

**NPO Japan Employability Support Organization
(JESO)**

Business summary

March 31, 2023

Introduction

The Japan Employability Support Organization (JESO) is a non-profit organization established to contribute to society in the field of human resource development, mainly by former professionals of public human resource development organizations.

JESO is characterized by its abundant experience and know-how in consulting, planning and development, operation and management, and international cooperation in all aspects of human resource development, as well as by its human network that enables it to expand nationwide and overseas.

As Japan faces declining birthrates, an aging society, and a declining population, human resource development is an important national issue, and we hope to make contributions to this.

In order to accurately respond to the needs of society, we will also place emphasis on collaboration with people from other fields.

We hope that many people will become familiar with our JESO and make use of it.

Chairperson, Japan Employability Support Organization

About JESO

JESO aims to contribute to the realization of the public interest through activities that contribute to the lifelong improvement of individual employability, and by cooperating with employers, employer organizations, and local governments in human resource development who wish to enter into new fields of activity.

In recent years, as the employment system, style of employment, and attitudes toward employment have become increasingly diverse, coupled with major social, economic, and technological changes, the labor market has been facing issues such as the mismatch between supply and demand, and measures to address youth unemployment and NEETs.

In addition, organizations both public and private are required to have management capabilities to provide unique and high quality services, and individuals are required to be not only professionals within the organization, but also to be independent from the organization and to enhance their employment capabilities autonomously. The public and private sectors have begun to address these issues.

However, the social infrastructure to meet these challenges is not yet sufficient.

In these times, society, and the labor market, we believe that it is extremely meaningful for society as a whole to form a national network and engage in distinctive activities to improve employability. Therefore, as a specified non-profit corporation, we are trying to contribute to society with our expertise and high sense of ethics in the field of job skills development, so that we can stabilize our activity base and gain the trust of society.

History

1. Name

NPO Japan Employability Support Organization

2. Address

4-43-13 Sumiyoshi-cho, Fuchu-shi, Tokyo

3. Areas of activity

In order to smoothly promote a wide range of regional activities in line with the objectives of the Organization, the following wide-area blocks have been established as activity bases in each region and we allocate in charge staff to every block. Nine blocks are Hokkaido, Tohoku, Kanto, Hokuriku, Chubu, Kinki, Chugoku, Shikoku, and Kyushu

4. Website

<http://www.j-jeso.org/>

5. Establishment and Purpose

JESO was established in 2004 based on the Law for the Promotion of Specified Nonprofit Activities, and was certified by the Cabinet Office as a specified nonprofit organization whose main business is vocational skills development.

JESO supports the general public in improving the lifelong employability of individuals, and supports employers, employer organizations, local governments, etc. in human resource development and entry into new fields. In addition, the JESO will build a network with domestic and international human resource development institutions, disseminate the latest information on employability and ability assessment techniques, and conduct educational activities related to manufacturing. Through these activities, we aim to promote people's lifelong motivation to live and work, and to contribute to the public interest of society as a whole.

6. Type of business

6-1 Businesses related to specified non-profit activities

- 1) Support activities to improve the employability of workers, etc.
- 2) Support for employers, employers' organizations, local governments, etc. in human resource development and advancement into new fields, and overall coordination

support activities

- 3) Support activities for employment of young, middle-aged, and older workers
- 4) Support activities related to the inheritance of manufacturing skills and technologies, and to the promotion of awareness of these skills and technologies
- 5) Exchange and support activities with domestic and foreign human resources development organizations

6-2 Other Businesses

- 1) Publication and sales of educational materials on employability, manufacturing, etc.
- 2) Research and study on employability, manufacturing, etc.

Outcome of the Project

In FY2022, the prevention of the spread of the COVID-19 pandemic has caused restrictions on various activities, which hindered the implementation of our business. The Company has been working to the extent possible on human resource development as a priority project.

Specifically, we supported exchange, cooperation, and support activities with domestic and foreign human resources development organizations, including dispatching experts to support overseas human resources development conducted by other public corporations, dispatching lecturers to JICA's international technical cooperation projects, and providing "manufacturing education" for children, who will be the leaders

of the next generation.

As for public relations activities, JESO contributed to the realization of public interest by strengthening public relations activities for JESO-supported projects (educational training, seminars, etc.) to vocational skill development institutions, etc.

Membership Information

(1) Membership System

Those who agree with the objectives of the Organization and participate in and support its business activities.

(2) How to become a member

a) Please submit the membership application form (attached).

b) Membership annual fee

Individual regular member: 6,000 yen

Corporate regular member: 20,000 yen

Individual Supporting Member: 3,000 yen

Corporate Supporting Member: 10,000 yen

(3) Benefits of membership

a) Members can participate in workshops, lectures, exhibitions, etc. hosted or sponsored by the JESO free of charge or at a discount.

b) Members can receive information, consultation, consulting and other services related to human resource education.

c) Members can purchase books and publications issued by JESO and its affiliated organizations at special prices.

[Contact for inquiries and applications]

NPO Japan Employability Support Organization

<http://www.j-jeso.org/>

[Case Example of Seminar]

Japanese-style Production System -2 days course-

Purpose : To understand Japanese-style Production System and to apply it to the vocational training (team work & leadership)

Work Shop : Group work to manufacture a plane by folding paper

This program was developed as a practical training course on production management based on production site of one of the well-known manufacturing company in Japan.

This program has been already implemented to foster human resources in Japan as well as abroad, and has received high evaluation from employers and participants. The major reason is that this program is very practical and useful for production site.

We have sufficient experiences in products development, production management and business management at above mentioned company group. We expect that this program will help you to improve own working ability.

Needless to say, for any product or production system, a success and failure depends on the human resource themselves. Major feature of this program is to promote active participation in a natural way. In this program, participants are expected to improve their role and task with keeping aware of team work.

In this program, assignment is to manufacture paper folding planes. You will learn about practical production management to achieve the production goal by simulation approach of manufacturing paper folding planes.

Thus, we believe that this program will be effective and efficient to foster human resources engaged in production management.

Also, we expect you can improve communication ability with the staffs or with trainees in your organization through this program. And it may improve your business operation and operating effectiveness as well as learning effectiveness of trainees.

We expect your positive challenge to improvement and ingenuity. By doing this you can understand about Japanese production management system, as well as improve your ability as a trainer.

Photos at Work Shop



Day 1 Training has begun!!
Let's start with the lecture.



"Trial folding" after the lecture. But it doesn't work well.



Make the first production plan. A little uneasy.



"Let's do this!"



"No, it's like this."



"Well, then let's all discuss!"



Instructor advises, "Think about
"Work organization"



All the students "I understand the reasoning, but..."



**First production,
start!**



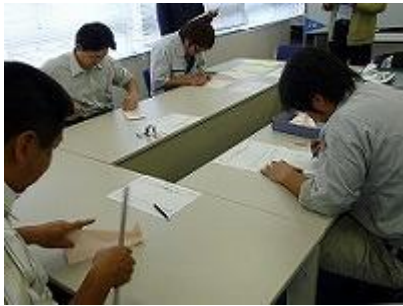
Time management in seconds for each process



Fold



Measure



After measuring, record the number.



It is essential to record numerical values in the "Inspection Report"!!



As a product, "O" is acceptable, and "X" is out of standard.. Good products at low prices by the deadline!



Flow work. flow from left to right.



Day 2 Developed and tested a jig.



This is the "raw material" three-color paper of red, blue and yellow



Prepare for the second production based on the results of the first production. Repeated ingenuity, sticking the ruler on the desk. Improves efficiency!!



Ingenuity. Ruler pasting efficiency UP!!



Jig on the right. Increased measurement efficiency!!



Continue to discuss.



"If you put the raw material (paper) in front, it will shift."



"What if we do this?"



(Using a jig) "You should do this!"



This is a homemade jig, Unit 1 and Unit 2. (Fruit of ingenuity)



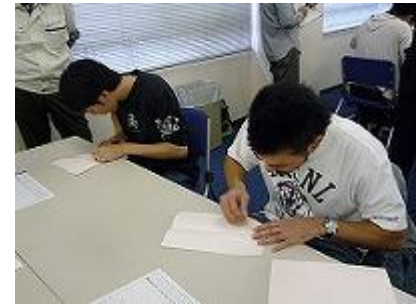
Secondary production start!



No defects so far.



Serious 1



Serious 2



Serious 3



Production complete! This is a "warehouse".



Team 1



Team 2



Team 3



Team 4



Second production completed.
Those are "PRODUCTs"



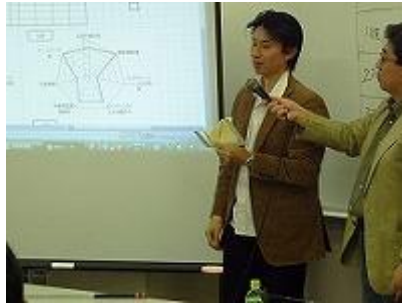
Presentation report creation



Presentation!



Presentation.
What were the results?



Presentation



Jig display.



Jig display.



Completed! Awarding of
"Certificate" along with words of
appreciation from each leader



The best thing is a
**"Certificate
of Completion"**
Thank you very much for your hard
work for 2 days activities.

Impressions from Participants

Team 1

I understood the importance of planning for production. In my head, I thought I understood it, but since I usually work in a different way from mass production, creating work organization plans and standard work sheets will make it easier to find Murimuda and increase production efficiency. I was able to get a real feeling and learned a lot.

Team 2

I thought that this class was "a class on metal molds?", but in fact, it was a simulated production exercise of "making 70 origami airplanes / 30 minutes", which surprised me a little. This exercise seems to have elements of play, but it is important to create work procedures, production planning (standard time, required personnel setting, work layout, etc.), production implementation, analysis of differences between goals and results, Plan, Do, Check, While experiencing Action, I reaffirmed the basics of manufacturing. Also, I took the course while thinking about what would happen if I applied the methods that came out in the course to my own workplace, but there were many things that could be useful for improving the current problems. This time, I was able to enjoy practicing while cooperating with people from other companies, and it was a meaningful course.

Team 3

This time, we did primary production and secondary production twice for folding paper planes. We discussed improvement plans in primary production, and implemented those improvements in secondary production. At the beginning of the primary production, we thought that we could meet the quotas for the delivery date and the number of productions, but we were not able to do so. In order to improve the unachieved results, we created a performance table for secondary production, found work efficiency in each process, found bottlenecks, and learned how to improve and improve knitting efficiency. I thought that this way of thinking would be useful in my future work. Also, through discussions, I felt that there are things that I would not have thought of on my own, and that there are differences in the way of thinking between companies, which was very helpful. I would like to participate in this kind of training in the future.

Team 4

By participating in this seminar, I learned many things that I can use in my future work.

I thought that making a plan based on the basis of standard time, number of manpower, calculation of required number of people, etc. would lead to maintaining a certain level of quality and meeting the delivery date. This time it was a paper airplane, but when I return to the workplace, it becomes the customer's job and the number of man-hours increases, making it more difficult, but I would like to make an effort to solve the problem that occurred considering quality, delivery date, and work process.