
Result of the survey: Employees' English conversation skill and their awareness of working globally

High demand for English conversation skill, a considerable gap between HR personnel and employees
Providing better training in meeting customer needs and discovering potential global talent

RareJob, Inc. (hereinafter, "RareJob"), which utilizes data related to human resource to develop global talent, conducted a survey, targeted 885 employees of global companies, in awareness of their ability to speak English and work globally. And here's the result.

■ Background of the survey

Recently, the global business development of Japanese companies has become a critical corporate activity for achieving sustainable growth. In this context, the development of global talent is an essential issue for corporations. On the other hand, while RareJob proposed English training, which is the basis of global talent development, we have recognized an issue that necessary trainings are not provided due to the different perceptions between HR personnel and employees regarding the necessity of English conversation skills in the business field and employees' willingness to learn English conversation. Therefore we surveyed the gap between the two quantitatively and clarified necessary trainings for employees to provide useful information to corporations as a basis for planning corporate trainings.

■ Survey outline

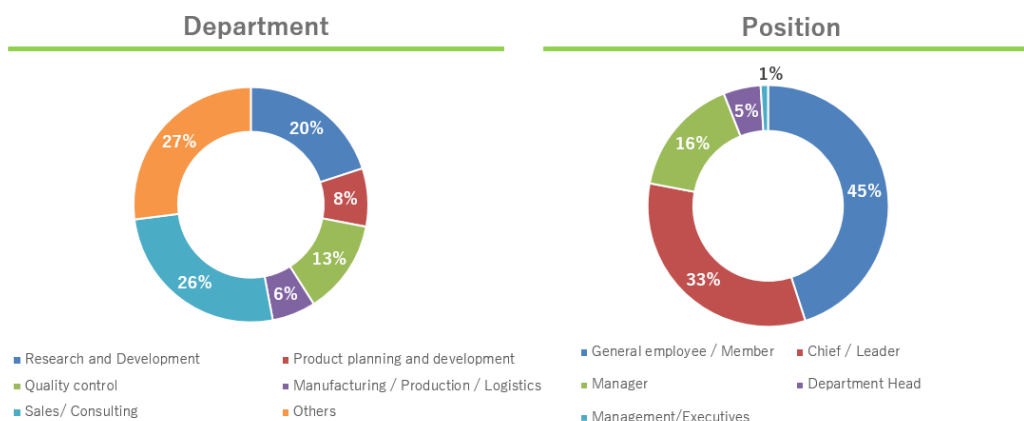
Target: Employees of RareJob customers (as of April 2020)

Number of respondents: 885 (10 companies)

Schedule: February to April 2020

Method: Internet survey

※ If you wish to quote this survey, please state "RareJob survey".



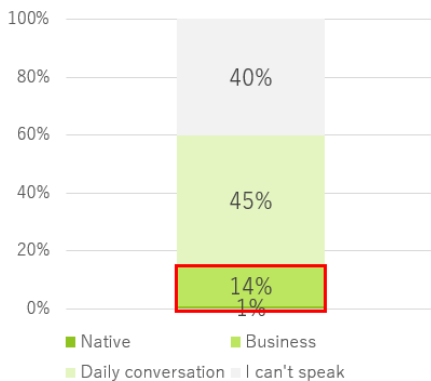
■ Main Survey Results

① Significant shortage of human resources with sufficient English conversation skills required

Regarding English conversation abilities in operations, 40% of respondents said they were essential, while only 15% claimed they had Business English conversation skills or above. As a result, it became clear that there is a shortage of human resources with the necessary English conversation skills concerning the English conversation skills required in practice.

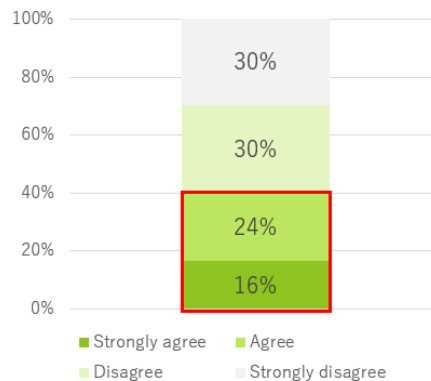
Recognition of English conversation skill

Q. Please choose one that describes your English conversation level. (Single answer)



Necessity of English conversation skill

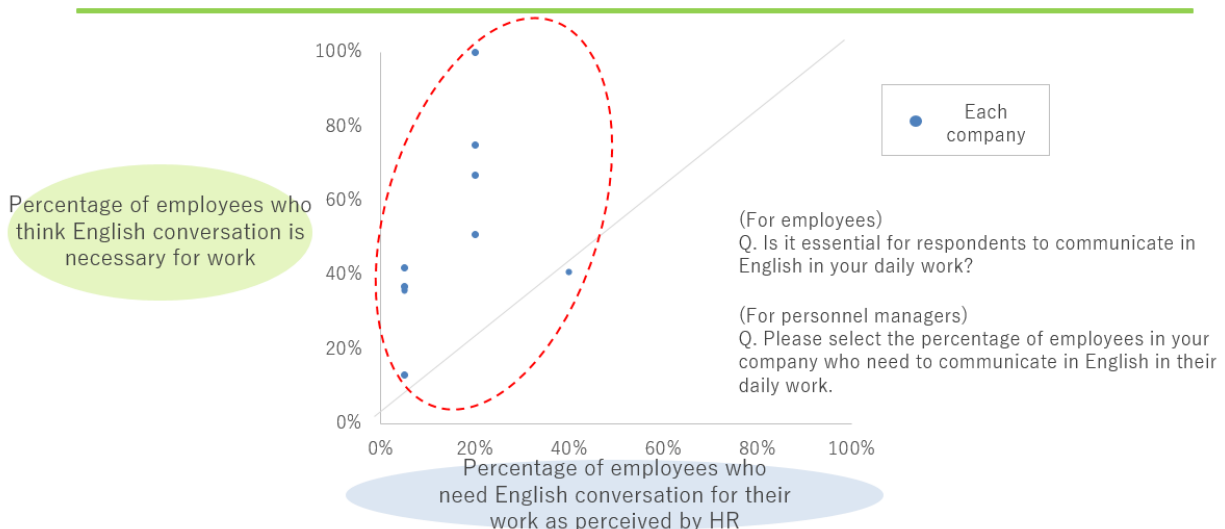
Q. Do you need to speak English for daily work? (Single answer)



② There is a large gap between HR and employees on the necessity of English conversation skills.

About 40% of employees recognize the necessity of English conversation skill for their work, while HR recognize that only 15% of their employees need English conversation skill. And 85% of employees responded that they were motivated to learn English conversation, while HR recognize that 31% of their employees want to learn English conversation. **HR personnel tends to underestimate the need for English conversation on the front lines and employees' willingness to learn English conversation**, showing that both parties' perceptions are significantly divergent. HR personnel needs to accurately recognize the English conversation skills required in the business field and consider more effective English training.

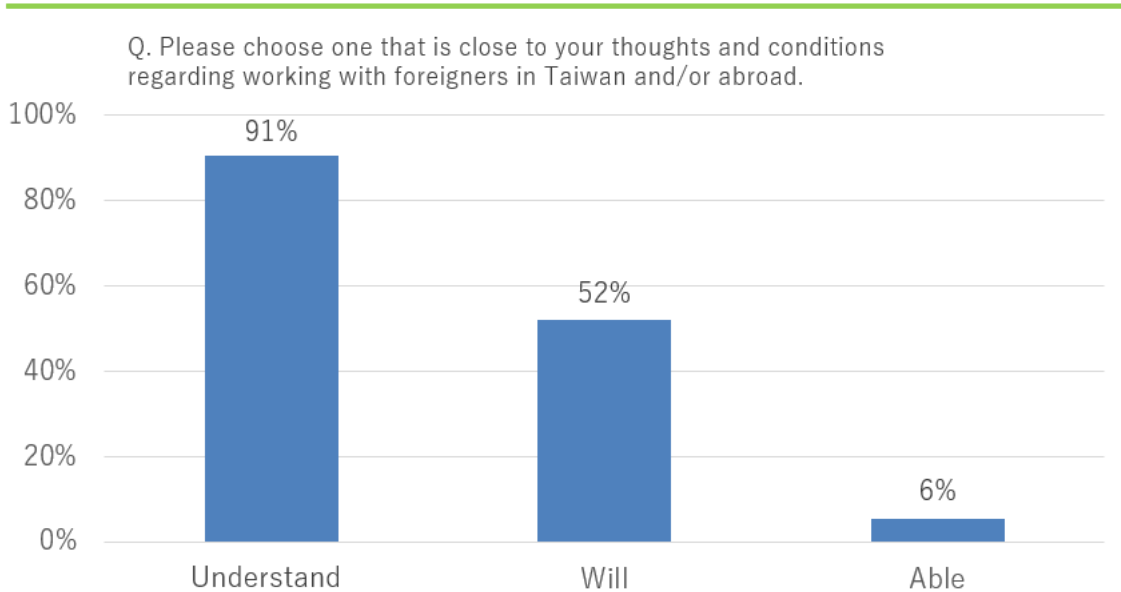
The gap between HR and employees on necessity of English conversation skills



③ **While understanding the necessity to work globally, employees don't intend to become such global talents, nor are they capable.**

While 90% of employees understand that it is necessary to work globally, half of them have the intention to become such global talent, and less than 10% think that they have the ability. The challenge for personnel managers is how to increase the number of members with the intention and ability to play an active role globally.

Recognition on working globally



■ **Comment from Tsubouchi, in charge of Global Leader Development Business**

We were able to touch on the concerns of HR personnel at large companies that are expanding their businesses overseas through this survey. In large companies, it is not easy for HR personnel to grasp an accurate reality of the business. Many HR personnel managers, whom I speak directly, are often concerned about how to ascertain their employees' needs for training. By surveying by a third party like RareJob, we were able to grasp each company's reality objectively.

If you are an HR personnel who is conducting/under consideration of global talent development training or English training, please contact us. We will support your training plans based on quantitative and objective facts through such surveys.

Shunichi Tsubouchi Chief Strategy Officer



At Boston Consulting Group, he supported the formulation and implementation of management strategies for leading companies in Japan and abroad, mainly engaged in organizational development, change management, and restructuring of human resources strategy.

At M3, as the senior director of the sales division, he supervised the sales team and the recruitment and training teams.

At RareJob, he is in charge of corporate planning and public relations. Currently also in charge of business development for the Global Leader Development business.



■ About the survey: Employees' English conversation skill and their awareness of working globally

[Regarding the inspection of this full edition of the survey]

Contact us form below if you wish to see all sections of this survey.

For press: press@rarejob.co.jp

Corporations: <https://www.rarejob.com/corporate/inquiry/>

[Regarding the implementation of this survey for your corporation]

If you wish to conduct this survey for your company, please contact us below.

<https://www.rarejob.com/corporate/inquiry/>

About RareJob, Inc.

Address: 2F Kyocera Harajuku Building, 6-27-8 Jingumae, Shibuya-ku, Tokyo

Representative: Gaku Nakamura, CEO

U R L: <https://www.rarejob.co.jp/>

Business: English related services

Stock market listing: Tokyo Stock Exchange Mothers (listed in 2014)

Based on a group vision of “Chances for everyone, everywhere”, RareJob aims to “build a platform for people to play active roles globally”. The company offers primarily one-to-one (person to person) online English tutorial services – RareJob English Tutorial – with a stated company mission of “encourage 10 million Japanese people to speak fluent English. To make these goals a reality, RareJob, as a leading company in the EdTech sector, is expanding its operations globally beyond Japan.

Image Movie: A small picture of the future drawn by a RareJob

<https://youtu.be/6HWoKierAYs>

Service-related information

- Number of RareJob English Tutorial individual service members: Over 800,000 users*
 - Number of companies using RareJob English Tutorial corporate services: Over 2,300 corporations
 - Number of schools using services for educational institutions: Over 280 schools
- ※ The number of members reflect the total number of people using our English services.

Provision of services

- “RareJob English Conversation”, an online English conversation service for individuals
- “RareJob English Conversation” service for corporate clients
- English-language educational services for educational institutions (Envision Inc.)
- “RareJob English Lab” to seize opportunities in English-speaking ways
- “PROGOS”, an English speaking assessment system



- WHY ENGLISH” an English-language value-finding project

Press Contacts

RareJob PR Office - Arakawa, Mizuguchi

Mail: press@rarejob.co.jp TEL:03-5468-7401/Fax:03-5468-7402