



CHIBA
UNIVERSITY

**Job-hunting Seminar for International
Students**

How to Design Your Future Career

2024.10

Ko Syokan (Jiang Xiaohuan)
Assistant Professor
Graduate School of Horticulture

Outline

1. Job-hunting in Japan

- General Schedule of Job—hunting in Japan
- Common Problems of international student job hunting
- Job-based Recruitment & Membership Recruitment
- Starting Salary & Annual Income

2. How to gather Job-hunting Information

3. Internship

4. Self Analysis

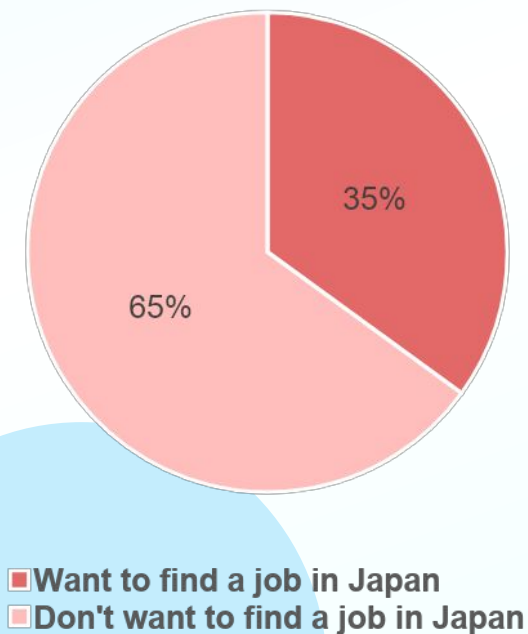
5. Job Analysis



1.Job-hunting in Japan

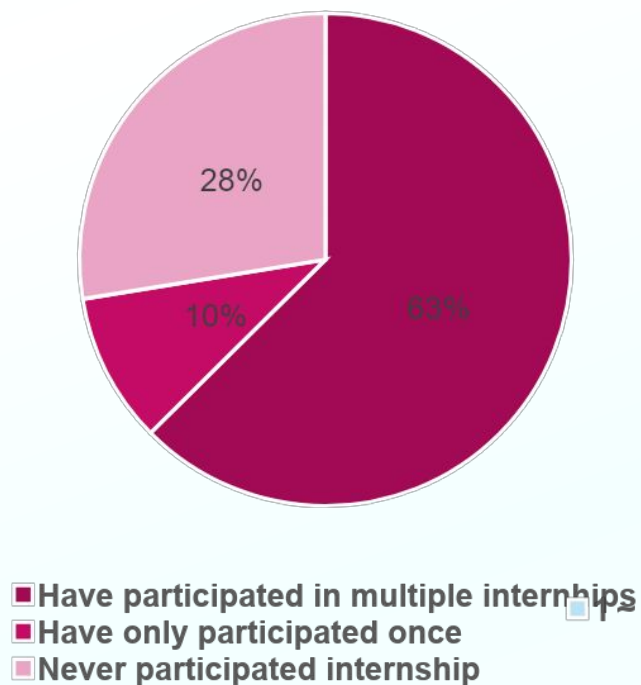
Employment rate of International Students in Japan :35%

Q1. Do you want to work in Japan?

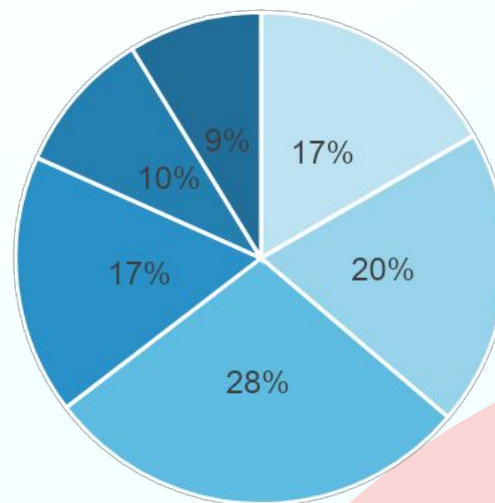


Employment rate for Japanese university students :97%

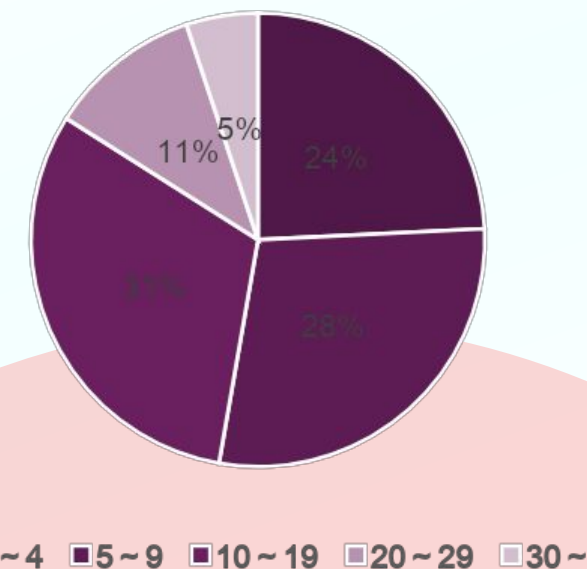
Q2. How many times have you participated in an internship?



Q3. How many companies have you submitted entry sheets to?

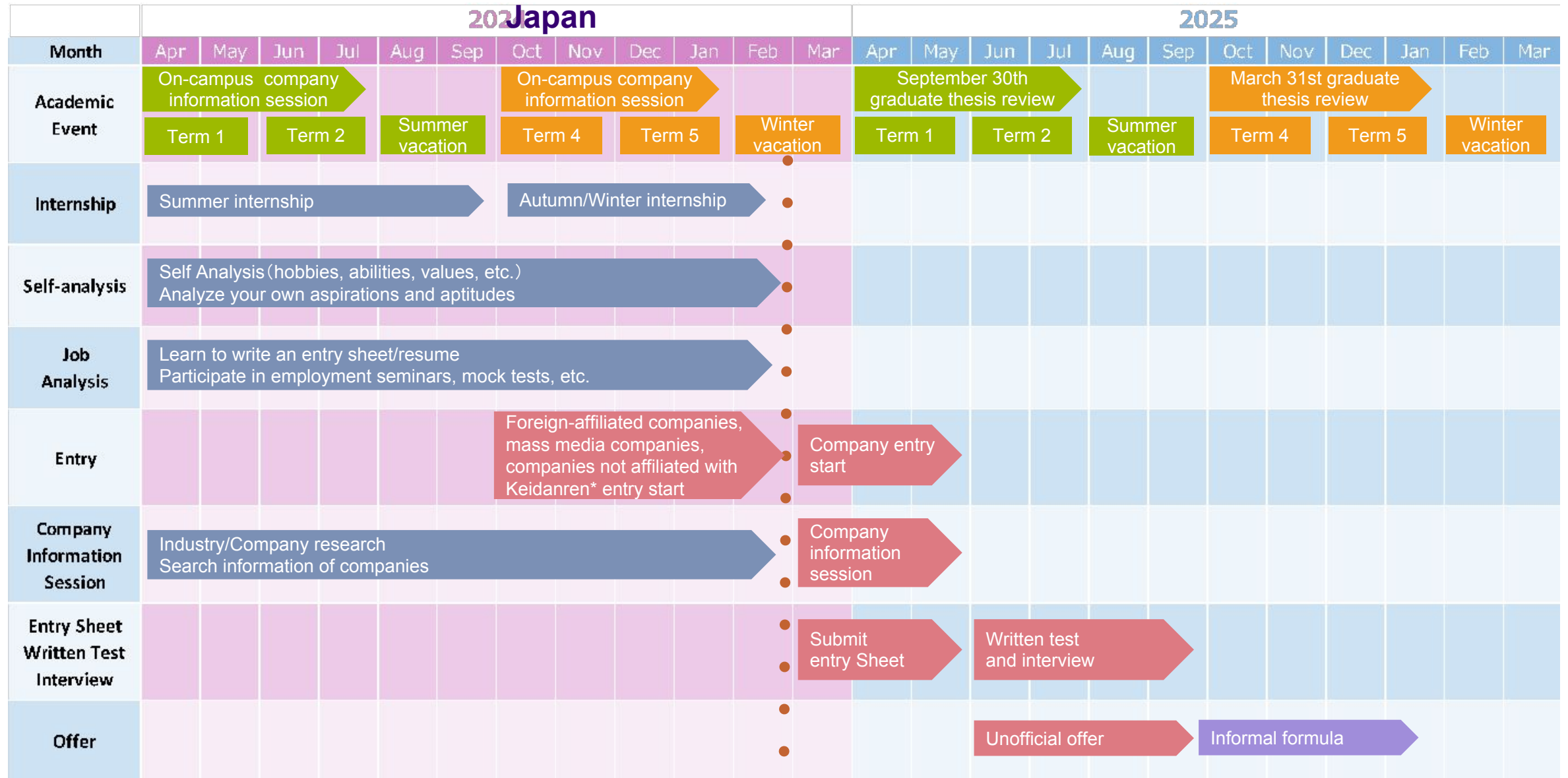


Q4. How many companies did you interview with?



1.Job-hunting in Japan

General Schedule of Job-hunting in Japan



*Keidanren (Japan Business Federation): Approximately 1,400 Japanese companies with net assets of 100 million yen or more are members of Keidanren. According to the guidelines for recruitment activities in the Keidanren's Charter of Corporate Behavior, public relations activities regarding new graduate recruitment start from March 1st, selection activities start from June 1st, and official offers start from October 1st.

1.Job-hunting in Japan

Common Problems of International Students Job-hunting



Researcher or College teacher



Job hunting? Research first!



Not good at Japanese but
I can have a daily conversation!



Freshman! Part time job, travel...

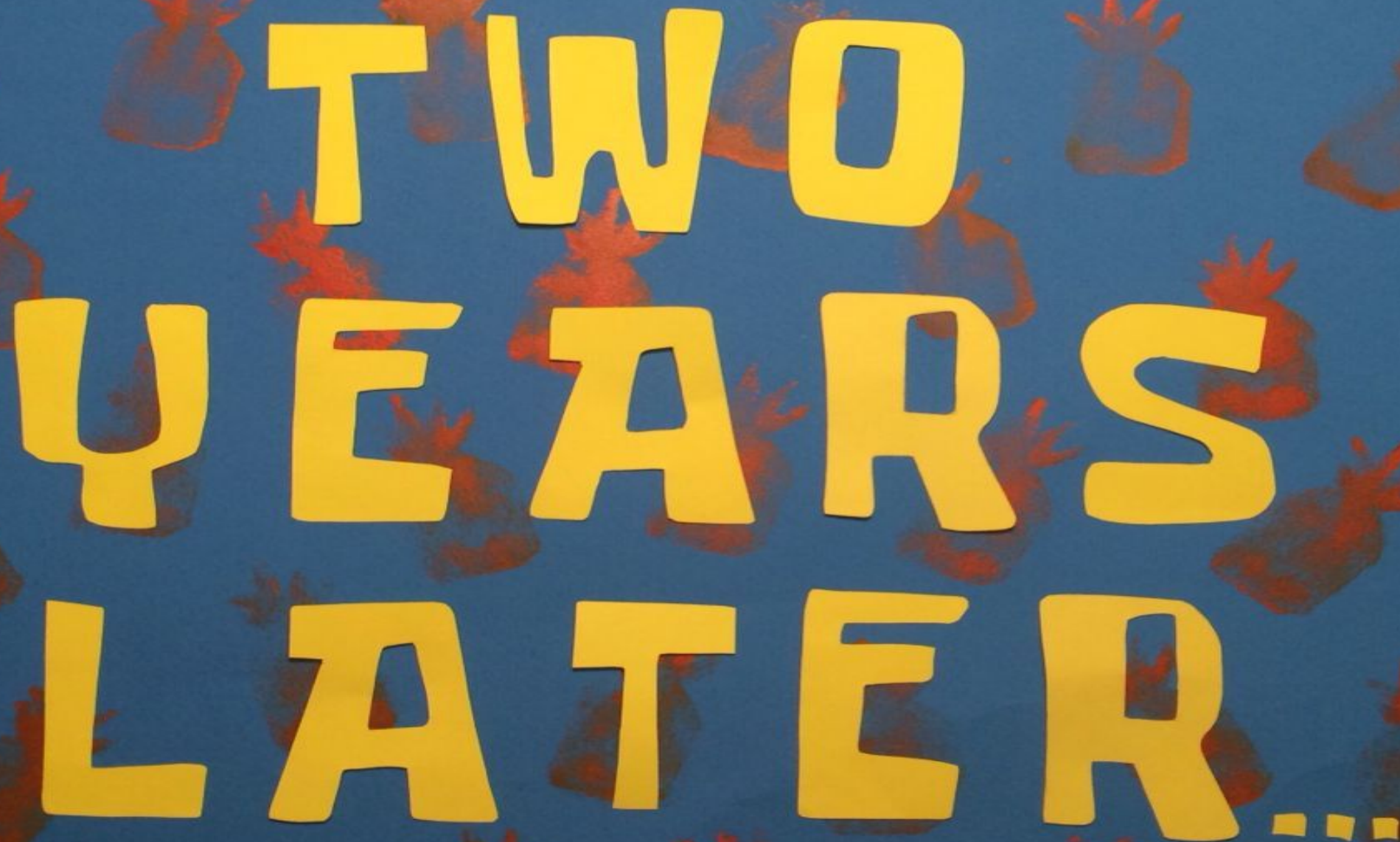


No rush! Think about it after graduation



Designated Activities Residence
for job hunting after graduation



A blue card with yellow text and red handprints. The text is arranged in three lines: 'TWO', 'YEARS', and 'LATER...'. The card is decorated with numerous red handprints of varying sizes, some of which are partially obscured by the text. The background is a solid blue color.

TWO
YEARS
LATER...

1.Job-hunting in Japan

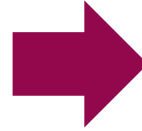
Common Problems of International Students Job-hunting



Researcher or College teacher



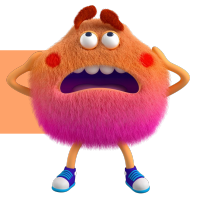
Job hunting? Research first!



Umm...Salesman? Civil Servant?



Recruitment period has passed!



At least N2? Business Japanese?



They already got a job offer??!!!



companion for job hunting
Can't attend the university job fairs



Couldn't find a job before the
status of residence expired...



No rush! Think about it after graduation



Freshman! Part time job, travel...

Designated Activities Residence
for job hunting after graduation



Common Problems of international student job hunting

Do not have a career plan

Don't know what kind of job suits yourself

Don't know how to find a job

Can't find anyone to consult with

Worried

Confused

Hesitant

Unable to take actions



1.Job-hunting in Japan

Job-based Recruitment & Membership Recruitment

- Membership recruitment is mainstream in Japan
- Some companies are trying to shift to job-based employment.

	Job-based recruitment	Membership recruitment
Work Location	No transfer & limited by contract	Transfer due to the rotation system
Required skills	Skills specialized for specific tasks	Ability to perform duties and invisible parts*
Salary	Determined by skills and level of expertise	Tend to be affected by length of service
Future of workers	Specialist	A generalist at your company
Recruitment method	Mid-career/year-round recruitment	Centered on recruiting new graduates

* Invisible parts: personality, motivation for work, potential, etc.

1.Job-hunting in Japan

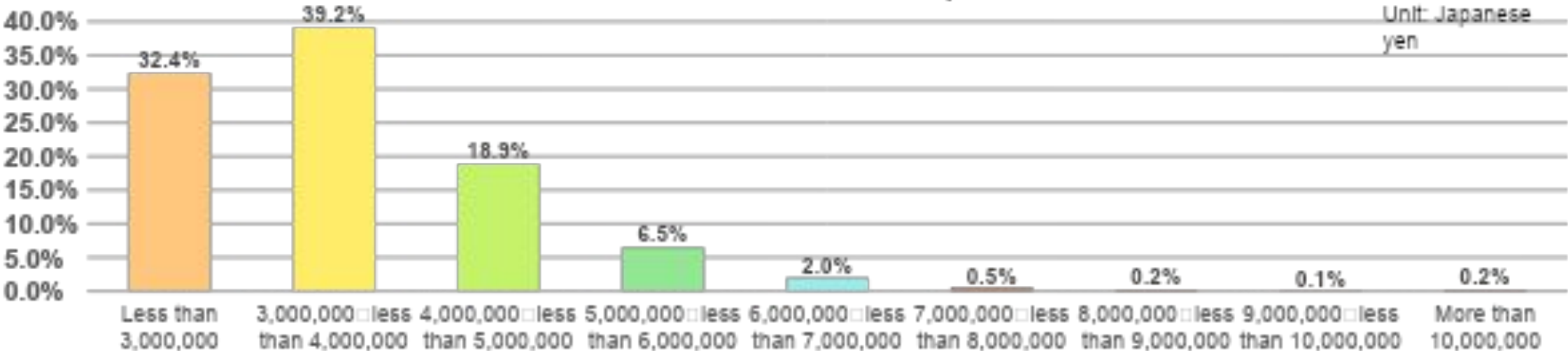
Starting Salary & Annual Income

Average Starting Salary

Year	2017	2018	2019	2020	2021	2022	2022
Undergraduate	¥206,100	¥206,700	¥210,200	\226,000	\225,400	\228,500	\239,078
Graduate school	¥233,400	¥238,700	¥238,900	\255,600	\253,500	\267,900	\259,228

Reference data from Ministry of Health, Labor and Welfare of Japan

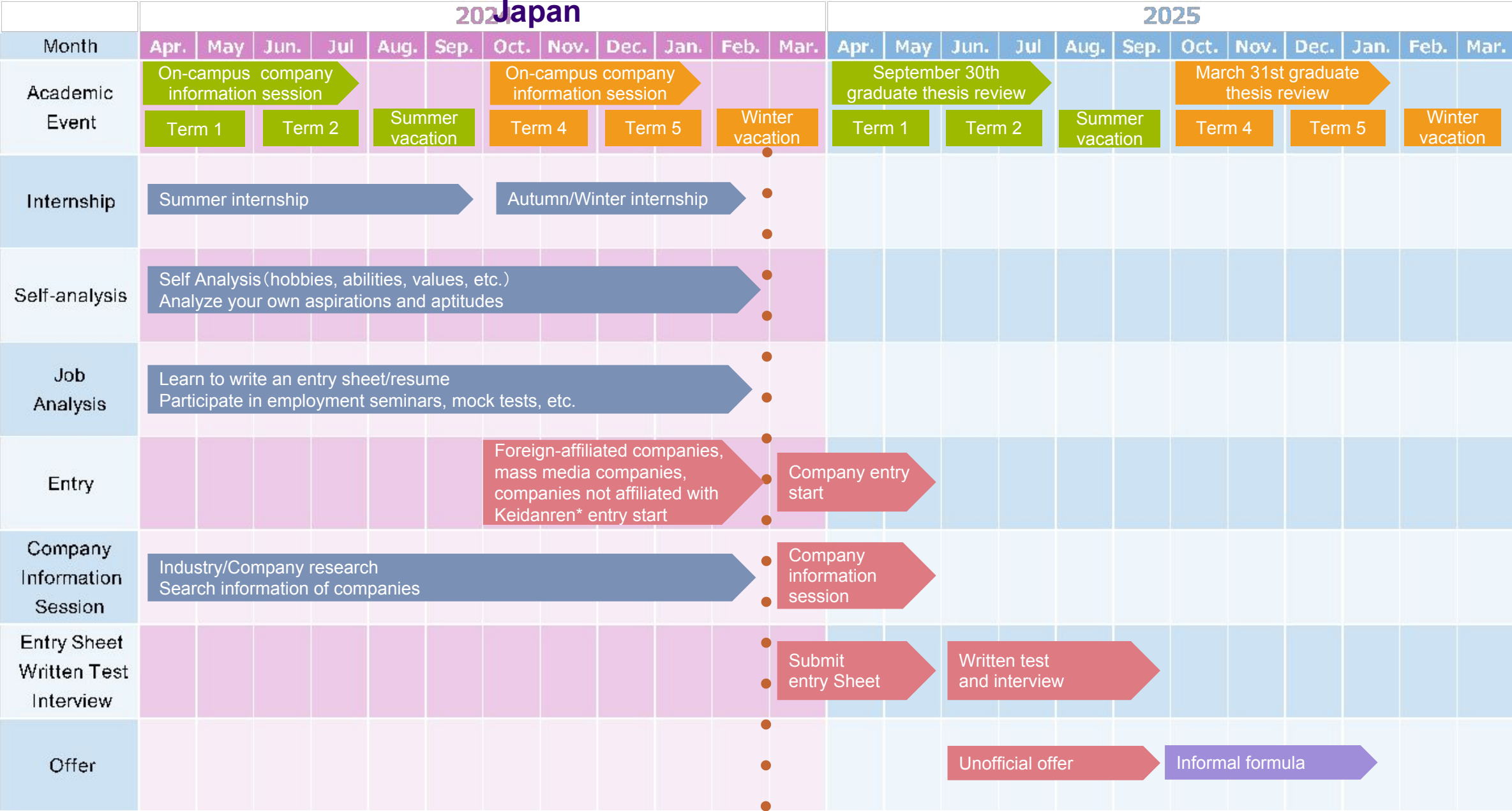
Annual Income Distribution for Japanese 20s



Reference data from パーソルキャリア:
<https://doda.jp/guide/heikin/age/>

1.Job-hunting in Japan

General Schedule of Job-hunting in Japan



Outline

1. Job-hunting in Japan

- General Schedule of Job-hunting in Japan
- Common Problems of international student job hunting
- Job-based Recruitment & Membership Recruitment
- Starting Salary & Annual Income

2. How to gather Job-hunting Information

3. Internship

4. Self Analysis

5. Job Analysis

2. How to gather Job-hunting information



Participate internship



Individual company information session



Individual consultation
with a career advisor



Job hunting workshop for
self-analysis, company analysis



Joint corporate information session



Alumni(OB/OG) visit

2. How to gather Job-hunting Information

International Students Employment Websites

International Students Support Network	https://ajinzai-sc.jp/index.html
Japan External Trade Organization	https://www.jetro.go.jp/en/hrportal/
Mynavi Job search website for International	https://global.mynavi.jp/
Ryukatsu	https://ryugakusei.com/
Globalcareer (Only Japanese)	https://globalcareer.com/

Frequently used job-hunting sites

MyNavi (Only Japanese)	https://www.mynavi.jp/
RikuNavi (Only Japanese)	https://job.rikunabi.com/
En-gage (Only Japanese)	https://en-gage.net/search/koyokeitai/shinsotsu-seishain/
Indeed (Only Japanese)	https://jp.indeed.com/

Employment site for graduate students

Acaric (Only Japanese)	https://acaric.jp/
-------------------------------	---

Employment as a researcher

Japan Science and Technology Agency (Only Japanese)	https://jrecin.jst.go.jp/seek/SeekTop
--	---

Outline

1. Job-hunting in Japan

- General Schedule of Job-hunting in Japan
- Common Problems of international student job hunting
- Job-based Recruitment & Membership Recruitment
- Starting Salary & Annual Income

2. How to gather Job-hunting Information

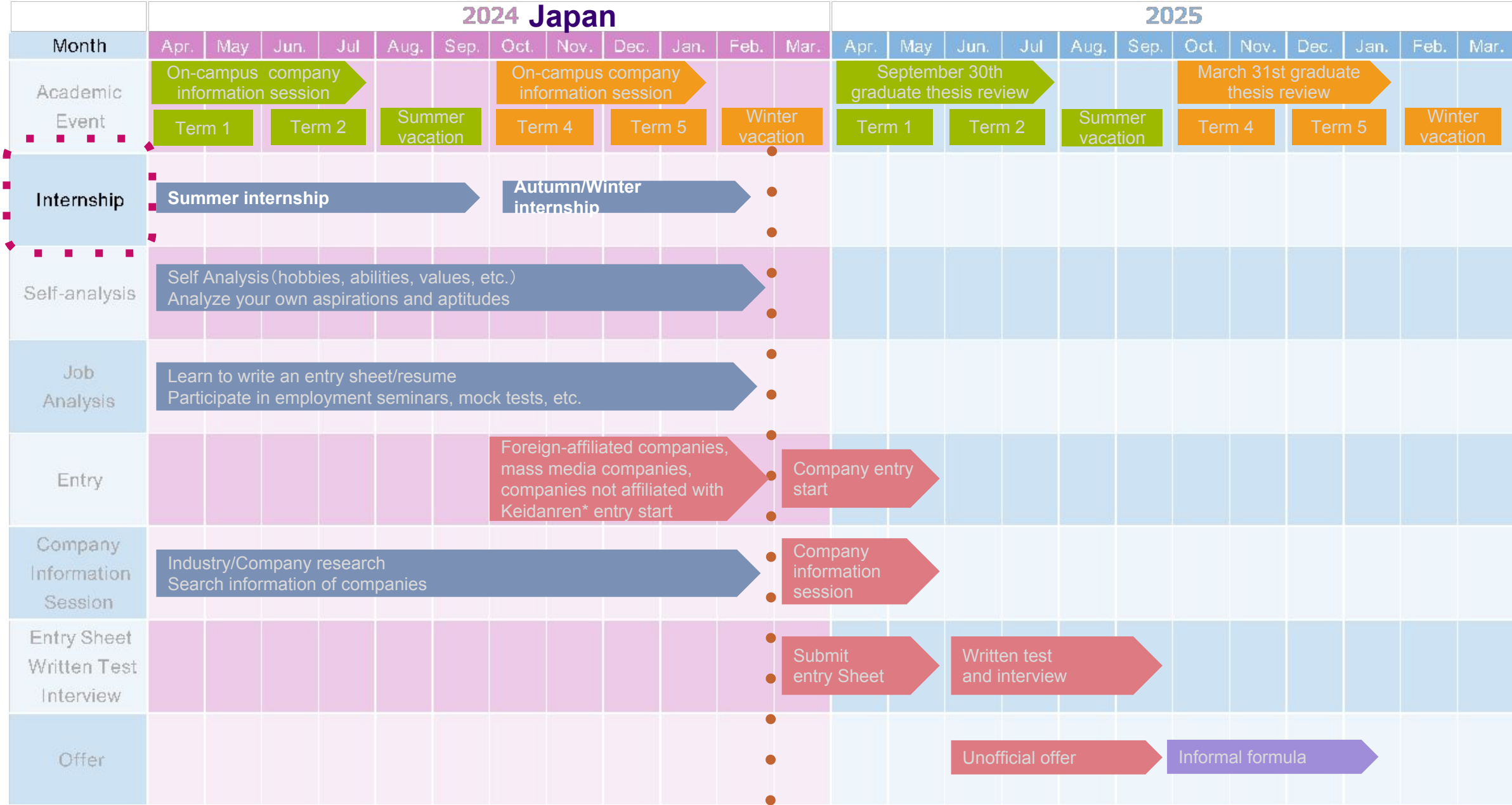
3. Internship

4. Self Analysis

5. Job Analysis

3. Internship

General Schedule of Job-hunting in



2.Internship

Type	Target	Purpose
Type 1: Open Company	Anyone can participate	Students: Learn about companies, industries, and jobs in detail Company: Corporate advertising/public relations/PR
Type 2: Career Education	Undergraduate students	Students: Thinking about their career (view of occupation/employment) Corporate: PR, CSR (Corporate Social Responsibility) activities for educational purposes
Type 3: General Abilities & Expertise Utilizing	3rd and 4th year <u>undergraduate students</u> 1st and 2nd year <u>master's students</u>	Students: Work experience, determine whether you have the ability to get a job Companies: Collect materials for setting students selection standards
Type 4: Highly Specialized Type	Doctoral and master's students	Students: Improve practical skills and work experience, academic motivation through research-related work, collection of research materials Companies: Collect materials for setting student selection standards, identify excellent human resources

2.Internship



Graduate School of Horticulture as an example

- General Abilities & Expertise Utilizing(Type 3), Highly Specialized Type (Type 4)
 - International Internship I II
 - 2 credit 40 hours(undergraduate) 80hours(graduate)
 - Talk to your supervisor and the Students Affairs Department of Matsudo Campus
 - Course registration not required
 - Internship plan, diary (weekly) report, final report required
 - Find an internship on your own
 - Universities may introduce (Rarely and cannot guarantee matching in specialized fields)
 - Academic advisor gives grades after internship finished
 - Check the information on Moodle course for international student
- (All international students in Graduate School of Horticulture have been registered)



Outline

1. Job-hunting in Japan

- General Schedule of Job-hunting in Japan
- Common Problems of international student job hunting
- Job-based Recruitment & Membership Recruitment
- Starting Salary & Annual Income

2. How to gather Job-hunting Information

3. Internship

4. Self Analysis

5. Job Analysis

General Schedule of Job-hunting in

	2024 Japan												2025															
Month	Apr.	May	Jun.	Jul	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.				
Academic Event	On-campus company information session						On-campus company information session						September 30th graduate thesis review						March 31st graduate thesis review									
	Term 1		Term 2		Summer vacation		Term 4		Term 5		Winter vacation		Term 1		Term 2		Summer vacation		Term 4		Term 5		Winter vacation					
Internship	Summer internship						Autumn/Winter internship																					
Self-analysis	Self Analysis (hobbies, abilities, values, etc.) Analyze your own aspirations and aptitudes																											
Job Analysis	Learn to write an entry sheet/resume Participate in employment seminars, mock tests, etc.																											
Entry							Foreign-affiliated companies, mass media companies, companies not affiliated with Keidanren* entry start					Company entry start																
Company Information Session	Industry/Company research Search information of companies												Company information session															
Entry Sheet Written Test Interview												Submit entry Sheet		Written test and interview														
Offer													Unofficial offer				Informal formula											

4. Self Analysis



Why
?

- ➔ Learn about your own **strengths** and **characteristics** that you haven't noticed before, and utilize them in your job-hunting activities
- ➔ **Self-promotion** in interviews and entry sheet (ES) submissions
- ➔ Organize your values and search for companies and occupations that suit you (**Matching**)

How
?

- ➔ **Personal history** from junior high school to graduate school, write down what you experienced, what left an impression, and what you tried to do.

Points: Each of the experience episode should be easy-to-understand with

Background

Reason

What made it happened

Issues and difficulties you faced

What you did to solve the problem

Result

What was helpful for solving the problem

What you learned from this episode

Step
1

Organize Episodes:

- ① Write out **as many episodes as possible**.
- ② Look for **common points** in each episode to find out your own **strengths** and **characteristics**.
- ③ Decide which episodes you will **not use** in the interview.
- ④ Find an episode that can help you **effectively** promote yourself.

4. Self Analysis

Step 2

- ① **Write a motivation for entry sheet** based on your self-analysis.
- ② Self-analysis can also be use for **self-promotion** at interviews.
You can talk about your strengths based on the self-analysis episodes.
- ③ **Get comments from a third-party perspective**, such as friends, family members, and members of the laboratory who can check your motivation and self-promotion.
- **Summarize your self-analysis in a notebook** as a rescue item when you fall into a so-called slump, such as when you don't go well with document screening or interviews.

Step 3

① Summarize Will, Can, and Must

Will: What you want to do in the future ➡ **Set a specific goal**
(Get a qualification, achieve results within 3 years, etc.)

Can: What you can do ➡ **Write down what you can do with your current abilities.**
(Ability to concentrate on one task, teamwork, etc.)

Must: What you should do ➡ Think about what is necessary to do for reaching your goals
(Gaining management experience, becoming the top in sales performance, etc.)

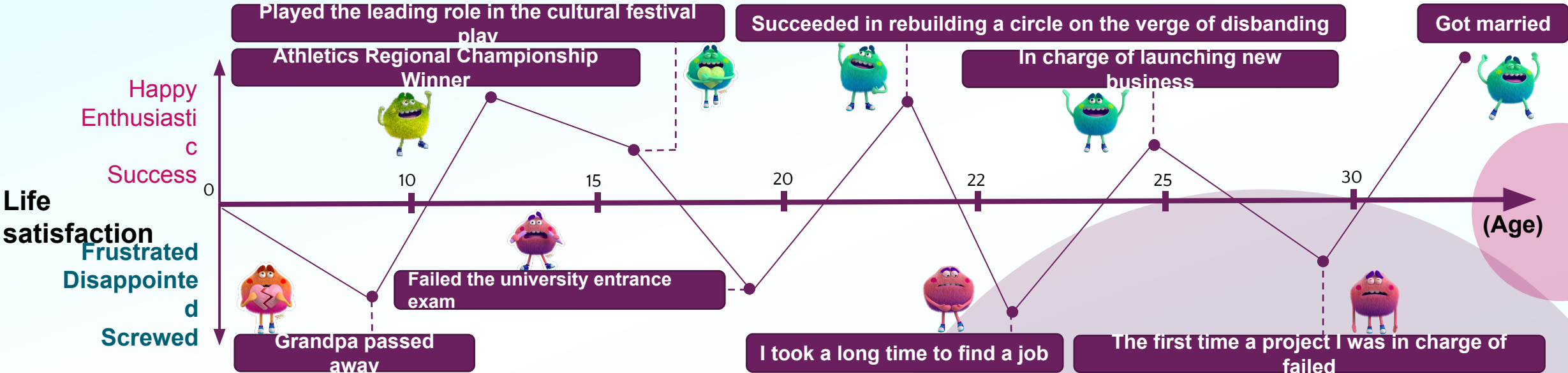
② Visualize motivation and events

Visualize changes in motivation due to things that have happened in your life: Take motivation on the vertical axis and time on the horizontal axis, draw a motivation graph so that you can see the fluctuations in motivation during each period. This will help you understand what you were dedicated to during what period, and the factors that influenced your motivation.



4. Self Analysis

Motivation Graph (Your History & Know your source of motivation)



Period	Elementary school ~ Junior high school	High school ~ University	After working
Experience Happy Enthusiastic Success	<ul style="list-style-type: none">• Became the leader of sport team in school• Started playing guitar because I wanted to be popular	<ul style="list-style-type: none">• Made a lot of friends at the preparatory school• Participated in national track & field competition	<ul style="list-style-type: none">• Selected for launching new business• Got married and• Went to a vocational school and learned photography
Experience Frustrated Disappointed Screwed	<ul style="list-style-type: none">• Beloved grandfather passed away• Wasn't popular with playing the guitar	<ul style="list-style-type: none">• Failed the university entrance exam• Gave up science subjects because I'm not good at science fields	<ul style="list-style-type: none">• There were many things I didn't understand when I was a new employee• Company lost orders due to my mistake• I'm not used to the city life.
My values & Personality	<ul style="list-style-type: none">• Leadership• Like to communicate with people• Challenger	<ul style="list-style-type: none">• Friendly• Active and energetic• Attention-seeker	<ul style="list-style-type: none">• Curious and like to study• Drag on failure• Not good at environmental changes

Outline

1. Job-hunting in Japan

- General Schedule of Job-hunting in Japan
- Common Problems of international student job hunting
- Job-based Recruitment & Membership Recruitment
- Starting Salary & Annual Income

2. How to gather Job-hunting Information

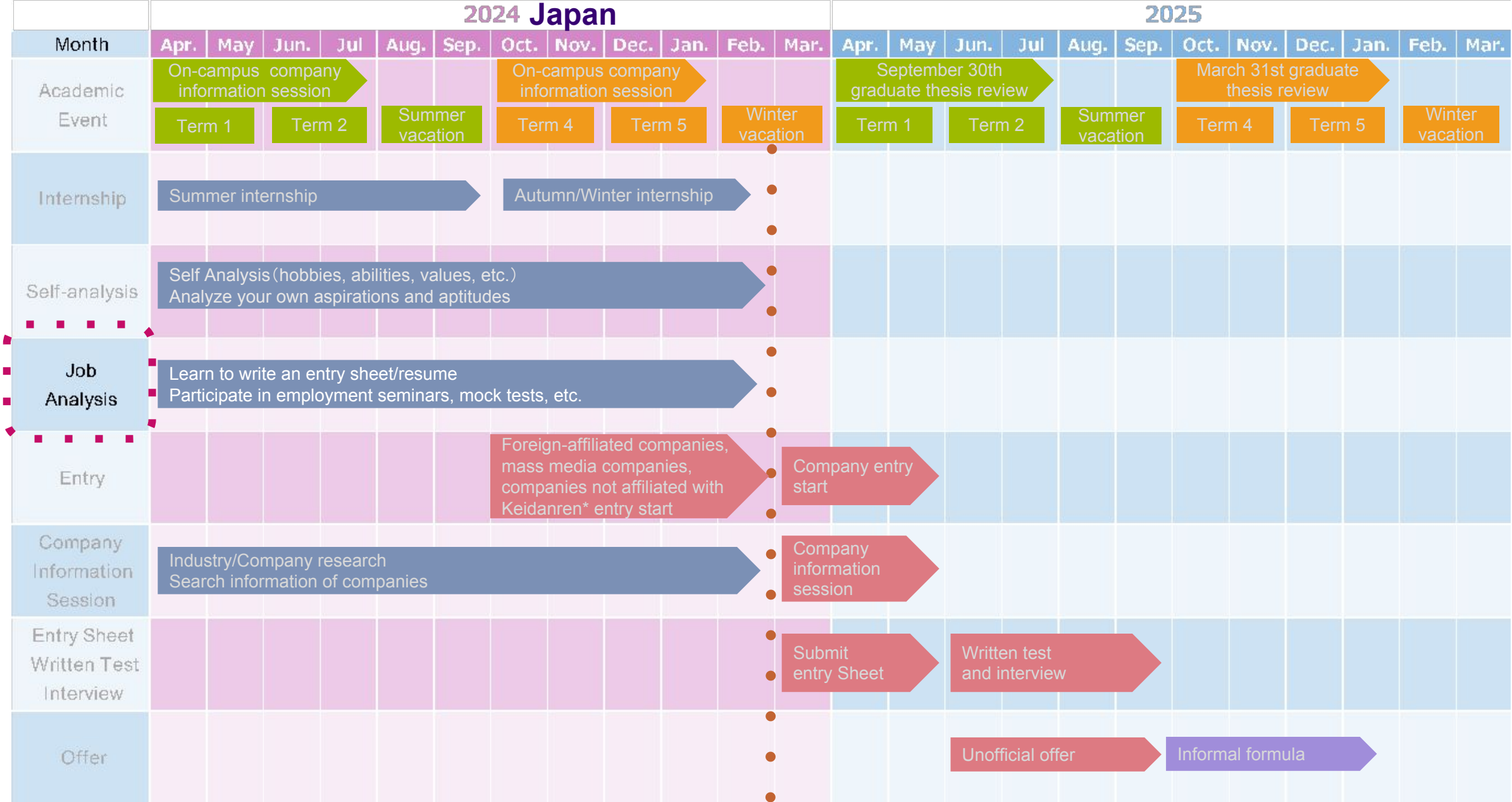
3. Internship

4. Self Analysis

5. Job Analysis

5. Job Analysis

General Schedule of Job-hunting in



5. Job Analysis



Find out your interest in the company

- A company with a good corporate culture
- Companies with attractive managers
- Big company, well-known company
- Growing company
- A company with a high degree of influence and contribution to the world
- Company with work-life balance
- Company with good training

Listen to People and Looking for New Perspectives

- Alumni(OB/OG) visit
- Graduates, friends, brothers and sisters who are already employed
- Senior students from seminars or circle of club activities who did job-hunting last year
- Friend of the same grade
- Parents or friends of the parents' generation
- Your supervisor
- Human resources encountered during job-hunting



5. Job Analysis

Company matching

Maker : Food manufacturers

 **Asahi meiji**  **SUNTORY**  **Calbee**

Sellers : Food trading companies, material wholesalers

Buyers : Wholesalers and retailers

 **ISC** 伊藤忠食品  **LAWSON**  **SEVEN&i HOLDINGS**  **MUJI**
 三菱食品  **AEON**  無印良品

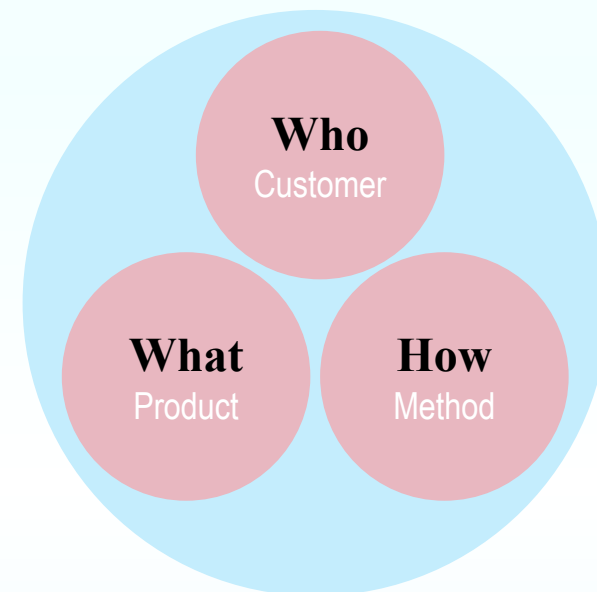
Alternative product providers : Foreign food manufacturers

 **Kellogg's**  **LOTTE**  **Nestle**  **Coca-Cola**  **DANONE**  **pepsi**

Mail-order companies (use the Internet to sell direct delivery from the farm and pesticide-free cultivation)

 **co-op**  **Rakuten**  **Radish Boya**  **Oisix**

Example
Food-related
Company



5. Job Analysis

Reasons why company matching fails

✖ Narrow perspective

- ✖ Only focus on a few major companies or one industry
- ✖ Make decisions based only on Internet information
- ✖ Believing information obtained from a single source

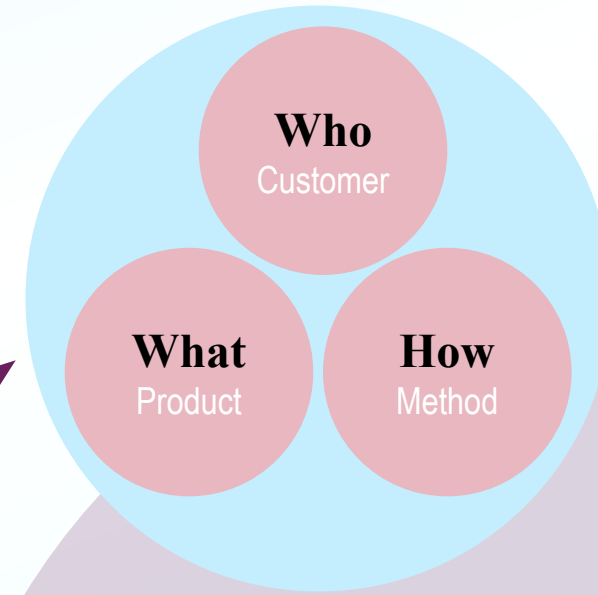
How to deal with that?

Step1 : Break down the characteristics of your desired industry into elements

Step 2 : Analyze the elements and reconsider your desired industry

Step 3 : See the “surrounding” - related companies

Step 4 : Expand your horizons and gather information from various people



What kind of **customer** do you want to contribute or serve?
students, seniors, accident victim...companies, government...Etc.

What kind of **products** do you want to offer?
house, food, car, furniture, research capabilities, IT technology...Etc.

What kind of **methods** to provide the products to the customer ?
consultant, web service, nursing care, research, sales, design...Etc.

Thank you for Listening

Ko Syokan (Jiang Xiaohuan)
Assistant Professor
Graduate School of Horticulture

