

I-HoP

Hokudai International Human Resource
Development Program

2019

Activity Report

Hokkaido University

Front Office for Human Resource

Education and Development

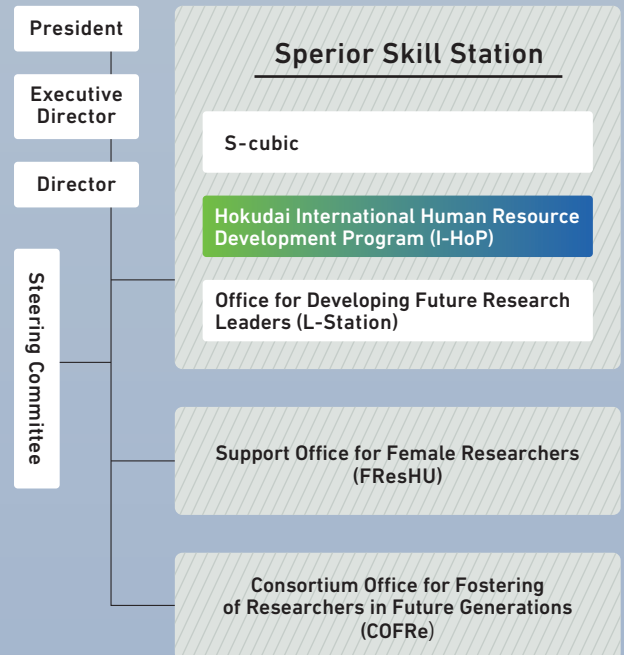


I-HoP provides programs in English for supporting the career development of young international researchers at Hokkaido University



Front Office for Human Resource Education and Development

The FOHRED helps to diversify the career paths of doctoral course students and postdoctoral researchers, hires and develops tenure-track teaching staff as next-generation leaders and provides support and a better academic environment for female teaching staff and students who wish to become researchers.



About I-HoP

What is the International Human Resource Development Program?

The International Human Resource Development Program (I-HoP) of the Front Office for Human Resource Education and Development provides various programs in English in order to support the career development of young foreign researchers (doctoral candidates and postdocs: henceforth DCs and PDs) at Hokkaido University. The programs are broadly divided as 'seminar for improving transferable research ability', 'individual career counseling', 'support for learning Japanese language', and 'fact-finding survey on international students'.

In the academic year 2019, besides long-standing activities, the 'English-speaking' matching event 'for DCs and PDs' called 'CAREER LINK MEETUP' (the English version of Akaiito-Kai) was held for the first time. This was a spin-off of the information exchange meeting named 'Akaiito-Kai' between companies and DCs and PDs which the Front Office for Human Resource Education and Development had organized for supporting DCs and PDs. English-speaking matching events with domestic companies have rarely been held in Japan, and this was an extremely important initiative.

In career-interest surveys of foreign DCs and PDs conducted every year by the Front Office for Human Resource Education and Development, more than 40% of them every time answered that they would like to stay in Japan. Proficiency in Japanese is often required when they apply for a job in Japan. I-HoP is collecting information about companies which do not require applicants to have proficiency in Japanese, in order to help excellent foreign DCs and PDs remain in Japan.

Job hunting in Japan

International researchers with doctoral degrees



If one is fluent in Japanese, one can get employment information and opportunities in the same way as Japanese researchers do



If one is not good at Japanese, one would find it extremely difficult to get a job in a company



Company

- One cannot get to recruitment information in the first place
- The number of companies which accept applications in English is limited
- One would have difficulties in working even after joining a company → Have to leave the company?

Role of I-HoP

1

Holding seminars to improve transferable research capabilities



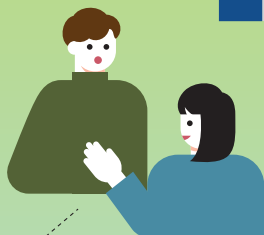
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Providing opportunities for interactions with researchers working in society as well as Japanese companies



3

Individual career consultation



4

Japanese language learning support



5

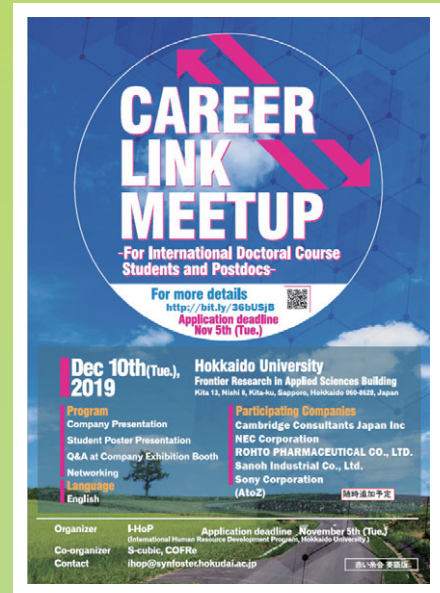
Various surveys for supporting the careers of young international researchers



CAREER LINK MEETUP

-For international DC and PDs-

Venue	Seminar room and Foyer, Frontier Research in Applied Sciences Building
Number of participants	24 (HU:17 / Other universities:7) ※OIST:6, University of Hyogo:1



- 1 The Akai-Ito-Kai, conducted entirely in English!
- 2 Direct interaction with companies that do not require Japanese language skills at the time of application!
- 3 Expanding the possibilities for international PhDs in Japan!

POINT

This is the English-speaking information exchange meeting between DCs, PDs and companies. This was held entirely in English with the same structure as that of 'Akaiito-Kai' in Japanese, which had been organized by the Front Office for Human Resource Education and Development for helping DCs and PDs. Each company gave a short presentation about what types of DCs and PDs would be needed, and DCs and PDs gave poster presentations about their research and skills. After that, there was a booth visit session in which DCs and PDs could visit any companies' booths. Then they moved to a cafeteria in the Department of Engineering for exchanging information and socializing. It was a half-day event full of 'nice long talk that could be made only here'.



I -HoP of the Front Office for Human Resource Education and Development held the English-speaking information exchange meeting 'CAREER LINK MEETUP -For international DCs and PDs-' between foreign researchers (DCs and PDs) and domestic companies in the Frontier Research in Applied Sciences Building on Tuesday 10 December for the first time.

On the day of the event, 19 people from seven domestic companies including Sony Corporation, and 24 DCs and PDs, including those who came from partner universities (six persons from Okinawa Institute of Science and Technology Graduate University and one person from University of Hyogo) of 'Comprehensive Cooperative System for Fostering Researchers with Doctoral Degrees', participated.

After the opening address by Hisanori Bando, associate director of the Front Office for Human Resource Education and Development, there were short presentations by companies, poster presentations about research and skills by DCs and PDs, the company booth session, and the information exchange session. Everything was done in English, and everyone could interact closely with each other.

After the event, the DCs and PDs who participated gave positive comments like "it was very good that the event was held in English", "I deepened my knowledge about Japanese companies", and "the event was far more fruitful than expected". Some participants found the possibility of future internships. In addition, several participating companies commented that the event should be held regularly in the future.

Exchange meetings between DCs, PDs and companies are held at many universities in Japan, including 'Akaiito-Kai' of our university which has existed for 14 years, and most of them are open to foreigners. However, participants in

all of the meetings are supposed to communicate in Japanese, and those who are not very good at speaking Japanese have very little chance of interacting with recruiters of Japanese companies and getting a job.

Based on the 'Hokkaido Universal Campus Initiative' scheme, Hokkaido University is promoting internationalization in the campus like the expansion of international graduate schools, with the aim of becoming 'Hokkaido University's contributions to solving world issues'. Many foreign DCs and PDs are working hard every day in Hokkaido University. In career-interest surveys of foreign DCs and PDs conducted every year by the Front Office for Human Resource Education and Development, more than 40% of them every time answered that they would like to stay in Japan. I-HoP considered that providing foreign DCs/PDs and 'Japanese companies which do not require applicants to have proficiency in Japanese at the time of application' with opportunities for exchange in English must be beneficial and extremely important for both parties. This is why I-HoP organized this event.

I-HoP has improved the career building support platform, which had been designed mainly for Japanese DCs and PDs and systematically built up, in order to expand the functions of the global support system for foreign DCs and PDs. In addition, I-HoP has made efforts to help foreign DCs and PDs broaden their career options in Japan, through supporting their Japanese language lessons and creating opportunities of meeting between them and Japanese companies. Several companies could not participate in this event because of scheduling conflicts, and other partner universities are interested in this event. It is expected that the event would be held regularly in the future, and that it would eventually contribute to raising those foreigners' employment rate in Japan.

Participant's comments

Great opportunity to network with companies.

It is really helpful to non- Japanese speaker. Thank you.

I'm so thankful to CAREER LINK MEETUP. By this chance, I learn a lot and get more important information for Japanese company.



Participating seven companies

- Sony Corporation
- Sanoh Industrial Co., Ltd.
- NEC Corporation
- Mitsubishi Aircraft Corporation
- Chugai Pharmaceutical Co., Ltd.
- Cambridge Consultants Japan Inc
- AWL, Inc.



USA Site Visit in RTP

Venue	Research Triangle Park North Carolina, USA
Number of participants	4 (HU:4 / Other universities:0)
Category	Company Visit



For Doctoral course students (DC) & Postdocs:

This is your chance to visit corporate research institutes and universities in RTP, North Carolina. You will have the opportunity to introduce and discuss your research!

Application Deadline: JULY 24th (Wed.)

For the application details, Please visit our homepage.
<http://bit.ly/2XnelTe>



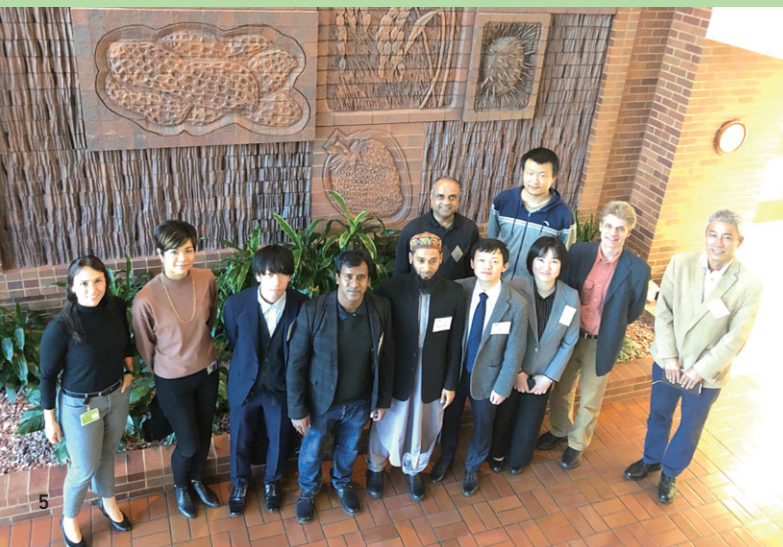
Transferrable Skills Seminar
I-HoP - Hokudai International Human Resource Development Program
ihop@synfooster.hokudai.ac.jp <https://www2.synfooster.hokudai.ac.jp/hop> Find us on

RTP
Research Triangle Park
North Carolina, USA



- 1 Visit Research Triangle Park, a cluster of research institutes!
- 2 Present and discuss your research in English with corporate researchers!
- 3 Expand the possibilities for doctoral personnel to work abroad!

Visited Companies	RedHat / BASF / IBM / Syngenta RTP Innovation Center
Visited Universities	<ul style="list-style-type: none"> • North Carolina State University • University of North Carolina at Chapel Hill • Duke University



I -HoP organized a group visit to overseas companies called 'USA Site Visit in RTP' from Sunday 1 December to Saturday 7 December. A group of DCs visited four companies and three universities in Research Triangle Park (RTP) in North Carolina, USA. The visit was originally scheduled in October, but it was unfortunately postponed because of the arrival of Typhoon Hagibis. So it was a long-awaited trip to the USA for the participants.

During the trip to the USA, four DCs visited four companies (Red Hat, BASF, IBM and Syngenta), and three universities (North Carolina State University, Duke University, and the University of North Carolina at Chapel Hill), with the cooperation of Technology Partnership of Nagoya University, Inc. (NU Tech), that is the USA technology transfer office of Nagoya University, one of the partner universities of 'Comprehensive Cooperative System for Fostering Researchers with Doctoral Degrees'. After hearing explanations about the business and workplace from the person in charge at each company, they visited facilities, and presented their research in English, and discussed doctors' career with researchers of the companies.

On the final day, there was a review meeting at NU Tech, and all participants talked about what they learned from this trip and how they would like to make the most of what they learned after returning to Japan. Each participant stated his determination like "I want to bring what I got from this program back to the Japanese community", and "my goal of getting a job at a company has become clear. I will further improve my skills toward that goal".

I-HoP has organized overseas site visits since 2018 in order to broaden the career options of Japanese and foreign DCs and PDs. Nowadays it is easy to get information instantly from abroad via the internet, but it is important to actually experience the research/work environment in the USA. Participants commented, "I got an image for my future move to the USA", "I felt the difference between Japan and the USA in my bones", "what I have to do in the future has become clear", and "I was only thinking about pursuing my career in academia after earning a doctoral degree, but my horizons were broadened". It is obvious that they got strong inspirations for future research and campus life. It is expected that they would be more active in the future.

Participant's comments

Before visiting RTP, I was wondering which I should go to a company or academia after getting my Ph.D. Thorough all visit, it was a good opportunity to think about my future career after my Ph.D.

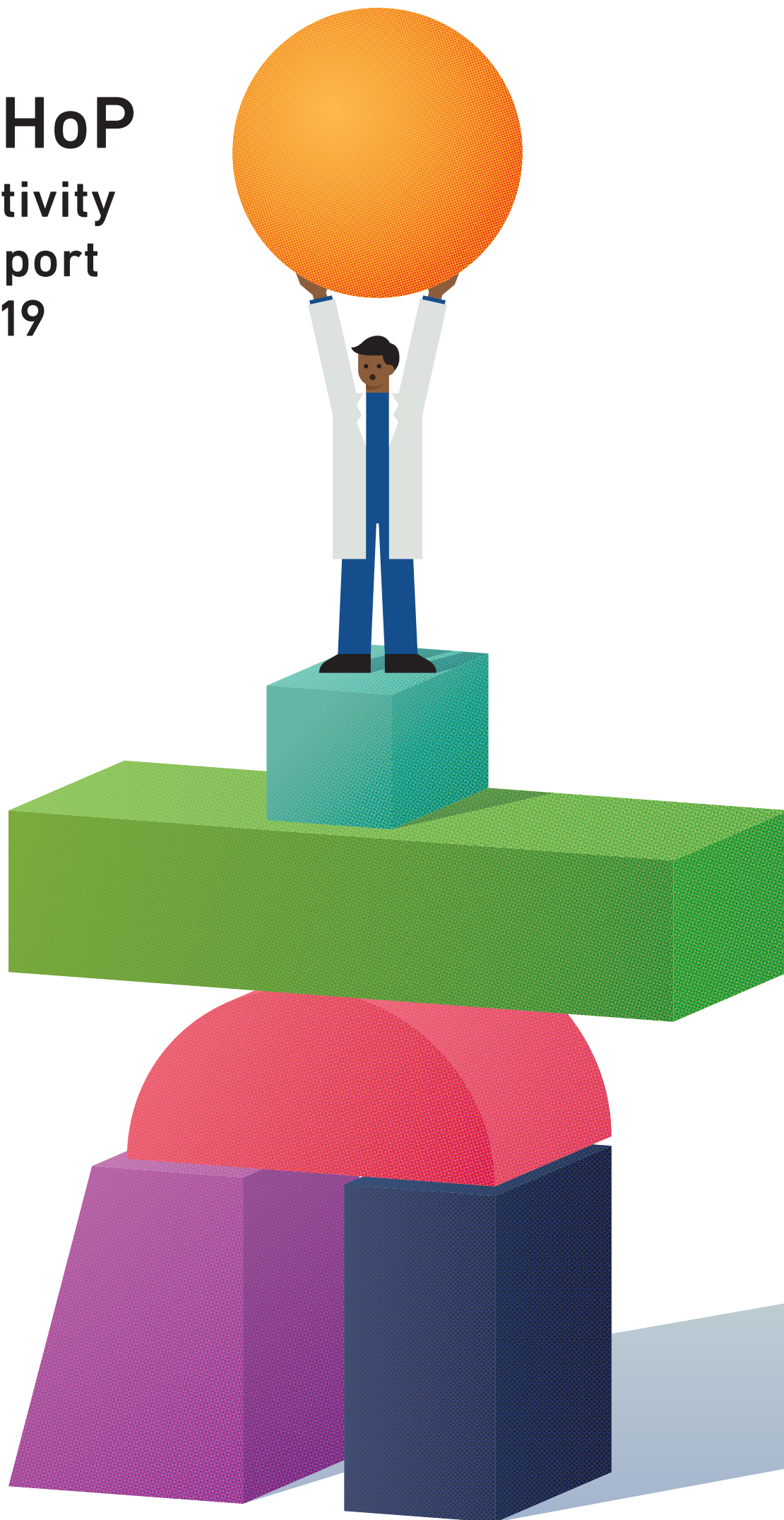
I also learned about research differences between companies and academia. This made me want to do research in the company. In all the companies I visited, I heard the opinion that what is important in finding a job is not what your major is, but how you can adjust your experience to corporate projects. What I learned through RTP is to clarify what I want to do.

We experienced a lot from this trip. Moreover, we understand the education and industry working principles in USA. Both Academia and Industry execute their research with some variation in target. We also experienced the corporate culture as well as way of industry academy collaboration.

At the end I want to appreciate the Human Resource Development program to organize the such a trip to assist our future carrier goal.



I-HoP Activity Report 2019



Activity Report 2019

2019
4/25

Career Seminar for International Researchers and Students

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)
Number of participants	21 (HU:21/Other university:0)
Category	Transferable Skills Seminar

Your future career option may include, but not limited to, pursuing academic career as a scientist, practicing your scientific skills as a corporate researcher, advancing to wide variety of business arena, or launching your own company to realize your ambition. In the era of Life Shift, you may experience some or all of the options in your deserved career. The seminar introduces tips for the diversified vocations and some unique career development programs that the university provides.

Career Seminar for International Researchers and Students

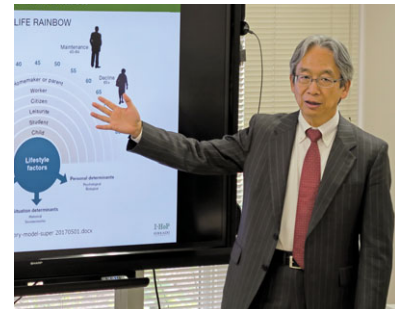
Do you plan to work in Japan?

Date: Thursday, Apr.25 4:00pm-5:30pm
*Career consultation available after the seminar

Venue: Mid-Campus Open Laboratory #1
Main street & Gingko Avenue

Registration required
No advance registration fee required.

Transferable Skills Seminar / Career Consultation
I-HoP Hokkaido International Human Resource Development Program
http://www2.synfoster.hokudai.ac.jp/ihop



2019
6/6~27

Evening Japanese Course_beginner

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Ms. Yuki Ota (Nihongo Lecturer)
Number of participants	9 (HU:9/Other University:0)
Category	Support for Japanese Language Learning

Japanese language classes are held in the evenings to support international students who are busy with research during the daytime. The course is divided into three sessions to learn hiragana, which is essential for reading and writing Japanese.



Evening Japanese Language Course

◆Level: **Beginner**

◆Date: 2019/6/6, 6/13, 6/27
Thursdays 16:00~17:30
*This course consists of 3 lectures.
Participants are required to attend all of those lectures.

◆Venue: Mid-Campus Open Laboratory #1
Main street & Gingko Avenue

◆Lecturer: Ms. Yuki Ota (Nihongo Lecturer)

◆Eligible: Hokkaido University MC, DC students, and PDs whose native language is Not Japanese.

◆Details & Registration: bit.ly/2HkOz2N

Transferable Skills Seminar
I-HoP - Hokkaido International Human Resource Development Program
[ihop@synfoster.hokudai.ac.jp](http://www2.synfoster.hokudai.ac.jp)
<http://www2.synfoster.hokudai.ac.jp/ihop>

2019
6/19

Career Talk Experiences and Advice by SENPAI

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturers	Mr. LI (Faculty of Engineering DC3) Mr. ALBERT RODRIGUEZ MULET (Faculty of Science DC3)
Number of participants	3 (HU:3/Other universities:0)
Category	Others



How they have carried out their university life?
How they have started and completed their Syukatsu (job hunting in Japan)?
The two Senpai (senior students) will talk to you their experiences and give you some advice.

2019
6/27

CAREER SEMINAR for international students at Graduate School of Environmental Science

Lecturer	Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)
Category	Others

Conducted a career seminar for students of the Graduate School of Environmental Science, including an explanation of job hunting in Japan.

2019
7/25

Evening Japanese Course Advanced: Technical Japanese

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Ryo TAKEDA Ph.D Assistant Professor, Faculty of Engineering, Hokkaido University
Number of participants	10 (HU:10/Other universities:0)
Category	Support for Japanese Language Learning



In your researcher life in Japan, you will face the opportunity to explain your research in Japanese. Learn the vocabulary, phrases and the structure of Japanese presentation concerning research explanation.

2019
9/20

Transferable Skills Seminar Negotiations

Venue	Main Conference Room, Creative Research Institution
Lecturer	Dr. Greg Story Trainer, Dale Carnegie Training Japan
Number of participants	23 (HU:23 / Other universities:0)
Category	Transferable Skills Seminar

A seminar and exercises to learn about "negotiation," an inevitable part of dealing with people.



2019
10/24~25

CAREER SEMINAR Consultation at Hakodate Campus

Lecturer	Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)
Category	Others

Conducted a career seminar at Hakodate campus for students of the Graduate School of Fisheries Science, including an explanation of job hunting in Japan.



2019
10/31

How's like to work in Japan

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Mr. Masahiro Tsukamoto CEO, Harmony For Inc.
Number of participants	6 (HU:6 / Other universities:0)
Category	Others

The CEO of the company supporting international students for their job hunting is coming to Hokkaido University and talk to you about "How's like to work in Japan?" and the "Important things to work in Japan". Join us and get the tips of the job hunting in Japan!



2019
11/14

Site Visit to Takenaka Research & Development Institute

Venue	Takenaka Research & Development Institute (Inzai City, Chiba)
Number of participants	3 (HU:3/Other universities:0)
Category	Company Visit

We will visit the Takenaka Technical Research Institute in Inzai City, Chiba Prefecture and touring the facilities, the participants gave presentations on their research and held discussions with Takenaka researchers.



2019
11/25

Learning Japanese: Why now and how to start it

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Dr.Yumiko Enyo The part-time instructor at Hokkaido University
Number of participants	7 (HU:7/Other universities:0)
Category	Support for Japanese Language Learning

In this seminar, you will learn about "How to learn Japanese and why it is necessary to do so" in English.



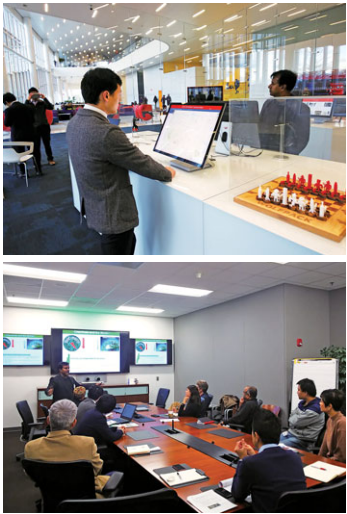
2019
12/1~7

USA Site Visit in RTP

Venue	Research Triangle Park North Carolina, USA
Number of participants	4 (HU:4/Other universities:0)
Category	Company Visit



I-HoP will take total five Doctor Course students and Postdocs to the laboratories of companies and university in Research Triangle Park (RTP) in North Carolina, USA. The participants will have the opportunity of giving a presentation and discussion in English about your research to the companies.



2019
12/10

CAREER LINK MEETUP -For international DC & PDs-

Venue	Seminar room and Foyer, Frontier Research in Applied Sciences Building
Number of Participants	24 (HU:17 / Other Universities:7) ※OIST:6, University of Hyogo:1



I-HoP will provide international doctoral course students and postdocs the special opportunity to meet up with Japanese companies who are looking to hire international talents in ENGLISH.

2019
12/17

Writing for Academic Journals

Venue	Seminar room, Frontier Research in Applied Sciences Building
Lecturer	Mr. Greg Adams Managing Editor, FORTE Science Communications
Number of Participants	76 (HU:76 / Other Universities:0)
Category	Transferable Skills Seminar



The seminar on writing English papers, divided into two sessions, "Basic" and "Advanced".

Outline: Basics, Preparing your manuscript, Avoiding common mistakes and Q&A Session



2020
2/12

Business Communication and Japanese Manners

Venue	Seminar room, Frontier Research in Applied Sciences Building
Lecturer	Ms. Kyoko Uchida JAPAN AIRLINES
Number of Participants	14 (HU:14 / Other Universities:0)
Category	Transferable Skills Seminar



A seminar to learn about Japanese business communication and etiquette in English.

Outline: Understanding the difference of cultures and communications among several countries, learning the essence of Japanese communication and experience the business manners which will be useful in Japan.

2020
2/18

Talk with global companies

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturers	Harmony For Inc. Panasonic Somic Ishikawa
Number of participants	20 (HU:20/Other universities:0)
Category	Others



Businesspersons from two Japanese companies will visit Hokkaido University and explain their hiring policies and tips for job hunting in Japan. A casual group discussion after the seminar.

2020
2/27

Hybrid

Business Email Seminar

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Mr. Yoshichika Iida Visiting Professor, Hokkaido University JCDA certified CDA (Career development Adviser)
Number of participants	15 (HU:15/Other universities:0)
Category	Transferable Skills Seminar



When you work with other business people, email writing skill is very important to process your work and research. This seminar will help you to learn about "How to write business email".

2020
3/2

Hybrid

Preparation for an Oral Presentation

Venue	Meeting Room, Mid-Campus Open Laboratory Bldg #1
Lecturer	Mr. Greg Adams Managing Editor, FORTE Science Communications
Number of participants	22 (HU:22/Other universities:0)
Category	Transferable Skills Seminar



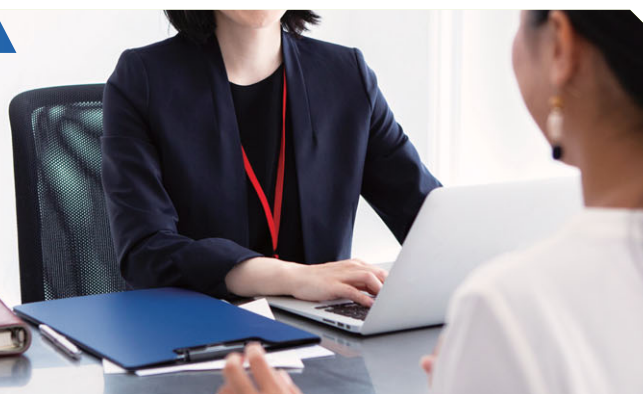
A seminar to learn how to give presentations in English for young researchers who are planning to give presentations in English.

Outline: Importance of oral presentation skills for scientists, Preparing your presentation script, Delivery and Handling the Q & A session

Individual career consultation

Number of
consultation

116



Hokkaido University has set the aim of “enhancing career support for international researchers” in its medium-term plan in order to achieve the goal of globalization in the third medium-term goals. As one of its activities, I-HoP continues to provide opportunities of individual career consultations for international researchers.

International researchers have a wide range of career options, like “finding a position in a private company or academia” and “remaining in Japan, returning home, or looking for a position in other country” , and have to dwell on them.

In addition, even if one would like to get a job in

Japan, one finds it very difficult to understand the employment system and job hunting schedule which are unique to Japan. Moreover, one needs to consider the field and kind of job for obtaining a residence permit.

In order to support international researchers' career selection in such complicated situations, I-HoP provides careful and timely consultation opportunities. First, an interview is conducted mainly in English for understanding each researcher's situation, wishes, and options. Then, suggestions and advice on how to take appropriate action are provided.

Other programs

Career Plan Survey for all the international MC & DC students and Postdocs

Support for
Japanese language
learning

- Lending of Japanese language textbooks
- JLPT online practice half-test

JLPT Online Practice Half-test
For your future career in Japan, aim for JLPT Certification!
Registration : 2019/5/10~21
E-learning available: 2019/5/28~6/27
•Eligible: International MC, DC, Postdocs and Research students*
*Only to whom planning to continue their research in graduate school
•How to attend : Your PC or smartphone
Registration & Details: bit.ly/306v5X2
Transferable Skills Seminar
I-HoP: Hokkaido International Human Resource Development Program
ihop@synfoster.hokudai.ac.jp
<http://www2.synfoster.hokudai.ac.jp/ihop>

I-HoP Activities Report 2019

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