

Proposal for Interim Reports: Discussion Paper(Summary)

(Prepared by Expert Committee Secretarial on the Future of TITP and SSWP)

*JITCO provisional translation

Directions

The (HRD oriented) TITP should be abolished and replaced with a new system which aims at both HRD and foreign talent acquirement (labour).

Basic Orientations for TITP and SSWP reforms

Points of Discussion

- Avoid discrepancy between the policy purpose and reality (TITP only)
- Establish a Career Path that enables foreign nationals to promote in the mid- to long-term
- Clarify expected numbers of acceptance, etc.
- Derestrict job place transfer (TITP only)
- Improve management supervision and assistance systems
- Improve the Japanese language proficiency of foreign nationals

Current Status

- TITP's sole policy purpose is international contribution through HRD
- Job categories in TITP are not matched with the fields in SSWP
- Unclear process for setting the expected number of acceptances
- Not allowed in principle
 - There are some aspects of systemic insufficiency in management supervision and assistance by supervising organizations, registered support organizations and OTIT.
 - Some evidence of malicious practice of sending organizations
- No requirement language proficiency and educational level (TITP)

Possible New System

- Maintain the role in HRD, but add the purpose of acquiring foreign talent (Labour) and make the system more relevant to the actual situation.
 - Align job categories in TITP and SSWP. (Develop and evaluate key skills. The ideal way of skills evaluation will continue to be discussed.)
 - Create a system that allows foreign nationals to further utilize the skills they have acquired in Japan while advancing their careers.
- Improve transparency of the process in assessing the labor shortage situation and setting the expected number of workers to be accepted, through measures based upon evidence and hearings of various parties involved.
- While retaining the limited restrictions on job place transfers in a view of the nature of HRD, since new system aims at securing foreign talent (Labour), restrictions will be relaxed from the perspective of the purpose of the new system and the protection of foreign nationals.(The ideal way of job place transfer will continue to be discussed.)
 - Supervising organizations and registered support organizations will continue, and their supervision and support capabilities should be improved through stricter requirements, etc.(Functions and requirements will continue to be discussed.)
 - The Organization for Technical Intern Training will continue to exist and should be reinforced so as to improve its management and assistance capabilities.
 - More effective Memorandum of Cooperation and other measures to eliminate malicious practice by sending organizations and others.
- Establish measures to ensure a certain level of Japanese language proficiency before employment begins and a system for further improvement after arrival in Japan.