



16th APSSA International Conference



Global Talent Employment in Japan

**- for Development of Highly Skilled with Good spirits
Human Resources in Asia and Beyond -**

Michiko Izumitani

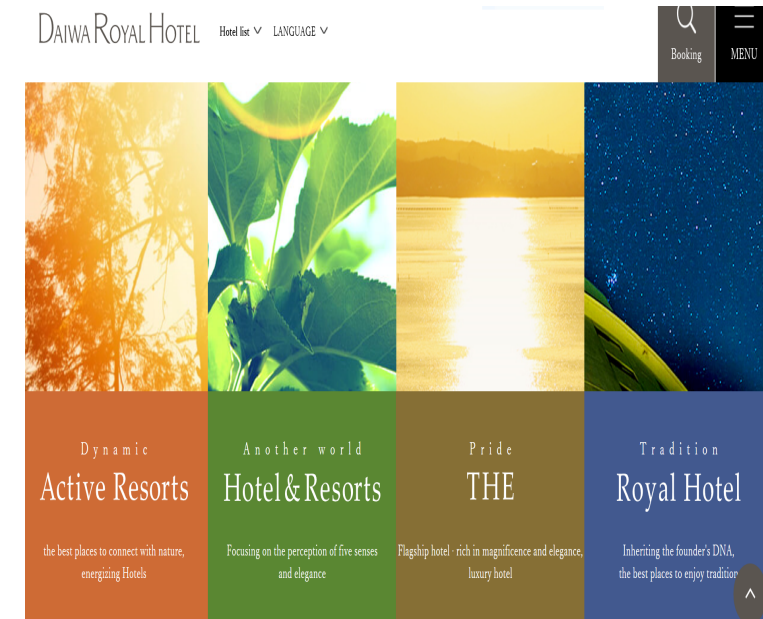
President: Nourish Japan

Assistant manager: Office of Career Development Program for International Students
Institute for International Relations at Ehime University

Exporting

Importing

Human
Resource
Business



Study at the university, and then,
get a job in Japan!

MATSUYAMA, the capital city live with
the beautiful sea and mountains in Ehime.

Study in this castle city and then,
work here!




Career Development Program for International Students

Point 1

Japanese Language skills

- Classes matched with your skills
- Special sessions for tech. students
- Business Japanese Test Prep.



Point 2

Career Education

- Business Internship
- Classes with Japanese students
- Company tours and events



Point 3

Job-hunting Preparation

- about Japanese style job-hunting
- Resumes & job interviews
- Support by career consultants

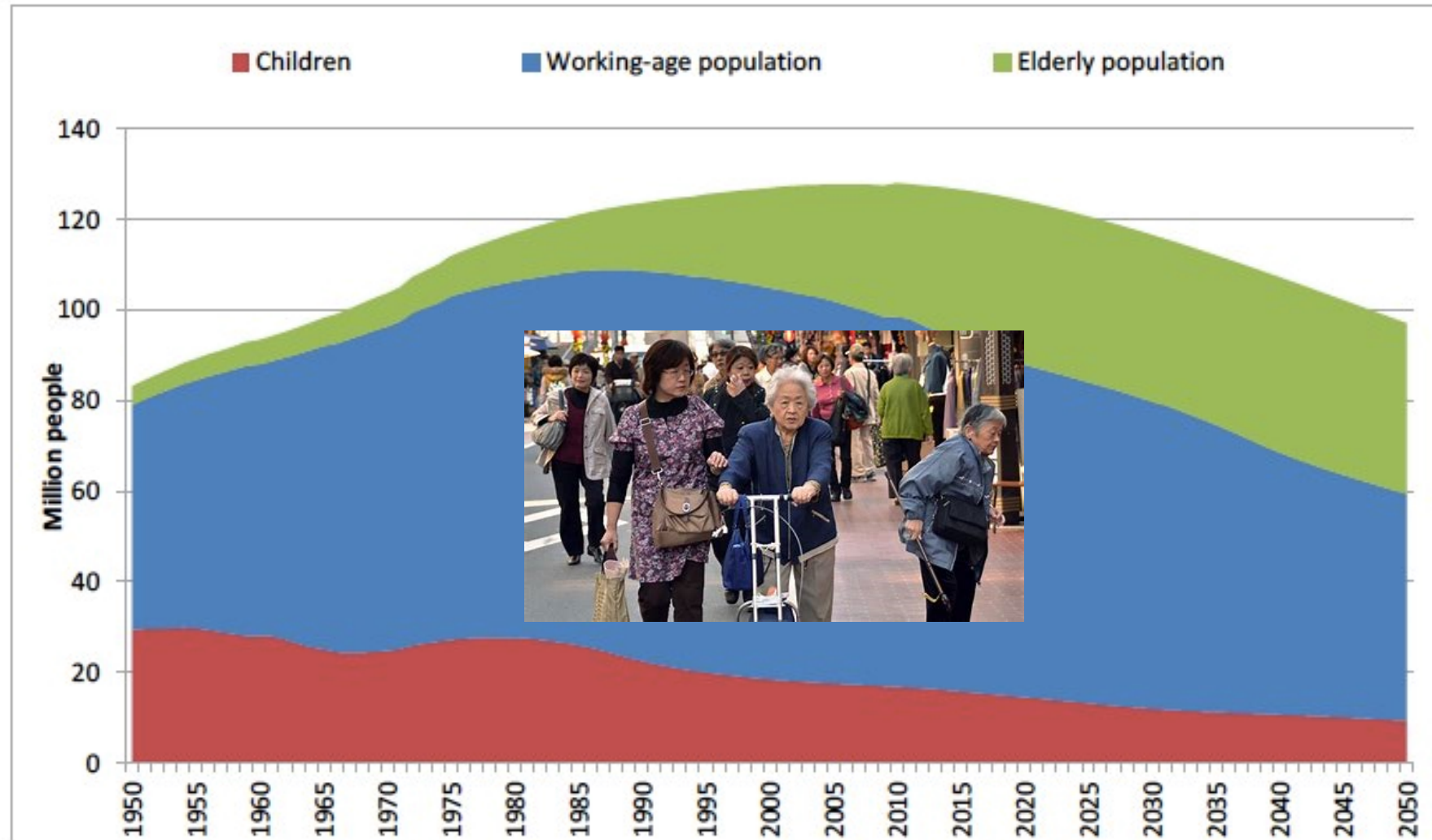


This is an additional program you can take during studying your own major in
Ehime Univ./Grad. School.

82% of our program students who did job-huntings successfully got jobs!
(Year 2017-2018)

① Population is both shrinking and ageing very rapidly

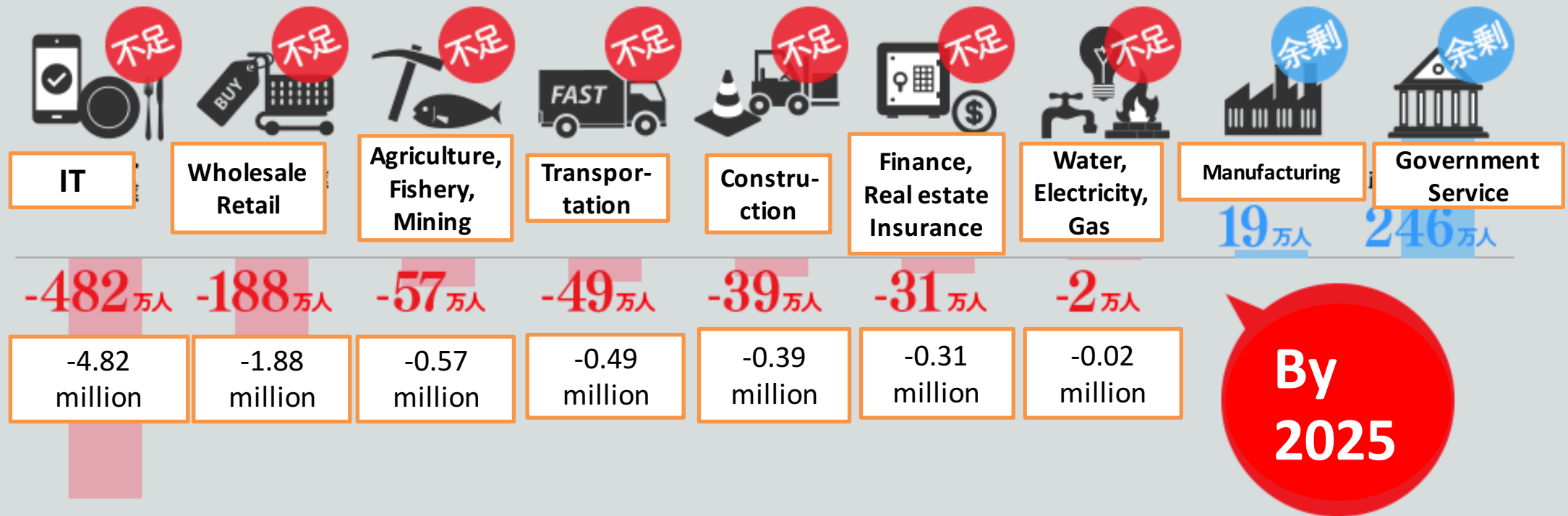
Figure 1.1. Japanese population and age structure, 1950-2050



Source: OECD Historical Population Data and Projections (1950-2050).

Estimated Labor Shortage in Japan

Twice the current number of talent will be lacking



Japanese government is planning to accept 500,000 new workers by 2025, in agriculture, construction, hotels, nursing and shipbuilding.

② Shrinking domestic market

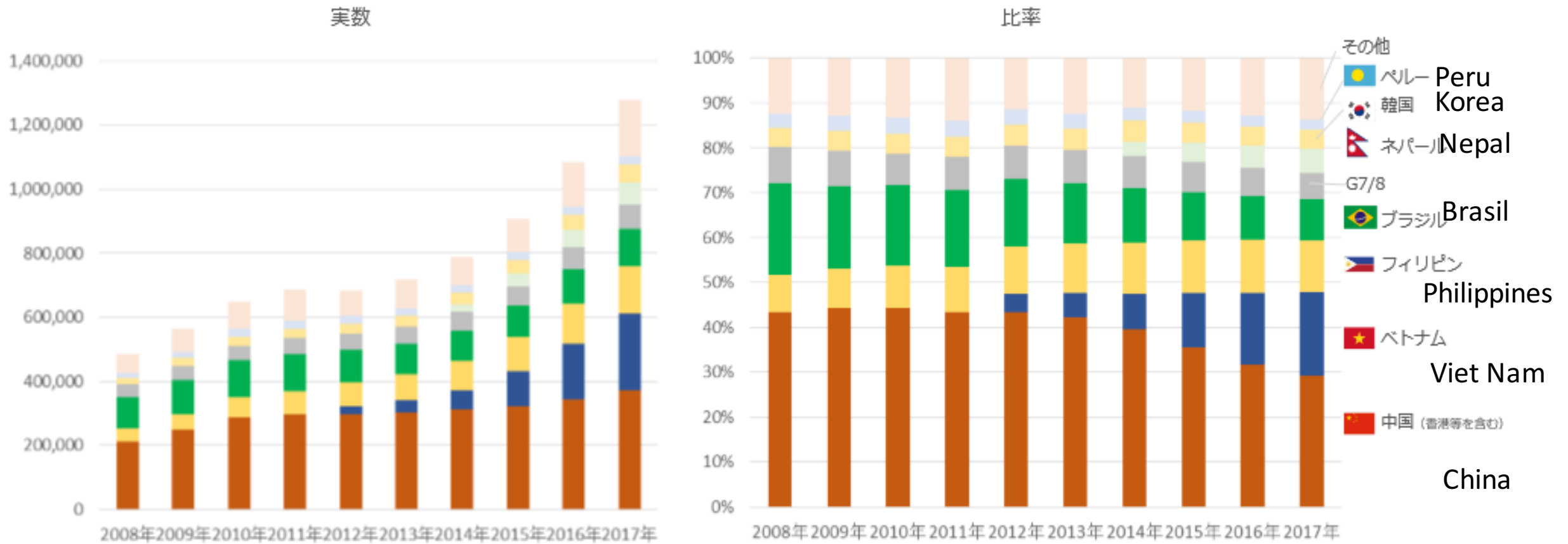


**Companies are
expanding business
overseas.**

③ More businesses targeting foreign visitors



Foreign workers climb to 1.28 million



1 in every 4 newly employed in past 5 years is foreign-born!

Source: Tsunagu Solutions Inc. 2018

BUT...



NATIONAL

JAN 9, 2018

About 40 percent of foreign workers feel discriminated against at Japanese firms, survey finds

BY CHISATO TANAKA

Around 40 percent of white-collar foreign workers in Japan feel discriminated against in their offices due to their nationality or gender, according to a survey by private human resources company Adecco Ltd. The survey, conducted in October, polled 300 white-collar foreign workers aged 20 to ...

Source: The Japan times

42% says “No” to:
“Japan should admit more foreign workers”.

Source: The Economist July 5, 2018

Percentage of foreign workers in the working population



アメリカ

16.2%



ドイツ

9.4%



イギリス

8.2%



フランス

5.8%



日本

0.8%



日本政府 文部科学省 委託事業 「留学生就職促進プログラム」
Career Development Program for International Students
Commission Project by Ministry of Education, Culture, Sports, Science and Technology of
The Government of Japan

愛媛大
EHIME UNIV.

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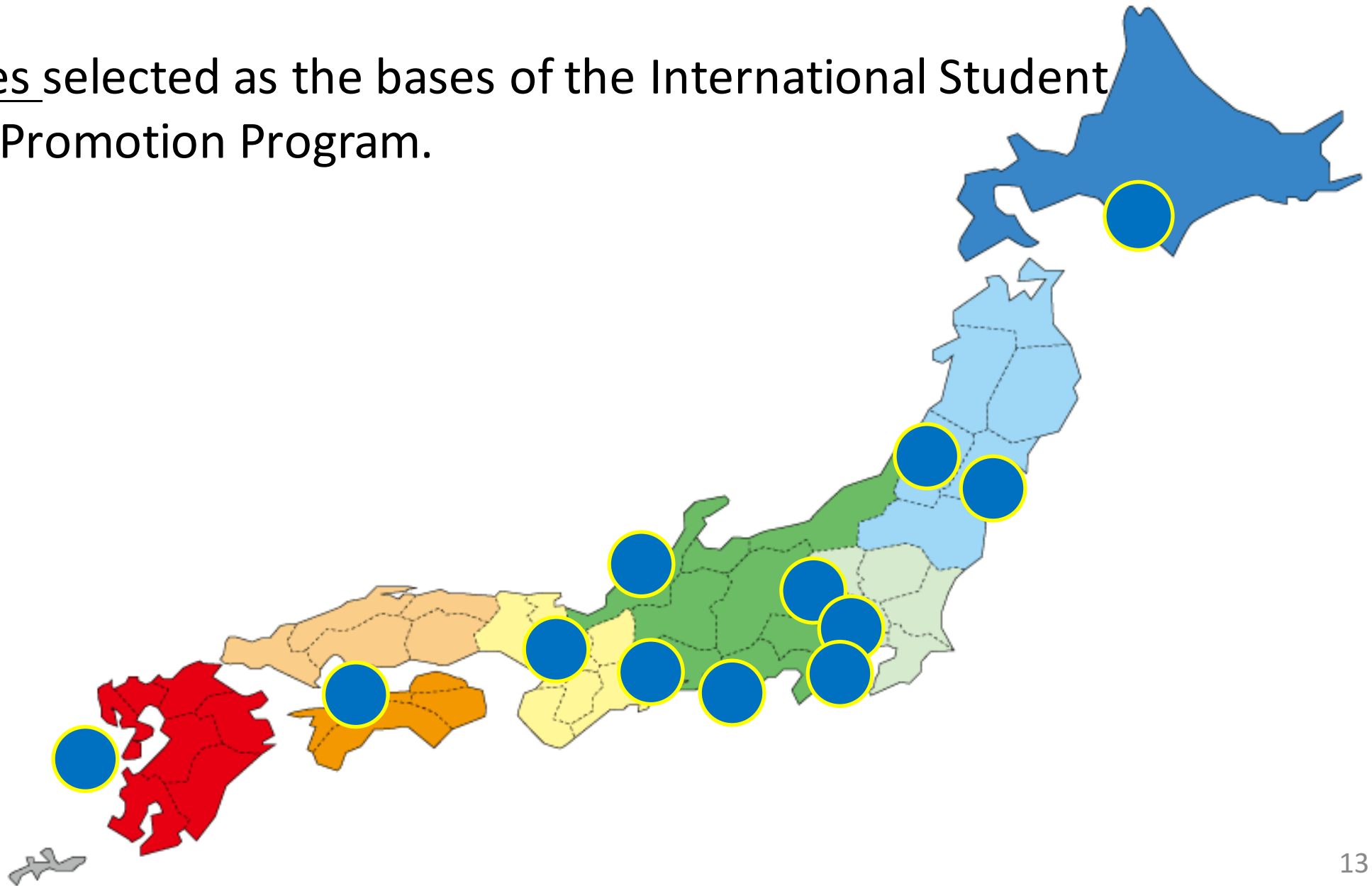


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2% of our program students who did job-huntings successfully got jobs!
(Year 2017-2018)



12 Universities selected as the bases of the International Student Employment Promotion Program.



BUT...

**Japan's losing attractiveness
as a job seekers' destination (Yomiuri, July 2018)
and students' destination.
(The Japan Times, Feb 2018)**







(ANA: <https://www.ana-cooljapan.com/contents/craftsmanship/>)

MONOZUKURI

- “idea of possessing the spirit to produce excellent products and the ability to constantly improve a production system and process”.
- “overtones of excellence, skill, spirit, zest, and pride in the ability to make things good”
- “not mindless repetition”
- “mindset, a spirit, a philosophy. work ethic and the drive toward perfection.

(Source: Japan Intercultural Consulting, JUL 2010
All About Learn, December 2017)



Thank you.

