

# The 11<sup>th</sup> PRI-ICRIER Workshop

## Open for Professionals Initiative by JETRO

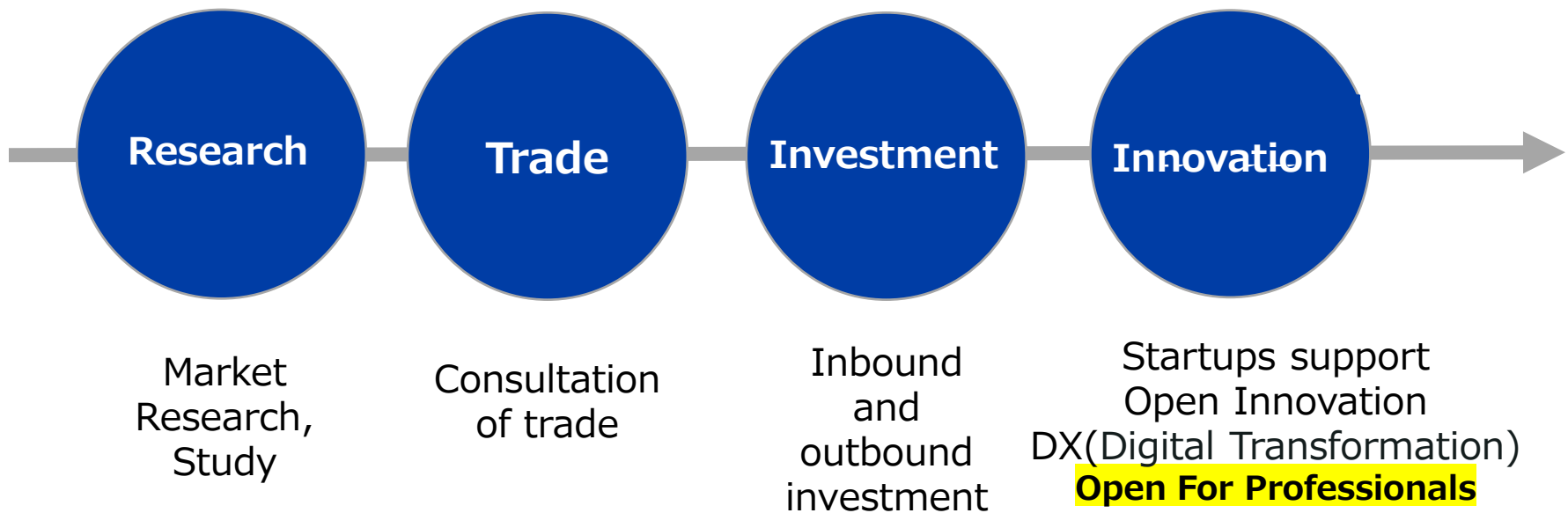
**SWASTIK KULKARNI**  
Global Talent Acquisition Division  
Intellectual Property and Global Talent Department  
JETRO ( Japan External Trade Organization )

**15<sup>th</sup> January, 2026**

# What is JETRO/What We Do

- Japan External Trade Organization :JETRO is an independent administrative institution = public organization
- Support Japanese companies for overseas business + Investment attraction → Creation of innovation  
(Open for Professionals initiative is crucial)

Open for Professionals initiative contributes in  
'Formation and strengthening of an ecosystem in which capital,  
technology and human resources circulate  
within Japan and abroad'



# JETRO's Global Network

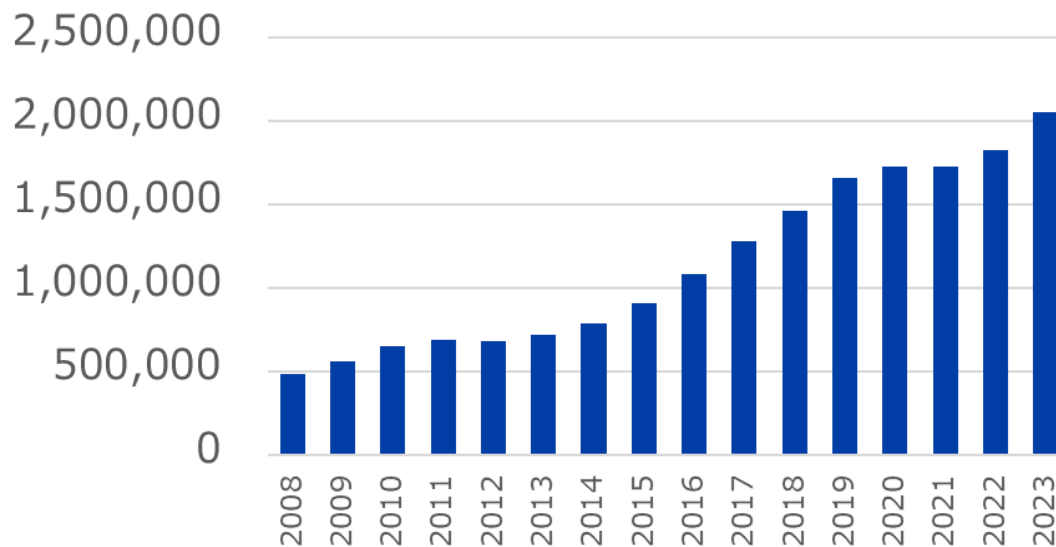
- 52 offices in Japan and 76 locations overseas
- Global network is our advantage



# Foreign workers in Japan ①

- Approx. 3.96 million foreign residents in Japan (Immigration Services Agency, June 2025)
- The number of foreign workers increased 12.4% to more than 2.3 million (MHLW, Jan 2025)
- “Specialized and Technical Fields” surpassed “Status-based” workers

The number of foreign workers  
2.03 million as of Oct '24



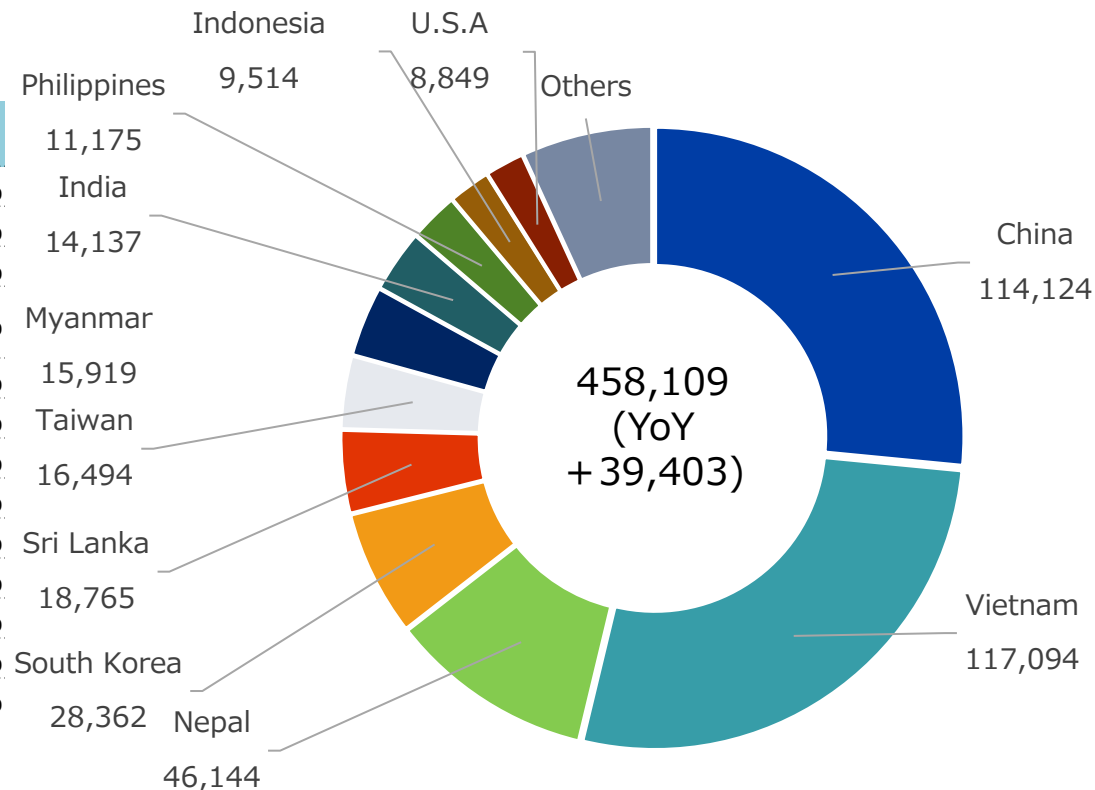
(Source): JETRO based on the report of foreign employment by MHLW

## Foreign workers in Japan ②

- As of June 2025, 458,109 foreigners with “Engineer/Specialist in Humanities/International Service” status
- Majority in the manufacturing, wholesale/retail, and services
- Over half by nationality: China and Vietnam (Sri Lanka, Myanmar, Nepal, and Indonesia lead YoY growth)

### Countries (Status of Residence : only for skilled workers)

Country Regions	As of June,2025	As of June,2024	Change	
China	114,124	99,659	+14,465	14.5%
Vietnam	117,094	101,674	+15,420	15.2%
Nepal	46,144	37,118	+9,026	24.3%
South Korea	28,362	25,811	+2,551	9.9%
Sri Lanka	18,765	13,777	+4,988	36.2%
Taiwan	16,494	14,747	+1,747	11.8%
Myanmar	15,919	12,377	+3,542	28.6%
India	14,137	12,908	+1,229	9.5%
Philippines	11,175	10,094	+1,081	10.7%
Indonesia	9,514	7,688	+1,826	23.8%
U.S.A	8,849	8,506	+343	4.0%
Others	57,532	49,936	+7,596	15.2%
Total	458,109	394,295	+63,814	16.2%



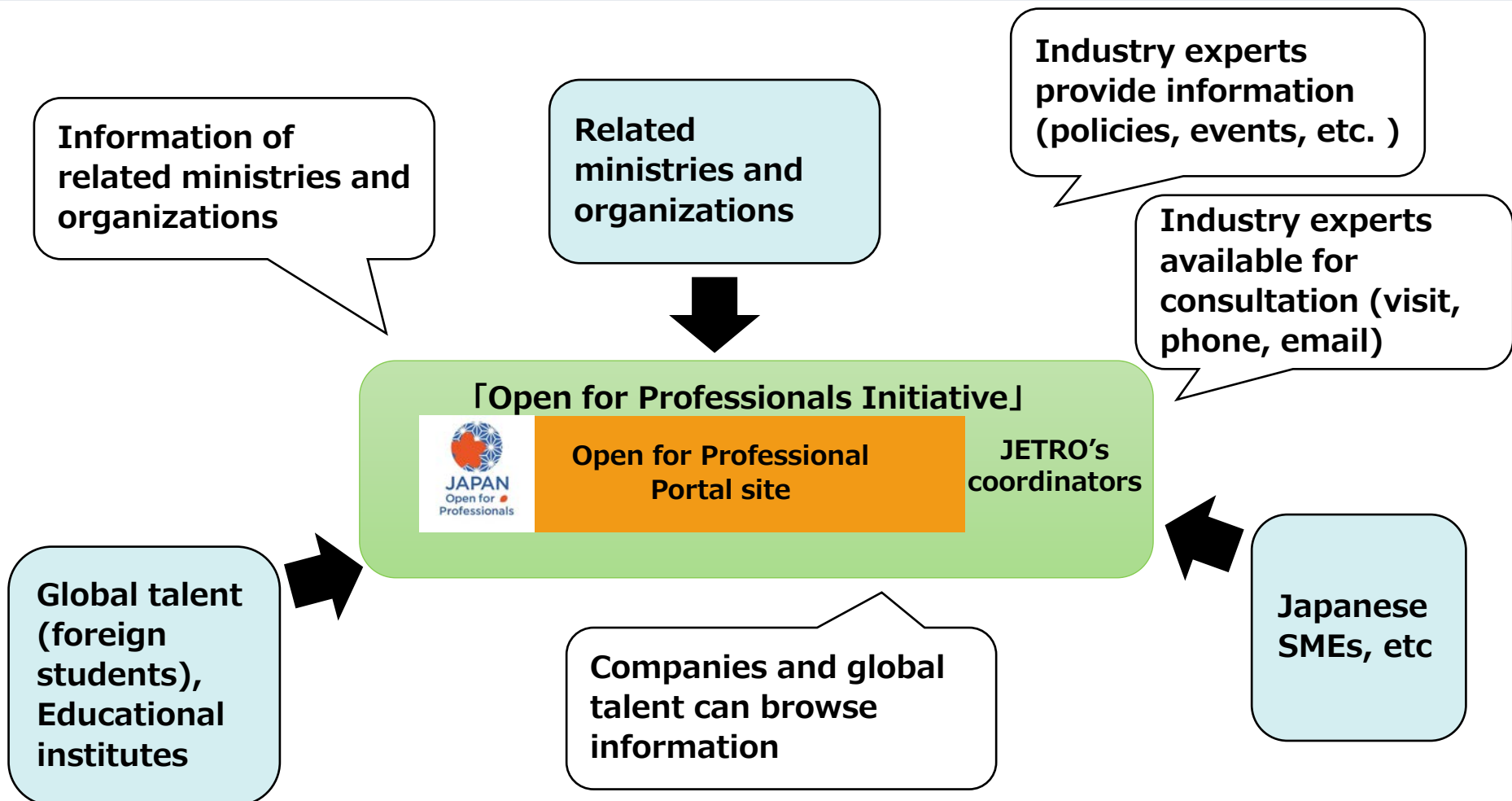
# Qualification for working in Japan

- Special qualification is required to work in Japan
- Global talent is considered as Engineer/Specialist in Humanities/International Services

	Technical Intern Training	Specified Skilled Worker No.1	Engineer/Specialist in Humanities/International Services (global talent)
Japanese language skill	Trainings only before and after immigration	Higher skilled than trainees	Relatively higher skilled (depending on occupations)
Ideal skill	Beginner level	Certain skilled and experienced	Specialized in specific areas
Period of Stay	3 ~5 years	Maximum 5 years	1year・3years・maximum5 years ( <b>extendable</b> )
Occupation	<b>91jobs 168works</b>	16 areas	Work relevant to academic major/ Work unique to foreigners
Change job	<b>Not possible</b>	<b>Possible if the same job</b>	Possible if met status of residence
On site activities	Possible	Possible	<b>Not possible</b>
Supervision	Mandatory	Not mandatory ※can be outsourced to registered support organizations	Not mandatory
Workplace	Only training planned site	Other factories of the same company can be workplace	No restrictions if it matches the status of residence
Steps to employment	<b>More steps than Engineer/Specialist in Humanities/International Services</b>	A little more steps than Engineer/Specialist in Humanities/International Services	Less steps than the others

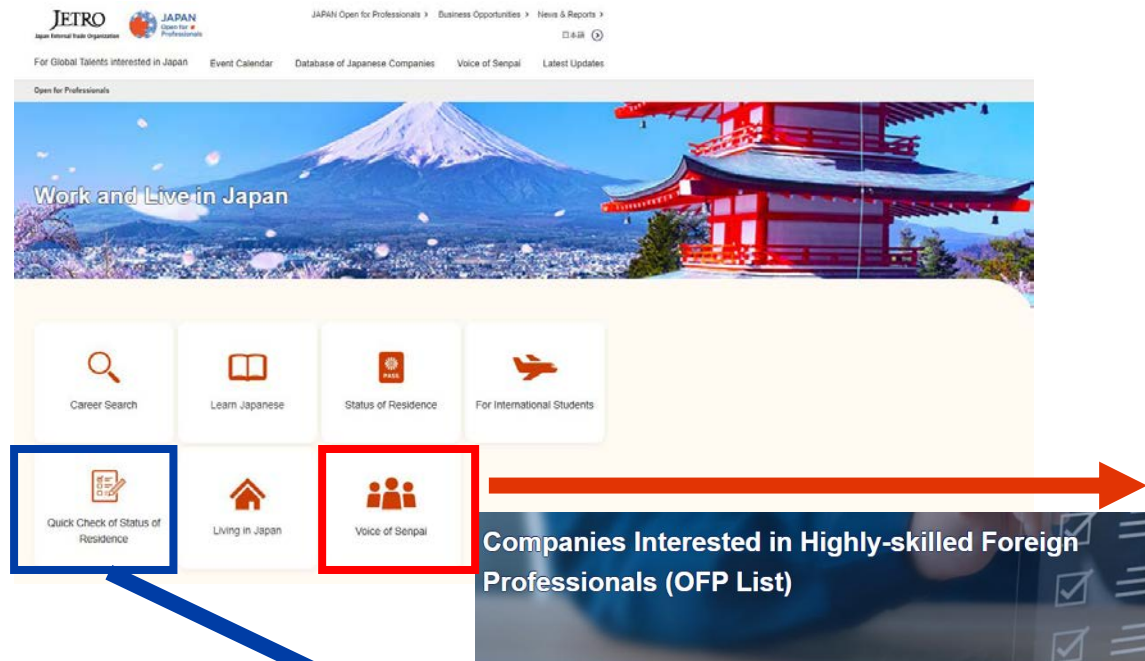
# Roles of JETRO and related organizations on Open for Professionals Initiative

- Based on the Future Investment Strategy Policy 2018, 'Open for Professionals Platform' and 'Foreign Residents Support Center' was launched in collaboration with related ministries (December 25<sup>th</sup> 2018)



# Open for Professionals Portal Site

- “JAPAN – Open for Professionals –” portal site provides information to global talent interested in working in Japan (JPN/Eng)
- Various information for Japanese companies aiming to hire global talent



JETRO collects the voices of companies, from traditional corporations to dynamic startups, that want to grow their business together with global talents and publishes a corporate database (the “List of Japanese Companies Interested in Highly-Skilled Foreign Professionals” [OFP List]) for those who are interested in working in Japan.

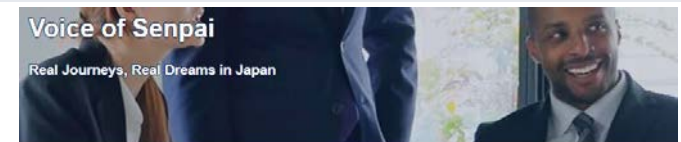
Search for Japanese companies interested in highly-skilled foreign professionals.

Point ☐ Looking to Hire ☐ Internship Program Available  
☐ Only English Language Skills Required

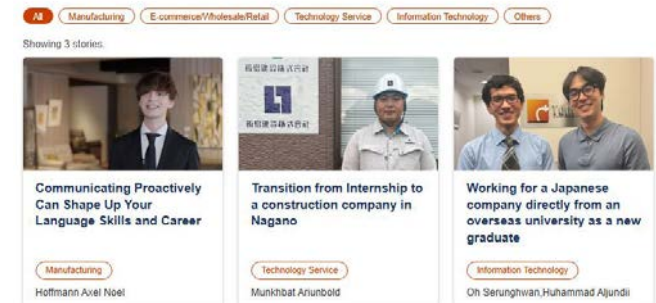
Address

Sectors Main  Sub

[Open advanced search items](#)



“Voice of Senpai” introduces the real voices of global talents working and living in Japan who are shaping the future of Japanese businesses and communities. Through their journeys, challenges, and hopes, you can discover what it truly means to build a life and career in Japan — and be inspired to take your own next step. From language learning and lifestyle tips to career motivation, this series is a valuable guide for individuals and organizations aiming to grow through diversity.



# Open for Professionals Portal

- Portal site “JAPAN – Open for Professionals –” launched in 2018 and renewed in March 2025
- Various contents for Japanese companies as well as global talent is updated



## For Japanese companies

- **Why global talent**
- **Recruitment Process**
- Recruitment (Job offers via public institutions, use of internships, and points to keep in mind when recruiting)
- Pre- and post-employment procedures
- Labor and Tax
- **Successful Cases**
- Overseas information on global talent
- JETRO's initiatives
- JETRO OFP online course
- Related Organization



## For companies and global talent

- **Companies Interested in Foreign Professionals (OFP List)**
- Event Calendar
- Local Initiatives and Contacts

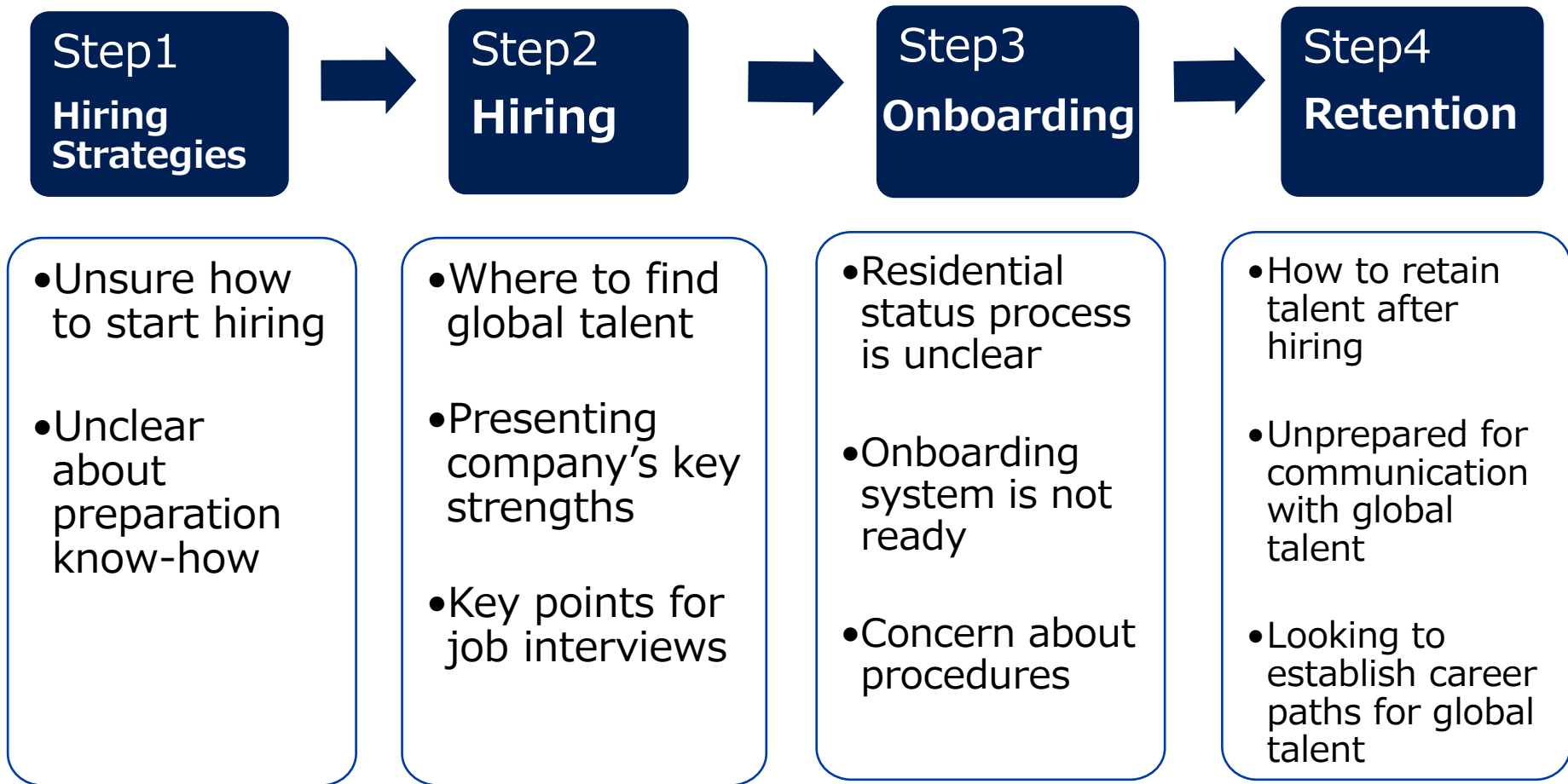


## For global talent interested in working in Japan

- **Why Japan(attractiveness of Japan)**
- Learn Japanese
- Career Search
- Quick Check of Status of Residence
- **Voice of Senpai (Successful Cases)**
- For international Students
- Living in Japan (Insurance system, labor consultation, medical institution)

# JETRO's Support to Japanese Companies (Hands-on support)

- Comprehensive support from hiring plans through onboarding, training, and employee retention (for up to 3 years)
- Providing hands-on support by professional coordinator



# Highlights of JETRO's Support (FY2024)

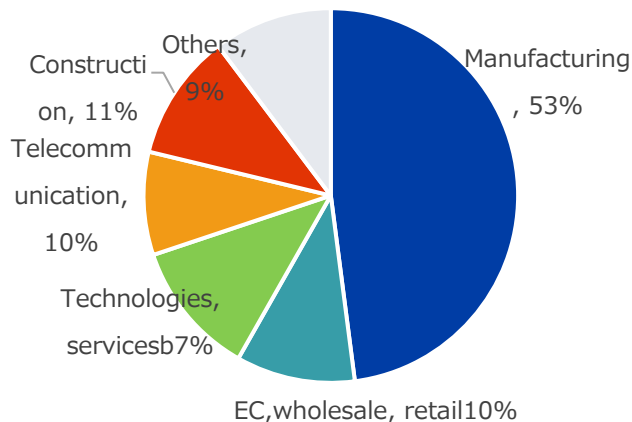
- FY2024 : 13 industry experts supported 305 companies (new : 165 / continuing : 140)
- 53% in the manufacturing ; 53% have less than 100 employees
- More than 90% are SMEs and Startups with capital of 500 million yen or less

## Our Clients' Data

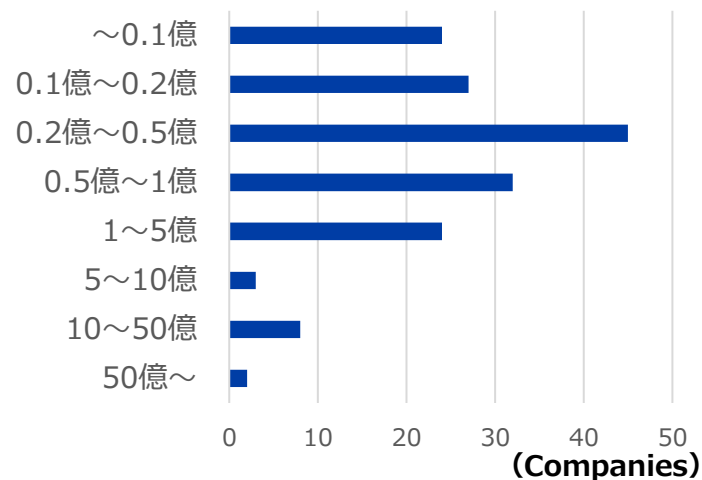
Nationwide supporting companies

Hokkaido	10	Kansai	81
Tohoku	20	Chugoku	17
Kanto	67	Shikoku	24
Koshinetsu Hokuriku	33	Kyushu・ Okinawa	26
Tokai	27	Total	305

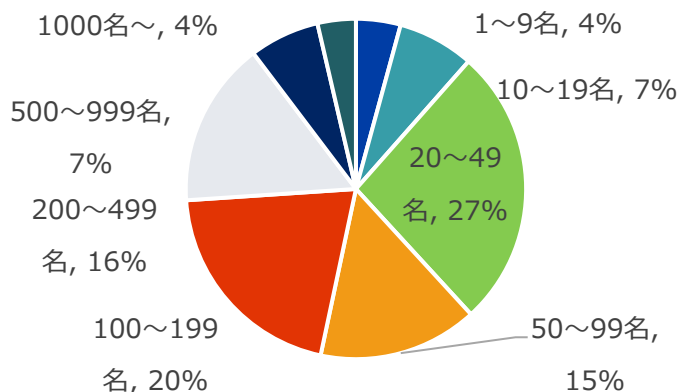
Industries



Capital



The number of employees



## Key result of supported companies

**131** companies **435** hired

## Overall satisfaction

**96%** satisfied (company questionnaire)  
for JETRO service

# JETRO Online Job Fair (FY 2024)

- The biggest Japan's online job fair held three times in FY 2024 (in fall and winter, JGCC)
- Networking opportunity for Japanese companies and global talent interested to work in Japan

## 2024 「Autumn」 Result

When : October  
Language : **Japanese**  
**146 Cos** joined

Registered by **2,463ppl**  
**78 countries**

Participant break down  
college · graduate school  
**84%**  
N1 · N2 · N3 **75%**

Viewing(avg.)  
**22ppl/Cos**  
(Max 61ppl)

Total entries  
**5,991ppl**  
(avg.41ppl/cos)

## 2025 「Winter」 Result

When : January  
Language : **Japanese**  
**95 Cos** joined

Registered by **1,924ppl**  
**86 countries**

Participant break down  
college · graduate school  
**84%**  
N1 · N2 · N3 **68%**

Viewing(avg.)  
**24ppl/cos**  
(Max 62ppl)

Total entries  
**6,700ppl**  
(avg.71ppl/cos)

## 2024 JETRO GLOBAL CAREER CONNECT

When : December  
Language : **English**  
**37 Cos** joined

Registered by **2,578ppl**  
**98 countries**

Participant break down  
college · graduate school  
**92%**  
N1 · N2 · N3 **23%**

Viewing(avg.)  
**71ppl/cos**  
(Max 124ppl)

Total entries  
**5,901ppl**  
(avg.160ppl/cos)

# JETRO Online Job Fair (FY 2025)

- Japanese companies give 30-minute presentations followed by interaction with students
- Students can apply directly to Japanese companies they are interested

## FY2025 schedule

### JETRO Global Career Connect 2025

【Date】 July 9<sup>th</sup>-10<sup>th</sup>

【Language】 **English**

【Participating companies】 18

【Registered participants】 7,342  
(112 countries · areas)

### JETRO Online job fair 2025 “Autumn”

【Date】 October 20<sup>th</sup>-24<sup>th</sup>

【Language】 **Japanese**

【Participating companies】 145

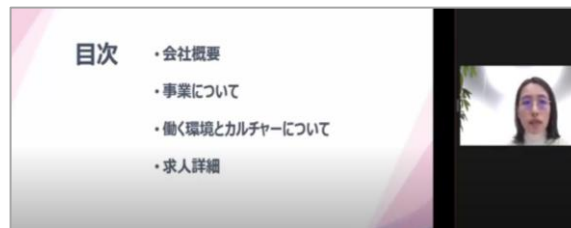
【Registered participants】 3,450  
(100 countries · areas)

### JETRO Online job fair 2026 “Winter”

【Date】 January 26<sup>th</sup>-28<sup>th</sup>

【Language】 **JP/EN**

【Participating companies】 90  
(JP/80, EN/10)



JETRO ONLINE JOB FAIR 2025 参加企業一覧 1月21日(火)

Participating Companies Jan. 21 (Tue.)

Time	Room A 理工学系企業ルーム (for Science and Engineering)	Room B	Room C
10:30 ~	製造業 (Manufacturing) 増永建設株式会社 英語 (English)	経済 (Economy) 株式会社サカイコーポレーション 英語 (English)	製造業 (Manufacturing) 株式会社ニナニ白鷹 英語 (English)
11:00 ~	製造業 (Manufacturing) 株式会社ミズノ 英語 (English)	製造業 (Manufacturing) コクダイ株式会社 英語 (English)	その他 (Other) ユキデン交通株式会社 英語 (English)
12:00 ~	日本企業の就職活動に役立つセミナー① ※このセッションは各企業の個別セッションと同時進行で開催されます。Roomはご指定します。		
12:45 ~	製造業 (Manufacturing) 第一工業株式会社 英語 (English)	製造業 (Manufacturing) 共栄食品株式会社 英語 (English)	製造業 (Manufacturing) 株式会社システムユニオン 英語 (English)
13:00 ~	その他 (Other) 株式会社イオンテクノロジー 英語 (English)	製造業 (Manufacturing) 小和倉建設株式会社 英語 (English)	製造業 (Manufacturing) 株式会社ナカニシ 英語 (English)
13:30 ~	製造業 (Manufacturing) 株式会社ユニ 英語 (English)	情報産業 (Information Technology Industry) コクフ株式会社 英語 (English)	製造業 (Manufacturing) 株式会社ISO90A 英語 (English)
14:00 ~	建設業 (Construction Industry) 矢野工業株式会社 英語 (English)	情報産業 (Information Technology Industry) 株式会社アルコン 英語 (English)	製造業 (Manufacturing) TSA株式会社 英語 (English)
14:30 ~	製造業 (Manufacturing) 豊和工業株式会社 英語 (English)	製造業 (Manufacturing) 株式会社フロンティア 英語 (English)	経済 (Economy) 株式会社エニックス 英語 (English)
15:00 ~	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 日本通商株式会社 英語 (English)
15:30 ~	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)
16:00 ~	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)
16:30 ~	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)	製造業 (Manufacturing) 株式会社サカタ 英語 (English)

TOPページに戻る / Back to TOP page

Several companies gave their presentation on live

# Information on JETRO's website

- Free database list of Japanese companies interested in global talent in Japanese and English (OFP List)
- As of October 2025, **362 companies** are on the OFP list (approx.700 companies have used our services)
- Listed companies are to be actively publicized on social media



JETRO collects the voices of companies, from traditional corporations to dynamic startups, that want to grow their business together with global talents and publishes a corporate database (the "List of Japanese Companies Interested in Highly-Skilled Foreign Professionals" [OFP List]) for those who are interested in working in Japan.

Search for Japanese companies interested in global talent

Point ☐ Looking to Hire ☐ Internship Program Available  
☐ Only English Language Skills Required

Address

Sectors Main  Sub

Open advanced search items

Companies Interested in Highly-Skilled Foreign Professionals  
**Nikko Co.,Ltd**  
Building Products, Communities, and Engineering the Future!

Industry General Machinery  
Location Hyogo

Company Info

At Nikko, we have been at the forefront of updating social infrastructure with state-of-the-art technology since 1919, proudly holding the top market share in Japan as a leading manufacturer of asphalt and concrete plants. Our mission focuses on enhancing social infrastructure through innovative solutions that meet today's demands while anticipating tomorrow's needs. With core technologies in mixing, combustion, control and material handling, we create economically viable plants. As we expand internationally, we seek individuals who can bridge connections between our domestic and overseas ventures, allowing us to foster partnerships that transcends borders. Joining Nikko means embarking on a fulfilling career path where you will acquire comprehensive knowledge of our products and grow into leadership roles on specialized positions, contributing to the continuous improvement of our technology. We are committed to creating a welcoming and inclusive workplace that values creativity and collaboration. Together, let's continue to build a legacy of excellence that lasts another century and beyond. Welcome to Nikko!

9billion 197.6million yen Capital  
33billion 975million yen Sales  
777 people Employees  
Since 1919 Established

## Listing contents

- Company name, location, contact information ... etc
- Company PR message
- Ideal candidate profile
- Willingness to hire global talents
- Hiring history of global talents
- Possibility of internship
- Availability of English communication...etc

## Listing use cases !



JETRO OFP



# Networking events for international students and Japanese companies

- JETRO organized networking events between Japanese companies and foreign students who want to work in Japan
- Collaborated with the Indian student associations and Vietnamese Professionals in Japan FY24

## Mirai Talk Overview (Vietnam)

### 16 Japanese companies

Start Ups, SMEs and large companies

Location :

Fukushima, Gunma, Chiba, Tokyo, Yamanashi, Fukui, Toyama, Aichi, Kochi, Fukuoka  
Gunma, Tokyo

Participants : about 30 students

Name of Univ : Waseda University,  
Saitama University,  
Hitotsubashi University, APU



Japanese Cos, VPJ, JETRO, Vietnamese students



Networking with students

## India-Japan Skill Connect Overview

12 Japanese companies  
(presentation by 9cos in English)

Startups, SMEs and large companies

Location : Hokkaido, Chiba, Tokyo,  
Hyogo, Okinawa

Registered students : 193

Participants : 135 (Online: 50)

Name of univ : Hokkaido univ, Tokyo  
Institute of Technology, Univ of Tokyo,  
Hiroshima univ,  
Waseda univ, Kyoto univ  
(Total 26 universities participated)



Presentations by Japanese cos



Networking with students



Japanese Cos, Indian embassy, JETRO, Indian Student's Association

# Creating awareness among overseas global talent

- 「Japan Career Promotion Forum」 is online event to stimulate interest for working in Japan
- Disseminating information on “Work in Japan” and opportunities in Japan for global talent from overseas

## FY2024 event record

- Title of event : Japan Career Promotion Forum **「India」 / 「Sri Lanka」**
- Purpose : To encourage global talent to work in Japan by providing information on policy system, work environment and opportunities in Japan
- Date : July 12nd 2024 **「India」** / November 25th 2024 **「Sri Lanka」**
- Format : Live streaming on YouTube
- Organizer : JETRO



Indian talent人材による座談会



Sri Lankan talentによる座談会

Created network of **local universities**, collaborated with **Japanese govt organization** and using **social media** led to the success

Pre-registered users : **6,938**  
Resident in India : **98.4%**  
Applicants for work in Japan : **51.8%**  
YouTube views: **4,048**

Pre-registered users : **1,090**  
Resident in Sri Lanka : **98%**  
Applicants for work in Japan : **73.5%**  
YouTube views: **746**

## FY2025 event record

- Target : Talent living in Vietnam (※Vietnamese language)
- Title of event : Japan Career Promotion Forum **Vietnam**
- Date : October 17<sup>th</sup> 2025 YouTube live streaming
- Program :  
**【Talk Session】 Panel discussion by Vietnamese talent working at Japanese companies**  
(Live streamed from JETRO Tokyo)
- Track record : **397viewers, 936views in total**

Panel discussion by Vietnamese talent



# Series of events connecting Japan with promising overseas universities (FY24)

- Events for Japanese companies interested in collaboration with overseas universities for internships, joint research and hiring, etc.



**Japanese businesses** are aiming to hire directly from overseas or collaborate with overseas universities

Number of applicants

**1337**

Applicant's location

**45**

Applicant's information

Large, SMEs, Startups, Local gov, etc...

「JETRO Overseas University Connect」 introduction event series



**Promising Overseas universities**

produce high-level talent who are active in the world

## Participant satisfaction

Ratio of Participant answered 「Satisfied」 or 「A little Satisfied」 (Japanese Business Survey Results)

**More than 97%**

Ongoing in **FY2025**

### 1.Vellore Institute of Technology (India,May)



### 2.Tilak Maharashtra Vidyapeeth (India,May)



### 3.Indian Institute of Technology Hyderabad (India,June)



### 4.International Institute of Technology (Malaysia,July)



### 5.Ho Chi Minh City University of Technology (Vietnam,August)



### 6.Thai-Nichi Institute of Technology (TNI) (Thailand,August)



### 7.Indian Institute of Technology Jodhpur and Mandi (India, November)



### 8.Vietnam Japan University (Vietnam, February )



### 9.Foreign Trade University (Vietnam, March)



### 10.Canada Japan Co-op Program (Canada, March)



# Events connecting Japan with promising overseas universities and global talent(FY25)

- Events in collaboration with universities from Vietnam, India & Indonesia
- Continuing to introduce universities focusing on Asian countries in FY25



## Series of events connecting Japan with promising overseas universities

11. Hanoi University of Science and Technology (Vietnam, April 2025)



12. Chennai Institute of Technology (CIT) (India, June 2025)



Hybrid event



13. Can Tho University (Vietnam, July 2025)



14. Institut Teknologi Sepuluh Nopember (Indonesia, August 2025)



15. New Delhi Institute of Management (India, November 2025)



Hybrid event



16. Vietnam National University, Hanoi/University of Languages and International Studies (Vietnam, November 2025)



2 university held events

【Online/Hybrid event】  
Participant`s satisfaction

more than **95%**

Sri Lanka Global Talent Seminar (Sri Lanka, August 2025)



【Introduction about Sri Lankan talent and the appeal of local universities】  
Participant satisfaction

**94%**

18 participating companies have interest in the local university tour

# Support for talent recruitment at Indian Institute of Technology(IIT) Hyderabad

- Since 2018, organizing networking event at Indian Institute of Technology Hyderabad for Japanese companies to hire Indian talent



Company presentation



Networking



Co-research Day

Student hired  
become the  
**ambassador**  
of the company

Professor Kataoka



## ○ Indian Institute of Technology Hyderabad (IITH) :

- IITH is established with the support of the Japanese government
- **Ranked 7th** in the National Institutional Ranking Framework (NIRF) 2025

## ○ Co-research Day August 29:

- This year, JETRO launched a new initiative to promote Industry-Academia collaboration
- Based on Japanese Cos proposals, discussions were held with the professors of IITH

## ○ JAPAN CAREER DAY (JCD) August 30~31:

- Organized to increase awareness of Japanese companies to Indian students before the hiring process starting from December 1st of every year
- Since 2018, JETRO, IIT-H and JICA have jointly organized this event for Japanese companies with the aim to hire tech students for innovation

## 【8<sup>th</sup> JCD】 August 29,30 and 31 2025 (@IITH)

- **Participated Companies: 16 (Large:10, SMEs/SU:6)**
- Participated Students : More than 500

## 【FY24 Result】

- 7 companies accepted 17 internships
- 6 companies hired 23 students

# Directory of Overseas Universities

- Information on 87 universities across 4 countries in Southwest Asia is published as “**Overseas University Directory**”
- The directory showcases universities dedicated to partnerships with Japan

## Image of Overseas University Directory and Overseas University Connection Desk

The desk aims to promote collaboration between Japanese companies and overseas universities



## Directory sample



## Directory for Southwest Asia(FY25)

### Target countries and universities:

- ・India:73
- ・Nepal:4
- ・Bangladesh:5
- ・Sri Lanka:5

### Contents:

- ・Overview of universities
- ・Japanese language education program
- ・Collaboration with Japanese companies and universities, etc.

### Listed universities:

- ・Universities that are proactive in building relationships with Japan

## Click the Directory

【Survey report】  
 Directory of Indian and South Asian Universities - JETRO 2025 (September 2025)



# JETRO OVERSEAS UNIVERSITY CONNECTION DESK

- Arrange initial meetings between the universities and Japanese companies
- Support Japanese companies in building ties with overseas universities and hiring talent directly from abroad



Considering direct hiring of new graduates

Interested in industry-academia collaboration

Looking for interns from overseas universities



Please feel free to use our services!

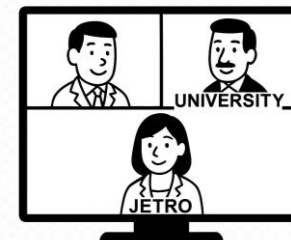


## Service Details

Arrangement of initial online meetings between Japanese companies and universities for hiring talent and internships from overseas universities, industry-academia collaboration

## Target

20 Japanese companies



## Duration of service

Service Started from Oct 15th

## Application Process

- ① Apply from JETRO's form
- ② Confirmation by JETRO
- ③ Conducting online meetings



ジェトロ コネクションデスク



# Thank you

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**JETRO**  
**(Japan External Trading Organization)**

**Global Talent Acquisition Division**

Global Human  
Resources Support  
Email Magazine



**03-3582-4941**



**OpenforProfessionals@jetro.go.jp**



**Ark Mori Building, 6F**  
**12-32, Akasaka 1-chome,**  
**Minato-ku, Tokyo**  
**107-6006 Japan**

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