

Kyoto Foreign Talent Utilization Plan

International Affairs Division
Kyoto Prefectural Government

December 2004

1. Summary of Plan Development

- ◆ Kyoto has seen continued development through its bountiful tourism resources, historic buildings and cultural heritages, cutting-edge technologies, and cultural, art, and scientific resources. Through this, foreigners bringing various cultures and skills from around the world have built a new foundation for creation in Kyoto.
- ◆ Kyoto has continued to grow in this new millennium of culture. It is important for Kyoto to value the fruits of its industry/academia/government affiliations and its cultural, art, and scientific exchanges to accommodate its efforts in transcending borders and in globalization. Kyoto must utilize its pool of foreign talent and have a unique internationalization strategy.
- ◆ “Friendship and Goodwill” and “Internationalization From Within” are two of the steps in Kyoto's three-step internationalization plan. Under a comprehensive internationalization plan in step with the times, Kyoto Prefecture is looking to further open itself globally. In order to build new connections between Kyoto Prefecture and the world, it must seek a foreign talent utilization policy.
- ◆ Along with transmitting this information worldwide, Kyoto will focus on utilizing foreign human resources as the driving force behind community development. The “Kyoto Foreign Talent Utilization Plan” will help lead Kyoto into the global society of the 21st century.

2. Current Circumstances Surrounding Kyoto's Foreign Talent

◆ **Appraisal Of Kyoto In A Global Society**

As the center of Japanese tradition and culture, as well as a center for universities and cutting-edge industries, Kyoto attracts international attention. As representative of Japan, it possesses enormous potential in the global society and a great power as a center for artists and overseas students. However, when compared with the powerful economic drive the likes of Tokyo and Nagoya, or with historic cultural cities and cutting-edge industrial centers abroad, Kyoto's power to attract skilled talent from overseas is weak. Kyoto is not sufficiently utilizing its potential, both real and latent.

◆ **Trends Of Overseas Students And Researchers**

The number of overseas students and researchers in Kyoto is increasing dramatically. Universities across Kyoto are aggressively targeting these groups, but are still not quite pools for this talent, and still lack foreign educators. Moreover, currently there are only a scant few universities and graduate schools where scholastic credit can be obtained in English only, and the decline in international competitiveness in universities that once supported the prominent Japanese economy is striking. Conversely, there are few chances for Kyoto citizens to learn about the activities of overseas students and other foreigners.

◆ **Matching Overseas Students/Researchers And Companies By Needs**

Amongst overseas students and researchers that have come to Kyoto, not all wish to return to their home country. 40% of these groups wish to find

employment in Japan or Kyoto, and the trend towards settling in Japan is growing. However, the numbers who actually find employment in businesses and research institutions is rather low. Conversely, businesses have been steering towards Asia, and the number of small/medium enterprises trying to get their name out worldwide is increasing. They believe that foreign human resources who possess a high level of knowledge and skills are the key to success. Yet, current industrial/academic collaboration in this field is not advancing, and the only way for these companies to employ foreign human resources is to fortuitously happen upon them.

◆ **Causes Behind Restrictions For Employing Foreign Human Resources**

In addition to the housing problem facing employing overseas students, Japanese language studies, medical issues, children's education, amenities, insufficient employment opportunities, etc. are factors leading to restricted employment of foreign human resources. Kyoto provides easy access to study Japanese culture, yet there are not enough opportunities to do so.

Also, the societal problems that a fraction of the overseas students and foreigners raise are covered extensively in the mass media, increasing the biased image of foreigners.

3. Challenges Facing The Foreign Talent Utilization Plan

◆ **Kyoto's Role As An International City**

Kyoto, as a hub for international intellectual and economic exchanges, must uncover and attract foreign human resources, establish a global viewpoint in solving problems on a global scale, promote mid and long term vision, and develop an international society to continue as an international city. Kyoto must also be a place for dialogue, research and learning.

To accomplish this, Kyoto has developed affiliations with various national agencies, but must spread word on all of its economic and cultural activities globally and appeal to internationally distinguished researchers, scholars, and artists.

◆ **Improving International Competitiveness In Universities**

Globalization in the high school curriculum is currently insufficient for the advancement of a borderless society. Kyoto universities are not well known internationally, so they must advance various education research programs aimed at raising the quality and quantity of overseas students (Ministry of Education, Culture, Sports, Science, and Technology High School Education Policies) and employ foreign professors. Furthermore, along with raising their international competitiveness, it is important for them to promote universities as being open to the community for Japanese language instruction and foreigner education.

◆ **Forming A Society That Promotes Foreigners To Settle In Kyoto**

It is vital to increase hospitality and make exhaustive improvements in daily living environments to entice foreigners living in Kyoto to deepen their understanding of Japan and Kyoto and grow to like and settle in their community. Also, to create a multicultural society that respects diverse cultures, it is imperative to promote cooperation and collaboration between regional NPOs and Prefectural citizens, and promote policy proposals concerning other countries.

◆ **Establishing A Matching System Between Businesses And Foreigners**

Information on the majority of overseas students, researchers, intellectuals, artists, etc. living in Kyoto is not widespread. There are often mismatches between these foreigners and the private firms that are seeking them, which underlies the need for an efficient and effective matching system.

On the other hand, there is insufficient awareness of globalization and revitalization through employing foreigners in small/medium enterprises. We need to show successful examples foreign talent utilization while simultaneously raising awareness of them.

Also, the development of communities with foreigners from diverse cultural backgrounds and possessing useful skills, and their utilization in community economic revitalization, is critical.

◆ Promoting Correct Thinking and Understanding of Foreigners

We must gain the understanding of Prefectural citizens as to the risks and rewards stemming from accepting foreigners into the community, and a correct way of thinking about them based on a respect for human rights.

(Reference)

Data on International Aspects of Kyoto Prefecture 1994-2003

1. Foreign Residents in Kyoto:
57,657 → 56,817
Resident Koreans - 46,569 → 37,676
Other - 11,088 → 19,141
 Chinese - 4,859 → 9,925
 American - 1,277 → 1,282
 Brazilian - 920 → 696
 Philippine - 879 → 2,525
 Other - 3,153 → 4,713
2. Overseas Students: 2,584 → 4,532
3. Foreign Researchers: 240 → 684
4. Japanese Spouses: 426 → 2,718
5. Foreign Visitors: 397,000 → 488,000
6. International Meetings and Conferences: 167 → 209
7. International NPOs: 200 → 340
8. International Volunteer Activities (Kyoto Prefectural International Center)
259 → 643
9. Criminal Cases Involving Foreigners: 162 → 294

4 Basic Policy Direction

◆ Plan 1 - Attract Foreign Talent to Kyoto

▶ Attract Scholars, Intellectuals, And Artists From Around The World

In order for Kyoto to become a hub for Japanese and Kyoto-based research and be synonymous with Japanese culture, and further advance as a hub for international intellectual and economic exchange, Kyoto is investigating attracting various overseas organizations and establishing information bases abroad.

▶ Effectively Disseminate Information On Kyoto Overseas

Actively putting word out worldwide on Kyoto's charm, culture, and academics will help attract skilled talent from overseas, generate interest in Kyoto, and create international awareness of Kyoto as a college town.

▶ Create “Kyoto Special Foreign Talent Zones” For Better Attracting Foreigners

We will request improvements in immigration system requirements where lacking for the attraction of foreign human resources. Especially, promote establishment of “Kyoto Special Foreign Talent Zones” to attract highly skilled foreign talent. (Switch from an emphasis on financial level to an emphasis on ability level, alleviate restrictions on engaging in extraneous visa activities, etc.)

◆ Plan 2 - Improve Foreign Talent Utilization Structure

▶ Improve Work, Study, And Living Environments For Foreigners

While respecting cultural diversity and understanding the needs of foreigners, we will strive to promote environmental maintenance in light of this sentiment and realize a multicultural society.

Especially, housing and children's education are basic conditions for living in a community, and we will ease conditions for living in Kyoto as well as unify regional acceptance systems.

▶ Promote Community Development And Globally Competitive Education Programs

Kyoto wishes to raise the education level of overseas students studying in Kyoto and support introducing an academic counseling and mental healthcare systems and developing a curriculum with university collaboration.

Furthermore, Kyoto will utilize its uniqueness in possessing vast numbers of universities specializing in various research fields to support exchanges between overseas researchers and research organizations.

▶ Promote A Follow-Up System For Overseas Students

Kyoto will examine “Kyoto Experience Programs” that will allow overseas students to experience Kyoto's traditional culture and industries, historic heritages, and cutting-edge industry. Kyoto will also investigate involvement in projects where it can gain the quick cooperation of the private sector in establishing a new scholarship system with the community.

◆ Plan 3 - Promote Utilization of Foreign Talent

▶ Introduce Internship Programs For Employing/Utilizing Foreign Talent

An internship program that effectively utilizes the potential of its interns will be established by using the special talent zones. We will cooperate with industries, economic organizations, universities, and governments to promote the utilization of outstanding foreign human resources.

▶ Create A Matching System Between Foreigners and Kyoto Businesses

Using advanced university and private enterprise methods, Kyoto will record all businesses seeking applicants and the data (specialty, certifications, employment preference) of foreign human resources (overseas students, researchers, etc.) residing in Kyoto. It will then establish a “Kyoto Foreign Human Resources Databank” to promote efficient matching between foreigners and businesses.

▶ Utilize Foreign Talent In Various Fields

Create an everyday setting where the various skills of foreign talent can be fully utilized in community revitalization and internationalization, and provide opportunities to contribute to international exchange and cooperation.

◆ Plan 4 - Promote Unified Communities

▶ Create A Multicultural Society Through Foreigners

Create understanding among Prefectural citizens towards the establishment of a multicultural society through accepting and utilizing foreign human resources.

▶ Raise Satisfaction In Kyoto Citizens Through A Participatory Policy Evaluation System

Create a cooperation system with concerned organizations to examine citizens’ opinions and monitor policies concerning attracting, accepting, and utilizing foreigners. The system will share current issues and examine policies for them (PDCA Cycle).

▶ Improve Promotion System For Foreign Talent

Divide responsibilities between government, businesses, universities, economic organizations, research organizations, and NPOs, and actively promote policies for a government understandable to Prefectural citizens while constructing a mutually beneficial relationship between them (win-win relationship).

PDCA Cycle: Plan → Do → Check → Action

5 Priority Policies

Plan 1 - Attract Foreign Talent to Kyoto

◎ Attract Scholars, Intellectuals, And Artisans From Around The World

- Along with attracting foreign investment and international organizations, overseas research institutions, overseas government offices, and so on, we will examine establishing a base of disseminating information overseas. To accomplish this, Kyoto will collaborate with internationally strong universities that are advancing academic exchanges with prefectural universities and major universities of regions with which we have friendly relations.
- Promote relations with Asian travel agencies and attract high school/university field and research trips.
- Recruit international volunteers in art, environmental, religious, and cultural fields, and employ university international volunteer groups from around the globe.

◎ Effectively Disseminate Information On Kyoto Overseas

- Create a multilingual homepage based on the views of foreigners with content useful to foreigners. The search feature will also match topics relevant to foreigners after they come to Japan, such as “sightseeing”, “study”, “business”, “Japanese culture”, etc.
- Actively send information on Kyoto to overseas mass media outlets in Japan (newspapers, magazines, TV, radio, etc.). Create chances for introducing Kyoto Prefecture at various international exchange opportunities, such as academic conferences and international organization conventions, as well as at overseas student fairs abroad.
- Utilize foreign offices of other prefectures, universities, and businesses. Actively advertise Kyoto Prefecture by distributing Kyoto-related materials with the cooperation of overseas Japanese embassies, consulates, Japanese governmental organizations, various foreign embassies and consulates in Japan, and other related organizations.
- Entrust Kyoto Honorary Friendship Ambassadors and overseas students who have returned home as “Overseas Student Advisors” to provide information on Kyoto and talk with prospective overseas students.

◎ Create “Special Foreign Talent Zones” For Better Attracting Foreigners

- Examine establishing “Kyoto Special Foreign Talent Zones”, and revise acceptance based on current financial level. Seek improvement in examination levels by putting ability first to attract excellent foreign human resources.
- Request alleviation of conditions so that overseas researchers, intellectuals, artists, etc. in Kyoto on short-term visits can deliver lectures or be otherwise employed.
 - Seek to introduce incentives where foreign human resources can visit Kyoto during their summer holidays or other such vacation period and continue their research activities.
 - Also, devise support programs for activities that promote understanding of Kyoto culture amongst researchers, intellectuals, and artists visiting Kyoto.

Plan 2 - Improve Foreign Talent Utilization Structure

◎ Improve Work, Study, And Living Environments For Foreigners

- Place foreigners on equal footing as Japanese people and make them members of the community, and create a social system where other races and cultures are given consideration.
- Endeavor to secure lodging for short-term residents and dormitories (equipped with seminar, study, and research rooms) for overseas students and researchers. Especially, investigate efficiently utilizing public facilities and corporate dormitories that are relatively unused and second-hand furniture, as well as providing low-cost accommodations for short-term researchers, etc.
- Children's education is one major problem facing foreigners in Japan. Thus, cooperate with educational facilities to provide assistance to children in learning Japanese, and create a system for them to learn their mother tongue and culture.

◎ Promote Community Development And Globally Competitive Education Programs

- Support promotion of exciting educational programs, such as degree courses and course credit programs in English, and provide short-term Japanese language and culture programs, and Japanese culture and traditional art courses (“Study Kyoto, Study Japan”).
- Help overseas students lead a fulfilling life in Japan by establishing a tutor/buddy system, creating an academic counseling system for undergraduate students run by graduate students, arranging psychological counseling in various languages, and creating a “Writing Center” for thesis writing support.
- Invite distinguished overseas researchers through university affiliations and promote collaborative research.
- Promote active exchange with Institut Franco-Japonais du Kansai, Goethe-Institut Kyoto, Istituto Italiano di Cultura, and other international culture organizations, and form a EU-related agency hub.

◎ Promote Follow-Up Programs For Overseas Students

- Provide full daily living support for overseas students by examining creating a scholarship system unique to Kyoto through collaboration with economic circles.
- Advance understanding of Kyoto in overseas students and establish a “Kyoto Experience Program” to give overseas students a chance to experience Kyoto's traditional culture and industry. Issue an “Overseas Student Passport” that provides discount admission to public facilities and other special benefits.
- Plan exchanges between overseas students/researchers and Japanese students/local businesses. Create a host family and homestay system to give overseas students a Japanese experience and a feel for the Japanese lifestyle.

Plan 3 - Promote Utilization of Foreign Talent

◎ Introduce Internship Programs For Employing Foreign Talent

- Study examples of internships at advanced businesses while supporting business cooperation in securing qualified foreign human resources.
- Establish an internship system that capitalizes on the skills of its interns, as opposed to the existing Japanese system, through collaboration with related organizations.
 - Relax visa restrictions on performing extraneous activities through promotion of Special Zones to enable foreign talent to perform paid internships at Japanese companies. Also, investigate ways to allow overseas students that have graduated to concentrate fully on temporary job-hunting activities.
- Endeavor to create an environment where foreigners can easily start a business and have the same business chances as Japanese people. Also, in the event that the start-up business provides a bridge between their home country and Japan, or ties into new business opportunities that lead to an international company using Japanese resources, provide some measure of support and broadcast information on their efforts both domestically and abroad.

◎ Create A Matching System Between Foreigners and Kyoto Businesses

- Record the data of overseas students, researchers, intellectuals, artists, etc., such as their skills, abilities, current activities, desired employment, and so on in a “Kyoto Foreign Human Resources Databank”. Promote a matching system for Kyoto businesses seeking personnel.
- Reference other human resources databanks to promote the employment seeking activities of overseas students. Actively provide them with information and assist in promoting business matching.
- Familiarize companies with the databank through businesses globalization by employing foreign workers and holding revitalization success story seminars. Introduce these businesses to foreigners currently active in various fields and promote employing them.

◎ Utilize Foreign Talent In Various Fields

- Promote an everyday setting where the various skills of foreign human resources can be fully exploited in community revitalization and internationalization.
- Hold workshops where foreigners can participate in community development and industrial revitalization. Ask foreign researchers visiting or residing in Kyoto to teach local children on a topic in their field of specialty. This will raise a sense of international awareness and understanding in Kyoto's children.

Plan 4 - Promote Unified Communities

◎ Gain Citizens' Understanding Of Multicultural Co-Existence Through Foreigners

- Ensure businesses understand the risks and increased obligations of employing foreigners. Ask for the understanding of Kyoto citizens and strive to gain their support for the creation of a multicultural society.
- Promote the understanding of foreign cultures through the active use of foreigners, and seek multiculturalism in local communities.
- Strive for creation of an exchange-based society with consideration for cultural pluralism with the full understanding of Kyoto's citizens.

◎ Raise Satisfaction In Kyoto Citizens Through A Participatory Policy Evaluation System

- Evaluate all aspects of attracting, accepting, and utilizing foreigners through a hearing/monitoring system with universities, economic organizations and foreigners. Share issues and problems facing Kyoto, and take into account their wishes when investigating new policies (PDCA cycle).

◎ Improve Promotion System For Foreign Talent

- Create a mutually beneficial relationship (win-win relationship) through the voluntary participation of closely affiliated government, business, economic, research, and NPO organizations.
- Endeavor to utilize foreign human resources through various opportunities at Prefectural government facilities, and promote multiculturalism in communities.

6 Other Main Views Of The Policy Committee

- Kyoto needs to strategically use the international events it holds to disseminate its unique culture abroad.
- Investigation is necessary into attracting foreign talent in the fields of forestry, agriculture, law, and nursing, which are forecasted to have a future shortage of labor.
- It is vital to examine introducing concrete systems, such as a system for accepting foreigners outside the scope of their entry purpose (study, research, business, humanities, etc.), to entice foreigners to settle in the community or business.
- Kyoto must spread the internship system throughout the Kansai region.
- It is imperative for Kyoto to make every project reliable, such as creating alluring communities through an artist-in-residence project, and work towards raising their quality.
- Kyoto needs to examine enacting “Basic Multiculturalism Ordinances” (tentative name) that reflect a broad range of opinions from Kyoto's citizens to make Kyoto a multicultural society. This will aid in creating stronger general coordination functions in policy promotion and realizing Kyoto's hopes for the future.

Concept of Kyoto Foreign Talent Utilization Plan Promotion System

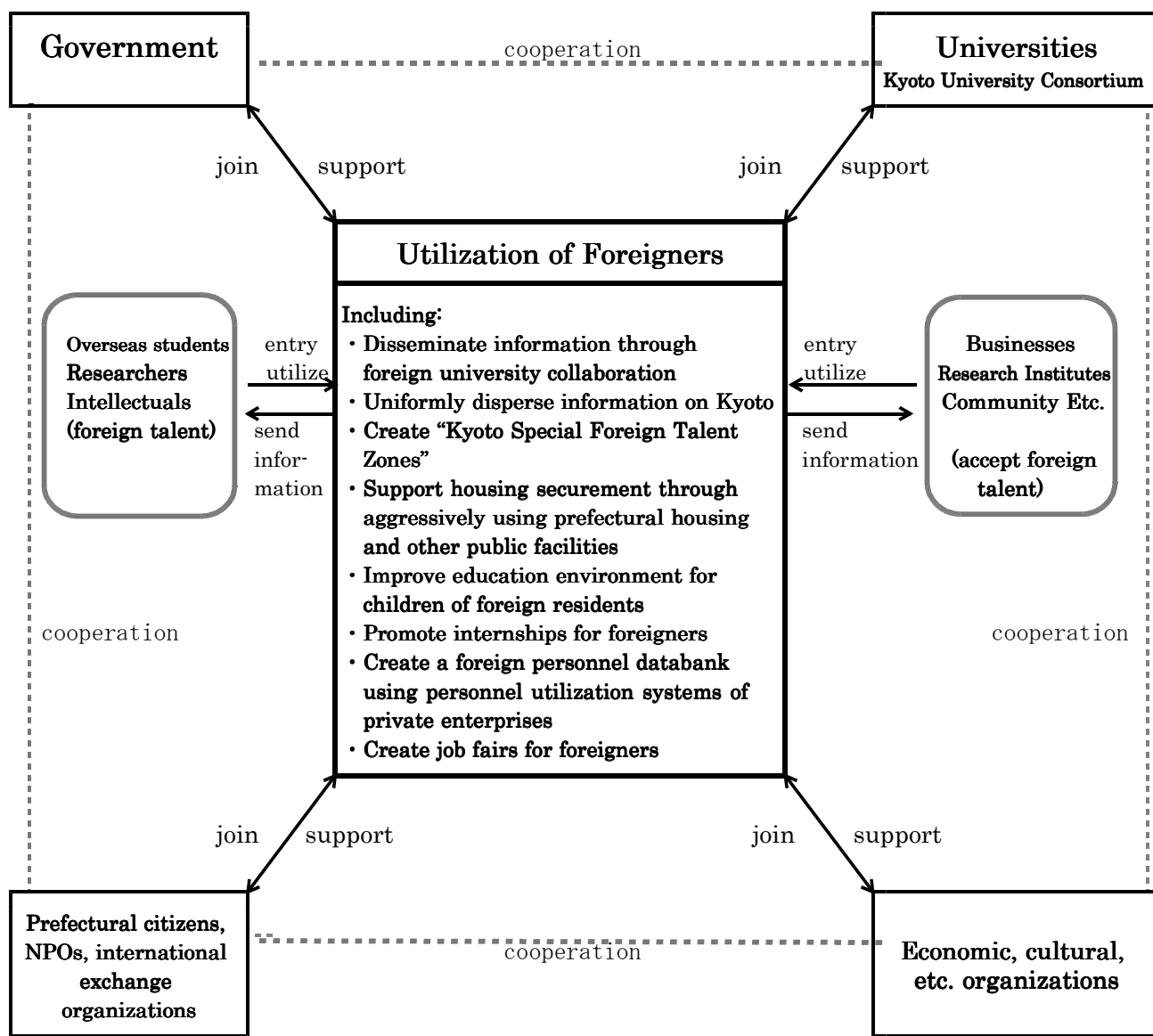
PROBLEMS SURROUNDING ATTRACTING FOREIGNERS

- Establishing Kyoto as an international city
- Making Kyoto's universities internationally competitive
- Creating a society that promotes foreigners to settle down in the community
- Building a system that will serve as a bridge between foreigners and businesses, etc.
- Promoting a proper understanding and attitude towards foreigners

Work will proceed on resolving these problems by dividing responsibilities and clarifying the direction of each organization.

(New Internationalization Strategy)

(Raise International Competitiveness)



(Promote multiculturalism)

(Efficiently secure foreign talent)

**" Kyoto Foreign Talent Utilization Plan"
Policy Committee Member List**

(Participants)

Name	Position
Shinji SUDO	Professor, Kyoto Sangyo University
Jun'ichi NAKAMURA	Director, Kyoto International Conference Hall

(Members)

Name	Position
Michiyo ARITA	Executive Director, Kansai NPO Alliance
GUAN Susin	Kyoto Honorary Friendship Ambassador (Instructor, Sonoda Women's University)
Makoto SAGANE	Committee Member, Kyoto Regional Overseas Student Exchange Promotion Association
Ikuko SHIMIZU	Director, Kyoto University Consortium
ZHOU Weisheng (Vice-Chairperson)	Professor, School of Policy Science, Ritsumeikan University
Kiyoshi NIINOBE	Director, ATR
Toshiyuki FUJIWARA	Director, Kyoto Prefectural International Center
Masao HOSO'O	Director, International Affairs Research Committee, Kyoto Committee for Economic Development
Yoshifumi MUNETA (Chairperson)	Adjunct Professor, School of Human Environment, Kyoto Prefectural University
Jun'ichi MORI	Professor, Center for Student Exchange, Kyoto University

Policy Development Committee Meetings:

- 1st Policy Development Meeting - June 9, 2004 (Wed)
- 2nd Policy Development Meeting - July 5, 2004 (Mon)
- 3rd Policy Development Meeting - August 6, 2004 (Fri)
- Opinion Exchange with Governor Yamada/4th Policy Development Meeting
- August 23, 2004 (Mon)
- Policy Coordination Meeting - September 14 (Tue)
- 5th Policy Development Meeting - September 27 (Mon)
- Operation Strategy Meeting - November 23 (Tue)
- 6th Policy Development Meeting - November 26 (Fri)