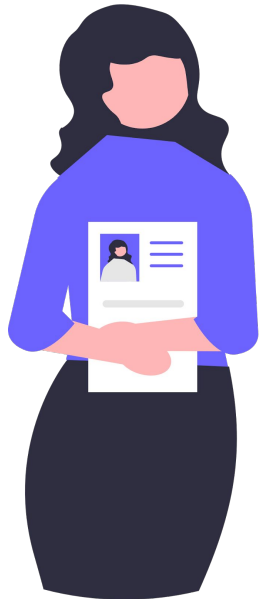


Ritsumeikan Asia Pacific University



DAY 1 : Kick Off Guidance

Monday, April 14th, 2025



Meiko Career Partners

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Self-introduction

許 玲玉 (XU LINGYU)

- After graduating from a university in China, pursued graduate studies in Japan.
- Currently working in the pharmaceutical industry after going through **job hunting as a new graduate**.
- At Meiko Career Partners, provide guidance to international students aiming to find employment in Japan, based on their own experiences.

What is this guidance for?



To understand

the difference of job hunting between Japan and other countries.

- What is Japanese job hunting like?
- What are Japanese companies like?



To understand

how and what to prepare for job hunting in Japan.

Points to Note

About "Japan"& "Japanese" in this course...



The term refers to typical Japanese companies.

The differences between companies, even within general Japanese corporations, are important to keep in your mind.

1.The uniqueness of job hunting in Japan

①The differences between job-hunting cultures in Japan and overseas.

Japan



- Simultaneous recruitment of new graduates
- Job hunting starts more than one year before graduation
- Appearance and other manners are strictly screened
- Candidates are required to take various types of tests, including written ones, interviews, group discussions.
- Japanese companies are accustomed to taking the time to provide training ;characteristics such as 『Willingness』 『Integrity』 are regarded to be important
- Internships are often short-term.
- Internships in Japan tend to focus more on "understanding company culture and gaining opportunities for recruitment."

1.The uniqueness of job hunting in Japan

①The differences between job-hunting cultures in Japan and overseas.

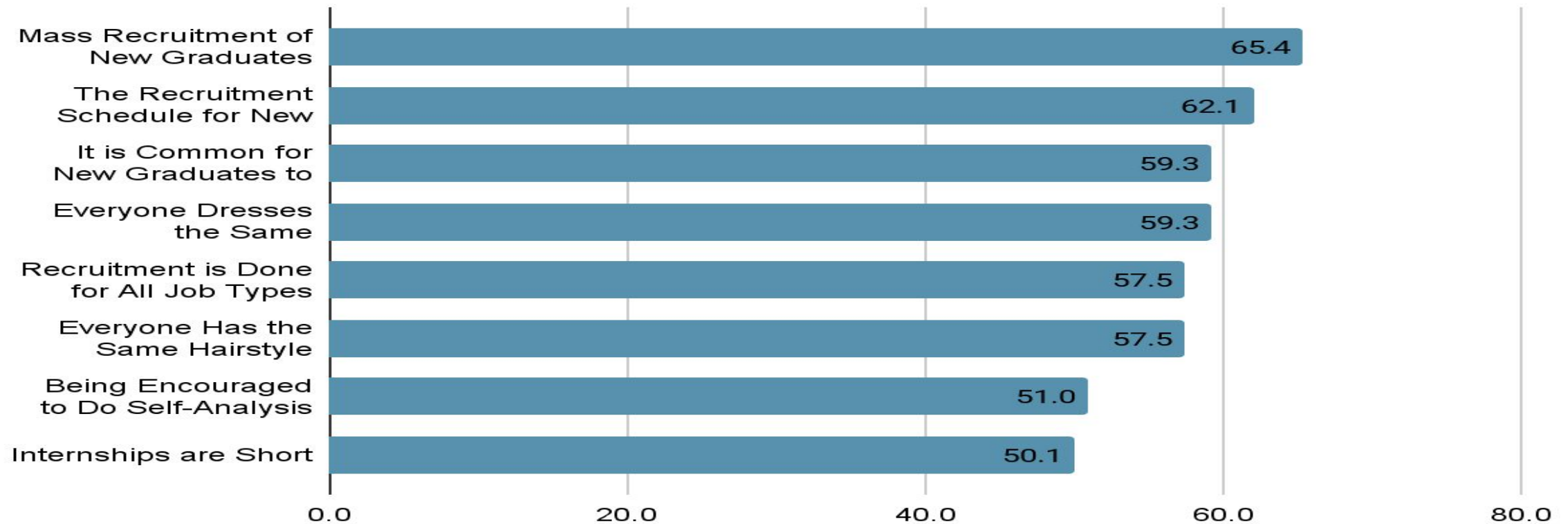
Other Countries



- Round year recruitment
- Students start job hunting shortly before or even after graduation
- Appearance is not checked
- Companies look for industry-ready students and often want to know the student's major at their university, as well as expertise and skills obtained during internships.
- Internships are often long-term.
- Internships are viewed as "a place to gain work experience."

1.The uniqueness of job hunting in Japan

②Discomfort with Japan's Job Hunting Culture as Experienced by a international Student



Source : Survey on "Quantitative Survey on the Job Hunting and Post-Joining Realities of International Students", Pasona Research Institute Co., Ltd.(Jun,2020)

1.The uniqueness of job hunting in Japan

③ Insights into to surprises **APU** seniors felt in Japanese job hunting

I was surprised that many companies hire based on potential. And I was not asked much about my academics, but I was often asked about my experiences during my school life.

I was surprised that there is a job-hunting schedule where everyone starts at the same time.

The process until receiving a job offer is very long.

There are many things that need to be done, like self-analysis, before starting the job-hunting process.

Source:"Survey on Job Hunting in Japan for International Students"by Meiko Career Partners Co., Ltd.

1.The uniqueness of job hunting in Japan

④Comparison between Job-based and Membership-based Japan

■What is a Membership-based employment ? :

【Jobs are Not Predetermined】

- Since life time employment system is a common practice, companies train young members by providing OJT
- Employees are relocated to any position by judgment of the company and experience various sections and workplaces in the company(Job Rotation)
- Since the employees need to share their expertise, the ability to work as a team is essential in Japan.

Evaluation
and salary

Seniority-based / Process-
centered

Hiring

Potentiality-Hiring/
Simultaneous Recruitment

1.The uniqueness of job hunting in Japan

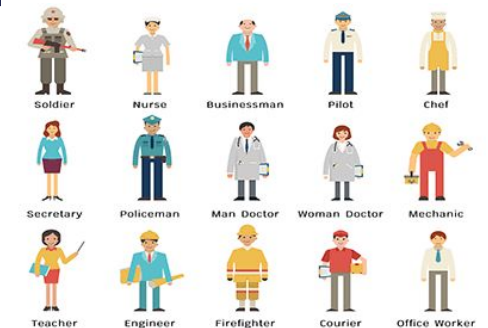
④Comparison between Job-based and Membership-based

Other Countries

■What is a Job-based employment ? :

【Companies Look for capable workers with expertise】

- Experience and expertise related to the job are required
- Teams are organized based on the project
- Clear job Description



Evaluation
and salary

Pay-Per-Performance/
Performance-oriented

Hiring

Prefer Work-Ready Candidates/
Round year recruitment

1.The uniqueness of job hunting in Japan

④ Examples of employees recruitment information

“General office work”



There is a possibility that workers will be relocated to any position that suits the circumstances of the company.

“Specialist”



Workers engage in works that require specific skills

“Clerical position”



Workers engage in clerical work.

1.The uniqueness of job hunting in Japan

⑤What is a Job-Rotation ?



■Goals

Employees can understand overall business of the company.

The development of generalist as Future Managers

■Merits

Helps them identify where they work the best
Broaden their view

Have a stronger internal network

Makes it easier for the departments to work together

Lessen the risk of depending too much on a particular employee

■Demerits

Difficult to acquire specific skills and become a specialist

Their productivity gets low when they are transferred

The risk of employees' leaving the company.

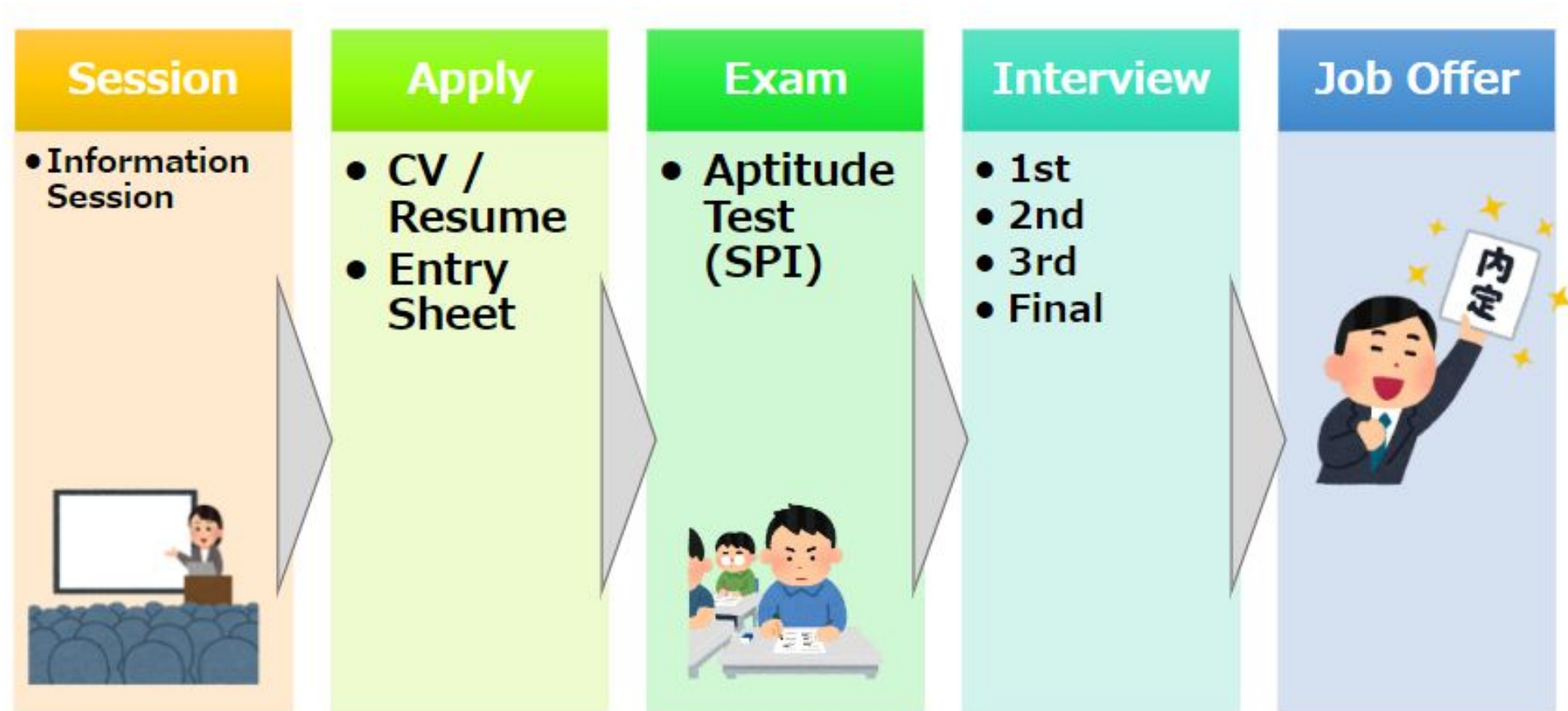
2. Job hunting schedule

① Schedule for the four years of university

	1st & 2nd Year	3rd Year Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	4th Year Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.
JLPT schedule	Twice a year (Jul. &Dec.)				Test					Test							Test			10 / 1
Things to Do	Sutdy Japanesea	Participation in Job Guidance			Written Exam & Interview Preparation															Company orientation
	Join activities	Self-Analysis & Company Research																		
		OB/OG Visits																		
Job hunting schedule		Internship Participation							Pre-Entry			Entry		Selection Process			Early unofficial job offer			
		Early Selection Companies Conduct Main Selection to Early unofficial job offer as Needed※																		
Job hunting event ※Details to be confirmed			CFN Osaka & Tokyo International Job Fair Tokyo Global Internship & Career EXPO 2025						JETRO online job fair	CFN Tokyo		JETRO online job fair					CFN Osaka & Tokyo			

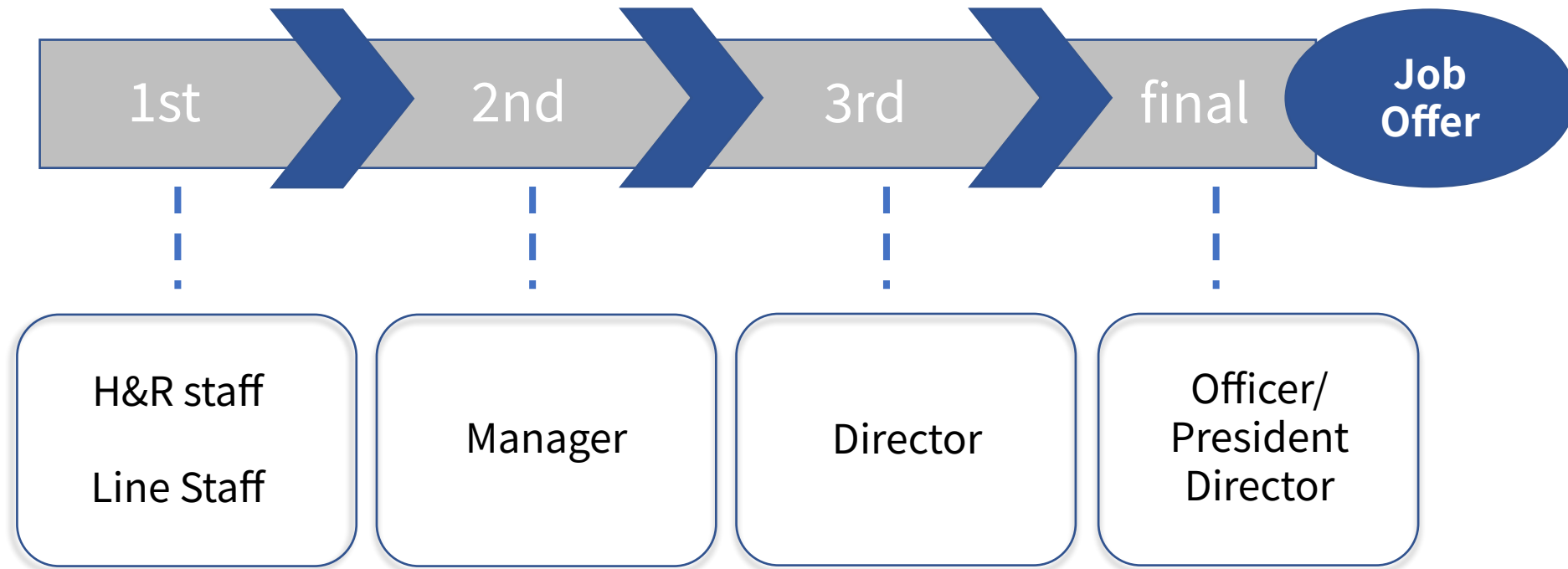
2. Job hunting schedule

② Screening process



2. Job hunting schedule

③ Flowchart for the interview process



2. Job hunting schedule

④ Details for each process

Screening Process

Companies screen Application Forms and Resume .If the documents are to be written in Japanese, it is important to write them properly.

Aptitude Test

Taking these tests, applicants are expected to show that they have proper knowledge and characteristics for the job. The most used is “SPI”.

1st interview

Self introduction, the motive for the application, and what you have achieved at University are common topics for this interview.

2nd & 3rd interview

Students will be asked to demonstrate in depth, the motive for the application, your history, and your future vision. Group discussions are sometimes included.

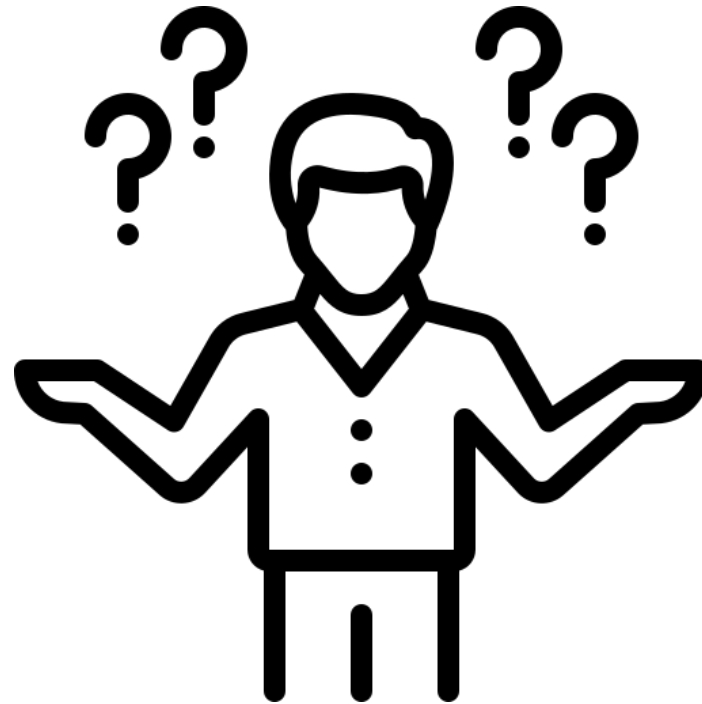
Final interview

Students will be checked if the company can rely on her or him in mid-long term basis, if she/he share the same philosophy as the company. In short, they want to know if you are the right person for the company.

3.What Japanese companies expect for in international students

Question:

What do you think Japanese companies expect for international students?



3.What Japanese companies expect for in new graduate recruitment

① Things That Are Commonly Expected from Both Japanese and International Students

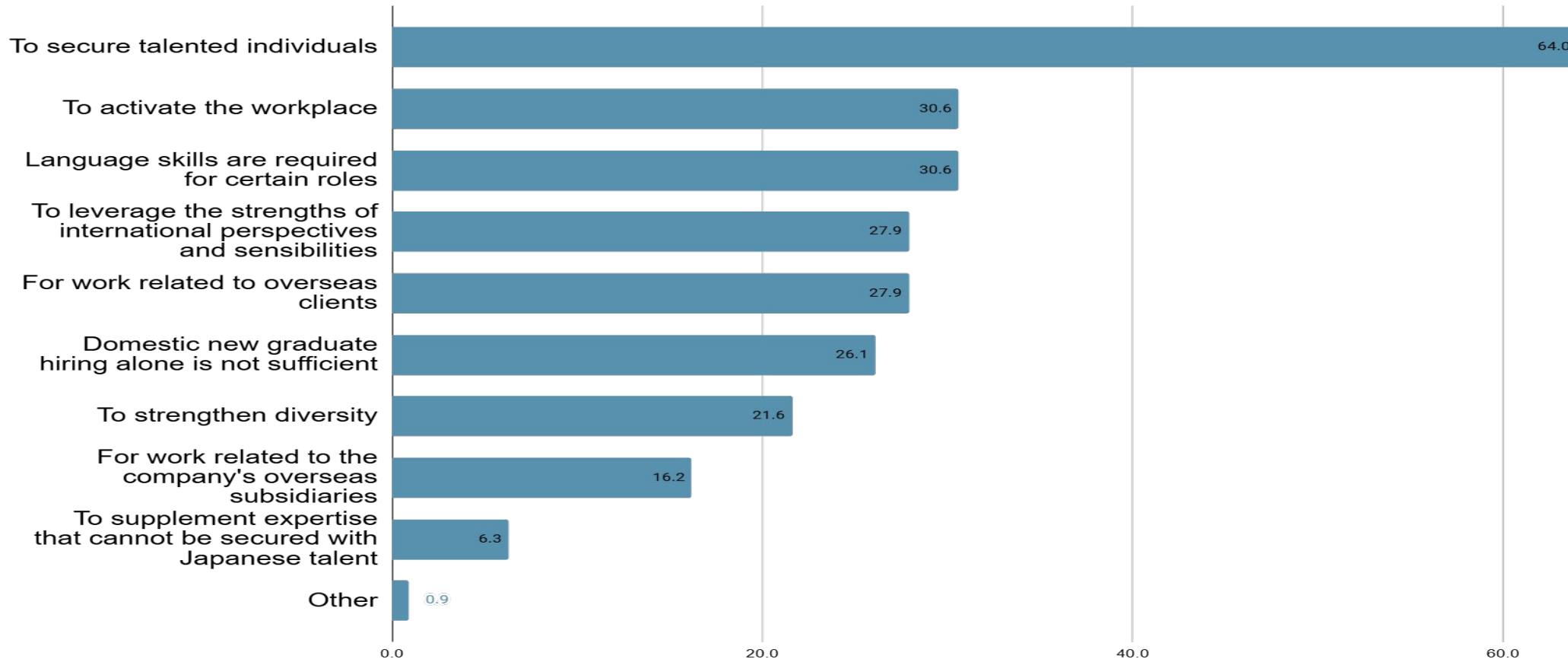
Key Factors to Consider When Assessing Talent	Absolutely necessary
Personality traits such as honesty and integrity	39.8%
Interpersonal skills, including communication abilities	36.3%
Enthusiasm and motivation towards the company	25.7%
Alignment of values with the company culture	25.3%
Resonance with the company's vision	20.3%
Willingness to acquire the skills necessary for the role	16.0%
Good compatibility with existing employees	15.1%

Source: Survey on the MyNavi 2026 Graduate Recruitment Plan Survey(Feb,2025) ,
Mynavi Corporation

3.What Japanese companies expect for in new graduate recruitment

② Things particularly expected from international students

Purpose of Hiring International Students



Source: Survey on the Recruitment of International Students and Highly Skilled Foreign Talent by Companies (December 2024 Survey) ,DISCO Inc. & Career-tasu, Inc.

3.What Japanese companies expect for in new graduate recruitment

② Things particularly expected from international students

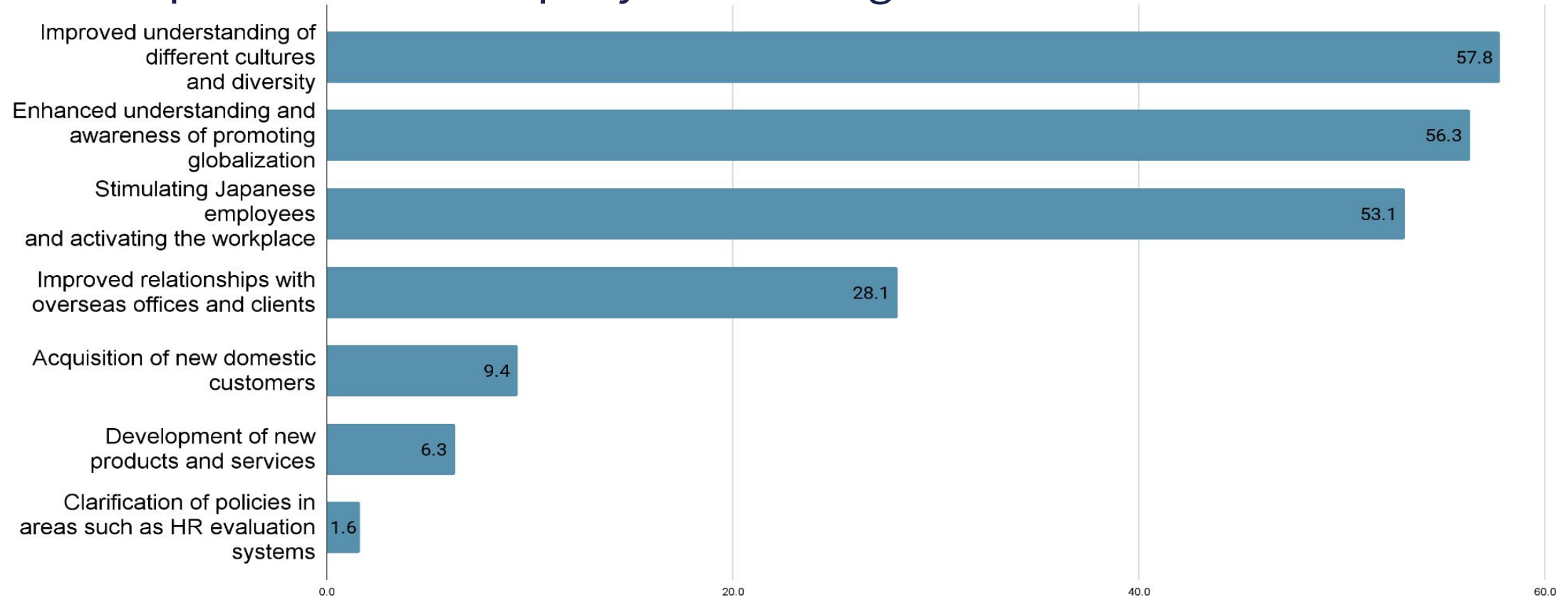
Students with background in liberal art		(%)
1	Communication skills	59.3
2	Japanese skills	55.9
3	Basic academic skills	25.4
4	Teamwork skills	21.2 18.6
5	Sociability Language skills other than English/Japanese	14.4
7	Vitality Enthusiasm English skills	12.7
10	Cultural adaptability	11.9
12	Expertise	10.2
11	Common sense Richness of ideas	5.9
14	Reliability Social morals Initiative	5.1

Source: Survey on the Recruitment of International Students and Highly Skilled Foreign Talent by Companies (December 2024 Survey) , DISCO Inc. & Career-tasu, Inc.

3.What Japanese companies expect for in new graduate recruitment

③Key selling points that can be highlighted as an international student

Positive Impacts on the Company from Hiring International Students



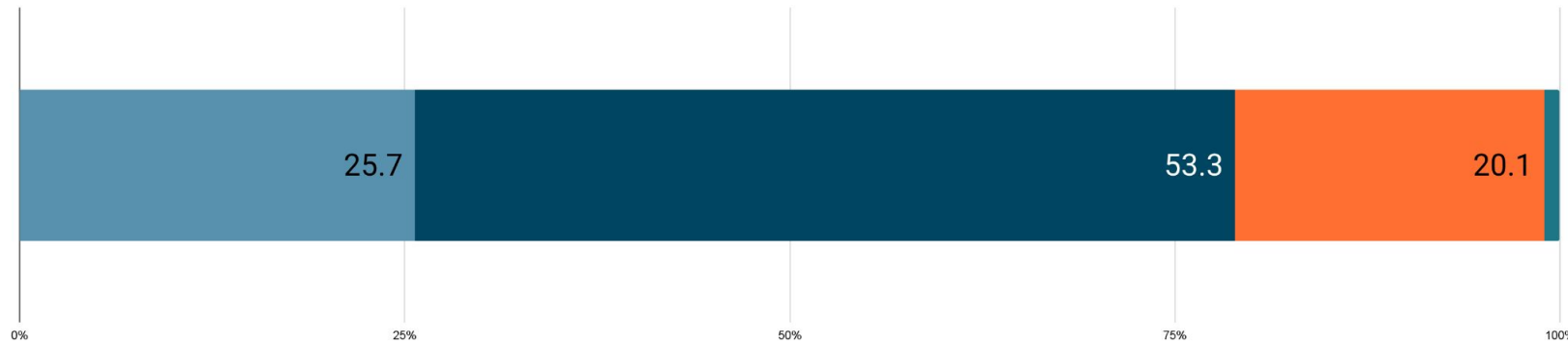
Source: Survey on the Recruitment of International Students and Highly Skilled Foreign Talent by Companies (December 2024 Survey) ,DISCO Inc. & Career-tasu, Inc.

3.What Japanese companies expect for in new graduate recruitment

~What is “Japanese skills”?~

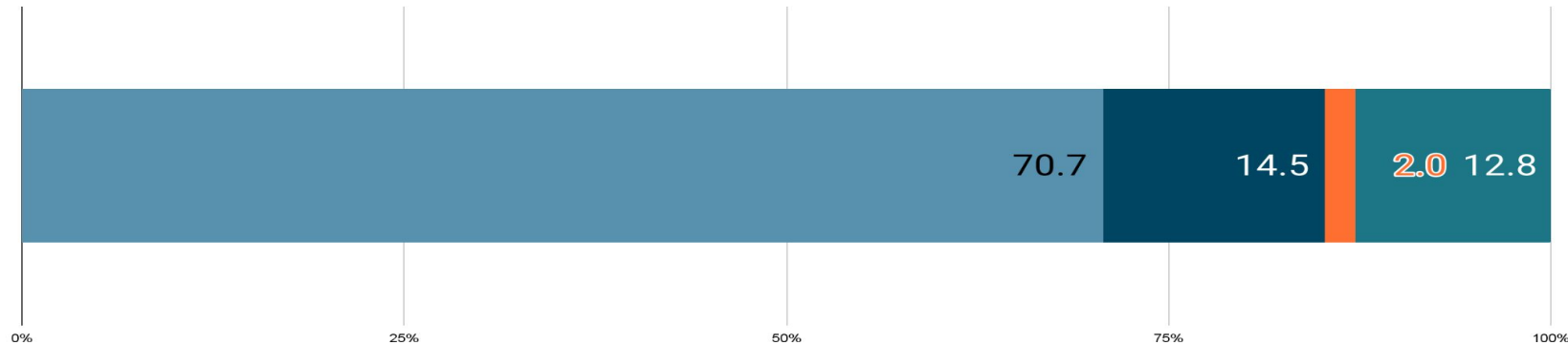
★Current Japanese proficiency level of international students graduating in 2025

■ Native level ■ Business level ■ Daily conversation level ■ Can hardly converse



★JLPT level held

■ N1 ■ N2 ■ N3~N5 ■ Not held

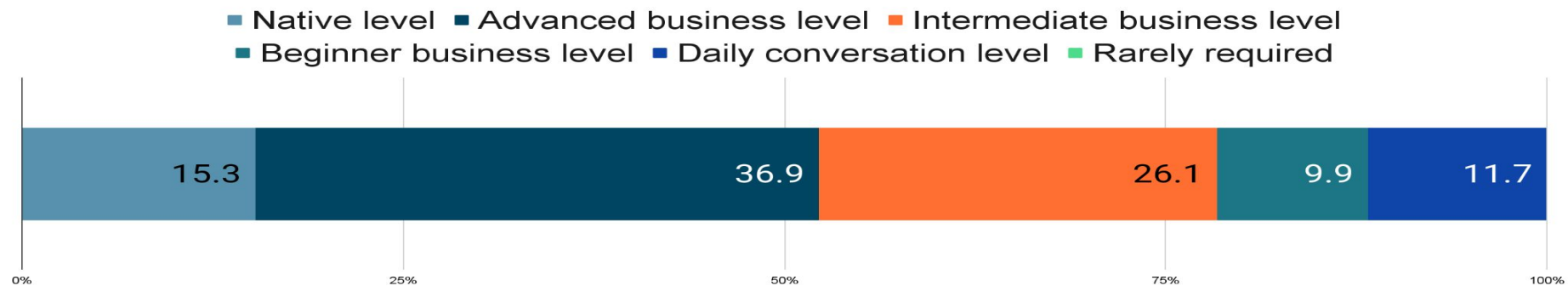


Source: Survey on the Job Hunting Situation of International Students (August 2024 Survey) ,DISCO Inc. & Career-tasu, Inc.

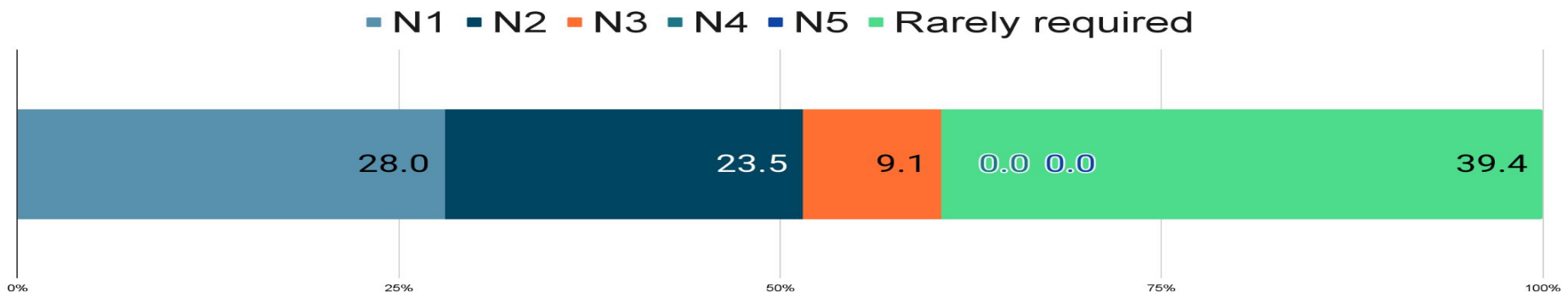
3.What Japanese companies expect for in new graduate recruitment

~What is “Japanese skills”?~

★The level of Japanese language communication required by companies for international students (at the time of job offer)



★JLPT entry requirements for hiring international students



Source : Survey on the Recruitment of International Students and Highly Skilled Foreign Talent by Companies (December 2023 Survey) ,DISCO Inc. & Career-tasu, Inc.

4. Collecting Information

① Web Sites

Registering to Job Hunt Websites is the first thing to do for many students in Japan. So why not start hunting by signing up?

The usage rate among
Japanese students is high.

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4. Collecting Information

② Recruitment Agents

Recruitment agents will help you find the right company.
You can consult with them.



Mynavi Global Agent



Rikunabi Syusyoku Agent



MEIKO GLOBAL

Able to talk to the
Professionals in
person

4. Collecting Information

③ Job Fairs Take part in both online and offline events!



International Job Fair Tokyo



GlobalLeader



CFN “Career Forum”



JETRO ONLINE JOB FAIR

4. Collecting Information

~Job openings with global recruitment~

While the number of global recruitment positions has increased in recent years, they are still fewer compared to general recruitment for Japanese candidates.



Number of listed companies : over 20,000

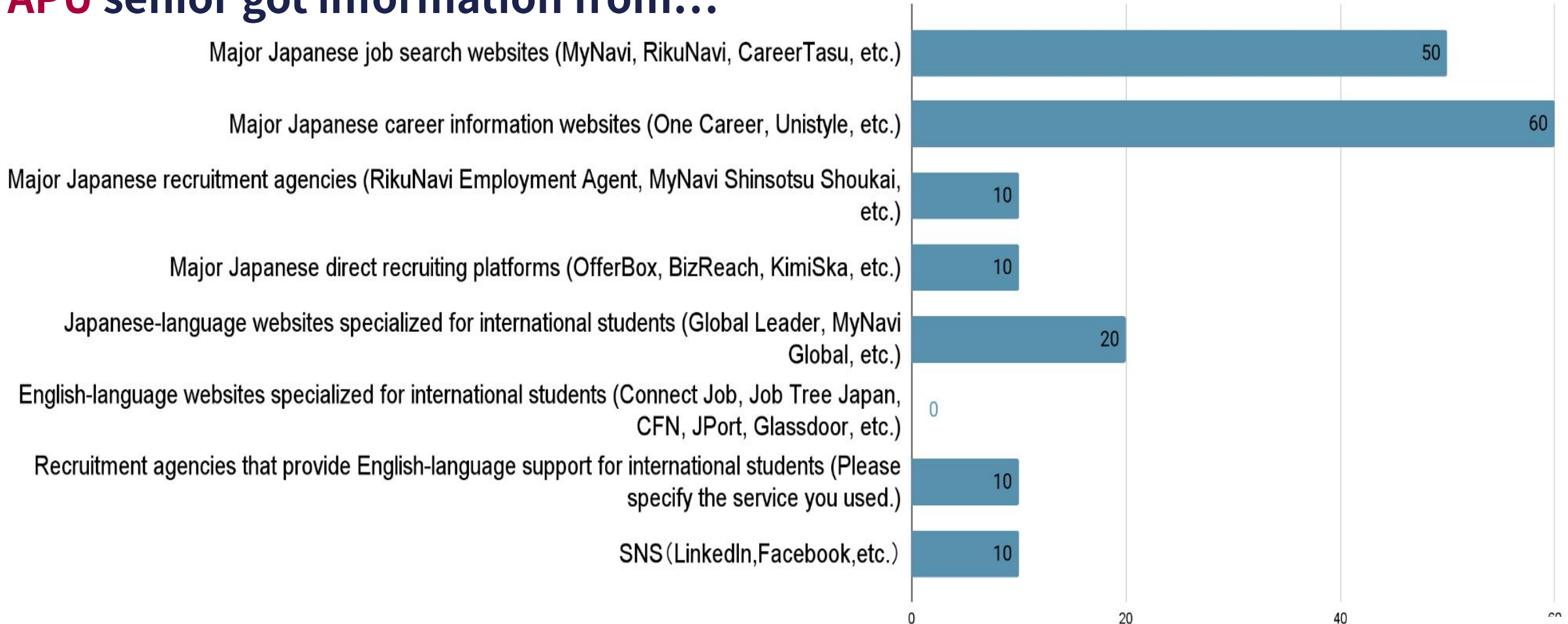
Accessing information in Japanese expands your job-hunting options!



Number of listed companies : over 250

4. Collecting Information

APU senior got information from...



Source: "Survey on Job Hunting in Japan for International Students" by Meiko Career Partners Co., Ltd.

4.Things to do before job hunting begins

①For 1st and 2nd Year Students

Improve Japanese language skills

- Let's aim to **pass N2** level or achieve the **BJT score of 420 points** so that it can be written in the ES.
 - It would be even better to pass the JLPT N1 or achieve the BJT score of 530 points.
 - Since the JLPT is held **twice a year** and the BJT takes **only once every three months**, make sure to plan your exams accordingly.

4. Things to do before job hunting begins

① For 1st and 2nd Year Students

Let's participate in an internship!

- There are internships available that first- and second-year university students can participate in.
- Get information from job-hunting websites and career office , and try applying for jobs that interest you, whether long-term or short-term.
 - websites

Internship Guidance Session on April 22th!

4.Things to do before job hunting begins

②For 3rd Year Students - Before job hunting fully begins

Keep yourself open to job hunting information



- There is job hunting information that can't be fully understood with just English.
- Even in companies that hire many international students, check company information in Japanese.
- Make the most of APU the career office.

4.Things to do before job hunting begins

②For 3rd Year Students - Before job hunting fully begins

Conduct self-analysis and company research

- Self-analysis takes time. Start little by little from now on.
- To avoid a mismatch with your career plan, make sure to conduct thorough company research.



4.Things to do before job hunting begins

②For 3rd Year Students - Before job hunting fully begins

Participate in a summer internship



- Try to get a feel for the actual work environment.
- Depending on the company, it might lead to early job selection opportunities...?

Summary & Key takeaways

1. Japanese skills



- Pass the JLPT N2
- Get information in Japanese.

2. Japanese job hunting



- Since the schedule is set, let's start preparing in advance.
- Understand the characteristics of job hunting and look for what you want to do.

3. Key selling points as a international students



- Living in Japan as APU's international student is something you can confidently highlight.
- If you prepare well, the path to your desired industry will open up!

Advice from **APU** seniors🙌

There's no loss in getting started early.

Rather than acting alone, it's better to seek help from those around you.

International thinking skills and presentation skills can be major strengths in interviews, so be confident!

Make the most of the career office.

Japanese!!
You need to obtain the JLPT, as well as practice speaking and KEIGO.

Join many extracurricular activities, collaborate, and enjoy achieving together!

Source: "Survey on Job Hunting in Japan for International Students" by Meiko Career Partners Co., Ltd.

Questions & Answers

Have any questions or need clarification?
This is your opportunity to engage and deepen your understanding.
Feel free to ask anything!



Thank you !

Thank you for joining this session.
We appreciate your time and effort.

Please cooperate by filling out the course survey.

We also accept any questions that you were unable to ask during the Q&A session through the survey form.

URL : <https://forms.gle/SJiLX6yKsnAZi5mQ9>

Deadline : **Monday, 21 April**

