careful reading of textbooks



Discussions

>Patent application
>Examination Guidelines
>Judgment

Comments

>Detailed Comment by lecturer



Learning mutually by way of discussion about application of the examination standards for patents among the participants who engage in intellectual property from different positions

3-5-3-1: Professional Searcher Training

INPIT offers **statutory training** for those who wish to become a “searcher”, a staff conducting prior art searches, in registered searching organizations (Article 37 of the Act on the Special Provisions to the Procedure, etc. Concerning Industrial Property Right).

Lectures

- > Patent Law
- > Examination Guidelines
- > Searching methods
- > Classification, etc.



Discussions

- > Inventive step, etc.



Search Practice

- > Using examiners' terminal



Drafting Search Reports



Written Exams (twice)

Oral Exams (twice)

Course Length:
2 months (approx.)

3-5-3-2: Expert Search Training

Objectives: To share JPO examiners' knowledge & expertise of patent/design searches

Target Groups: IP staffs of companies, searchers of patent searching companies, etc.



Lectures by patent examiners



Search practices using examiners' terminal

3-5-3-3: Patent Search Competition

Objective:

To enhance the ability of IP personnel to search patent databases and to provide an incentive for IP personnel

Target Groups:

IP personnel involved in patent search.



Competition in Tokyo



Awards Ceremony

3-5-4: Training Program for the Case of Patent Infringement Warning - especially for SMEs

Objectives: To raise IP awareness of SME managers

Letter of Warning (SIMULATION)

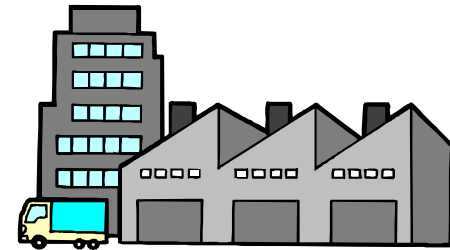
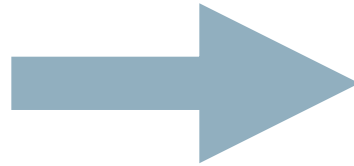
...we require that you take the following action.

1. Terminate the production in question within 30 days of receipt of this letter.
2. ...



(iii) Instruction by teachers

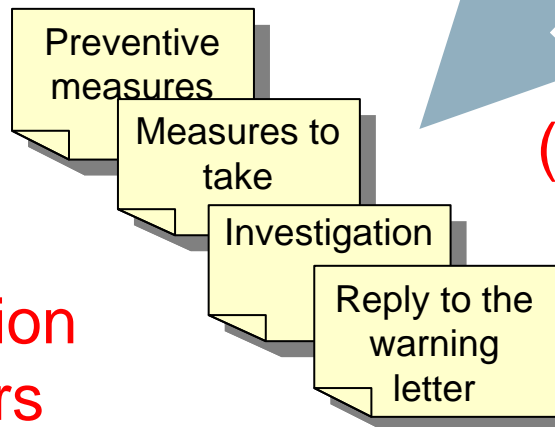
(i) Warning letter



Trainees (SME managers)



(ii) Preparation of reaction



3-6: Activities regarding IP Awareness

1. *Distribution of standard textbooks/
supplementary materials*



2. *Effective Use of such Materials*

3. *Patent Contest/ Design Patent Contest*



3-6-1: Distribution and Effective Use of Materials

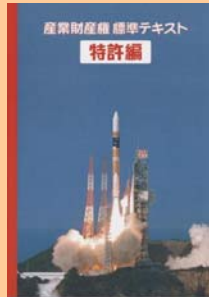
<Standard textbooks>



Comprehensive

Deals with four topics, namely, patents (main focus), design, trademark and distribution. To be used at post-secondary institutions (vocational schools, colleges and universities)

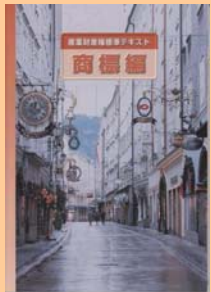
Comes with a teachers' manual



Patents

To be used at technology high schools, technology colleges and science/engineering departments at universities.

Comes with a teachers' manual



Trademarks

To be used at commercial high schools and commerce/business administration departments at universities.



Designs

To be used at college/university art and design departments.

<Supplementary materials>



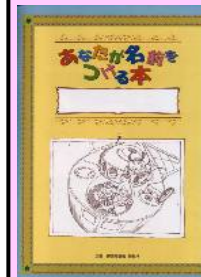
History of Industry Development

Intended for 10th graders to university level students.



Ideas for the Future

Intended for 7th to 12th graders.

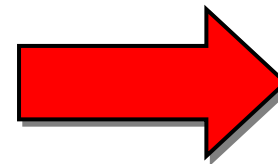


A Book You Can Name

Intended for 4th to 6th graders.



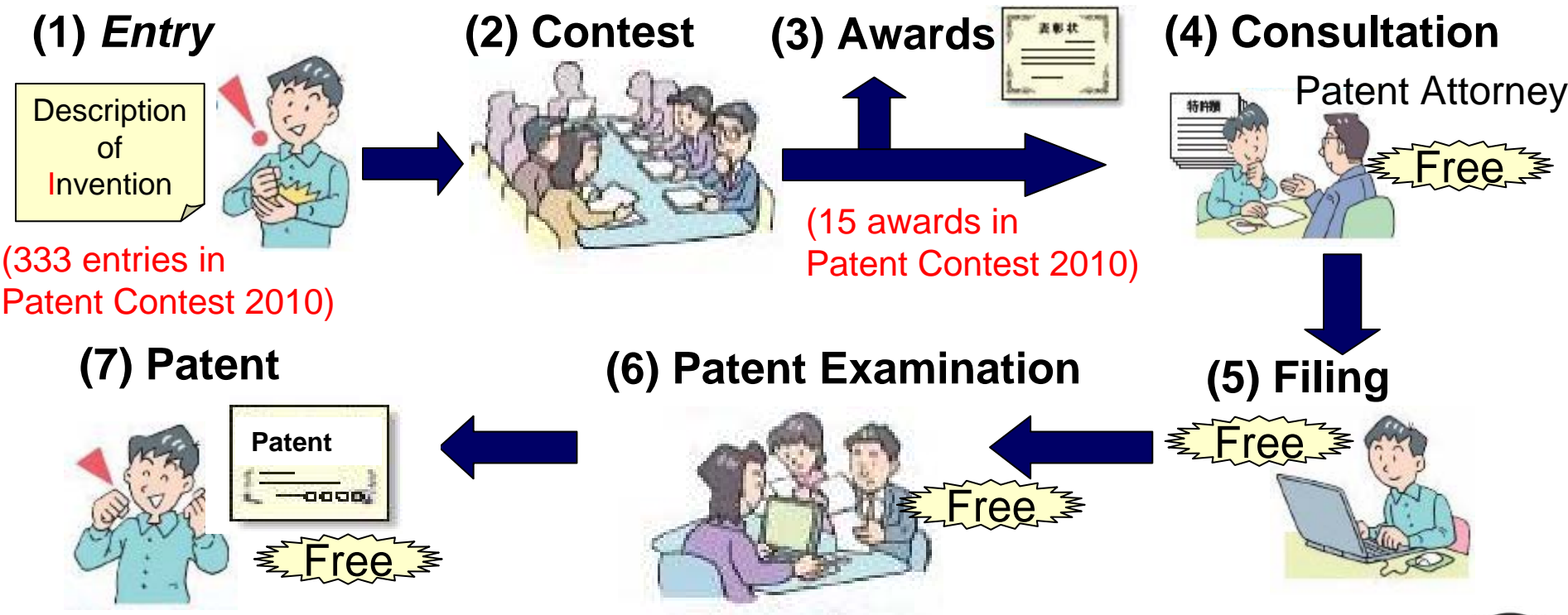
The textbooks are provided for free to schools and universities throughout Japan.



3-6-2: Patent Contest (2002~) & Design Patent Contest (2009~)

Objectives: To raise IP awareness & to promote an understanding and utilization of IP rights

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



3-7: Activities regarding Improvement of Environment

3-7-1: IP e-Learning

Target Groups: JPO officials, and
any users living in Japan

IP e-Learning

Total of 33 courses available
(as of Jan. 2011)



Mobile e-learning

Total of 25 courses available
(as of Jan. 2011)



Seven (7) courses with
English captions

3-7-2: Cooperation with other Organization

1. Council comprising from seven training organizations, namely,

- > JPAA (Japan Patent Attorneys Association)*
- > JFBA (Japan Federation of Bar Associations)*
- > IPAJ (Intellectual Property Association of Japan)*
- > AIPE (Association of Intellectual Property Education)*
- > JIII (Japan Institute of Invention and Innovation)*
- > JIPA (Japan Intellectual Property Association)*
- > INPIT (National Center for Industrial Property Information and Training)*

2. Cooperation with Foreign HRD organizations

- > IIPTI (International Intellectual Property Training Institute : Korea)*
- > CIPTC (China Intellectual Property Training Centre)*
- > GNIPA (Global Network on I P Academies : WIPO)*

Taking into account of

- *understanding advanced technology*
- *strengthening international cooperation*
- *recognizing IP and standards*
- *supporting regional economy*
- *assisting SMEs*
- *raising IP awareness*
- *promoting IP educations*
- *coordinating R&D, IP and Business strategy*



Thank you for your kind attention!!

References

- > INPIT: <http://www.inpit.go.jp/english/index.html>
- > JPO: <http://www.jpo.go.jp/index.htm>

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