

① Basic Approach to Review

Three perspectives (visions) for the review

In order to gain international understanding and to make **our country** the country of choice for foreign human resources, the review will focus on the following perspectives.

Human Rights Protection for Foreign Nationals

Human rights of foreign nationals should be protected and their rights as workers should be enhanced.

Career Development for Foreign Nationals

To create an easy-to-understand system that allows foreign nationals to play an active role while advancing their careers.

Safe and Secure / Symbiotic Society

To contribute to the realization of a harmonious society in which everybody including foreign nationals can live safe and securable.

Four Directions for Review

- 1 The technical intern training system should be revised in line with the actual situation, such as by creating a new system aimed at both securing and developing human resources.
- 2 Clarify career paths by establishing a system that allows for step-by-step improvement of skills and knowledge together with objective confirmation of the progress, so that **our country** will be chosen by foreign nationals, and ensure a smooth transition from the new system to the specified skilled worker program.
- 3 From the perspective of human rights protection, allow job place transfers based upon foreign nationals wish, under certain conditions, and take measures such as tightening the requirements for supervising organizations, etc. and clarifying the roles of organizations concerned.
- 4 Aiming to realize a symbiotic society, through the establishment of a system for the gradual improvement of Japanese language proficiency and efforts to improve the living environment for foreign nationals.

Special Considerations

- 1 Grandfathering the interest of the current system users
Pay due heed to ensure that the review does not cause unnecessary confusion or problems for users of the current technical intern training and specified skilled worker programs, and that no one suffers from unjustified disadvantages or adverse effects.
- 2 Needs for rural areas and small and medium-sized enterprise
Ensure that demands for workforce are met, especially in rural areas and in small and medium enterprises where labor shortages are severe.

② Suggestion

1. Positioning of the new system and the specified skilled worker program and the relationship between the two systems, etc.

- Dissolve and upgrade the current technical intern training program to establish a new regime aimed at both securing and developing human resources.
- Basically, 3-year training period to develop human talents to the level of specified skilled worker program(i).
- Specified skilled worker program will remain in place with appropriate adjustments.
※ Current individual-enterprise-type technical training programs in line with the new aims will continue and be adjusted, while those not in line will be replaced with a separate framework.

2. The job categories to be accepted under the new system and how the human resources development function should be provided

- The job categories will not be mechanically taken over from the TITP, but will be newly established and limited to those set in "specific industrial fields" of the specified skilled worker program.
※The job categories that do not fit in with human resource development through work in Japan are excluded.
- The range of work is the same as the categories of the specified skilled worker program, and "main skills" will be specified for training and evaluation (mandatory testing by the end of one year since the start of training).
- In seasonal fields, acceptance and certain flexible working modality will be considered according to the actual conditions of the work. (Agriculture·Fishery) [P]

3. The ideal way of setting the expected number of acceptances

- Similar to the concept of the specified skilled worker program, the new system will set the number of prospective acceptance for each field (to be operated as the maximum number of acceptance).
- The number of prospective acceptance and categories of acceptance under the new system and the specified skilled worker program will be adjusted timely and appropriately in response to changes in economic conditions, etc. The government will make decisions together with the evaluation of the test level, etc. based on the opinions of a consultative body composed of experts and other related parties.

4. The ideal way of job place transfer

- Expand and clarify the range of job place transfers under unavoidable circumstances and make procedures more flexible.
- In addition to the above, transfers based on individual's wishes will be also permitted subject to the following conditions.
 - From the viewpoint of planned human resource development, etc., certain requirements (working for the same entity for more than one year /passing the basic level of the skill test etc., and Japanese language proficiency test equivalent to A1 or higher (such as JLPT N5 etc.) / Appropriateness of new destination entity (number of transferees, etc.)) are set, and the transfer of the applicant must be within the same job categories.
- Take steps to ensure that the initial cost burden of the pre-transfer entity is duly compensated.
- Transfer support will be provided by supervising organizations, Hello Work, Organization for Technical Intern Training, etc.
- Those who returned to their home countries before the end of their training, if their previous stay under the new system was two years or less, they will be allowed to re-enter Japan in a different field or job categories from the one in which they were trained the last time.
- The examination pass rate, etc., is used as indicators for permission and certification of excellence for accepting organizations and supervising organizations.

5. Ideal way of supervision, support and protection

- Strengthen the supervisory guidance and support & protection functions of Organization for Technical Intern Training and enhance its cooperation with the Labor Standards Inspection Office and Regional Immigration Service Office, etc., and assistance advice services for specified skilled foreign nationals are to be added.
- Stricter licensing requirements etc. for supervising organizations
 - Restrictions on involvement in supervision by officer and employees with close ties to the accepting organizations / Ensuring independence and neutrality by strengthening external monitoring.
 - Stricter licensing requirements in terms of staffing, financial base, and consultation response system.
- Set requirements for the accepting organizations, such as appropriate training and support systems including a quota of acceptance per each accepting organization, and membership in sector-specific councils, etc.
※ Preferential measures such as simplified procedures for qualified supervising organizations and accepting organizations.

6. Measures to Optimize the Specific Skilled Worker Program

- The transition from the new system to Specified skilled worker program (i) shall be subject to the following conditions.
 - 1) Skill test Level 3, etc. or skill test for Specified skilled worker program (i)
 - 2) Passing Japanese language proficiency test equivalent to A2 or higher (e.g. JLPT N4)

*For the time being, certain number of lessons perceived equivalent to the level of required proficiency will be permissible.
- Those who fail examinations will be allowed to continue their residence for up to one year in order to retake examinations.
- Limit outsourcing of support services to registered support organizations, and tighten registration requirements for staffing, etc. / Mandatory disclosure of support results, commissioned expenses, etc. and career development is also supported.
- The transfer to specified skilled worker program (i) in the middle of training under the new system shall be subject to the same transfer requirements of the individual's intention.

7. Role of the National and Local Governments

- **Regional** Immigration Service Agencies, **New** OTIT, Labor Standards Bureaus, etc. will cooperate to eliminate inappropriate acceptance and employment.
- The ministry or agency in charge of the system plays a central role in the operation of the system, **including liaison and coordination with the ministries in charge of industries.**
- Ministries with jurisdiction enhance developing acceptance guidelines/career development program/utilize sector-specific councils etc.
- Appropriate and reliable implementation of Japanese language education at Japanese language institutes, and maintenance and improvement of the standard of Japanese language education..
- Local governments promote efforts to improve the environment for accepting foreign human resources from the perspective of realizing a symbiotic society and regional industrial policy through active participation in regional councils, etc.

8. The ideal way of sending and sending organization

- Memorandum of Cooperation (MOC) to strengthen policing of sending organizations.
- Increase transparency of information of sending organizations and accepting organizations, promote competition among sending countries, and prevent mismatches after arrival in Japan.
- Introduce a new method whereby fees & commissions are kept low and shared appropriately between foreign nationals and accepting organizations.

9. Measures to improve Japanese language proficiency

- Continuous learning for step-by-step improvement of Japanese language capability.
 - Before starting to work, pass the test equivalent to A1 or higher (e.g., JLPT N5 etc.) or certain number of lessons perceived equivalent to the required level training.
 - Pass the test equivalent to A2 or higher (e.g. JLPT N4 etc.) at the time of transition to specified skilled worker program (i).
 - For the time being, certain number of lessons perceived equivalent to the required level will be permissible. Pass the test equivalent to B1 or higher (e.g., JLPT N3) at the time of transition specified skilled worker program (ii).

*Allow for the requirement of passing higher level examinations in each field (same as 4 and 6).
- Japanese language **education** support efforts will be a new requirement for accreditation as an excellent accepting organization.
- To improve the quality of education by utilizing the system of the Japanese Language Education Institution Accreditation Act.

10. Others (for new systems)

- The government will take prompt action possible under the current system against acts of human rights violations.
- The government will ensure a sufficient transition period and provide through prior publicity.
- The government will consider establishing necessary transitional measures, such as allowing a period longer than one year in some fields for the time being, with regard to the work period for the job place transfer requirement of the individual's intention **to mitigate rapid changes without causing undue disadvantages to users of the current system, etc.,**
- The government will disseminate appropriate information on the new system, etc., and promote the understanding of all parties concerned.
- The government will conduct constant verification and review of the operation of the new system even after it comes into effect.