

Introduction of Acceptance Cases of Foreign Human Resources with Specified Skills in the Manufacturing Industry

Part 2 Industrial Machinery Industry/ Electric, Electronics and Information Industries Fields

Mar. 2021





Industrial Machinery Industry

1. Osawa Industry Co., Ltd. (Acceptance from Vietnam)

Electric, Electronics and Information Industries

2. Tottori Electronic Co., Ltd. (Acceptance from Myanmar)

3. Fuchu Tempearl Co., Ltd. (Acceptance from Vietnam)

Osawa Industry Co., Ltd.

- Location: Chubu area
- Number of employees: 33

Field:
Industrial Machinery Industry

Acceptance of Foreign Nationals (As of March 2021): Currently accepting 4 Vietnamese nationals with Specified Skilled (i) status. In October 2020, one Technical Intern in the machining occupation changed his status of residence.

In addition, there are four people in Engineer/Specialist in Humanities/International Services (nationality: Vietnam and Myanmar) and two Technical Interns (nationality: Vietnam).

Two new employees are scheduled to be accepted for Engineer/Specialist in Humanities/International Services in April 2021.



Work of Foreign Human Resources with Specified Skills: As with other employees, the main work of Foreign Human Resources with Specified Skills is manufacturing.

Business description

Design, manufacture, sales, and repair of elevators.

Reference: <https://www.osawa-kk.co.jp/>

The manufacturing of elevators requires complex work and strong skills in welding and machining, so if you have the ability and three years of experience, your skill level will be high. On the other hand, the underlying idea was that it would be a waste for the Technical Interns to leave after three years.



Purpose and reason for accepting Foreign Human Resources with Specified Skills

- After three years of technical intern training, their Japanese language skills have improved and their skills in welding and machining were comparable to those of Japanese employees, but they still had to return to their home countries. It was very disappointing and regrettable for the worksite.
- After confirming both the intentions of the employee and the receiving worksite, the company decided to accept employees who could be an immediate asset and be expected to play an active role in the company.



Hiring method for Foreign Human Resources with Specified Skills

- **Foreign Human Resources with Specified Skills were hired from those who completed Technical Intern Training (ii) at the company or at other companies. (returned to Japan after temporarily returning to home countries).**
- **When accepting Technical Interns, it takes a lot of time and effort for the company to provide support for acquiring Japanese language skills, to teach them how to live in Japan, and to educate them about their work from scratch.**
- **Since Specified Skilled Workers (i) are hired from those who completed Technical Intern Training (ii), and they already have the ability and skills to live and work in Japan, including Japanese language proficiency, they do not need to be trained from scratch in terms of daily life and work, and are able to play an active role immediately after joining the company.**

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills

The company provides necessary support and follow-up, but does not provide special treatment because "they are foreigners." The company believes it is important to talk to and treat employees in the same way as Japanese employees, and to interact with them through internal events. As a result, there have been no disappearances nor returning home during contract. Specified Skilled Workers who have transferred from Technical Intern Training wish to continue working for the company.

These cases of transitioning from Technical Intern Training to Specified Skilled (i) status within the company has opened up future prospects for the Technical Interns, increased their motivation, and made them more proactive in their approach to training.



Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills

By not using a registered support organization and providing all of their own support, the company was able to eliminate the supervision fees and other expenses that were incurred during technical intern training, which made it possible to increase the salary of the employee. The company also provides pay raises and bonuses based on annual salary reviews.

One foreigner with Specified Skilled (i) status has been given a position as a foreman and is playing an active role as a leader of foreign workers. In addition, position benefits are paid in the same manner as for Japanese employees.

In order to improve the Japanese language skills of foreign staff, the company contracted with a Japanese language education institution in Vietnam to provide remote Japanese language classes using Zoom.



Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



One employee who is here as an engineer under an Engineer/Specialist in Humanities/International Services status has obtained a driver's license, and other engineers, foreigners with Specified Skilled (i) status, and Technical Interns have also obtained motorcycle licenses if they wanted. The company provide various kinds of support such as assistance in obtaining a license, purchasing a car or motorcycle, and insurance procedures.

Like Japanese employees, the company also allows employees to commute by car or motorcycle and provides commuting allowances.



Internal get-togethers are held to further promote interaction between Japanese and non-Japanese employees. Last year, the COVID-19 pandemic made it difficult to hold get-togethers, so we are continuing to hold internal seminars to use other methods to promote interaction. (Interpreters and seminar materials in Vietnamese are also provided)

Voices of Foreign Human Resources with Specified Skills

Employee D, who completed Technical Intern Training (ii) at Osawa Industry

I wanted to continue to work in a familiar workplace. I did not consider working for another company. The Japanese employees are all kind and friendly.



Mr. N., who completed Technical Intern Training (ii) last year and was transferred to Specified Skilled (i) status

I'm used to my job and Japan, and I'm enjoying my life here. There are many foreign staff members at Osawa Industry, and it's a good working environment.



Tottori Electronic Co., Ltd.

• Location: Chugoku area
• Number of employees: 50

Field:

Electric, Electronics and Information
Industries

Acceptance of Foreign Nationals (As of November 2020): Currently accepting 5 Myanmar nationals with Specified Skilled (i) status.

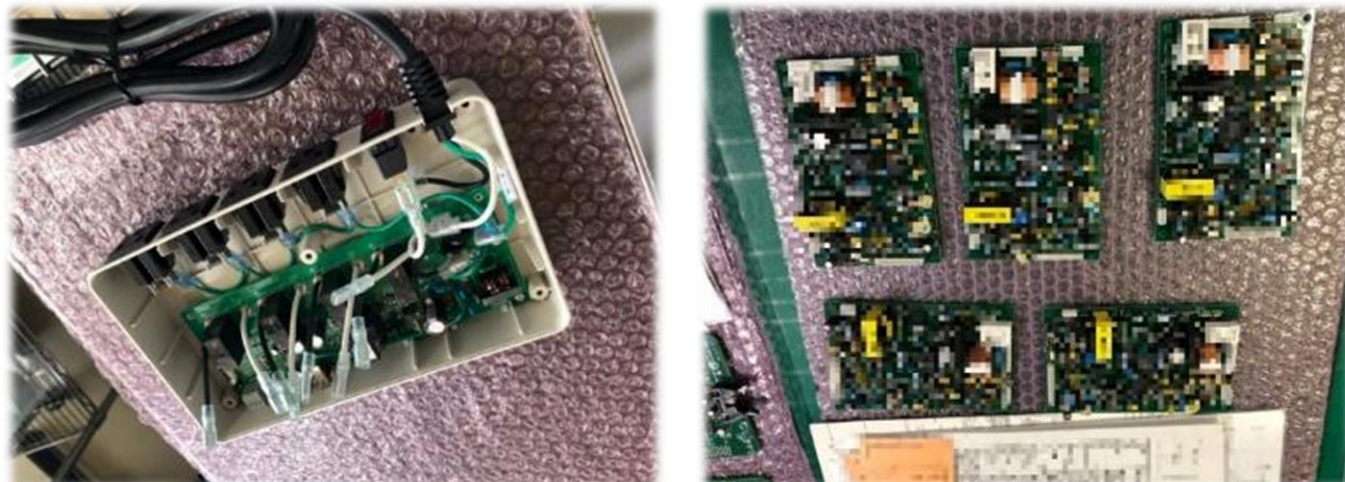
In addition, there are 12 Technical Interns (including three in Designated Activities; all are from Myanmar).



Work of Foreign Human Resources with Specified Skills: The work they are engaged in is the assembly of electronic devices.

Business description

Mainly assembling printed circuit boards. The company also manufactures and sells LEDs under its own brand.



Purpose and reason for accepting Foreign Human Resources with Specified Skills

- The company has been accepting Chinese Technical Interns for more than 20 years, but since a Myanmar acquaintance runs a dispatching organization, the company has been accepting Myanmar Technical Interns since around 2013.
- Although there were many critical opinions at the beginning of the program, the company decided to accept the program because it was aware of the problem that the electrical industry would face a labor shortage in the future. When it came time for the Technical Interns to come, they were very quick and excellent at their work.



Hiring method for Foreign Human Resources with Specified Skills

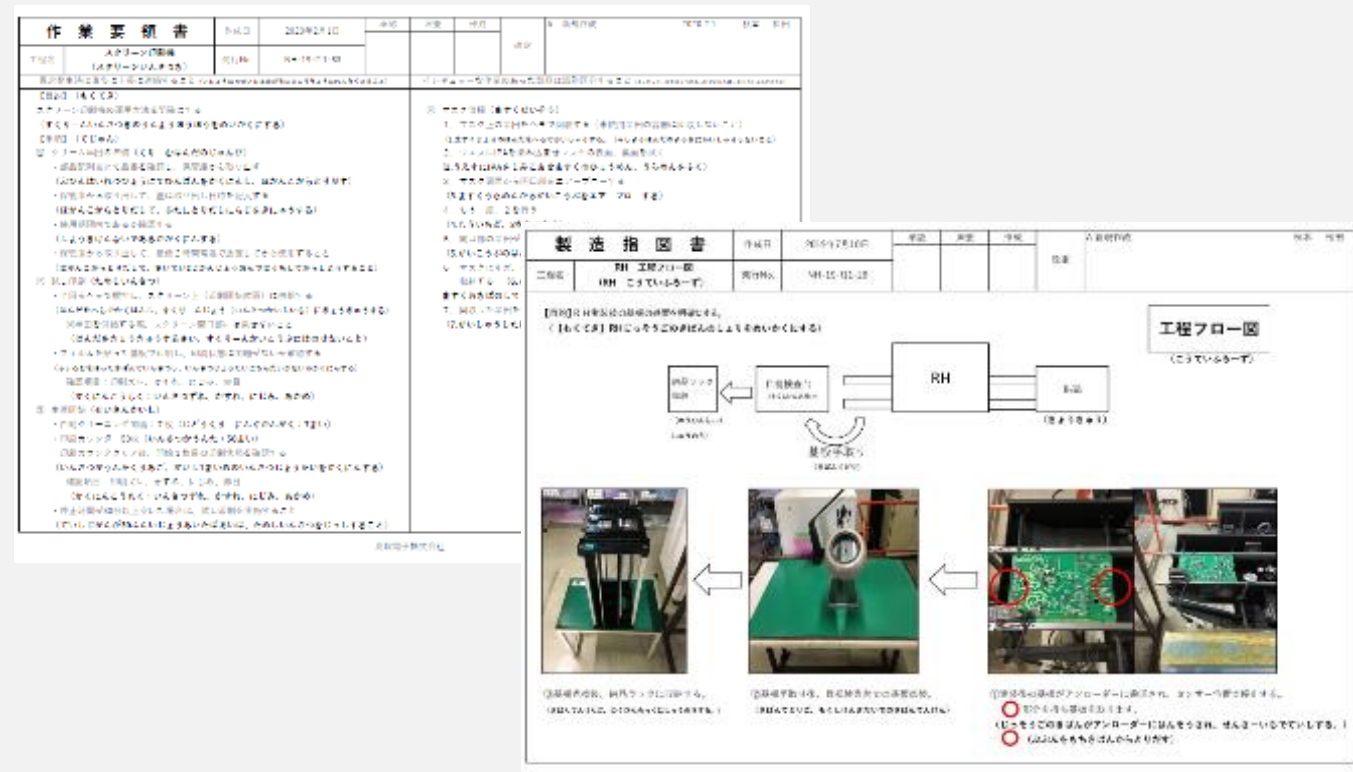
- **Five Foreign Human Resources with Specified Skills from Myanmar have been hired. There are three employees who changed their status when they completed Technical Intern Training (ii) at the company, and two employees who completed Technical Intern Training (ii) about two years ago and returned to their home countries, but were brought back to Japan when the Specified Skilled Worker system was established. Specified Skilled Workers are highly skilled, and because they can understand Japanese, they are taught with the same style as Japanese workers. They are also trained to be leaders in guiding Technical Interns.**
- **Also, in terms of changing jobs to other industries, the manufacturing industry seems to be easier to work in because of its regular working days and hours.**
- **The company is also working to hire people who have passed the Specified Skilled No. 1 Assessment Test for Manufacturing Field. A plastics-related company in the neighborhood introduced a Myanmar national who wanted to change his status to Specified Skilled, and the company held a preparation session for the "electronic device assembly" test three times on days off, and accompanied workers on the day of the test.**

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills

When hiring people, the company tells them that they want them to learn Japanese when they work and not just think about money. In addition, those who are motivated to learn Japanese attend a local Japanese language class once a week, but the company does not force them to take time out of their days off and leaves it up to the individual. The speed of learning varies, partly due to personality.



Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



Although the company has established a separate company as a registered support organization, it has many years of expertise in accepting foreign nationals, so it provides all support for their own Foreign Human Resources with Specified Skills in-house. Procedures at the Immigration Bureau are outsourced to administrative scriveners.

The work manual is given to them in Myanmar language with many pictures.



Voices of Foreign Human Resources with Specified Skills

<About the change from Technical Intern Training to Specified Skilled status>

- I was happy to get paid more per hour.
- I am glad to have more time to work in Japan.



<The best thing about working at Tottori Electronic Co., Ltd.>

- Everyone is kind.
- I'm lonely, but I can do my best because I have friends from Myanmar doing the same.
- You can study Japanese.



Fuchu Tempearl Co., Ltd.

- Location: Chugoku area
- Number of employees: 170

Field:

Electric, Electronics and Information Industries

Acceptance of Foreign Nationals (As of March 2020):

Currently accepting 2 Vietnamese nationals with Specified Skilled (i) status.

There are 24 Technical Interns (nationality: Vietnam and Cambodia).



Work of Foreign Human Resources with Specified Skills: Engage in work requiring a certain level of skill, such as soldering and structural inspection in electrical equipment assembly work.

Business description

Manufacture of switchgear control devices, design and manufacture of distribution boards.



Purpose and reason for accepting Foreign Human Resources with Specified Skills

- The company believes that human resources, regardless of nationality or status of residence, are assets, and has continued to accept Technical Interns in the hope that they will grow individually.
- There is a shortage of people who can take on middle-skill jobs, which are neither simple nor tasks that require extremely high technique or skills. The company had a desire to re-accept Technical Interns who had experienced technical intern training at the company for three years and had established a relationship with it as Specified Skilled Workers (i) .



Hiring method for Foreign Human Resources with Specified Skills

- The company hires employees who have completed Technical Intern Training (ii) at the company (they return to their home countries once and then return back to Japan). The company changed the status of residence of those who had completed technical intern training to Specified Skilled (i) for those who are expected to be immediately effective.
- In addition, the President always conducts an on-site interviews at the time of acceptance for technical intern training. The trainees who are accepted to the program are sent to an orphanage in Vietnam to experience the joy of contributing to society through work and to feel gratitude to their parents for raising them.



Hiring method for Foreign Human Resources with Specified Skills

- When accepting a someone with Specified Skilled (i) status, the company also meets with the worker's guardian to confirm their willingness for the child to work in Japan for up to five more years and to obtain consent.
- The company does not use a registered support organization. This is because the company has accumulated considerable know-how on accepting foreign nationals based on its experience of accepting Technical Interns for slightly less than 20 years.



Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



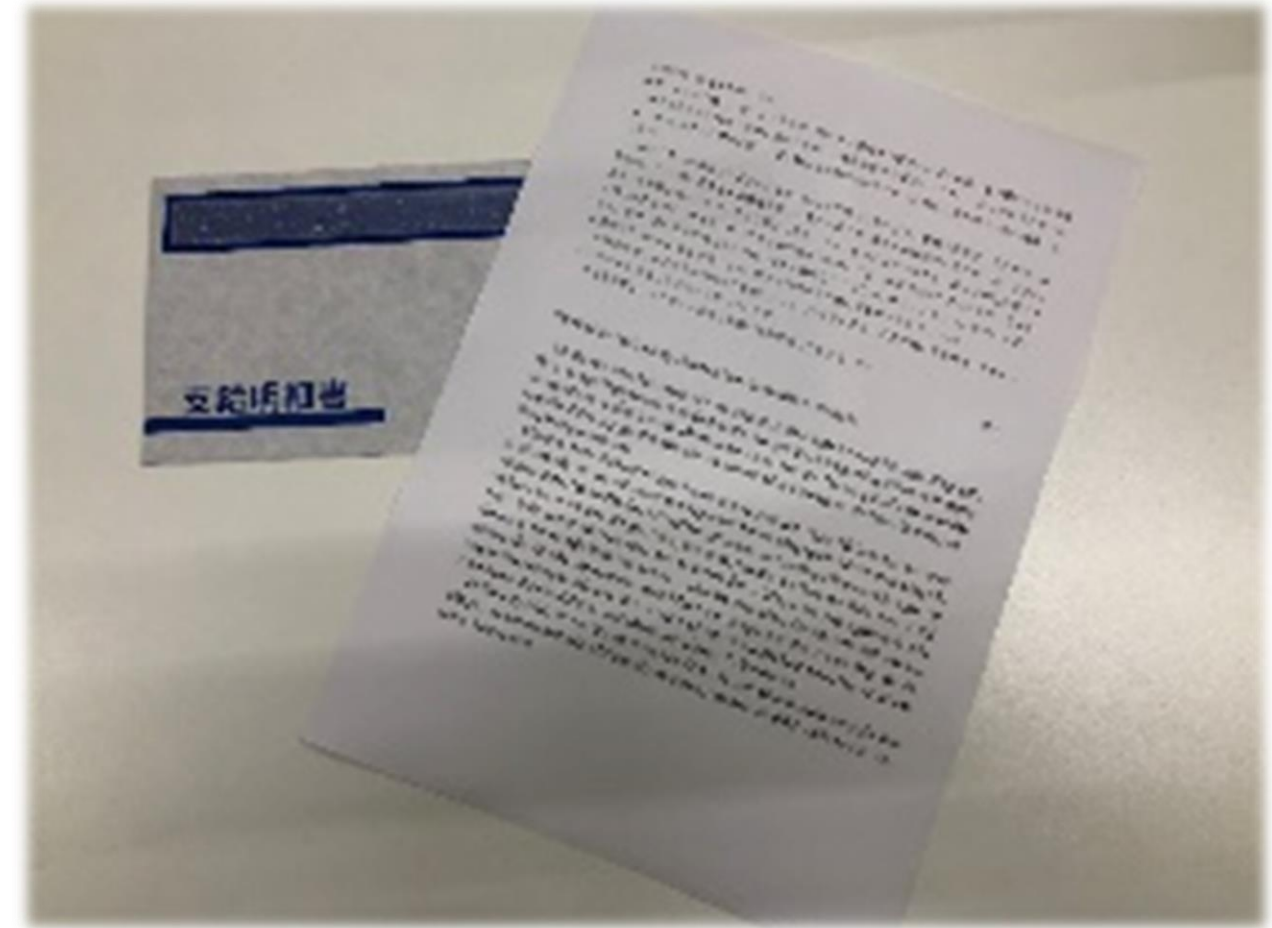
Workers are also actively involved in activities both inside and outside the company, such as local cleanup activities, participation in festivals, and the planning and management of internal events. In particular, the local festival was in danger of being canceled in perpetuity due to the declining birthrate and aging population, but the neighborhood association consulted with the company, and the trainees have been participating in the festival for the past nine years, making it more lively.



Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



In order to improve their Japanese language skills, the company holds Japanese language study sessions two to three times a week for Technical Interns and Foreign Human Resources with Specified Skills who take the Japanese Language-Proficiency Test (JLPT), which is held in July and December every year (Technical Interns in nearby companies also participate). Classes are split into foreign nationals who are aiming for the N2 and those who will take the N3 test.



As with Japanese employees, when their salaries are paid, along with the statement, the President sends a message of appreciation in both Japanese and their native language, expressing his gratitude for their efforts.

Voices of Foreign Human Resources with Specified Skills

When I first came to Japan, I had a lot of hardships, but through my work I became stronger and realized that I was helping my family. Now that I'm used to my job, my next goal is to be able to make better products faster.



I would like to learn the Japanese way of thinking, manners, service, etc. and bring it back to Vietnam. After coming to Japan, I feel that I have grown to be able to do more than I thought I was capable of.





経済産業省