

公益財団法人 国際人材協力機構

JITCO

Japan International Trainee & Skilled Worker Cooperation Organization

for Accepting Foreign Human Resources
Guide to the Programs

Comprehensive Brochure II



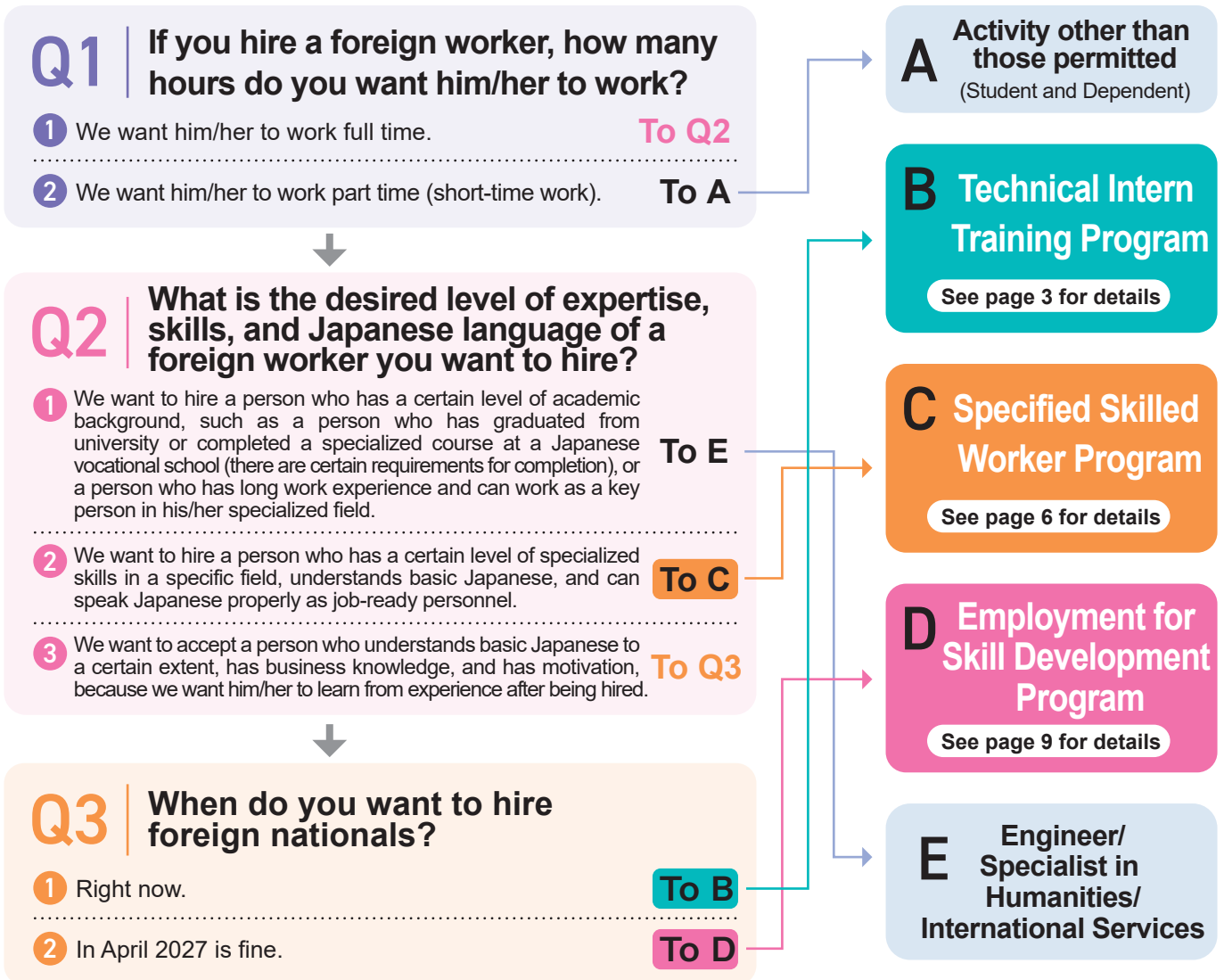
Use of programs for accepting foreign human resources

Basic knowledge you need to know before hiring foreign human resources for the first time

In order for foreign human resources to work, they need to obtain a "status of residence" that allows them to work. There are 29 types of status of residence, and the scope of activities is determined according to the status of residence. The scope of employment is strictly regulated by law, and the jobs foreign human resources can engage in differ depending on their status of residence. Foreign human resources with the status of residence of Technical Intern Training, Specified Skilled Worker, or Employment for Skill Development are allowed to work, but there are restrictions on the jobs they can engage in. Please use the chart below to find out which status of residence is suitable for the human resources you are looking for and which program you should use.

Let's find the program you should use

Chart for finding the program for hiring foreign human resources



There are various requirements for accepting foreign human resources, and there are some industries and types of jobs in which foreign human resources cannot be accepted. Please feel free to contact departments of JITCO for details of the programs or any other questions.

Contact information

<https://www.jitco.or.jp/ja/jitco/contact.html>



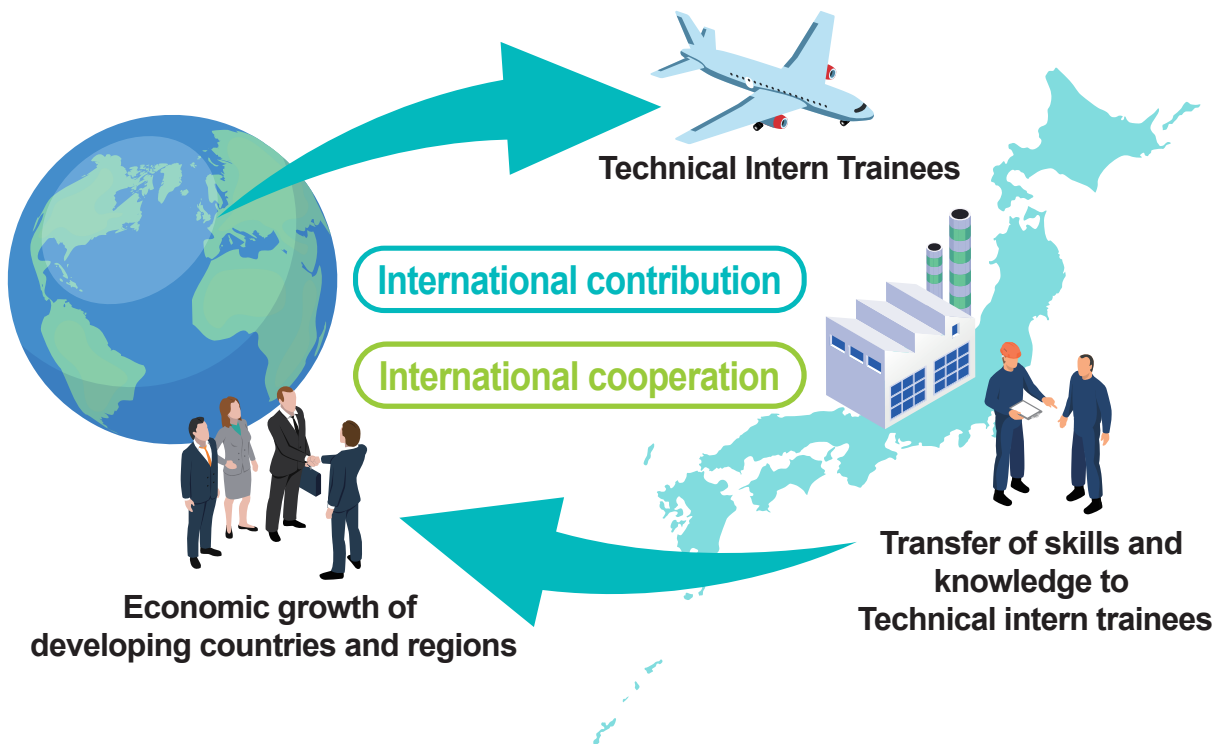


Technical Intern Training Program

What is the Technical Intern Training Program?

"The purpose is international contribution and cooperation through human resource development"

The Technical Intern Training Program was established in 1993 in order to transfer skills, technologies, and knowledge cultivated in Japan to developing regions for the purpose of contributing to human resource development that supports the economic development of the regions. The Technical Intern Training Program enables Technical Intern Trainees to form employment relationships with implementing organizations such as companies and sole proprietors in Japan and to acquire, increase, and attain expertise skills that are difficult to acquire in their home countries. The maximum period of the program is set at five years, and Technical Intern Trainees acquire skills based on the Technical Intern Training Plan. In recent years, as the program has been operating, a drastic review has become necessary. In April 2027, the program will be shifted to a new Employment for Skill Development Program, which aims to develop and secure human resources.



Supervising organizations and Implementing organizations that support Technl Intern Trainees

Currently, about 98% of Technical Intern Trainees are accepted through supervising organizations.

Supervising organizations

Supervising organizations are non-profit corporations that accept Technical Intern Trainees from foreign countries and provide guidance on whether Technical Intern Training is being conducted appropriately at the accepting companies and sole proprietors. More than 3,700 organizations have been authorized across the country.



Implementing organizations

In the Technical Intern Training Program, accepting companies and sole proprietors are called implementing organizations.





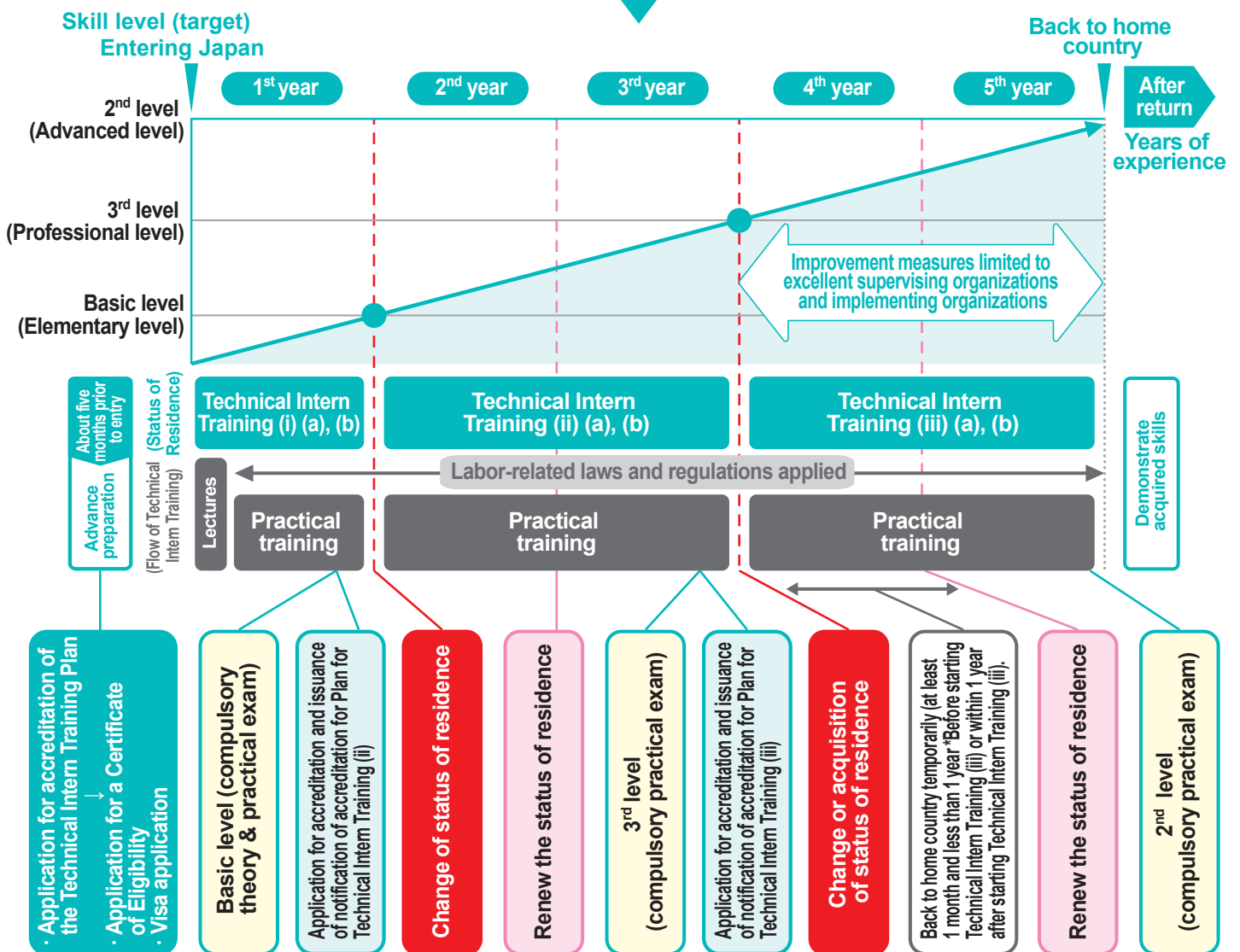
Technical Intern Training Program

There are two types for accepting Technical Intern Trainees:
The individual-enterprise-type and the supervising-organization-type.

Classification of Technical Intern Training Programs and Status of Residence

	Individual-enterprise-type	Supervising-organization-type
1st year after entering Japan (Acquire skills and knowledge)	Status of Residence Technical Intern Training (i) (a)	Status of Residence Technical Intern Training (i) (b)
2nd and 3rd years after entering Japan (Increase skills and knowledge)	Status of Residence Technical Intern Training (ii) (a)	Status of Residence Technical Intern Training (ii) (b)
4th and 5th years after entering Japan (Attain skills and knowledge)	Status of Residence Technical Intern Training (iii) (a)	Status of Residence Technical Intern Training (iii) (b)

Flow of Technical Intern Trainees : From Entering Japan to Back to home country



Details of the Technical Intern Training Program are provided on JITCO's official website.

Scan here for more detailed information.



<https://www.jitco.or.jp/ja/regulation/>

List of job categories and operations eligible for shifting to Technical Intern Training (ii) (169 operations in 92 Job categories)

The types of job categories and operations that can be transferred from Technical Intern Training (i) to Technical Intern Training (ii) are called job categories and operations subject to transfer

As of January 30, 2026

1. Agriculture and Forestry (7 operations in 3 job categories)

Job categories	Operations
Cultivation agriculture ●	Facility horticulture Upland field cropping/Vegetable growing Fruit growing
Livestock agriculture ●	Hog raising Poultry farming (collecting chicken eggs) Dairy
Forestry	Silviculture/Production of logs

2. Fishery (10 operations in 2 job categories)

Job categories	Operations
Fishing boat fisheries ●	Skipjack pole and line fishery Long-line fishery Squid jigging Purse seine fishery Trawl and seine net fishery Gill net fishery Set net fishery Crab and shrimp basket fishery Stick-held-dipnet fishery △
Aquaculture ●	Scallop and oyster farming

3. Construction (33 operations in 22 job categories)

Job categories	Operations
Well drilling	Percussion type well drilling operation Rotary type well drilling operation
Building sheet metal work	Duct sheet metal operation Interior and exterior sheet metal operation
Freezing and air conditioning apparatus installing	Freezing and air harmonizing equipment installation work
Fixture making	Hand processing work of wooden fixture
Carpentry	Carpentry construction work
Frame working	Framing construction work
Reinforcing bar construction	Assembling reinforced rod bar work
Scaffolding	Scaffolding building work
Building stone construction	Stone processing work Work of putting out stones
Tiling	Tiling work
Tile roofing	Tile-roofing work
Plastering	Plasterers work
Plumbing	Construction piping work Plant piping work
Heat insulation	Heat-retention and cool-retention construction work
Interior finishing	Plastic-material floor finishing construction work Carpeting floor finishing construction work Metal-made foundation construction work Board finishing construction work Curtain installation work
Sash setting	Building sash installation work
Waterproofing	Sealing water-proof construction work
Concrete pressure feeding	Concrete pressure transfer construction work
Well point construction	Well-point construction work
Paper hanging	Painting work
Application of construction equipment ●	Dozing work Loading work Excavating work Road rolling work
Furnace installation	Furnace installation work

4. Food Manufacturing (19 operations in 11 job categories)

Job categories	Operations
Can seaming for canned foods ●	Can seaming for canned foods
Poultry processing industry ●	Poultry processing
Marine Heated fishery processed foodstuff manufacturing work ●	Extract manufacturing Heated dried product manufacturing Flavored product manufacturing Smoked product manufacturing
Non-heated fishery processed foodstuff manufacturing work ●	Salted product manufacturing Dried product manufacturing Fermented foodstuff manufacturing Half cooked product manufacturing Raw food product manufacturing
Fish paste making ●	Boiled fish paste producing work
Beef and pork processing industry ●	Primal cut of beef and pork processing Retail cut of meat processing work of beef and pork △
Ham, sausage and bacon making	Production work of ham, sausage and bacon
Bread Baking	Bread baking work
Ready-made meal manufacturing work ●	Ready-made meal processing
Agricultural pickles processing ●△	Agricultural pickles processing work
Meal processing for Medical and welfare facilities ●△	Meal processing work for Medical and welfare facilities

5. Textile (23 operations in 14 job categories)

Job categories	Operations
Spinning operation ●	Pre-spinning work Spinning process Winding process Twisting and doubling work
Weaving operation ●	Sizing and warping work Weaving process Inspecting work
Dyeing	Thread permeation dyeing work Fabric and knit dyeing Socks producing work
Knit goods manufacturing	Round knitting producing work
Warp knitted fabrics manufacturing ●	Warp knitting producing work
Ladies' and children's dress making	Sewing work of ready-made clothes for ladies and children
Tailoring men's suit making	Sewing work of men's ready-made clothes
Underwear manufacturing ●	Underwear manufacturing operation
Bedclothes making	Bedding products work
Carpet manufacturing ●△	Woven carpet producing work Tufted carpet producing work Needle punched carpet producing work
Canvas product making	Canvas cloth products related work
Cloth sewing	Dress-shirt producing work
Seat product sewing ●	Seat product sewing
Towel manufacturing ●△	Towel sewing work

6. Machinery and Metals (34 operations in 17 job categories)

Job categories	Operations
Casting	Casting iron and article operation Casting nonferrous metal and article operation
Forging	Hammer type forging operation Press type forging operation
Die casting	Hot chamber die-cast work Cold chamber die-cast work
Machining	Engine Lathe operation Milling machine operation Numerical Control Lathe Operation Machining Center Operation
Metal press	Metal press operation
Iron work	Steel processing operation for structure
Factory sheet metal work	Machine sheet metal operation
Electroplating	Electric plating work Meltdown zinc plating work
Aluminum anodizing	Anode oxidation treatment work
Finishing	Melting equipment finishing work Metal mold finishing work Machine assembling finishing work Machine inspection work
Mechanical inspection	Machine inspection work
Mechanical maintenance	Machine maintenance work
Electronic equipment assembling	Electronic devices assembling work
Electric equipment assembling	Spinning electric machine assembling work Transformer assembling work Control panel and distribution panel assembling work Open-close control device assembling work Spinning electric cord-reel producing work
Printed wiring board manufacturing	Print distribution panel design Print distribution panel production
Aluminium Rolling, Extrusion	Drawn processing work
Product Manufacturing ●△	Finishing work
Metal Heat Treatment ●	Bulk metal treatment work Surface heat treatment (carburizing, carbonitriding, nitriding) work Partial heat treatment (Induction heat treatment, Flame heat treatment) work

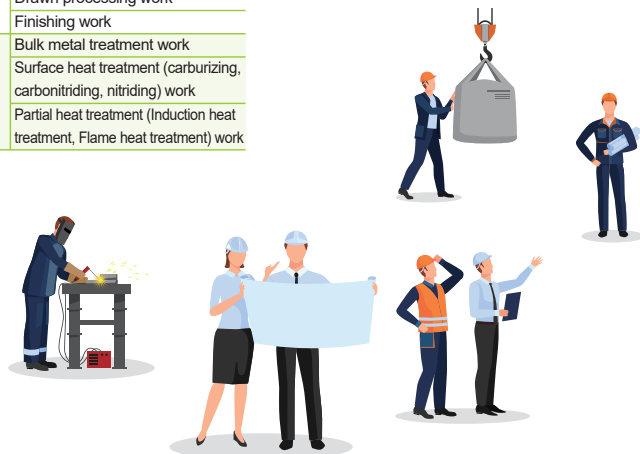
7. Others (39 operations in 21 job categories)

Job categories	Operations
Furniture making	Hand processing on furniture making
Printing	Off - set printing work Gravure printing ●△
Book binding	Binding work
Plastic molding	Compressing forming work Injection forming work Inflation forming work Blow forming work
Reinforced plastic molding	Hand-loaded layer forming work
Painting	Construction painting work Metal painting work Metal bridge painting work Spray painting work
Welding ●	Manual welding Semi-automatic welding
Industrial packaging	Industrial wrapping work
Carton box and corrugated card board box making	Printing box punching work Printing box producing work Paste box producing work Cardboard producing work
Industrial manufacturing of pottery ●	Roller jigger forming work Pressure casting work Pad printing work
Automobile repair and maintenance ●	Automobile repair and maintenance work
Building cleaning management	Building cleaning management work
Care worker ●	Care worker
Laundry ●△	Linen supply finishing work Laundry work for general households
Precast concrete manufacturing ●	Precast concrete manufacturing work
Accommodation ●△	Hospitality/Sanitary management
Refuse derived paper & plastics densified fuel making ●	Refuse derived paper & plastics densified fuel work
Railway facility maintenance ●	Track maintenance
Rubber product manufacturing ●△	Molding processing work Extrusion processing work Mixing & Rolling processing work Composite laminate processing work
Rolling stock maintenance ●	Maintenance of bogie system Maintenance of brake system
Wood processing ●△	Sawing work

○ Job categories/Operations in-house test type (4 operations in 2 job categories)

Job categories	Operations
Airport ground handling ●	Aircraft ground support work Cargo handling work Cabin cleaning work △
Boiler maintenance ●△	Boiler maintenance

(Note 1) Job categories marked with ● indicate ones pertaining to technical intern training evaluation examination.
(Note 2) Job categories and Operations marked without △ indicate the ones enable up to Technical Intern Training (iii).





Specified Skilled Worker Program

What is the Specified Skilled Worker Program?

"The purpose is to accept foreign nationals with a certain degree of expertise and skills"

The Specified Skilled Worker Program aims to accept foreign human resources with a certain level of expertise and skills in industrial fields where it is difficult to secure domestic human resources. Under the revised Immigration Control Act, which was passed and enacted in 2018, the "Specified Skilled Worker" status of residence was established, and it became possible to accept Specified Skilled Workers as of April 2019.

Types of Specified Skilled Worker status of residence

There are two types in the status of residence for Specified Skilled Worker: Specified Skilled Worker (i) and Specified Skilled Worker (ii).

	Specified Skilled Worker (i)	Specified Skilled Worker (ii)
Skill Standards*	Skills that require considerable degree of knowledge or experience	Proficient skills
Japanese language level*	Japanese language skills necessary for daily life and work	—
Period of stay	Up to five years in total	It can be renewed unlimitedly
Accompanied by family members	Basically not permitted	Possible if requirements are met (spouse, children)
Acceptance field (Specified industrial fields)	16 fields (Nursing care/Building cleaning management/Industrial product manufacturing/Construction industry/Shipbuilding and ship machinery industries/Automobile repair and maintenance/Aviation industry/Accommodation industry/Automobile transportation business/Railway/Agriculture/Fishery & aquaculture/Manufacture of food and beverages/Food service industry/Forestry/Wood Industry)	11 fields (Building cleaning management/Industrial product manufacturing (some job categories)/Construction industry/Shipbuilding and ship machinery industries/Automobile repair and maintenance/Aviation industry/Accommodation industry/Agriculture/Fishery & aquaculture/Manufacture of food and beverages/Food service industry)

* Confirmed by examinations, etc. specified by the competent ministries.

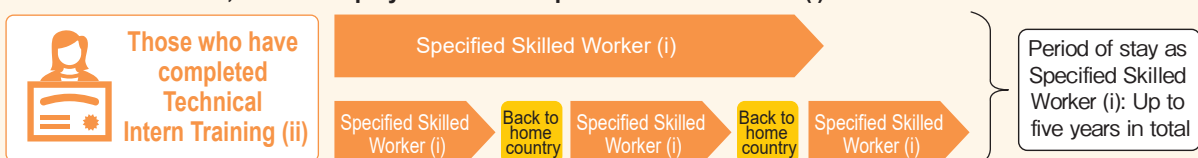
However, those who successfully complete Technical Intern Training (ii) will be exempted from the examinations, etc. as they are considered to have met the skill level and Japanese language proficiency level required to acquire the Specified Skilled Worker (i) status of residence.

The Image of Accepting Specified Skilled Worker (i)

■ When foreign human resources enter Japan after taking examinations, etc. specified by the competent ministries



■ When foreign human resources who have completed Technical Intern Training and are exempted from examinations, etc. are employed under the Specified Skilled Worker (i) status of residence



What are Accepting Organizations of Specified Skilled Workers?

Accepting organizations of Specified Skilled Workers are companies and sole proprietors that actually accept and support Specified Skilled Workers. Accepting organizations of Specified Skilled Workers make an employment contract with foreign human resources. The organizations must create the "Support Plan for Foreign nationals in Specified Skilled Worker (i)" and provide appropriate support.

Ten compulsory support items for Specified Skilled Worker (i)

1 Provide Advance Guidance	2 Pick-up and Drop-off when Entering and Leaving Japan
3 Support with Contracts Necessary to Secure Housing/Living	4 Provide Life Orientation
5 Accompany for Official Procedures	6 Provide Opportunities to Learn Japanese
7 Respond to Questions and Complaints	8 Promote Exchanges with Japanese People
9 Support Change of Employment (in the event of staff reduction etc.)	10 Regular Interviews and Reporting to Administrative Agencies

What are Registered Support Organizations?



Registered support organizations are outsourced to part or all of the implementation of support for Specified Skilled Worker (i) by accepting organizations of Specified Skilled Worker, and implement the support based on support plans. To become a registered support organization, it is necessary to be registered by the Commissioner of the Immigration Services Agency.



Details of the Specified Skilled Worker Program are provided on JITCO's official website.

Scan here for more detailed information.



<https://www.jitco.or.jp/ja/skill/>



Specified Skilled Worker Program

Fields subject to Specified Skilled Worker (i) (16 fields)

In the future, the fields of Linen supply, Distribution warehouse, and Resource recycling are expected to be added.

(As of January 23, 2026)

Competent Ministry for the field*1	Field	Skill Level*2		Jobs to Engage in
		Skill Test	Japanese Language Test	
Ministry of Health, Labour and Welfare	Nursing care	Long-term Care Specified Skilled Worker Skill Evaluation Test, etc.	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher) (In addition to the above) Long-term Care Specified Skilled Worker Japanese Language Evaluation Test	<ul style="list-style-type: none"> • Nursing care [1 job category]
	Building cleaning management	Building Cleaning Management Field Specified Skilled Worker (i) Evaluation Test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Building cleaning management [1 job category]
Ministry of Economy, Trade and Industry	Industrial product manufacturing	Specified Skilled Worker (i) Exam for Industrial Product Manufacturing	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Machining and metal processing • Electric and electronic equipment assembly • Metal surface treatment • Carton box and corrugated card board box making • Precast concrete manufacturing • Refuse derived paper & plastics densified fuel making • Tableware and ornaments pottery manufacturing • Printing / Book binding • Fabricated textiles manufacturing • Sewing • Electric wire and cable manufacturing • Prefabricated houses manufacturing work • Furniture making • Regular and irregular refractories manufacturing • Ready-mixed concrete manufacturing • Rubber product manufacturing • Bag manufacturing [17 job categories]
Ministry of Land, Infrastructure, Transport and Tourism	Construction industry	Construction field Specified Skilled Worker (i) test or The National Trade Skill Test & Certification, Grade 3	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Civil engineering • Building • Infrastructure facilities & equipment [3 job categories]
	Shipbuilding and ship machinery industries	Shipbuilding and ship machinery industry Specified Skilled Worker (i) test or The National Trade Skill Test & Certification, Grade 3	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Shipbuilding • Ship machinery • Ship electrical and electronic equipment [3 job categories]
	Automobile repair and maintenance	Automobile repair and maintenance field Specified Skilled Worker (i) test or Automobile repair and maintenance skill test Grade 3 carried by Japan Automobile Service Promotion Association (JASPA)	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Automobile daily maintenance • Car body maintenance [2 job categories]
	Aviation industry	Aviation field Specified Skilled Worker (i) test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Airport ground handling • Aircraft maintenance [2 job categories]
	Accommodation industry	Accommodation industry field Specified Skilled Worker (i) test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Accommodation services [1 job category]
	Automobile transportation business	Automobile transportation business field Specified Skilled Worker (i) test and Class 1 driver's license (Motor truck) • Class 2 driver's license (Bus / Taxi)	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N3 or higher) in case of no Japanese assistant *In both specified isolated islands / specified peninsulas defined by the related laws, shared buses are not required Japanese language assistant skills under certain circumstances.	<ul style="list-style-type: none"> • Motor truck drivers • Taxi drivers • Bus drivers [3 job categories]
	Railway	Railway field Specified Skilled Worker (i) test or The National Trade Skill Test & Certification, Grade 3	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher) *For "Jobs to Engage in" which are marked in blue, Japanese Language Proficiency Test (N3 or higher)	<ul style="list-style-type: none"> • Track construction and maintenance • Electric facilities construction and maintenance • Rolling stock maintenance and overhaul • Rolling stock manufacturing • Train operation works • Station and rolling stock cleaning [6 job categories]
Ministry of Agriculture, Forestry and Fisheries	Agriculture	Agriculture Skill Assessment Test Level 1	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Crop farming • Livestock farming [2 job categories]
	Fishery & aquaculture	No. 1 Fishing industry skills proficiency Test (Fishery or Aquaculture)	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Fishery • Aquaculture industry [2 job categories]
	Manufacture of food and beverages	Food and beverage manufacturing industry Specified Skilled Worker (i) test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Food and beverage manufacturing • Fishery processed foodstuff manufacturing industry [2 job categories]
	Food service industry	Food service industry Specified Skilled Worker (i) test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Restaurant industry [1 job category]
	Forestry	Forestry field Specified Skilled Worker (i) test or The National Trade Skill Test & Certification, Grade 3	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Forestry [1 job category]
	Wood Industry	Wood industry field Specified Skilled Worker (i) test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Wood industry [1 job category]

*1. Accepting organizations of Specified Skilled Workers are required to participate in councils, etc. organized by the competent ministries and provide necessary cooperation.

*2. Those who successfully complete Technical Intern Training (ii) are exempted from the skill test and Japanese language test for acquiring the Specified Skilled Worker (i) status of residence.

• In addition to the above, there are conditions imposed on accepting organizations of Specified Skilled Workers in each field.



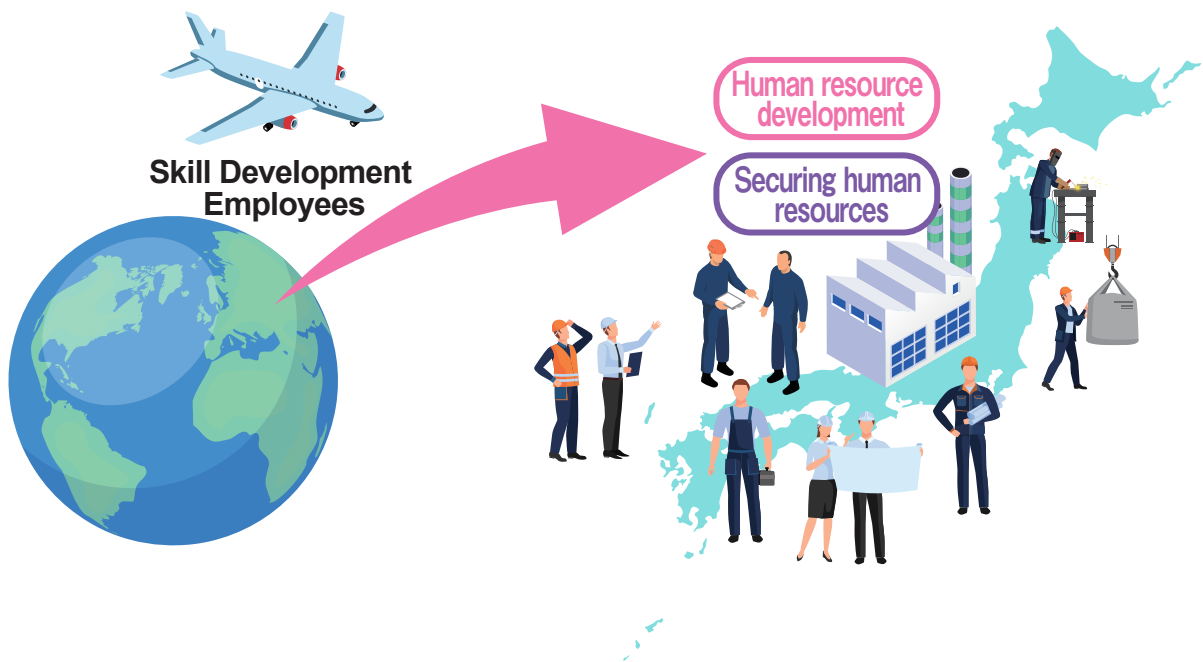
Employment for Skill Development Program

As a result of the drastic review of the Technical Intern Training Program, the revised Immigration Control Act abolishing the Technical Intern Training status of residence and establishing a new Employment for Skill Development status of residence and the Act on Proper Employment for Skill Development and Protection of Skill Development Employees (Employment for Skill Development Act) were promulgated on June 21, 2024. The Employment for Skill Development Program will be enforced on April 1, 2027.

What is the Employment for Skill Development Program?

"The purpose is to develop and secure human resources through employment"

The purpose of this program is to develop human resources with skills at the level of Specified Skilled Worker (i) in the ESD industrial fields and to secure human resources in those fields based on the Employment for Skill Development Plan within three years in principle. Under the Employment for Skill Development Program, there are two types for accepting foreign nationals: The individual-enterprise-type and supervising and support-organization-type. In either case, the status of residence must be Employment for Skill Development.



Organizations involved Employment for Skill Development Program

Supervising and support organizations

Under the Employment for Skill Development Program, non-profit organizations that provide international matching, supervision and guidance to implementing organizations for ESD, and support and protection for Skill Development Employees are called supervising and support organizations.



Implementing Organizations for ESD

Companies and sole proprietors that accept foreign workers under Skill Development Employees are called implementing organizations for ESD.

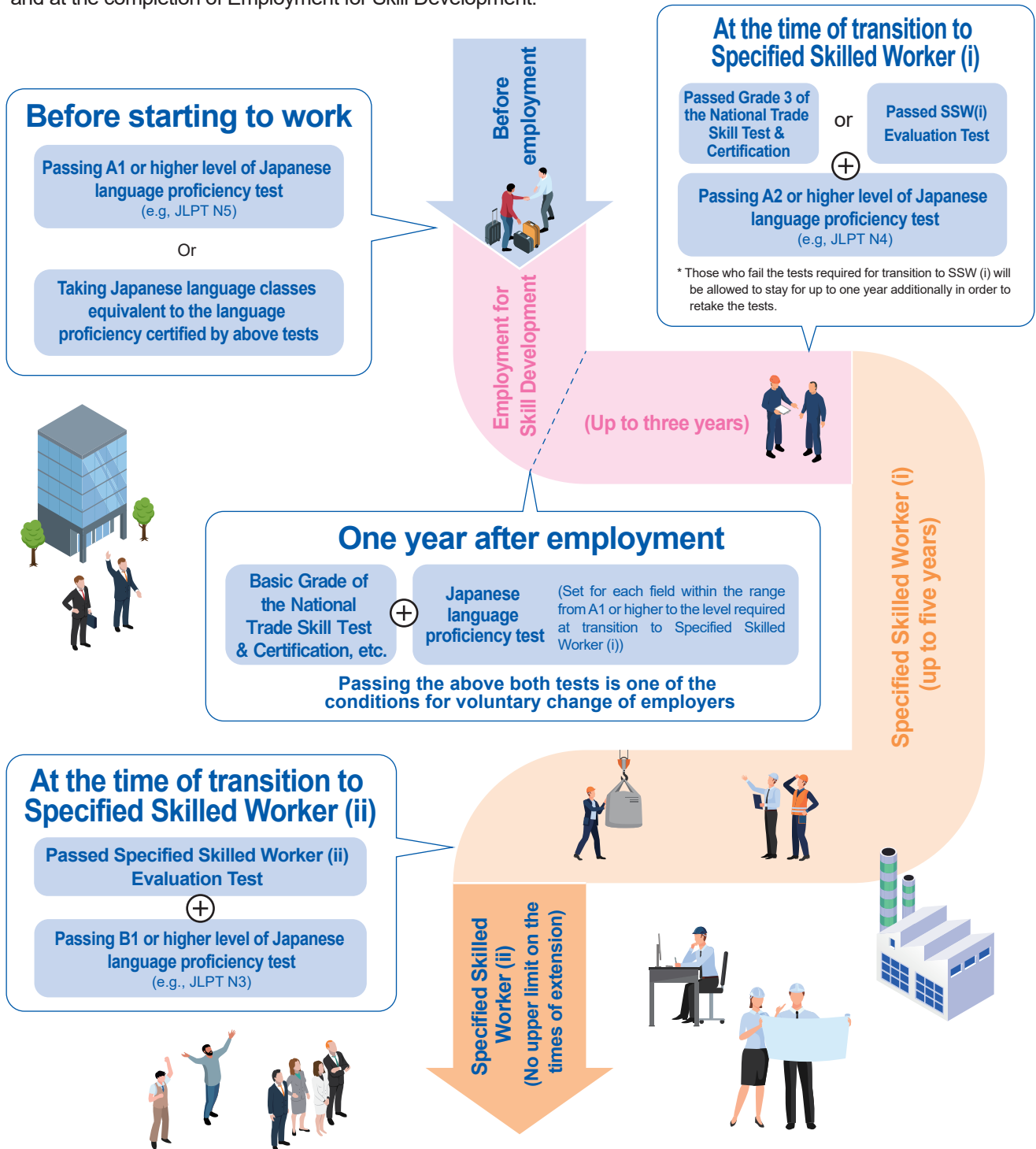




Employment for Skill Development Program

Flow from Employment for Skill Development to Specified Skilled Worker

In the Employment for Skill Development Program, it is assumed that Skill Development Employees are developed under the Employment for Skill Development Plan within three years, and transit to Specified Skilled Worker. From the viewpoint of human resource development, the skill levels required for foreign nationals accepted under ESD program are set at the following stages: at the start of Employment for Skill Development, one year after employment, and at the completion of Employment for Skill Development.



Details of the Employment for Skill Development Program are provided on JITCO's official website.

Scan here for more detailed information.



<https://www.jitco.or.jp/ja/esd/>

Planned fields subject to the Employment for Skill Development Program (17 fields)

Cabinet decided “Field-Specific-Operation-Policies” on the 23rd January 2026.

(As of January 23, 2026)

Competent Ministry	Field	Job category
Ministry of Health, Labour and Welfare	Nursing care	•Nursing care
	Building cleaning management	•Building cleaning management
	Linen supply	•Linen supply
Ministry of Economy, Trade and Industry	Industrial product manufacturing	•Machining and metal processing/•Electric and electronic equipment assembly/•Metal surface treatment/•Carton box and corrugated card board box making/•Precast concrete manufacturing/•Refuse derived paper & plastics densified fuel making/•Tableware and ornaments pottery manufacturing/•Printing / Book binding/•Fabricated textiles manufacturing/•Sewing/•Electric wire and cable manufacturing/•Prefabricated houses manufacturing work/•Furniture making/•Regular and irregular refractories manufacturing/•Ready-mixed concrete manufacturing/•Rubber product manufacturing/•Bag manufacturing
Ministry of Land, Infrastructure, Transport and Tourism	Construction industry	•Civil engineering •Building •Infrastructure facilities & equipment
	Shipbuilding and ship machinery industries	•Shipbuilding •Ship machinery •Ship electrical and electronic equipment
	Automobile repair and maintenance	•Automobile daily maintenance •Car body maintenance
	Accommodation industry	•Accommodation services
	Railway	•Track construction and maintenance •Electrical facilities construction and maintenance •Rolling stock maintenance and overhaul •Rolling stock manufacturing •Train operation works •Station and rolling stock cleaning
	Distribution warehouse	•Distribution warehouse
Ministry of Agriculture, Forestry and Fisheries	Agriculture	•Crop farming, •Livestock farming
	Fishery & aquaculture	•Fishery •Aquaculture industry
	Manufacture of food and beverages	•Food and beverage manufacturing •Fishery processed foodstuff manufacturing industry
	Food service industry	•Restaurant industry
	Forestry	•Forestry
	Wood Industry	•Wood Industry
Ministry of the Environment	Resource recycling	•Waste disposal (intermediate process)



It was great using the programs!

Comments from companies that have used the programs for accepting foreign human resources

San - Ei Metal Manufacturing Co., Ltd.

Technical intern trainees develop their careers and become executives at factories in Japan and their home countries, contributing to the development of the company

San - Ei Metal Manufacturing Co., Ltd. (Ikuno Ward, Osaka City; Chairperson and Representative Director: Moon Kyungjo), which specializes in metal press working, has accepted a number of Technical Intern Trainees who have had a long career since joining the company. Former Technical Intern Trainees who are currently active in the company include the current vice-president of Vietnam Plant, a quality control manager who graduated from a university in Vietnam after completing practical training and returned to Japan with the Engineer/Specialist in Humanities/International Services status of residence and a factory manager in Japan with the Specified Skilled Worker (i) status of residence.



Akahorien

After 10 years in Japan, a Technical Intern Trainee has passed Specified Skilled Worker (ii) and now become an indispensable member of the company

Akahorien (Makinohara City, Shizuoka; Representative: Tsuguto Akahori), a tea farm, has accepted a foreign worker who entered Japan as a Technical Intern Trainee and passed the examination for Specified Skilled Worker (ii) in the field of Agriculture. When foreign human resources are supported and developed properly, they tend to stay for many years. He has been in Japan for more than 10 years, starting with the Technical Intern Training status of residence, and is now an indispensable member of the company. He loves talking with people from different countries and belongs to the city's International Friendship Association as a board member. Akahorien has invited his family to Japan to enjoy sightseeing and meals together.



Highness Life Social Welfare Corporation

Through Japanese language education, strong trust has been built, leading to improved Japanese language skills and job performance, as well as improved business performance

Every year, all the Technical Intern Trainees at Highness Life Social Welfare Corporation (Nagano City, Nagano; President : Yasuhiro Yamada M.D.) enter the Technical Intern Trainees Japanese Essay Contest organized by JITCO, and winners have been selected for many years. At first, their Japanese skills are limited, but they will be able to write and recite essays of more than 1,000 characters. Their good progress in Japanese skills fostered a relationship of mutual trust, and improved both their work performance and our company's business performance.



Japan International Trainee & Skilled Worker Cooperation Organization

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