

## Co-Learning Program

Report on 1<sup>st</sup> English-based career seminar (Jan. 24, 2019)

Aiming primarily towards international students, we organized “English-Based Career Orientation Seminar for International Students” on January 24 at the Presentation Court of Doshisha Kyotanabe campus. This seminar is as part of the projects in “All Doshisha Co-Learning Program”.

Representatives from Kyotomorrow Academy, an organization from the Consortium of Universities of Kyoto, were invited as guest speakers. The organization regularly holds career seminars in Japanese to encourage talents to work within Kyoto prefecture.

The recently conducted English career seminar provided a general introduction of the Japanese job-hunting process. The seminar started with identifying companies from a newspaper printout wherein students mark those industries which they are not familiar with. Large scale companies such as Nintendo and Toshiba were noted as well-known. However, although locally famous, many other large-scale Japanese companies were marked as unfamiliar. The event proceeded with the discussion of the overview of Japanese job-hunting process, which explains the schedules which an applicant could follow in choosing his or her career path. Typically, company internships and ‘self-evaluation’ in the form of entry sheets (ES) are performed before attending the company seminars (説明会). Moreover, the Synthetic Personality Inventory (SPI) test is mandatory for some companies in aiding their knowledge of the applicant.

The career seminar was held mostly to foster discussion amongst international students in providing differing views and reactions from the explained content. One particular difference was that most of Japanese companies do not significantly focus on past academic achievements of the applicant. As shown in the figure taken from the handout provided, a major component towards the preference of a company towards applicant selection lies on the applicant’s Japanese language proficiency, while the university academic record falls on the least priority. In contrast, western style of applicant selection criteria considers academic achievement as a significant contributor.

Having a discussion-based session provided deeper perspectives among international students in describing the Japanese job-hunting system. It is hoped that the lecture provided ample knowledge of what the reality of the system is in Japan.

■ Skills/traits which employers consider to be important when hiring international students

Skill/Trait (%)	Manufacturing Industry (%)	Nonmanufacturing industry (%)
Japanese language skills	64.8	75.7
Communication skills	55.2	65.4
Vitality	41.9	33.6
Enthusiasm	28.6	29.0
Specialization	26.7	22.4
English language skills	19.0	11.2
Imagination	14.3	14.0
Leadership	9.5	7.5
Where the applicant attended university	4.8	3.7
University academic record	1.9	1.9

< Figure 1 >



Picture of Co-Learning Program group with Kyotomorrow Academy team and international student audience