

# SUPPORTING JOB HUNTING OF FOREIGN STUDENTS

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# Difficulties foreign students face when they do job hunting in Japan.

1. Difference of the situation of students' job hunting between mother countries and Japan.
2. Don't know how to get information about job hunting, and less information available for foreign students.
3. Not enough Japanese language skill for Japanese business scene. Don't know Japanese business culture.
4. What companies require and what foreign students hope for do not match.
5. Students are unaware of visa requirements for job hunting after graduation.



# 1. Difference of the situation of students' job hunting between mother countries and Japan.

- ① All Japanese students graduate in March, and all **start working on April 1.** (Although recently year-round recruitment has increased, the name is “April start”.)
- ② To get hired in April, students need to search for a job, have tests, job interviews, and get preliminary offer of hiring while at university.
- ③ **Japanese job hunting activities starts on 1<sup>st</sup> March, 13 months before graduation.**  
Basically, Japanese companies and students follow this schedule created by the Japanese government.



However, in actuality, internship programs closely related to job hunting start 18 months before graduation. 3<sup>rd</sup> year or Master 1<sup>st</sup> year students who entered JIU in April might be surprised that they are scheduled to start job hunting soon.



④ Major recruiting websites (MYNAVI, RIKUNAVI, CAREER+) control a big part of students' job hunting activities. They offer information about “how to job hunt”, Internship, job offers, etc...and hold recruiting events, too. Many major to middle size companies use these websites for recruiting students. Students need to use these efficiently.

⑤ Students of 4 year universities are expected to apply for **“Flexible Position” (SOGOSHOKU)**. It means “executive trainee”. Experiencing work in several sections of the company, branches, and learning all aspects of the company's business to become managers in the future. In effect, new graduate workers are not offered specific positions such as “Sales Person”, “Market Planner” or “Personnel Assistant”. Technicians and Specialists are not included in SOGOSHOKU.



## 2. Don't know how to get information about job hunting, and less information available for foreign students.

① To become a member of Job Matching websites for foreign students is recommended. **Connect Job Japan, Asia Link, Global Leaders, Ryukatsu** are popular websites. They offer job information, hold job fairs, advise how to write a resume, and how to conduct yourself in job interviews.

Japanese students cannot use these websites.



② **Mynavi, Rikunavi, Career+** are the major websites that most students use. They are mainly for Japanese students, but foreign students also use them because of the large amount of information they hold.



What is the point you have to be careful about when you use the websites introduced in P.6 ②?

**Q:「Mynavi 2025」 is for whom?**

**A: For the students who will graduate in Mar. 2025 & work from Apr. OR for those who will graduate in Aug. 2024, then want to continue job hunting until Mar. 2025 & work from Apr.**

We sometimes see students who waste time using wrong websites. For example, the student who will graduate in Mar.2024 became a member of Mynavi 2025 and is joining internship programs. Students like this will never be able to get a job offer. Basically, 4th year & Master 2nd student do not join internship programs in Japan.

**Be sure what months & what year you will graduate before becoming a member of a website of from ②. Even before using websites for foreign students, confirm “Is this a job for 2022 graduates? Is this a job fair for 2023 graduates?”**

I will graduate in Aug.2024. Let's see, I should become a member of Mynavi 2025. Oh, I can register in Jun. 2023. I am going to continue job hunting until Mar.2025. If possible, I want to get a job right after graduation .....but seems that not so many companies hire new graduates in Sept.



### ③ Use “HELLO WORK”

HELLO WORK is the Ministry of Labor’s job matching office, anyone living in Japan can use, and located in all prefectures. The job offers they have are mainly from middle to small size companies. All HELLO WORK share same available job. It means you can apply for a job in Hokkaido from HELLO WORK in Chiba.

You can search jobs on HELLO WORK INTERNET SERVICE, but you have to go to the office to get advice and reference letters for job interviews.



Especially, there is HELLO WORK for foreigners (**Tokyo Employment Service Center for foreigners**) in Yotsuya, Tokyo.

(Yotsuya 1-6-1-13F, Shinjuku-ku, TEL:Tokyo. 03-5361-8722)

There are foreign language speaking staff and support foreigners. They hold job fairs for foreign students, too.

HELLO WORK starts offering jobs for new graduates from June of the year before graduation. (for example, June.2023 for March.2024 graduates)



## ④ Use the **Center for Career Development and Placement Office (SHUSHOKU Center)** of JIU.

Our staff will explain about the contents of this leaflet in detail.  
Of course, we will offer other information & support.

### Individual support

Career counselling.

Advising on resume writing and job interviews.

Provision of information about working visas.

Instruction on Japanese business manners.

### Support for all

Holding Job-hunting guidance and seminars.

Holding On Campus Job Fairs.

Sending information about Off Campus recruiting events.

Sending information about an available job positions.



**Please feel free  
to contact us!  
See last page.**

### 3. Inadequate Japanese language ability and knowledge of Japanese business culture.

- ① Firstly, a **resume** should be written in Japanese. You need to write not only educational background, but also reasons for applying, self introduction, what you tried hard at in your life, etc... **Writing tests, aptitude tests like SPI, essays and job interviews are all in Japanese.** Start preparation soon, have career support staff check your resume, essay, and practice a job interview with them.



- ② You need to communicate in Japanese in the company and with customers, so, **skill of business level Japanese is necessary.** (except for foreign companies in Japan). **Many companies require applicants to obtain JLPT N1 or N2.**

### ③ Join **internship programs**.

You can join internship programs in the **period from the summer of the 3<sup>rd</sup> year (Master 1<sup>st</sup> year) to Mar.1** of the end of the year when companies officially start recruiting. Different from internship in other countries, **internship programs in Japan are short**. It is just like a seminar or an observation of 1 ~7 days. Even though the period is short, **it is a precious opportunity to promote yourself**. Many students rush to famous companies' internship programs, it is hard to join sometimes. Group discussion, and group work are parts of the internship programs. You can understand the culture of the company or the industry and what is required of the workers through these interactives.



④ **Learn basic business manners** (telephone etiquette, business letter style in Japanese, etc...), and check if your clothing, makeup, hairstyle, are suitable for job hunting in Japan.

## ④ Know about SOGOSHOKU / Flexible position recruitment.

Regular employee (Lifelong employment)	<b>SOGOSHOKU</b> (Flexible position)	Technologist	Re-location YES	Health insurance YES	Bonus YES	Visa support YES
Contract employee (Fixed-term employment)	Salesperson, Office clerk, Shop clerk	Technologist	Re-location NO	Health insurance YES	Bonus YES, less than SOGOSHOKU	Visa support YES
Dispatched employee (Fixed-term employment)	Office clerk, Shop Clerk	Technologist	Re-location NO	Health insurance up to job	Bonus NO	Visa support up to job
ARUBAITO(Part-time job) <u>not official employment contact</u> It is an activity which valid Students visa holders are permitted. They can work under 28h/week.			Re-location NO	Health insurance NO	Bonus NO	Visa support NO

In Japan, generally, new graduates of humanities departments aim at SOGOSHOKU. As explained in P.4, SOGOSHOKU is an executive trainee. By experiencing re-location several times, they can learn all aspects of the company's business. Basically, they are lifelong employee, and are able to work with no worries about terms of employment. And SOGOSHOKU also can get bonus and retirement payment.

Companies bring up new graduates without working skills & experience, as company's members who have loyalty & familiarity with the company's business. That is SOGOSHOKU recruitment and it can be said it is the basis of "Membership type adoption" in Japan. It means, companies consider applicants' "potential" more important than the skills & qualifications they have, now.

On the other hand, in other countries, companies hire people for specific jobs & posts like sales Person, accounting section employee. It is called "Job type adoption". Since job changers have working skills, they are hired for specific jobs & posts and can be regular employees, also in Japan.

Though you can do job-hunting after graduation, it is only while at college that a person without working skills can be hired as a regular employee / SOGOSHOKU.

## 4. What companies require and what foreign students hope for do not match

### What companies require from foreign students

- . To have a personality that matches the company with communication skills
- . To have business level Japanese skill
- . To value team work
- . To know the industry, company, or occupation applying for, and to know what they want to do.
- . To commit to the future. To learn the company's business.
- . To have potential



### What foreign students hope for in a job

- . To work in world famous companies.
- . To get a higher salary than in home countries
- . To have work experience in Japan for 2-3 years, and then to get a better job in home countries.
- . To be hired by a company even though they don't know much about the company & job.



# What should foreign students do?

## ① Research the company, and the industry the company belongs to.

(Go to recruiting seminars, look into companies' websites, go to shops if the company has them, compare rival companies, use the company's products, etc... To know what the company expects of new workers is vital.)



## ② To know about yourself. (Strong points, weak points. What you studied. What you tried hard at in your life. Qualification and licenses you have, and what you can do for the company making use of them.)



Being able to speak a foreign language, and graduating from university are not enough reasons for companies to want to hire you. The key point why companies may hire you is if the job you apply for is related to what you majored in or is related to your home country .

## 5. Students are unaware of visa requirements for work & job hunting after graduation.

### ◆ About Working Visas (there are several categories)

#### ① Engineer / Specialist in Humanities/ International Services

90% of foreigners who work in Japan get the visas of this category.

- **Engineer** → For the people who have a job like IT programmer, mechanical engineer, civil engineer, game developer, etc...
- **Specialist in Humanities** → For the people who do jobs like marketing, book keeping, consulting, PR, sales, etc...in international business.
- **International services** → For the people who have a job requiring foreign language, cultural background like translator, interpreter, airline counter staff, designer, language teacher, shop clerk at duty free shop, etc...

#### ★ Important points

People who majored in science, technology can apply for “engineer” visa. This is easy to understand. **If people who majored humanities want to get a SOGOSHOKU position, they need to choose companies doing business that is appropriate for “Specialist in Humanities” or “International services.”**



An important point you should recognize is if the company wishes to hire foreign students for positive reasons. If so, they are ready to support your visa. It is OK to apply for the job positions that say “Foreign students can also apply,” but there are cases where companies do not know about working visas, and they just require many new staff. It is appropriate to ask the company if they offer visa support, and what visa can be issued.

These visa are issued only in the case the job you apply for is related to your major, or language / culture of your home country. It means, if you apply for jobs that have no relation to them, companies will not offer you a job.

We sometimes see JIU students who apply for IT programming jobs and fail. It is obviously because they did not major in IT at JIU. Even if they were offered a job, the possibility of the immigration office issues **Engineer / Specialist in Humanities/ International Services** visa is very low. (except for the case they can prove they are highly skilled in IT.)

## ② Designated Activities(Japanese University Graduate)

This visa is called “Visa 46”

Engage in a wide variety of activities that make use of high Japanese proficiency, experience as A foreign student in Japan, and skills and knowledge acquired in a Japanese university. This visa permits “general work” that is not allowed by the "Engineer/Specialist in Humanities/International Services" visa. “General work” includes the service industry : retail, food service, accommodation, and work at manufacturing plants, caring for old people, etc.... For example, at a hotel, this visa holder can do many kinds work of restaurant service, wedding planning, room cleaning and sales. However, "Engineer/Specialist in Humanities/International Services" visa holder’s job is limited to the front desk.

Management of foreign workers & trainees is also a job for Visa 46 holders.

### ★Important point

To apply for this visa, **JLPT N1 or a BJT score of 480 or higher is needed.**





## ③特定技能1号

14の産業分野の仕事に限定。

①介護 ②ビルクリーニング

③素形材産業 ④産業機械製造業 ⑤電気・電子情報関連産業

※③④⑤は今後1つのカテゴリーとなります。現在在留資格交付を停止しています。

⑥建設 ⑦造船・舶用工業 ⑧自動車整備 ⑨航空(グランドハンドリング) ⑩宿泊

⑪農業 ⑫漁業 ⑬飲食料品製造業 ⑭外食業

### ビザがもらえる条件

18歳以上の健康な人

JLPT N4 以上 合格者

技能評価試験(産業別) 合格者

大学を卒業していなくてもよい  
大学で専攻した内容と関係ない仕事でもよい

日本で働けるのは 最長5年間  
家族と暮らすことはできない  
体を動かす仕事  
特定技能所属機関という紹介会社を通して就職しなければならない



◆ About the visa for Job hunting after graduation  
= **Designated Activities(Job hunting)**

- ① In many cases, students who graduate in Sept. have residence eligibility until Dec. But this 3 month period is only for preparation to move back to your country, or changing your visa status. Basically, **you have to leave Japan soon after graduation.**
- ② Students who want **to do job hunting continuously** after graduation can apply for a **“Designated Activities” visa (6 months)**, and JIU will issue **a reference** to the immigration office.
- ③ But, students **who were not active in job hunting while at university cannot apply for Designated Activities visa .**
- ④ So, **to start job hunting after graduation is not possible.**

⑤ **Being ACTIVE in job hunting** means, actually applying to several companies, having tests, and job interviews, but not being hired. Just looking into information, going to companies' seminars and sending resumes is not adequate. **JIU's rule of issuing reference is that students have to prove they had job interviews with 5 companies.**

⑥ **Exchange students cannot apply for Designated Activities (Job hunting) visa.**



⑦ **JIU can issue a reference twice for 1 person.** It makes it possible for a student to do job hunting for 12 months after graduation.

⑧ Please come to SHUSHOKU Center **right after graduation** if you would like to apply for Designated Activities( Job hunting) visa.

⑨ It takes **a month or 2 until the visa is issued.** While waiting, you cannot work even part time.

※ The policy of issuing visas is being changed by social conditions. Please check the homepage HP of the Immigration Services Agency.

Oh no! getting a job in Japan seems so difficult !  
OK, then, let's make it easier.

**① Get the correct information.**

(Don't use websites for different year students, job changers, part time workers.)

**② Apply to the companies that welcome foreign students, or have already hired foreigners.**

(In some cases, they don't require what Japanese students have to do; SPI, hand written resume, etc... You can meet companies like them at the Job Fairs for foreign students.)

**③ You should know your strong points as a foreign student.**

(What is the work that you can do, but Japanese students can't do? Only after you know that, will it become clear what company you should apply to.)

**④ Think why you get rejected every time.**

(You can improve, if you know the reasons.)

**⑤ Don't worry by yourself.**

(There are many people who are pleased to support you. Don't rely on only the friends from your country.)



# What you can do in SHUSHOKU Center

- Career counseling.
- Get information about job fairs, job events, and job availability.
- Have staff check your resume and essay.  
Think together with staff what to write.
- Practice job interviews in Japanese.
- Read books about aptitude tests, writing tests, and interview skill. Read Japanese newspapers. (Nikkei, Sankei.)
- Learn business manners (clothing, makeup, hairstyle, how to make a phone call, writing a business letter in Japanese, etc...)
- PCs and printers are available.



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