



6 Technical Intern Training - 'Trainee'

With amendments to the foreign trainee system on July 1, 2010, the present Technical Intern Training system was introduced. Even with the same residence status of 'Trainee', the activities allowed before and after the implementation are completely different. Since activities allowed under the residence status of Technical Intern Trainee were excluded from those of the 'Trainee' status, activities allowed under the present 'Trainee' status are limited mainly to classroom-type lectures.

The Technical Intern Trainee program was established to provide technical skills required in industry to young and adult workers in foreign countries by allowing them to train in Japan for a specified period. This is not a program to provide 'labor'. The status of residence under the Immigration Control and Refugees Recognition Act is that of 'Technical Intern Trainee'

The similar residence status, 'Trainee' does not permit on-the-job training and limits activities mainly to public training in projects operated by funds from the national and local governments, etc.

Below is an outline of the Technical Intern Training Program

There are two types of Technical Intern Training Programs depending on the accepting institution.

- (1) Individual Enterprise Type: Japanese companies (Implementing Organizations) that accept and provide technical intern training for employees of overseas companies, joint venture companies and business partners.
- (2) Supervising Organization Type: Non-profit organizations such as chambers of commerce and industry or small and mid-sized business associations (Supervising Organizations) that accept Technical Intern Trainees and provide technical intern training at their member companies (Implementing Organizations), etc.

Furthermore, depending on the content of the activities performed by Technical Intern Trainees, each of these two types can be categorized into activities for acquiring skills in the first year and activities for becoming more proficient in acquired skills in the second and third years. The corresponding Status of Residence is categorized into four "Technical Intern Training" categories.

Multilingual Living Information



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	First Year (after entering Japan)	Second & Third Years
Individual	Status of Residence	Status of Residence
Enterprise Type	'Technical Intern Training (Type1a)'	'Technical Intern Training (Type 2a)'
Supervising	Status of Residence	Status of Residence
Organization Type	'Technical Intern Training (Type 1b)'	'Technical Intern Training (Type 2b)'

According to the Japan International Training Cooperation Organization (JITCO) which is a charitable organization with the shared jurisdiction among five Ministries: Ministry of Justice, Ministry of Foreign Affairs, Ministry of Health, Labor and Welfare, the Ministry of Economy, Trade and Industry and the Ministry of Land, Infrastructure and Transportation, the activities permitted for 'Technical Intern Trainee Type 1b' are lectures to gain knowledge conducted by Supervising Organizations, and training activities conducted under a labor agreement with Implementing Organizations. However, accepting organizations must satisfy the requirements below.

6-1 Requirements for organizations accepting technical intern training

Accepting organizations must comply with the following conditions.

Requirements relating to Supervising Organizations.

- (1) Technical intern training is carried out after funds, support and instructions have been received from the national or local governments, etc.
- (2) Implementing Organizations are audited once or more every 3 months by a director.
- (3) A counseling program is provided for Technical Intern Trainees
- (4) A technical training plan for Technical Intern Training (Type 1) is appropriately created
- (5) A director provides instruction at the Implementing Organization once or more each month during the period of Technical Intern Training (Type 1)
- (6) Study (in the classroom and on-site study) in the following subjects is provided to Technical Intern Trainees immediately after they arrive in Japan for a period of 1/6th or more of the scheduled period of Technical Intern Training (Type 1b) (or for a period of 1/12th or more when prior study for at least one month or 160 hours has been conducted)
 - a. Japanese language
 - b. General knowledge related to everyday life in Japan
 - c. Necessary information related to the legal protection of Technical Intern Trainees such as Immigration Control and Refugees Recognition Act, Labor Standards Act, etc.
 - d. Knowledge required for efficient acquisition of skills, etc.





Furthermore, lectures relating to (c) shall be conducted by lecturers with specialist knowledge.

- (7) Other required conditions include: clearly specifying supervision expenses, response for when technical intern training cannot be continued, the provision of return travel expenses and of accommodation for Technical Intern Trainees, safeguard measures such as workers' accident insurance, etc. and determining the reasons for the disqualification of directors, etc.

Requirements relating to Implementing Organizations

- (1) Appoint technical intern training instructors and everyday-life guidance counselors.
- (2) Create a technical intern training journal and store it for one year or more.
- (3) Provide the same or higher remuneration to Technical Intern Trainees as that of Japanese employees.
- (4) Other requirements include: the provision of accommodation for Technical Intern Trainees, safeguards such as workers' accident insurance and determining the reasons for the disqualification of managing directors, etc.