

# Acceptance of Foreign

Human Resources with Specified Skills

in the Manufacturing Industry

Sep. 2023

- 1. Outline of the System for Foreign Human Resources with Specified Skills (Machine parts and tooling/Industrial machinery/Electric, electronics and information industries)
- 2. Process Leading Up to Start of Employment for Foreign Human Resources with Specified Skills No.1
- 3. Specified Skilled No. 1 Assessment Test for Manufacturing Field
- 4. Addition of Specified Skilled Worker No. 2 in the Manufacturing Field
- 5. Contact for inquiries

# 1-1. Outline of the System for Foreign Human Resources with Specified Skills (Machine parts and tooling/Industrial machinery/Electric, electronics and information industries) (1/2)

- In response to the growing labor shortage, the "Specified Skilled Worker No. 1" and "Specified Skilled Worker No. 2" residence statuses were established (and implemented in April 1991) to accept foreign nationals with a certain level of expertise and skills who can start work immediately in industrial fields where it is difficult to secure human resources, despite efforts to improve productivity and secure domestic human resources.
- The Cabinet decided on June 9, 2023 that all 11 fields, including the manufacturing fields related to machine parts and tooling, industrial machinery, and electric, electronics and information industries, will be eligible for the Specified Skilled Worker No. 2. This way, foreign nationals who have acquired good skills through their experience as Specified Skilled Workers No. 1 can continue to work in the manufacturing industry as skilled workers or in management positions.

O Specified Skilled Worker No. 1: A status of residence for foreign nationals engaged in work requiring skills that need considerable knowledge or experience in specified industrial fields (\*).

Number of residents: 154,864 (as of March 31, 2023; preliminary figures)

O Specified Skilled Worker No. 2: A status of residence for foreign nationals engaged in work requiring proficient skills in specified industrial fields

Number of residents: 11 (as of March 31, 2023; preliminary figures)

#### Renewed for a period not exceeding 1 year, as specified by the Minister of Justice for each foreign national, for a maximum stay of Period of stay Checked by examinations, etc. (Foreign nations who have successfully completed the Technical Intern Training (ii) are Japanese language skills necessary for daily life and work are checked by examinations, etc. Japanese language level (Foreigners who have successfully completed the Technical Intern Training (ii) are exempt from the examinations) Estimated number of accepted Specified workers Accompaniment by family Basically, not permitted members Support Eligible for support by accepting organizations or registered support organizations **Key points of Specified Skilled Worker No. 2** Period of stay Renewed every 3 years, 1 year, or 6 months (no limit on number of renewals) Skill level Checked by examinations, etc. Does not need to be checked by examinations, etc., in principle Japanese language level Not specified Accompaniment by family Permitted if requirements are met (spouse and children) members Not eligible for support by accepting organizations or registered support organizations Support

Key points of Specified Skilled Worker No. 1

# Status of residence other than Specified Skilled Worker Technical, humanities and international services Skills Highly specialized professions Professor Nursing care, etc. Technical Intern Training Technical Intern Training

# 1-1. Outline of the System for Foreign Human Resources with Specified Skills (Machine parts and tooling/Industrial machinery/Electric, electronics and information industries) (2/2)

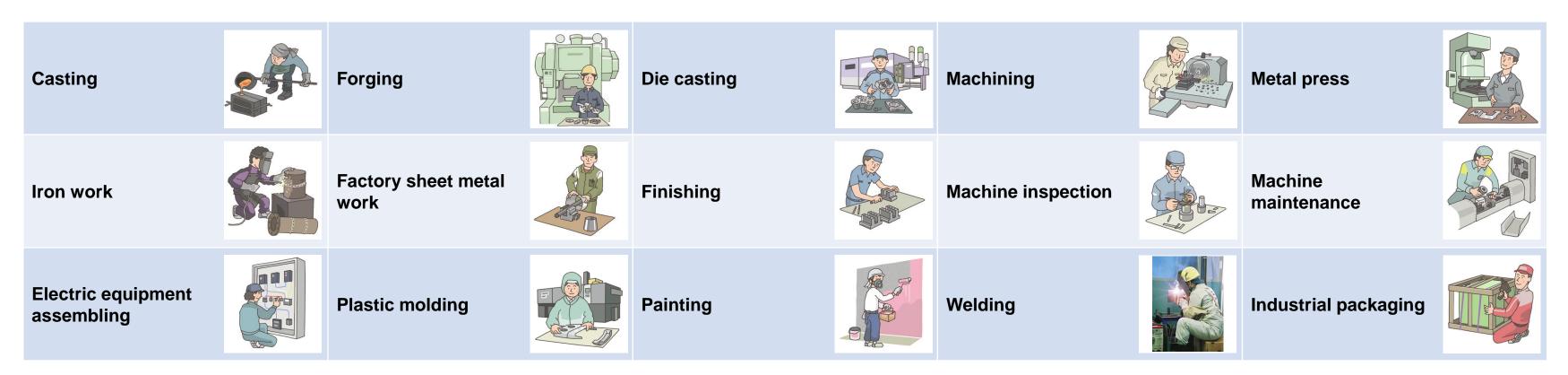
	1 Labor shortage situation	2 Criteria for foreign personnel		3 Other important matters			Remarks
	Estimated number of accepted workers (Maximum over 5 years)	Skill test	Japanese Language Test	Work categories that Foreign Human Resources with Specified Skills can engage in	Conditions to be imposed on the accepting organization, etc.	Form of employment	
No.1	49,750	Specified Skilled No. 1 Assessment Test for Manufacturing Field *1)	(Any of the following) (1) Japan Foundation Test for Basic Japanese (JFT-Basic) (2) Japanese Language Proficiency Test (N4 or higher) *1)		For example, participation in the "Consultation and		*1) Those who have successfully completed the Technical Intern Training (ii) are exempted from the skills test and Japanese Language Test, assuming that they meet each level of the required skills and Japanese language proficiency.
No.2	No limit	<ol> <li>Route of Specified Skilled No. 2         Assessment Test for Manufacturing Field         (1) Grade 3 for the Business Skills Test - Business Career Kentei         (2) Route of the Specified Skilled No. 2             Assessment Test         (3) At least 3 years of work experience at a manufacturing site in a company based in Japan         *2)     </li> <li>2. Route of the National Trade Skill Test &amp; Certification (NTSTC)</li> <li>*3)</li> </ol>	Does not need to be checked by examinations, etc., in principle	(1) Machining and metal processing (2) Electric and electronic equipment assembly (3) Metal surface treatment Total 3 categories	Liaison Conference on the Acceptance of Foreign Human Resources with Specified Skills in the Manufacturing Industry" to cooperate in information identification, analysis, etc.	Direct	*2) For the Business Skills Test - Business Career Kentei, either the category of Production Management Planning or Production Management Operation is needed.  *3) Both "Grade 1 for the National Trade Skill Test & Certification (NTSTC)" and "At least 3 years of work experience at a manufacturing site in a company based in Japan" are needed.

## [Machining and metal processing]

## Definition of category

Engaging in manufacturing processes for machine parts and tooling products, industrial machinery, and others based on instructions from leaders or according to one's own discretion

## Job types covered



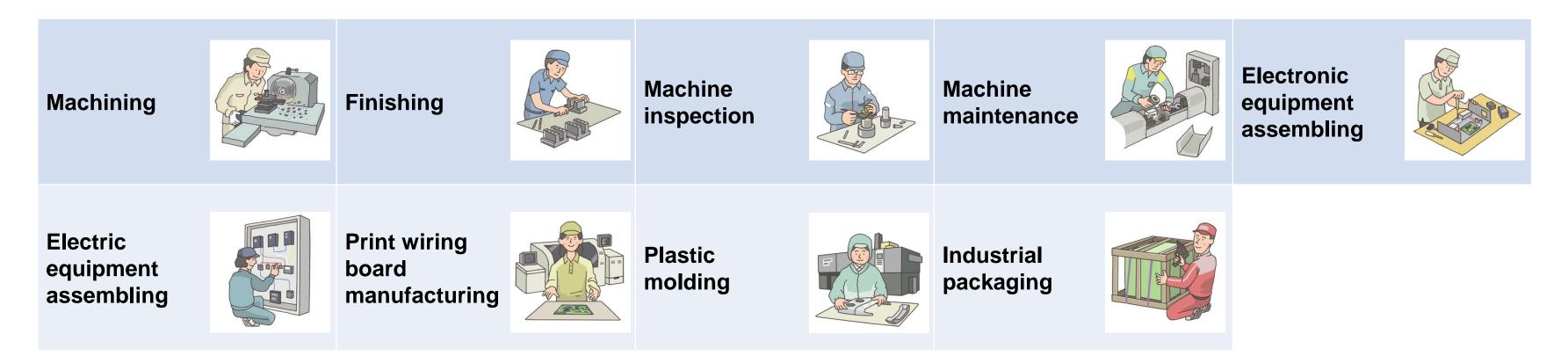
Excerpt from Operation Policies for the System of Specified Skilled Worker Status of Residence (Cabinet Decision of August 30, 2022)

## [Electric and electronic equipment assembly]

Definition of category

Engaging in manufacturing and/or assembly processes for electrical equipment and/or electronic devices and others based on instructions from leaders or according to one's own discretion

## Job types covered



Excerpt from Operation Policies for the System of Specified Skilled Worker Status of Residence (Cabinet Decision of August 30, 2022)

## [Metal surface treatment]

♦ Definition of category

Engaging in surface treatment and other operations based on instructions from leaders or according to one's own discretion

Job types covered

**Electroplating** 



Aluminum anodizing



Excerpt from Operation Policies for the System of Specified Skilled Worker Status of Residence (Cabinet Decision of August 30, 2022)

# (Reference) Japan Standard Industrial Classification of Acceptable Worksites in the Manufacturing Industry Field

2194	Molds, including cores
225	Ferrous metal machine parts and tooling products
235	Non-ferrous metal machine parts and tooling products
2422	Edge tools for machinery
2424	Working tools
2431	Plumbing supplies, except valves and cocks)
245	Metal machine parts and tooling products
2462	Galvanized and other hot-dip coated metal products, except coated steel
2464	Electroplated metal products, except coated steel
2465	Heat treated metal
2469	Other treatment of metal surface (limited to aluminum anodizing)
248	Bolts, nuts, rivets, machine screws and wood screws
25	Manufacture of general-purpose machinery (excluding 2591 Fire extinguishing equipment and its apparatus and industries listed in the Machine Parts and Tooling Industries)
26	Manufacture of production machinery
27	Manufacture of business-oriented machinery (except 274 medical instruments, apparatus, and supplies and 276 weapons manufacturing)
28	Electronic parts, devices, and electronic circuits
29	Manufacture of electrical machinery, equipment, and supplies (except for 2922 Auxiliary equipment for internal combustion engines and industries listed in the Machine Parts and Tooling Industries)
30	Manufacture of information and communication electronics equipment
3295	Pattern manufactured of industrial use

(Reference 1) Appendix to Operational Guidelines for Acceptance of Foreign Human Resources with Specified Skills and Guidelines for Specified Fields (Guidelines related to public notice) (Ministry of Justice) <a href="https://www.moj.go.jp/isa/content/930004946.pdf">https://www.moj.go.jp/isa/content/930004946.pdf</a>

(Reference 2) Japan Standard Industrial Classification (Revised October 2013) (Division E Manufacturing) (Ministry of Internal Affairs and Communications) <a href="https://www.soumu.go.jp/toukei\_toukatsu/index/seido/sangyo/02toukatsu01\_03000044.html#e">https://www.soumu.go.jp/toukei\_toukatsu/index/seido/sangyo/02toukatsu01\_03000044.html#e</a>

# (Reference) Image of Career Development of Foreign Human Resources in the Manufacturing Industry

#### From the 10th year

The person acquires multiple proficient skills and becomes a skilled worker and then a leader of multiple workers.

Over the next several years, the person acquires skills in work process management, quality control, cost control, etc., and eventually becomes a supporting presence to the manufacturing site as a manager of the manufacturing site or the factory manager.

#### 4th to 10th year

In the categories of Machining and Metal Processing, Electric and Electronic Equipment Assembly and/or Metal surface Treatment, the person acquires skills other than those acquired during the Technical Intern Training, becomes a multi-skilled worker, and gains experience.

#### From the 1st to 5th year

The person is trained as a <u>single-skilled</u> <u>worker</u> in iron casting, ordinary lathe, etc.

(\*Of the 159 operations for a total of 87 occupations, 75 operations in 37 occupations are assumed to be skills related to the manufacturing industry)

## Specified Skilled Worker No. 2 (from 2023)

- No maximum period of stay (with renewal)
- Can be accompanied by family members
- Job change is permitted
- Maximum number of workers to be accepted:
   None

Specified Skilled No. 2 Assessment Test

Three years of work experience

Passed the Specified Skilled No. 2 Assessment Test (Those who have passed the National Trade Skill Test & Certification (NTSTC) are exempted from the test)

Overseas

#### Specified Skilled Worker No. 1 (from 2019)

- Maximum period of stay: 5 years
- Cannot be accompanied by family members
- Job change is permitted
- Maximum number of workers to be accepted: 49,750
- Actual number of workers accepted: 32,644 (as of March 2023)

Specified Skilled No. 1 Assessment Test

Japanese language level



Those who have successfully completed the Technical Intern Training (ii) are exempted from the test

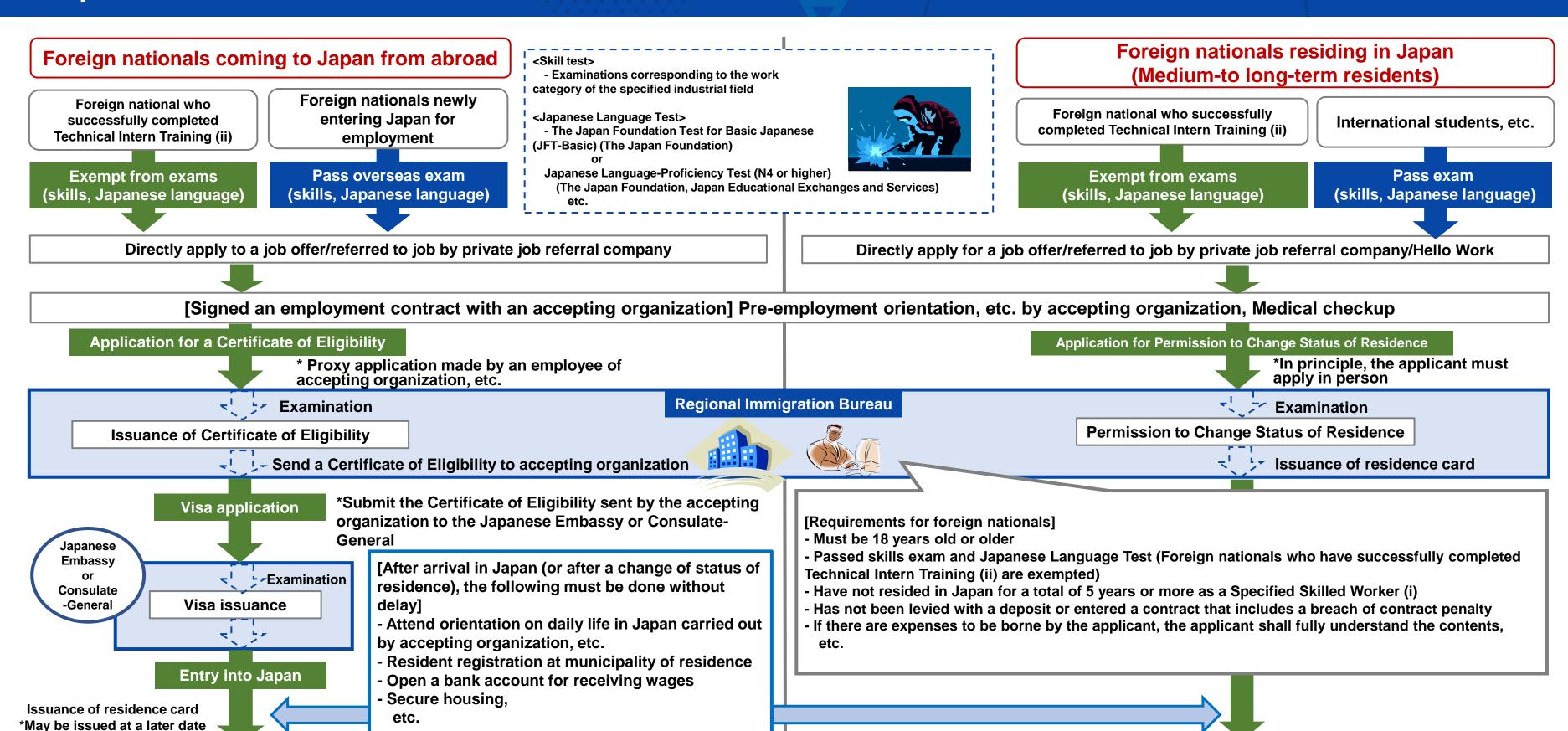
#### **Technical Intern Training (from 1993)**

- Maximum period of stay: 5 years
- Cannot be accompanied by family members
- Job change is not permitted
- Maximum number of workers to be accepted: None
- Actual number of workers accepted: Approximately 120,000 (as of June 2022, excluding the food and beverage manufacturing industry)
- \*International contribution program to transfer skills to developing countries, etc.

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# Timeline to starting employment as Foreign Human Resources with Specified Skills No.1





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# 3-1. Overview of Specified Skilled No. 1 Assessment Test for Manufacturing Field (1/2)

- The Specified Skilled No. 1 Assessment Test for Manufacturing Field (overseas) is conducted as follows as of September 2023.
- The examination timetable was changed in FY2023.

Test classification	Three categories (*Select from 19 skills. Details are described in 3-2.)
Date and Country of Examination	<ul> <li>Overseas: Scheduled to be conducted in Indonesia, Thailand, and the Philippines.</li> <li>Schedule for FY2023: Sunday, November 19, 2023 *Please check the portal site for the latest information: https://www.sswm.go.jp/exam_f/examination_index.html</li> </ul>
Test time	80 minutes for both written and practical skill examinations in total *Changed from FY2023
Capacity	<ul> <li>Indonesia: 150 examinees for each examination category</li> <li>Thailand: 100 examinees for each examination category</li> <li>Philippines: 50 examinees for each examination category</li> </ul>
Examination method	Computer-based testing (CBT) or test on paper (Both written and practical skill exams)
Pass criteria	<ul> <li>Written exam: 65% or more of correct answers</li> <li>Practical skill exam: 60% or more of correct answers</li> </ul>

# 3-1. Overview of Specified Skilled No. 1 Assessment Test for Manufacturing Field (2/2)

Starting in FY2023, the language for overseas examinations is Japanese. In addition, the examination fee and the fee for issuing
a pass certificate have been changed.

Language	Japanese *Changed from FY2023
Examination criteria	<ul> <li>The examination criteria is the skill test level 3 or equivalent of the national trade skill testing for people who complete Technical Intern Training (ii) that exempts Specified Skilled (i) examination.</li> <li>*Sample questions are also available on the portal site. See the "Sample Questions" at the bottom of the page on the right.</li> </ul>
Qualifications to take examination	<ul> <li>In principle, foreign nationals who are 17 years of age or older on the day of the examination and who intend to work in Japan if they pass the examination</li> </ul>
Application	Applications are open on the portal site ( <a href="https://www.sswm.go.jp/en/exam_f/">https://www.sswm.go.jp/en/exam_f/</a> )
Exam fee / Fee for issuance of Pass Certificate	<ul> <li>All work categories *Changed from FY2023</li> <li>Examination fee: *Approximately 8,000 Japanese yen (payment in local currency)</li> <li>Fee for issuing a pass certificate: 15,000 yen (for applications (including reissue) after July 1, 2023)</li> </ul>
Method of notification of pass/fail	<ul> <li>The test center will notify all candidates of the results within three months of the test.</li> </ul>

## 3-2. Test Categories for Specified Skilled No. 1 Assessment Test for Manufacturing Field

- In FY2023, examinees can select from 19 skills in 3 examination categories during the transitional period following the integration.
- Similar to other skills, the welding test in the skill test will be changed to a test by judgment, etc. (paper test) from this fiscal year onward.

	Machining an	nd Metal Processing	Electric and electronic equipment assembly	Metal surface treatment		
	(1) Common questi	ons in the category	(1) Common questions in the category	(1) Common questions in the category		
c	(2) Multiple-choice questions (15 subjects)		(2) Multiple-choice questions (9 subjects)	(2) Multiple-choice questions (2 subjects)		
Written examination	<ul> <li>Casting</li> <li>Die casting</li> <li>Metal press</li> <li>Factory sheet metal work</li> <li>Forging</li> <li>Iron work</li> <li>Machining</li> <li>Finishing</li> </ul>	<ul> <li>Plastic molding</li> <li>Welding</li> <li>Painting</li> <li>Electric equipment assembling</li> <li>Machine inspection</li> <li>Machine maintenance</li> <li>Industrial packaging</li> </ul>	<ul> <li>- Machining</li> <li>- Finishing</li> <li>- Plastic molding</li> <li>- Electric equipment assembling</li> <li>- Electronic equipment assembling</li> <li>- Print wiring board manufacturing</li> <li>- Machine inspection</li> <li>- Machine maintenance</li> <li>- Industrial packaging</li> </ul>	- Electroplating - Aluminum anodizing		
Practical skill examination	Multiple-choice questions (19 subjects) Multiple-choice questions are for the same subject as in the written examination.  Casting, forging, die casting, machining, metal press, iron work, factory sheet metal work, Electroplating, aluminum anodizing, finishing, machine inspection, machine maintenance, electronic equipment assembling, electric equipment assembling, print wiring board manufacturing, plastic molding, painting, welding, industrial packaging					

# 3. Details of the Specified Skilled No. 1 Assessment Test for Manufacturing Field

- The written examination consists of questions in which the examinees select whether each question text is correct (O) or wrong (X).
- The skill test involves reading the content related to actual work processes and materials and choosing the correct answers.





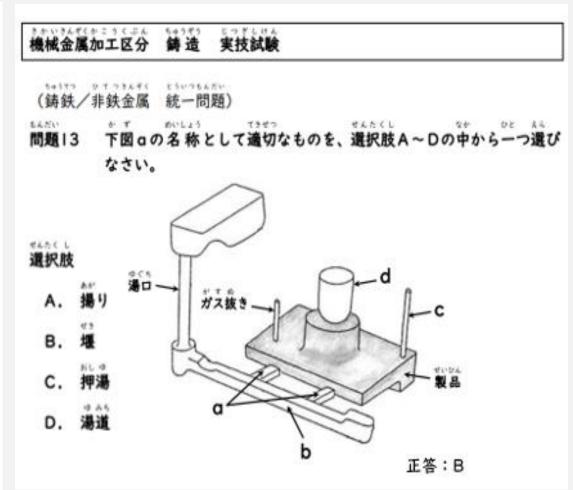
### <Scope of questions and sample questions (example of skill: casting)>

1. 主な出題範囲

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	っ いっぱんきょうよう れ べ る もんだい ほうれい 3う一般 教 養 レベルの問題」、「法令、	
きかく ずめんすんぽう きぐとう 規格、図面寸法、器具等	」など	
きかいこうさくほう 機械工作法	こうさくそくてい ほうほう もけい とりあつか など 工作測定の方法、模型の取扱い等	th
<sub>ちゅうぞういっぱん</sub> 鋳 造 一般	いがた しゅるいおよ ようとなど 鋳型の種類及び用途等	th
でんき電気	でんききかいき ぐ しょうほうほうなど 電気機械器具の使用方法等	<sup>もん</sup> 2問
実技		th t
いものちゅうぞうさぎょうほう 鋳物鋳造作業法	まゅうてつ ひてつきんぞく とういつもんだい 鋳鉄/非鉄金属 統一問題	t A I O問

2. サンプル問題

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	ポイル・リイル はんさょうつ) かんぜんれいぜい 属加工区分共通:安全衛生)	
ti.t.t.v 問題	しなもの はこ 品物を運ぶときは、作業を早	いません。
,。 (機械工		正答:B(×)
問題3	一般にノギスでは I/20mm	まで読み取れる。
		正答:A (O)



## (Reference) About the Japanese Language Test

Please apply for the Japanese Language Test from the below links. However, if you have successfully completed Technical Intern Training (ii), you are exempt from taking the Japanese Language Test.

Japanese level	<ul> <li>Japanese language skills necessary for work, based on the ability to carry out daily conversation to some extent and not interfere with daily life</li> </ul>
Examination (Either on the right)	(1) Passing the Japan Foundation Test for Basic Japanese (JFT-Basic)  https://www.jpf.go.jp/jft-basic/index.html  (2) Acquisition of Japanese Language-Proficiency Test N4 or higher https://www.jlpt.jp/  (3) Any other test that is recognized to be equivalent to A2 or a higher level of the Framework of Reference for Japanese Language Education.  Framework of Reference for Japanese Language Education  *Even if you have passed a test to measure your Japanese language ability other than those listed above, it cannot be used to prove your Japanese language ability as required by the System for Foreign Human Resources with Specified Skills.
Requirements for exemption	<ul> <li>However, if you have successfully completed Technical Intern Training (ii) in the manufacturing industry field or other occupations or professions, you are exempted from the Japanese Language Test.</li> </ul>

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## 4-1. Outline of Specified Skilled Worker No. 2

• The Cabinet decided on June 9, 2023 that all 11 fields, including the manufacturing fields related to machine parts and tooling, industrial machinery, and electric, electronics and information industries, will be eligible for the Specified Skilled Worker No. 2. This way, foreign nationals who have acquired good skills through their experience as Specified Skilled Workers No. 1 can continue to work in the manufacturing industry as skilled workers or in management positions.

	Specified skilled worker No. 1 A status of residence for foreign nationals engaged in work requiring skills that need considerable knowledge or experience (*1)	Specified skilled worker No. 2 A status of residence for foreign nationals engaged in work requiring proficient skills  (*2)	
Status of residence	Renewed for a period not exceeding one year, as specified by the Minister of Justice for each foreign national, for a maximum stay up to five years in total	Renewed every 3 years, 1 year or 6 months, no upper limit	
Skill standards	Checked by examinations, etc. (Foreigners who have successfully completed Technical Intern Training No. 2 are exempt from the examination, etc. requirement)	Checked by examinations, etc.	
Japanese language level	Japanese language skills necessary for daily life and work are checked by examinations, etc. (Foreigners who have completed Technical Intern Training No. 2 are exempt from the examination, etc. requirement)	Check by examination, etc. is not required in principle.	
Estimated number of accepted workers (upper limit)		No	
Accompaniment by family members	Basically, not permitted	Permitted if requirements are met (spouse, children)	
Support	Eligible for support by accepting organizations or registered support organizations	Not eligible for support by accepting organizations or registered support organizations	
Field	Nursing care, building cleaning, machine parts and tooling, industrial machinery and electric, electronics and information industries, construction industry, shipbuilding and ship machinery industry, automobile repair and maintenance, aviation, lodging, agriculture, fisheries, food and beverages manufacturing industry, food service industry (12 fields in total)	Building cleaning, machine parts and tooling, industrial machinery and electric, electronics and information industries, construction industry, shipbuilding and ship machinery industry, automobile repair and maintenance, aviation, lodging, agriculture, fisheries, food and beverages manufacturing industry, food service industry (11 fields in total)	

<sup>(\*1)</sup> Skills that require a considerable period of work experience, etc., but are of a level that enables the employee to immediately perform work at a certain level without special training or development.

<sup>(\*2)</sup> Proficient skills acquired through years of work experience, etc. and that require a high level of expertise or skills equivalent to or greater than that of a foreign national with the current status of residence in the professional/technical field.

The skills are, for example, at a level at which the employee is able to perform highly specialized and technical work based on his/her own judgment, or is able to perform the work with proficient skills while supervising the work as a supervisor.

# 4-2. Requirements for Obtaining the Status of Residence for Foreign Human Resources with Specified Skills No. 2 in the Manufacturing Industry

- The ideal person with specified skills No. 2 is a human resource who possesses proficient skills based on work experience, etc., and is able to unite, guide, and supervise other workers on site.
- To obtain this status of residence, the requirements of one of two roadmaps below must be met. Both roadmaps require a
  minimum of three years of work experience at a manufacturing site in a company based in Japan.

	1: Roadmap for the Specified Skills No. 2 Assessment Test	2: Roadmap for the National Trade Skill Test & Certification (NTSTC)
	All three of the following must be met.	All two of the following must be met.
Requirements	<ul> <li>(1) Obtaining Grade 3 for the Business Skills Test - Business Career Kentei</li> <li>(Either of the following categories: Production Management Planning, Production Management Operation)</li> <li>(2) Passing the Specified Skills No. 2 Assessment Test for Manufacturing Field</li> <li>(Any of the following categories: Machining and Metal Pressing, Electric and electronic equipment assembly, Metal surface Treatment)</li> <li>(3) At least 3 years of work experience at a manufacturing site in a company based in Japan.</li> <li>* This is required when applying for the Specified Skills No. 2 Assessment Test</li> </ul>	(1) Obtaining Grade 1 for the National Trade Skill Test & Certification (NTSTC)  (Any of the following categories: Casting, Forging, Die Casting, Machining, Metal Press, Iron Work, Factory Sheet Metal Work, Electroplating, Aluminum Anodic Oxidation, Finishing, Machine Inspection, Machine Maintenance, Electronic Equipment Assembling, Electrical Equipment Assembling, Printed Wiring Board Manufacturing, Plastic Molding, Painting, Industrial Packaging)  (2) At least 3 years of work experience at a manufacturing site in a company based in Japan.  *This is required when notifying the Immigration Services Agency.

## 4-3. Outline of the Specified Skills No. 2 Assessment Test for Manufacturing Field

 The outline of the Specified Skills No. 2 Assessment Test for Manufacturing Field is as shown in the table below. Please check the portal site for the latest information.

Test category	■ Three categories in all					
		(1) Machining and Metal Processing	(2) Electric and Electronic Equipment Assembly	(3) Metal surface Treatment		
	Included skills	Casting, forging, die casting, machining, metal press, iron work, factory sheet metal work, finishing, plastic molding, machine inspection, machine maintenance, electric equipment assembling, painting, welding, industrial packaging	Machining, finishing, plastic molding, print wiring board manufacturing, electronic equipment assembling, electric equipment assembling, machine inspection, machine maintenance, industrial packaging	Electroplating, aluminum anodizing		
Date and venue of	■ Mid-Octo	ber to late October 2023 (scheduled)	Multiple venues in Japan (scheduled)			
examination	■ Late Jani	uary to early February 2024 (schedule	ed) Multiple venues in Japan (scheduled	)		
	*Examinations will not be conducted overseas.					
Language   Japan		Japanese * There are no plans to create examinations in other languages.				
Examination method	■ Paper tes	st				
Examination level	■ Equivalent to the passing level of Grade 1 of the National Trade Skill Test & Certification (NTSTC), which is an examination for advanced technicians					
Application	■ Apply on the portal site: <a href="https://www.sswm.go.jp/exam_f_02">https://www.sswm.go.jp/exam_f_02</a> *When applying, you must attach a document certifying that you have "at least three years of work experience at a manufacturing site of a company based in Japan."					
Examination fees	■ Currently being adjusted					

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## 5. Consultation Services in the Manufacturing Industry Field



# Consultation Service for Foreign Human Resources with Specified Skills in the Manufacturing Industry Multilingual Call Center



**Tel:** +81-3-6838-0058

+81-50-2018-6773 (for those who require support in a language other than Japanese)

E-mail: <a href="mailto:seizou\_tokuteiginou\_soudanmadoguchi@injestar.co.jp">seizou\_tokuteiginou\_soudanmadoguchi@injestar.co.jp</a>

Available in Japanese, English, Chinese, Vietnamese, Indonesian and Thai



Portal Site <a href="https://www.sswm.go.jp/en/">https://www.sswm.go.jp/en/</a>



