

The 11th PRI-ICRIER Workshop

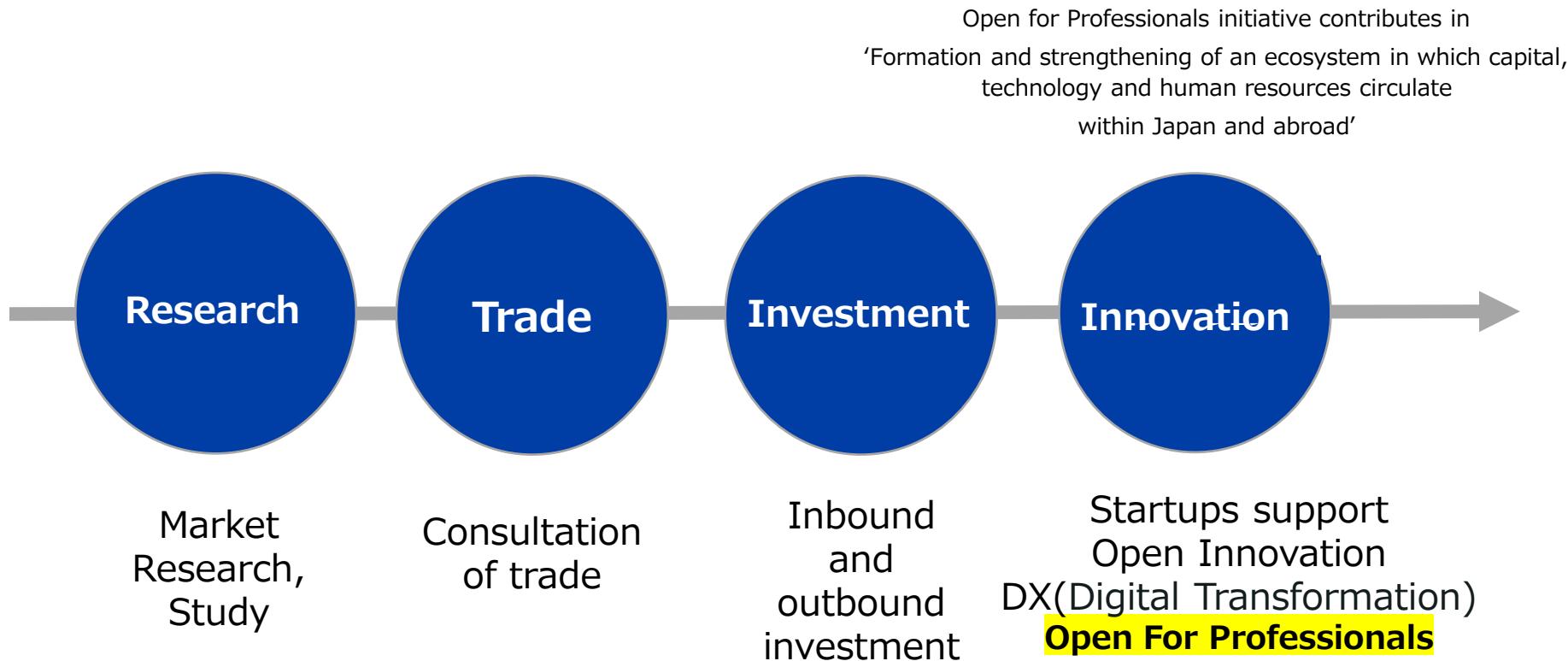
Open for Professionals Initiative by JETRO

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

15thJanuary, 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)



JETRO's Global Network

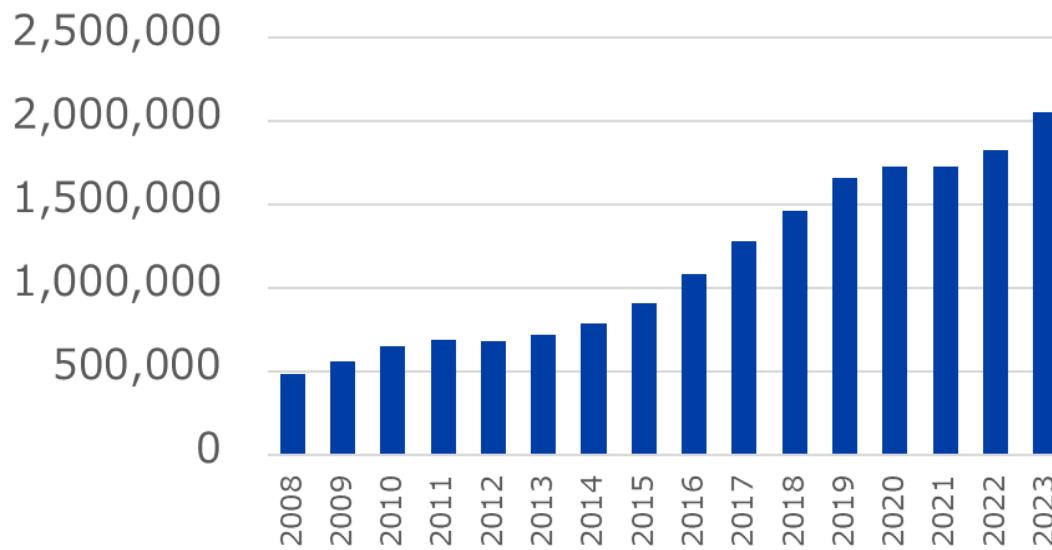
- 52 offices in Japan and 76 locations overseas
- Global network is our advantage



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



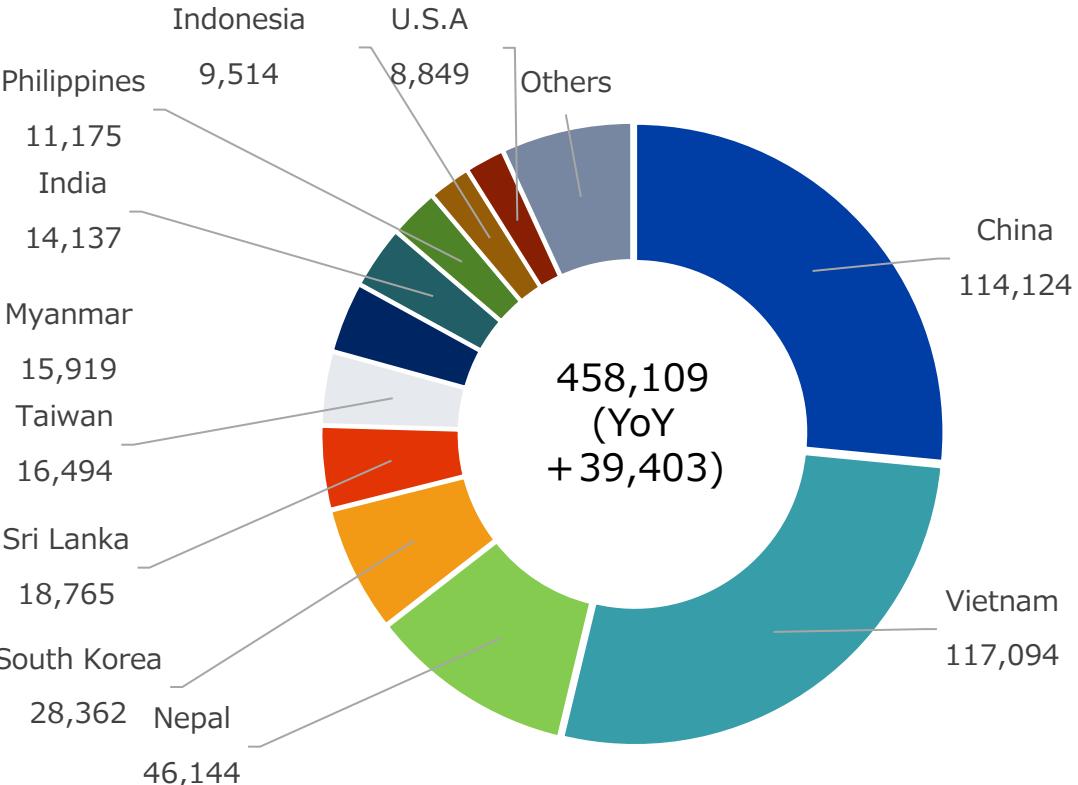
(Source): JETRO based on the report of foreign employment by MHLW

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	YoY %
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%



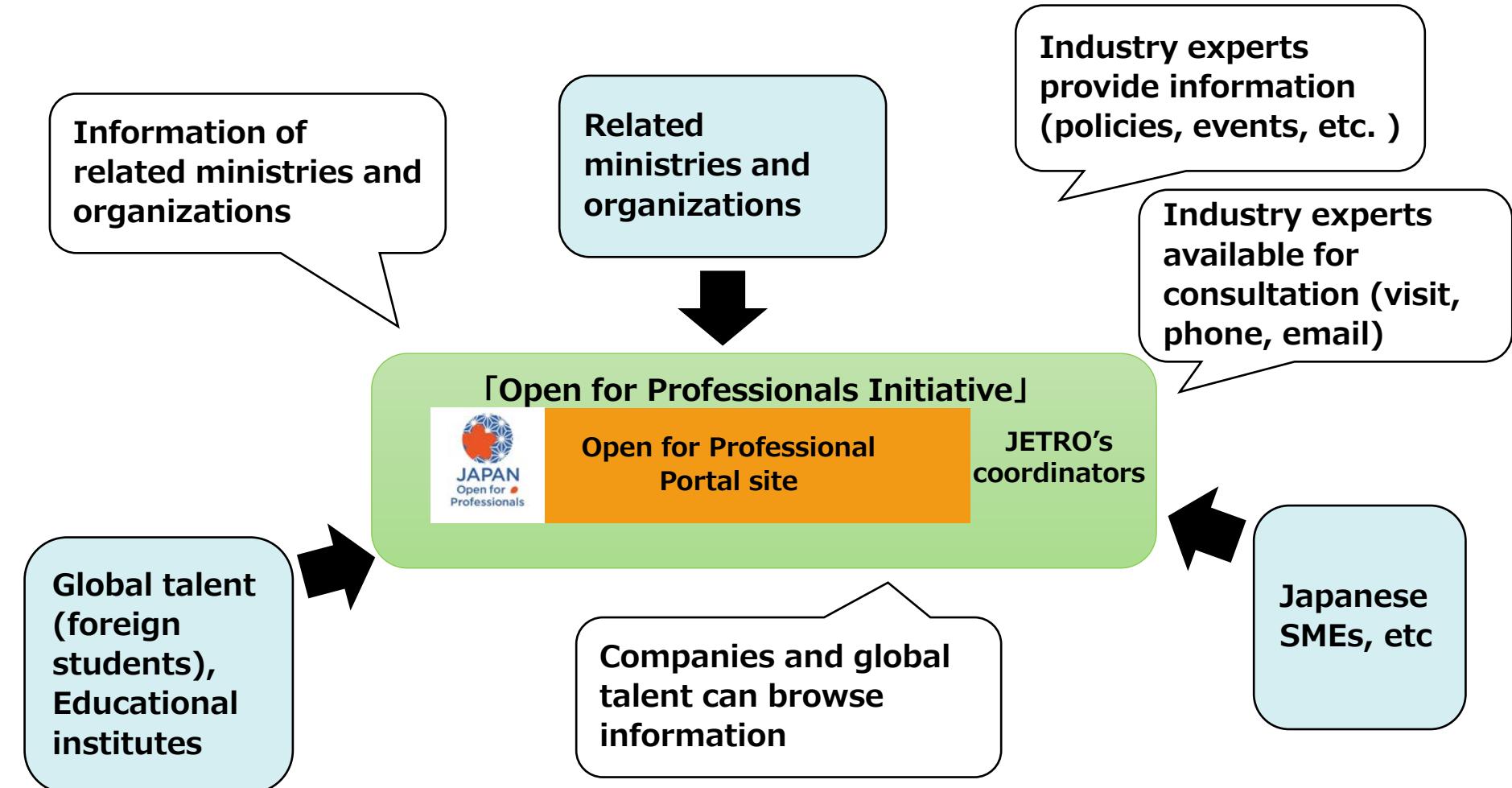
Qualification for working in Japan

- 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 (extendable)
Occupation	91jobs 168works	16 areas	Work relevant to academic major/ Work unique to foreigners
Change job	Not possible	Possible if the same job	Possible if met status of residence
On site activities	Possible	Possible	Not possible
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	More steps than Engineer/Specialist in Humanities/International Services	A little more steps than Engineer/Specialist in Humanities/International Services	Less steps than the others

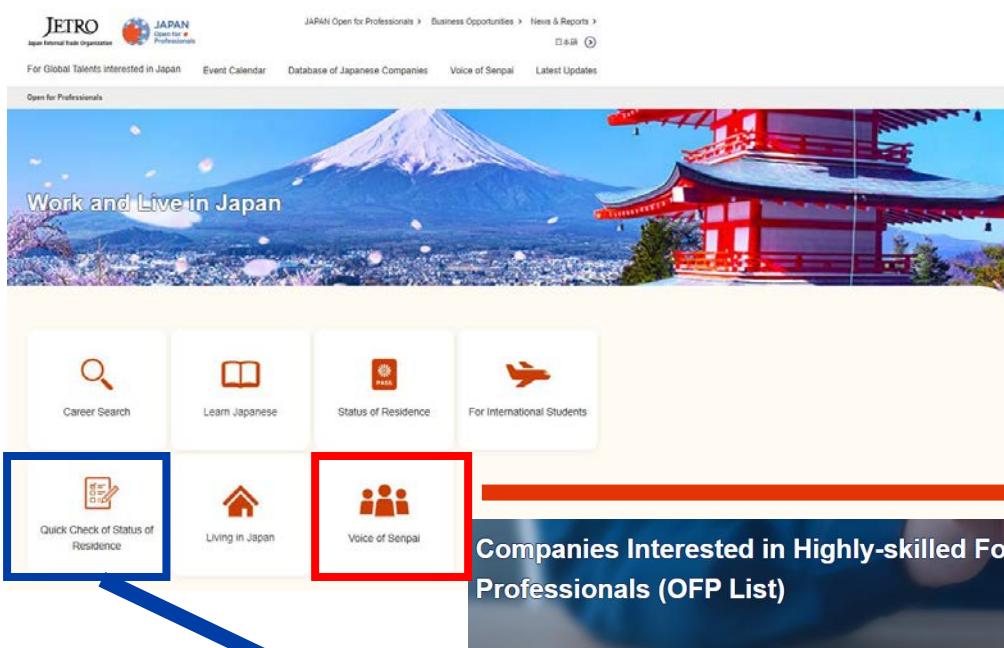
Roles of JETRO and related organizations on Open for Professionals Initiative

- 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 25th 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



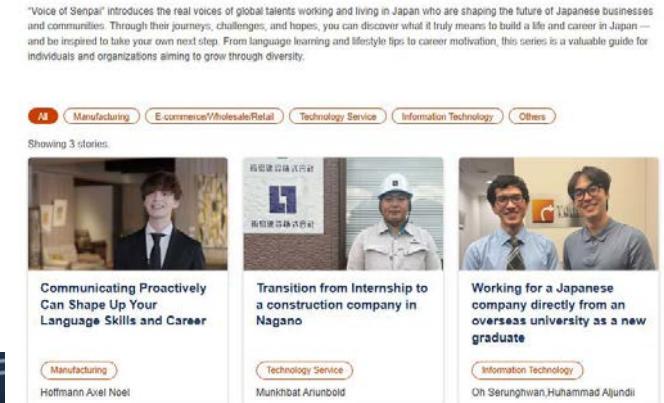
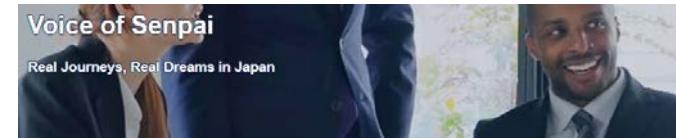
For Global Talents interested in Japan Event Calendar Database of Japanese Companies Voice of Senpai Latest Updates

Work and Live in Japan

Career Search Learn Japanese Status of Residence For International Students

Quick Check of Status of Residence Living in Japan Voice of Senpai

Companies Interested in Highly-skilled Foreign Professionals (OFP List)



All Manufacturing E-commerce/Wholesale/Retail Technology Service Information Technology Others

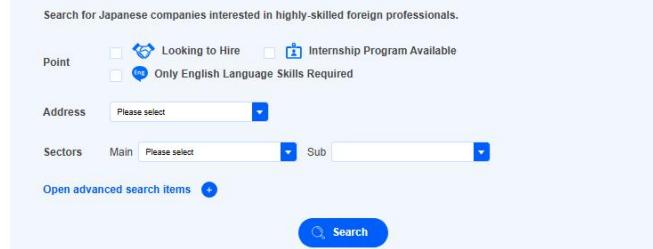
Showing 3 stories.

Communicating Proactively Can Shape Up Your Language Skills and Career

Transition from Internship to a construction company in Nagano

Working for a Japanese company directly from an overseas university as a new graduate

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

Search

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

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



For companies and global talent

- 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

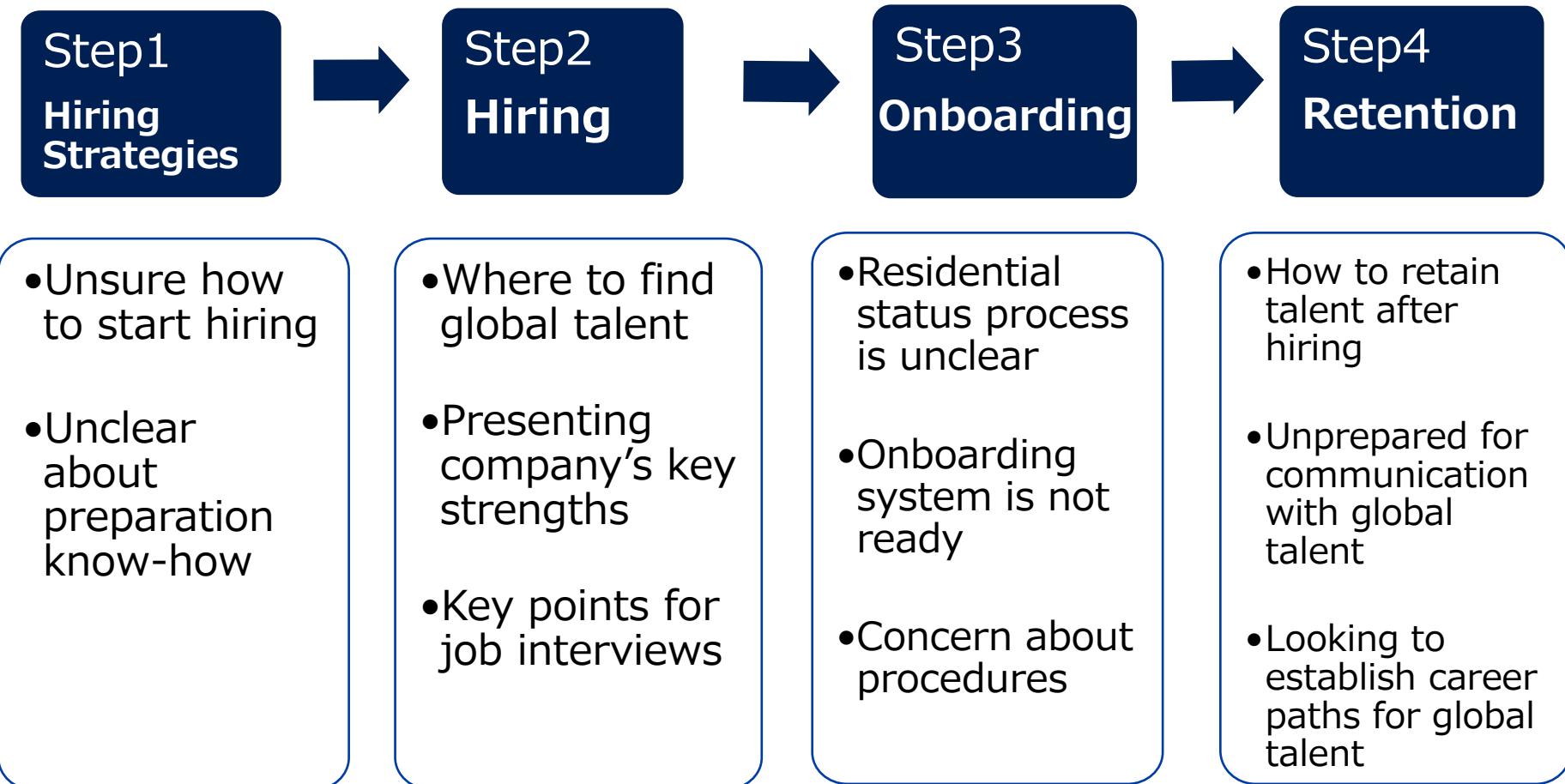


For global talent interested in working in Japan

- 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)

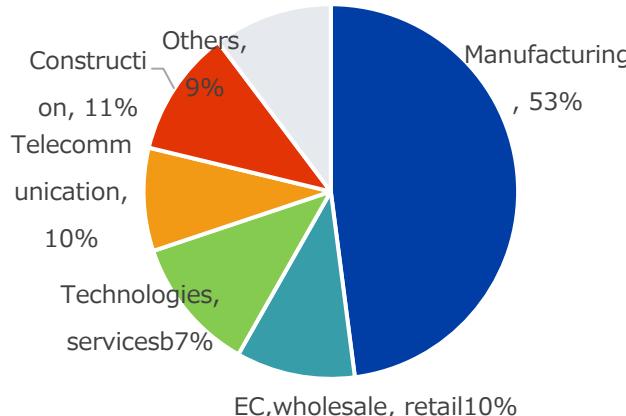
- FY2024 : 13 industry experts supported 305 companies (new : 165 / continuing : 140)
- 53% in the manufacturing ; 53% have less than 100 employees
- More than 90% are SMEs and Startups with capital of 500 million yen or less

Our Clients' Data

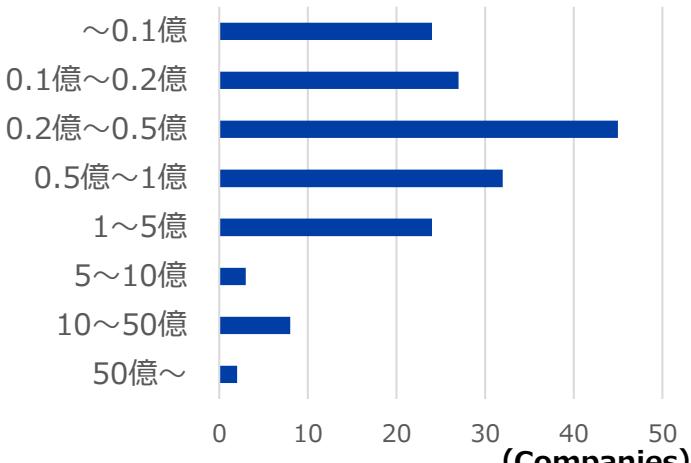
Nationwide supporting companies

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

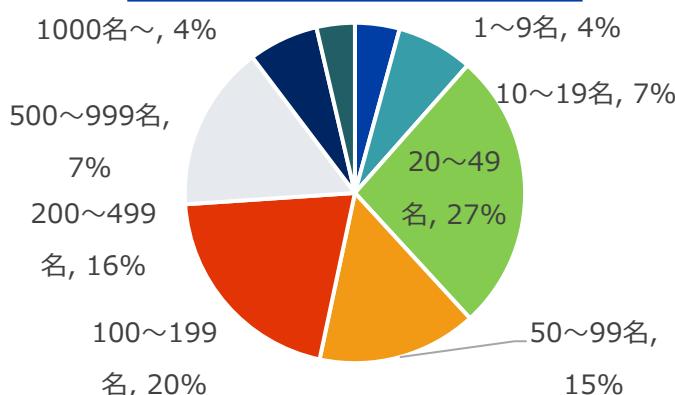
Industries



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 9th-10th

[Language] English

[Participating companies] 18

[Registered participants] 7,342
(112countries · areas)

JETRO Online job fair 2025 "Autumn"

[Date] October 20th-24th

[Language] Japanese

[Participating companies] 145

[Registered participants] 3,450
(100countries · areas)

JETRO Online job fair 2026 "Winter"

[Date] January 26th-28th

[Language] JP/EN

[Participating companies] 90
(JP/80,EN/10)

目次

- ・会社概要
- ・事業について
- ・働く環境とカルチャーについて
- ・求人詳細



JETRO ONLINE JOB FAIR 2025 WINTER

参加企業一覧 1月21日(火)

Participating Companies: Jan. 21 (Tue.)

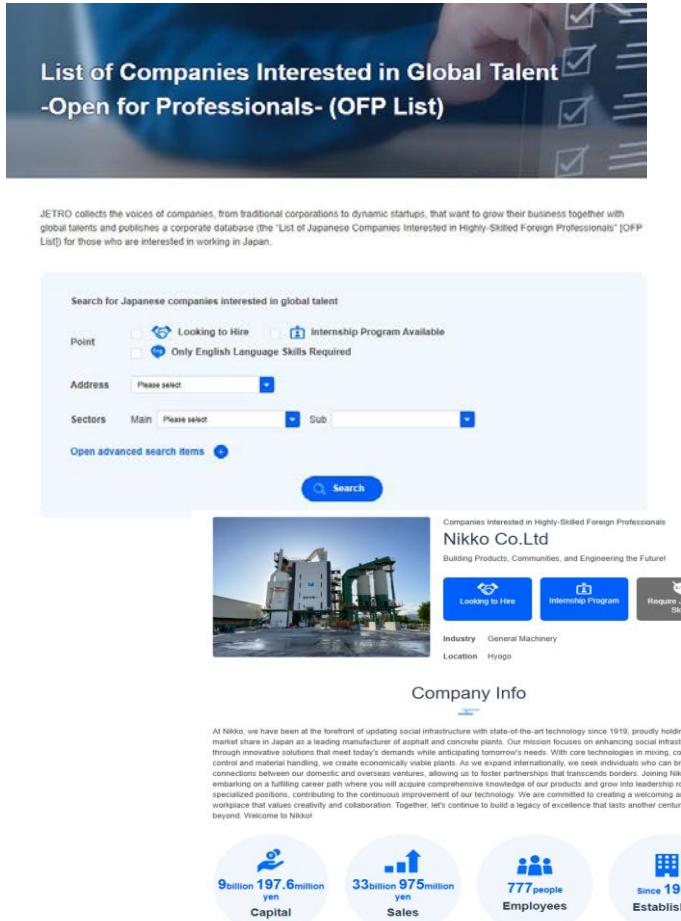
Time	Room A (for Science and Engineering)	Room B	Room C
10:30 ~ 11:00	製造業 (Manufacturing) 株式会社エムエスエフ 会員 (Member)	EC・販売・小売 (Commerce) 株式会社セイコーエレクトロニクス 会員 (Member)	製造業 (Manufacturing) 株式会社ニクニ 会員 (Member)
11:10 ~ 11:40	製造業 (Manufacturing) 株式会社Kurokawa 会員 (Member)	製造業 (Manufacturing) 小クライ株式会社 会員 (Member)	その他 (Other) 株式会社エムエスエフ 会員 (Member)
12:00 ~ 12:45	日本企業の就職活動に役立つセミナー① セミナーにおける会員の登録から採用面接までの流れについての説明		
13:00 ~ 13:30	製造業 (Manufacturing) 第一工業株式会社 会員 (Member)	製造業 (Manufacturing) 西中島株式会社 会員 (Member)	製造業 (Manufacturing) 株式会社シナシティエフ 会員 (Member)
13:40 ~ 14:10	その他 (Other) 株式会社オーネック・センター 会員 (Member)	製造業 (Manufacturing) 小松文庫株式会社 会員 (Member)	製造業 (Manufacturing) 株式会社小笠工業 会員 (Member)
14:20 ~ 14:50	製造業 (Manufacturing) 株式会社エムエニ 会員 (Member)	情報技術 (Information Technology Industry) コグマ株式会社 会員 (Member)	製造業 (Manufacturing) 株式会社GLOWA 会員 (Member)
15:00 ~ 15:30	建設業 (Construction Industry) 矢田工業株式会社 会員 (Member)	情報技術 (Information Technology Industry) 株式会社アムコソ 会員 (Member)	製造業 (Manufacturing) TSK世界社 会員 (Member)
15:40 ~ 16:10	製造業 (Manufacturing) 新富化工作業会社 会員 (Member)	製造業 (Manufacturing) 株式会社シマ・ラボウター 会員 (Member)	EC・販売・小売 (Commerce) 株式会社エヌ・エヌ 会員 (Member)
16:20 ~ 16:50	建設業 (Construction Industry) 佐々木工業株式会社 会員 (Member)	製造業 (Manufacturing) 株式会社マルヤナギ・金澤 会員 (Member)	製造業 (Manufacturing) 日中商合株式会社 会員 (Member)

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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



The screenshot shows the 'List of Companies Interested in Global Talent -Open for Professionals- (OFP List)' page. At the top, there's a heading and a list of filters: 'Looking to Hire', 'Internship Program Available', and 'Only English Language Skills Required'. Below these are dropdown menus for 'Address' (Please select) and 'Sectors' (Main: Please select, Sub: Please select). A 'Search' button is at the bottom of the filters. The main content area shows a company profile for 'Nikko Co., Ltd.' with a photo of a factory, three buttons for 'Looking to Hire', 'Internship Program', and 'Require Japanese Skills', and sections for 'Industry: General Machinery' and 'Location: Hyogo'. At the bottom, there's a 'Company Info' section with a paragraph about the company's history and mission, and four circular icons with statistics: '9 billion 197.6 million yen Capital', '33 billion 975 million yen Sales', '777 people Employees', and '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

Panel discussion by Vietnamese talent



FY2025 event record

- Target : Talent living in Vietnam (※Vietnamese language)
- Title of event : Japan Career Promotion Forum **Vietnam**
- Date : October 17th 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

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...



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

【8th 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

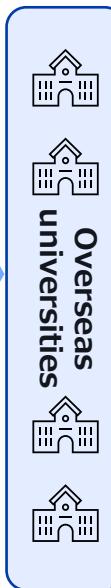
- Information on 87 universities across 4 countries in Southwest Asia is published as “**Overseas University Directory**”
- The directory showcases universities dedicated to partnerships with Japan

Image of Overseas University Directory and Overseas University Connection Desk



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

JETRO
Overseas University Connection Desk
Directory of Universities available on JETRO website
• Recruitment and internships from overseas universities
• Joint research
• Joint Market research
• Building relationships with future collaboration



Directory sample

以下をクリックして、大学公式サイトへ
ウェブサイト: デリー大学 東アジア研究科
住所: Guru Teg Bahadur Road Near Can
Maurice Nagar, Delhi -110007

デリー大学 東アジア研究科 Department of East Asian Studies, University of Delhi
大学概要 (デリー、デリー準州、インド) 大学の特徴
1964年設立。デリー大学東アジア研究科は、中国語、日本語、韓国語を専門とした、東アジア研究の修士課程、博士課程がある。社会科学部にて、歴史、文化、政治、文学、国際関係の専分野の研究を進めている。

以下をクリックして、大学公式サイトへ
ウェブサイト: チトカラ大学
住所: Chandigarh-Patiala National Highway (NH-64) Village Jandiala, Roura, Punjab 140401

チトカラ大学 Chitkara University
大学概要 (チャンディガル市、パンジャブ州、インド) 大学の特徴
チトカラ大学は、工学、経営、デザイン、薬学、健康科学、建築などの学科がある私立総合大学で、大学課程、修士課程、博士課程がある。産業に応じた教育、グローバル提携、研究、学生のスタートアップ育成などを提供している。

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

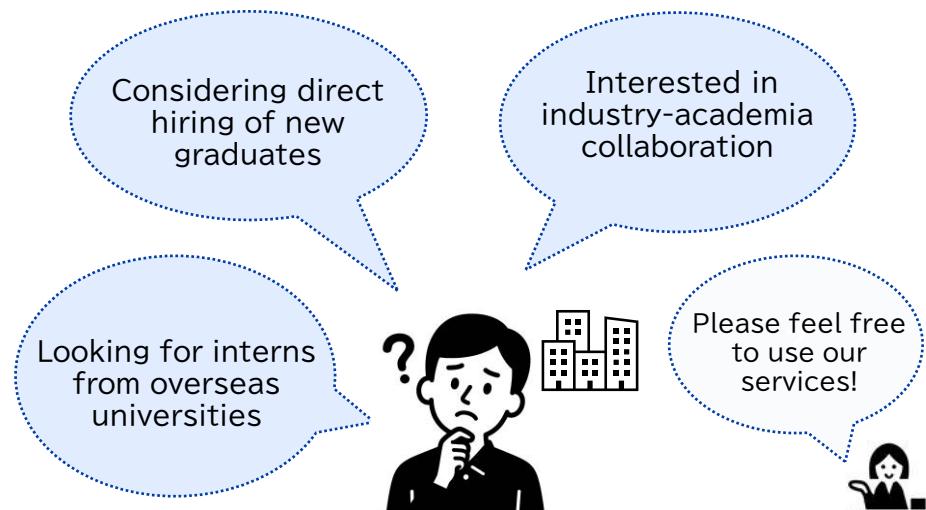
Click the Directory

【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

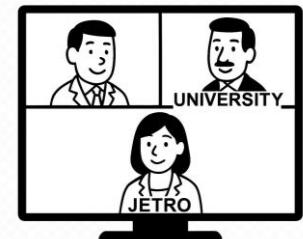


Service Details

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**

■ Note of Caution

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