

Key points regarding requests for employment/recruitment activities for those scheduled to graduate/complete in FY2024 (March 2025)

- Requests to business organizations widely in Japan regarding recruitment activity rules for those scheduled to graduate **at the end of FY2024, i.e. March 2025**, through joint names of relevant government ministries and agencies (Cabinet Secretariat / Ministry of Education, Culture, Sports, Science and Technology / Ministry of Health, Labor and Welfare / Ministry of Economy, Trade and Industry).
- Furthermore, regarding recruitment activity rule for those who are scheduled to graduate **at the end of FY2025, i.e. March 2026**, **one year later from above**, the government, the business organizations, and universities has been considering to increase the flexibility of the rule for students with highly specialized skills. The government will keep people updated and provide a sufficient period of time for dissemination and preparation. Formal requests will be taken place around March 2024.

FY2024 (March 2025) graduates: Key points of the requests

- The schedule for recruitment activities for those scheduled to newly graduate from school is as follows, and due consideration such as academic schedules should be taken into.

PR activities (briefing sessions, etc.) start	After March 1st immediately prior to the start of the graduation/completion FY
Recruitment selection activities (interview, etc.) start	After June 1st of graduation/completion FY
Official job offers start	After October 1st of graduation/completion FY

- Student information acquired through internships can only be used for job hunting and recruitment activities if it is a type 3 in which certain requirements are met (the industry-university council standards compliance mark can be indicated).
- Those who have already graduated or completed their studies within at least three years should be able to apply for the employment quota for those who are scheduled to newly graduate.
- Provide various selection opportunities for Japanese students studying abroad, foreign students, etc., and make use of online.
- Appropriate evaluation of learning achievements and the status of academic efforts.
- Thorough compliance with laws and regulations in the handling of student personal information and prevention of harassment, i.e. sexual harassment, harassment that restricts students' freedom of employment choice, so called "Owahara" and others.
- Efforts should be made to establish and/or improve consultation systems that deal with complaints and consultations from students, regarding the harassment above.

FY2025 (March 2026) graduates: Flexibility of employment/recruitment activity schedule

- The current schedule rule for recruitment activities for those scheduled to newly graduate from school should be applied, in principle.
- In addition, among the type 3 internships, i.e. being held after the spring break immediately before the graduation year and students whose expertise is judged through specialized internships, enables students/companies to start their selection activities before June, right after the start of public relations activities in March.
- Type 3 internships come with the requirement of its information disclosure, such as the contents, frequency, pay level, number of people etc. of the internship, students' academic records and specialized abilities, as well as the employment plan for new graduates of the year concerned.

graduation time	PR activities (year before graduation)	Recruitment selection activities (graduation year)
FY2014 (March 2015)	December	April
FY2015 (March 2016)	March	August
FY2016 (March 2017) ~		June
FY2024 (March 2025)	March	June
FY2025 (March 2026)	March	June (*)

* March only for students whose expertise has been judged through a specialized internship.

Student Career Development Support Activities (4 Types) —Comparison of Features—

The table below summarizes the main characteristics of student career development support activities (4 types).

For more detailed information on the characteristics of each type , please see pages 33 to 45 of the **Industry-Academia Council 2021 Report " Promotion of Autonomous Career Formation through Industry-Academia Collaboration "** .

		Typology			
		Type 1: open company	Type 2: career education	Type 3: Internship for general ability/specialization	Type 4 (trial): Highly specialized internship
Major features	① Purpose	Providing information and PR on individual companies and industries	for a deeper understanding of working education	Through work experience, students can determine their own abilities, and companies can obtain materials for evaluating students.	Through work experience, students can improve their practical skills, and companies can obtain materials for evaluating students.
	② Representative cases (main assumptions)	Events and briefings organized by companies/job information companies and university career centers	<ul style="list-style-type: none"> ●Classes and industry-academia collaboration programs led by universities, etc. (both regular and extracurricular) ●Programs implemented by companies as CSR 	Programs that emphasize aptitude, versatile skills, or expertise, conducted by companies independently or by universities in cooperation with companies or regional consortiums.	<ul style="list-style-type: none"> ● Job-type research internship (Ministry of Education, Culture, Sports, Science and Technology and Keidanren are jointly trialing ● Internship for master's course students with an emphasis on advanced expertise (provisional name) (under consideration by the industry-university council)
	③ Work experience	none	Any	<p>Required</p> <p>★(a) Work experience requirements Allocate more than half of the student's participation period to work experience at the workplace(If telework is normalized, telework is also a "workplace")</p> <p>★(b) Guidance requirements During work experience, workplace employees guide students and provide feedback to students after the internship.</p>	Required
	④ Participation period (days required)	Ultra short term (single day)	Varies by class/program	<p>★ (c) Implementation period requirements</p> <p>(i) Short-term (5 days or more) for general ability utilization type</p> <p>(ii) Long-term (2 weeks or more) for specialized utilization type</p>	<ul style="list-style-type: none"> ●Job type research internship: Long term (more than 2 months) ●For master's students who emphasize advanced specialization Internship (provisional name) : Under consideration
	⑤ Implementation period	All bachelor's, master's, and doctoral programs (regardless of year) with consideration for academic compatibility, such as time schedule and use of online resources.	Full term of bachelor's, master's or doctoral program (any year is acceptable). However, in the case of company-sponsored programs, consideration will be given to balancing studies, such as time slots and use of online services.	<p>★ (d) Implementation timing requirements</p> <p>From the perspective of coexisting with academics , students may take long vacations (summer vacation , winter vacation, entrance exam vacation, spring vacation)</p> <p>However , university regular courses and doctoral courses are not limited to long vacations.</p>	—
	⑥ Utilization of acquired student information for recruitment activities	Impossible	Impossible	Possible only after the start of recruitment activities	Possible only after the start of recruitment activities

Polite Information dissemination is important!

★ (e) Information disclosure requirements: When implementing Type 3, please include information on the following items in the application guidelines, etc., and publish them on your website, etc.

- ① Purpose (purpose) of the program, ② Implementation period/period, place, number of recruits, selection method, unpaid/paid, etc. ③ Contents of work experience (including information on the accepting workplace), ④ Abilities necessary (required) for work experience, ⑤ Feedback on internship, ⑥ A statement that the student information acquired through the internship will be used only after the start of recruitment activities (description of the content of use is optional), ⑦ Internship implementation plan for the relevant year (timing, number of times, scale, etc.), ⑧ Overview of achievements related to internship implementation (past 2-3 years), ⑨ Summary of achievements such as recruitment selection activities *Only announced by the company



Industry-Academia Council Standard Compliance Mark



For the spread of high-quality internships, programs that meet the five requirements (work experience, implementation period, etc.) agreed by the Industry-Academia Council can use this mark.

* Applied from programs implemented after summer vacation in 2023

Excerpt from “Basic Concept for Promoting Initiatives Related to Student Career Development Support, Including Internships ”

(Partially amended on June 13, 2022, Ministry of Education, Culture, Sports, Science and Technology / Ministry of Health , Labor and Welfare / Ministry of Economy, Trade and Industry)

Regarding the handling of student information acquired by companies through efforts related to career development support, including internships from FY2023 onwards, in public relations activities and recruitment selection activities

Implementation (start) timing of initiatives related to career development support, including internships	Basic handling	Handling when it is indicated in advance that the purpose of publicity activities and recruitment selection activities is included
<u>End of February of the year prior to graduation/completion</u> (Publicity activity start time "before ")	Student information cannot be used for public relations activities or recruitment selection activities. *In public relations activities and recruitment selection activities, if the fact of participation in Type 1 to 4 initiatives, feedback results, etc. In the same way as, it is permissible to use this for public relations activities and recruitment selection activities.	Only for type 3 internships, The acquired student information <u>can be used for public relations activities from March onwards, and for recruitment selection activities from June onwards .</u>
<u>From March of the year before graduation/completion to the end of May of the year of graduation/completion</u> ("After" the start of public relations activities and "before" the start of recruitment selection activities)		Student information can be used for public relations activities. Only for Type 3 internships, acquired student information <u>can be used for recruitment screening activities from June onwards.</u>
<u>After June of the year of graduation/completion</u> (Recruitment activity start time "after ")		<u>Student information available</u>

- Note 1) Publicity activities: Activities to disseminate information to students for the purpose of recruitment. Activities that do not constitute substantive selection for employment.
Recruitment selection activities: Activities to conduct substantive selection for recruitment. Activities that require participation in order to be recruited.
- Note 2) This table shows the handling of efforts related to career development support, including internships since FY2023 for students who are scheduled to graduate or complete their studies at universities, graduate school master's programs, junior colleges, and colleges of technology in FY2024 or later.
- Note 3) Type 3 must meet the requirements of "Reference 1".