



Kyoto
Foreign Talent
Utilization Plan
OUTLINE

International Affairs Division
Kyoto Prefectural Government

December 2004

I SUMMARY

Investigation is underway on a system to aggressively attract excellent human resources (overseas students, researchers, etc.) active in regional economics, scholastic, humanities, and other fields to Kyoto. Promotion of improvements for the smooth integration of these human resources into the community and utilizing them as a driving force behind community development will also take place. We are aiming to realize Kyoto as an international city.



II CURRENT SITUATION AND PROBLEMS

CURRENT SITUATION:

- Kyoto has a wealth of tradition, culture, universities, and cutting-edge industries. However, we are not fully utilizing this latent strength.
- Kyoto is not fully welcoming overseas students and foreign educators, and our universities' international competitiveness is waning.
- Mismatches occur between businesses and foreign talent looking to stay in Kyoto.
- Housing, Japanese language studies, medical care, children's education, and various other problems are restricting factors behind attracting foreign talent.

PROBLEMS:

◆ Define the role of Kyoto in the world

In order for Kyoto to be a base for international intellectual/economic exchanges and to continue to be an international city, it is imperative for Kyoto to uniformly disperse information on its economic and cultural activities abroad, and attract distinguished researchers, scholars, and artisans.

◆ Boost the international competitiveness of universities

Work must take place in opening universities up to the community to raise the quality and number of overseas students, in addition to raising the international competitiveness of the university. Work should include promoting education and research programs in a wide variety of fields and employing foreign educators.

◆ Create a society that encourages foreigners to stay

It is important to make concrete improvements to the daily living environment and raise the level of hospitality to create a multi-cultural exchanged-based society that foreigners will want to settle down in.

◆ Establish a bridging system between businesses and foreign talent

We need to centralize information on the many foreigners active in Kyoto and create an effective, efficient bridging system between them and local businesses.

◆ Promote proper awareness and understanding towards foreigners

It is necessary to secure the understanding of Kyoto's citizens and proper awareness founded on a respect for human rights-concerning the impact and effects on society that come with integrating foreigners into the community.

III Basic Policy Direction and Important Projects

Plan 1 · Attract Foreign Talent to Kyoto

- ◎ Attract Scholars, Intellectuals, And Artists From Around The World
 - Promote attracting foreign organizations, diplomatic missions, and foreign capital to Kyoto.
 - Investigate establishing information dispersal centers overseas for the study of Japan and Kyoto.
 - Promote attracting field and research trips from Asia, and accepting international volunteer groups.
- ◎ Effectively Disseminate Information On Kyoto Overseas
 - Create a multi-lingual homepage and content from a foreigner's point of view.
 - Actively disseminate information on Kyoto to domestic overseas mass media outlets, international societies/organizations, etc.
 - Get information on Kyoto out through overseas students who have returned home, such as Kyoto Honorary Friendship Ambassadors.
- ◎ Create "Kyoto Special Foreign Talent Zones" For Smoothly Attracting Foreigners
 - Promote creation of "Kyoto Special Foreign Talent Zones" and acceptance of highly skilled foreign talent.
 - Request alleviation of requirements to allow foreigners temporarily visiting Kyoto to engage in lectures and other activities.

Plan 2 · Improve Foreign Talent Utilization Structure

- ◎ Improve Work, Study, And Living Environments For Foreigners
 - Promote improvements to make Kyoto's society more multi-ethnic/multi-cultural.
 - Promote securing accommodation for foreign talent and those here on temporary stays, such as at prefectural housing or public facilities.
 - Improve the education system by supporting Japanese language studies and native language/culture instruction for children (investigate broadening the sphere of activity for foreign talent possessing teaching certification and assistant English language teachers).
- ◎ Promote Community Development And Globally Competitive Education Programs
 - Promote degree/credit programs in English and holding Kyoto/Japan studies courses.
 - Support establishment of tutor/support group systems and scholastic counseling systems.
- ◎ Promote Follow-Up Programs For Overseas Students
 - Investigate a scholarship system unique to Kyoto that is supported by the community with the cooperation of business/private circles.
 - Create an "Experience Kyoto Program" and "Overseas Student Passport" to help overseas students experience Kyoto's traditional culture and industry.

Plan 3 · Promote Utilization of Foreign Talent

- ◎ Introduce Internship Programs for Employing/Utilizing Foreign Talent
 - Support business efforts to secure excellent foreign talent.
 - Create a Western style internship program through collaboration with related organizations (investigate paid internships, extending length of time that can be spent seeking employment after graduation, etc.).
- ◎ Create A Matching System Between Foreigners And Kyoto Businesses
 - Promote establishment of a "Foreign Personnel Databank" and "Foreigner Job Fair" that utilizes methods employed by the private sector.
 - Advance globalization of Kyoto businesses by utilizing foreign talent and introduce successful examples of revitalization by utilizing this talent.
- ◎ Utilize Foreign Talent In Various Fields
 - Promote ways in which foreigners can demonstrate their various abilities in an everyday setting.
 - Hold workshops for community development and industrial revitalization that overseas students and other foreigners can participate in.

Plan 4 · Promote Unified Communities

- ◎ Gain Citizens' Understanding Of Multicultural Co-Existence Through Foreigners
 - Promote proper understanding of foreigners and agreement on the importance of a society of multi-cultural co-existence.
 - Promote creation of an exchange-based society that gives consideration to cultural pluralism.
- ◎ Raise Satisfaction In Kyoto Citizens Through A Participatory Policy Evaluation System
 - Be fully aware of the level of satisfaction in Kyoto's citizens, and investigate new policies based on common topics and problems (PDCA Cycle).
- ◎ Improve Smooth Promotion System For Foreign Talent
 - Promote projects in close collaboration with government, business, university, and economic organizations.