

Key points regarding requests for job-hunting/recruitment activities for those scheduled to graduate/complete in FY2025 (March 2026)

- Requests to business organizations widely in Japan regarding job-hunting/recruitment activity rules for those scheduled to graduate **at the end of FY2025, i.e. March 2026, through joint names of relevant government ministries and agencies** (Cabinet Secretariat / Ministry of Education, Culture, Sports, Science and Technology / Ministry of Health, Labour and Welfare / Ministry of Economy, Trade and Industry).

- As in the past, the schedule for job-hunting and recruitment activities should be as follows in principle, and sufficient consideration should be given to the academic schedule, etc.

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|--|--|
| 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 |

- In addition, for students who are judged to have a high level of specialized knowledge and ability through Type 3 specialized type internships (2 weeks or more) conducted after spring break, by focusing on this point, the publicity period for PR activities starting in March can be shortened and the recruitment and selection process can begin earlier than June.

*The above-mentioned specialized skills utilization internship is additionally required to disclose the overall recruitment plan for new graduates, the level of academic achievement required of students, and their specialized skills.

| 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 |
| FY2025 (March 2026) | March | June (*) |

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

- Only Type 3 internships that meet certain requirements (can use the Industry-Academia Council Standards Compliance Mark) can use student information obtained from internships for job-hunting/recruiting activities.
- Allow graduates who have graduated or completed their studies within at least three years of graduation to apply for the employment quota for new graduates and prospective graduates.
- 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.
- Thorough prevention of harassment, such as forcing students to end job hunting for other companies in exchange for a job offer at the company, in order to ensure the freedom of students to choose their profession .
- Thorough prevention of sexual harassment and power harassment(abuse of authority).
- Efforts should be made to establish and/or improve consultation systems that deal with complaints and consultations from students, regarding the harassment above.

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: General/specialized skills utilization internship | 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-Academia Council) |
| | ③ Work experience | None | Any | Required ★(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") ★(b) Guidance requirements During work experience, workplace employees guide students and provide feedback to students after the internship. | Required |
| | ④ Participation period (days required) | Ultra short term (single day) | Varies by class/program | ★ (c) Implementation period requirements (i) Short-term (5 days or more) for general skills utilization type (ii) Long-term (2 weeks or more) for specialized skills utilization type | <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. | ★ (d) Implementation timing requirements Implement during long vacations (summer vacation , winter vacation, entrance exam vacation, spring vacation) from the perspective of coexisting with academics. However, university regular courses and doctoral courses are not limited to long vacations. | — |
| | 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 |



★ (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