
Conducted surveys on corporate personnel training and the introduction of job-type employment

Release of the RareJob Global Leader Development Analysis Report 2020

"Visualization of Skills" as a First Step in Developing Global Leader

RareJob, Inc. (hereafter "RareJob"), which utilizes data related human resources and develop global talent, conducted a survey of 289 HR person regarding human resource development, job-oriented human resources, and the human resources who can play an active role globally. We compiled trends in the employment and development of human resources in Japanese companies and publish a forecast report for 2021 and beyond.

— **RareJob Global Leader Development Analysis Report 2020** —

For the development of talents who can play active roles globally,
“Visualization of skills”
is necessary as a first step.



[Background of Survey]

In 2020, due to the impact of the COVID-19 crisis, the physical movement of global people slowed down dramatically. On the other hand, business development based on online communication and human resource training have been spreading, and there has also been a realistic development of new work styles such as remote work. Particularly in Japan, attention has been focused on a shift from "membership-type employment," which has built a framework for the bulk recruitment of new graduates and seniority-based employment, to "job-type employment," in which human resources are allocated to tasks. Job-type employment is also effective from the perspective of securing human resources capable

of playing an active role globally, but it also requires major changes from traditional common sense in business and social structures, such as the creation of a globally competitive workplace environment, human resource development, and visualization of individual skills. Accordingly, we conducted a survey of corporate initiatives and actual conditions aimed at developing human resources capable of playing an active role globally, and explored measures that Japanese companies should aim for in corporate management and in securing and developing human resources from 2021 onward.

[Summary of Survey]

Survey target: HR persons using the RareJob service in a corporate contract and are considering it. (as of October 2020)

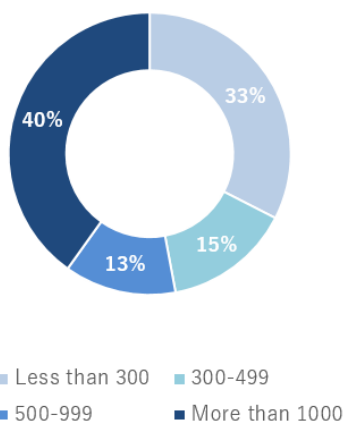
Number of responses: 289 (274 companies) *Some companies have multiple responses.

Survey period: October 13, 2020 to October 30, 2020

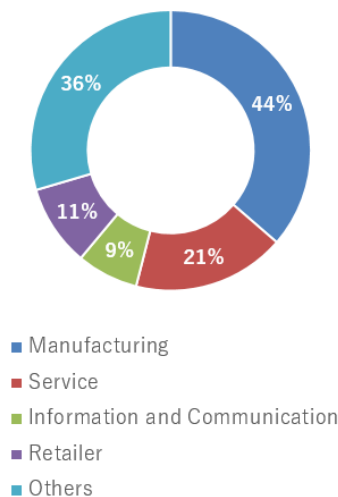
Survey method: Internet survey

※ If you refer some data from this survey, please write "Research of RareJob".

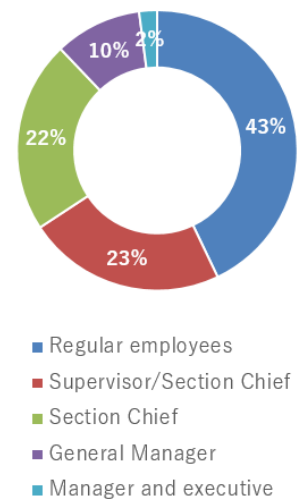
By employment size



By industry



Respondents by position

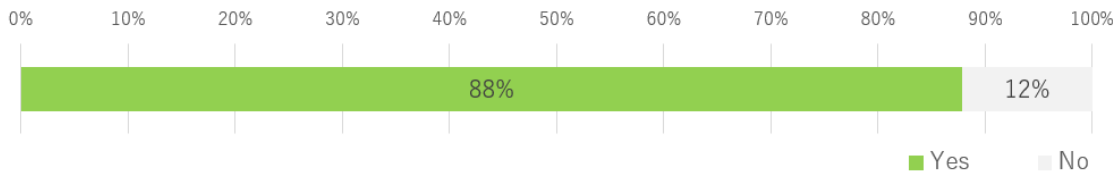


[Main Survey Results]

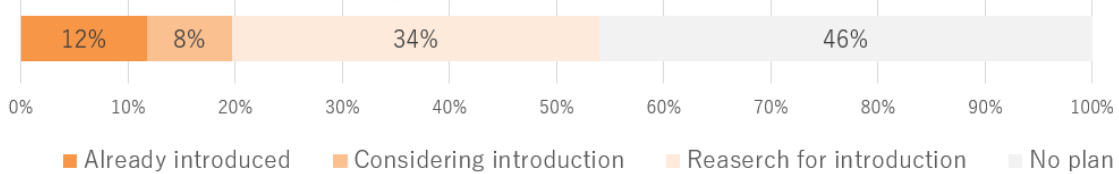
① About 90% of companies have introduced remote work. More than half of companies consider and plan to introduce job-type employment

Prior to the COVID-19 crisis, as a means of eliminating the shortage of human resources and preventing the loss of outstanding human resources, there have been making progress in the utilization of freelance and short-time employees, as well as in allowing side-jobs. In addition, many companies introduced remote work due to the COVID-19 crisis, and this trend seems to have led to the recruitment of job-type personnel and consideration of the introduction of systems. In this survey as well, 54% of companies responded that they are "investigating the pros and cons of introducing/specifically considering introducing a job-type human resource recruitment system/ introducing a job-type human resource system."

Q. Has your company introduced remote work (work from outside the office such as your home) to all or some employees? (N=289, single response)



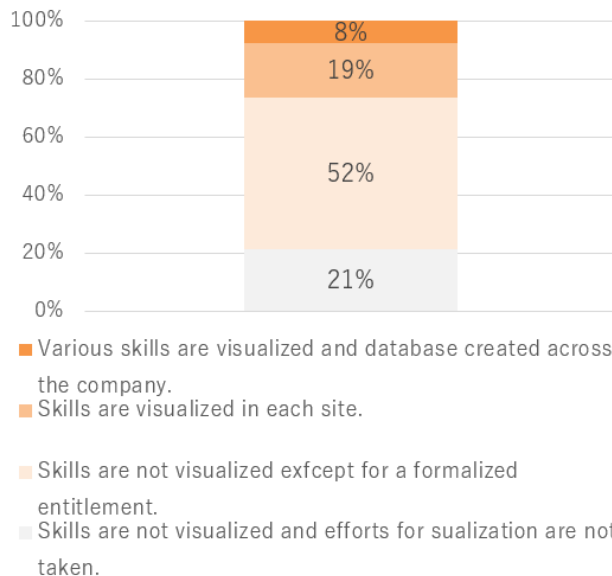
Q. Please select the one that applies to your company for the so-called recruitment of job-type personnel and consideration of the introduction of the system. (N=289, single response)



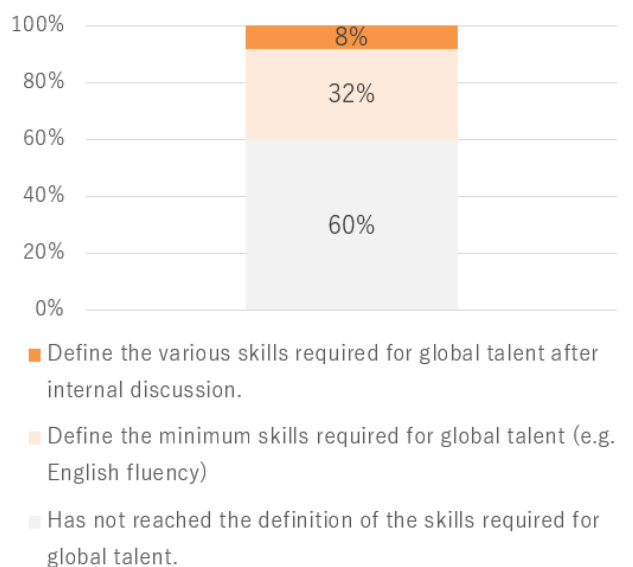
Job-type hiring is a method of "defining specific tasks and allocating personnel who can complete those tasks." Therefore, it is necessary to quantitatively judge what skills each person possesses at what level. In the past, however, membership-type employment has been the mainstream in Japan, in which people "have individual areas of responsibility and support each other." This highlighted the issue that "visualization of skills," which is indispensable for promoting job-type employment, has not been sufficiently advanced.

② More than 70% of enterprises have not achieved the "visualization of skills" required for job-type employment

Q. Select the choice that applies most to visualization of skills in your company. (N=289, single response)



Q. Select the one that applies to visualization of the skills of global talent. (N=289, single response)

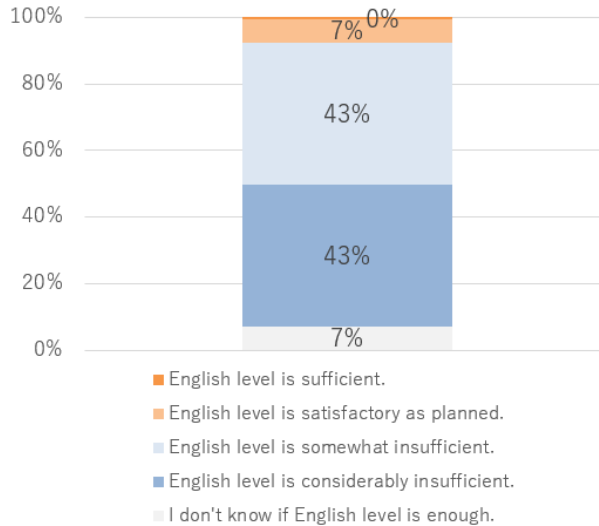


In this survey, only 28% of companies responded that "visualization of skills" is already in progress. Furthermore, if limited to "visualization of the skills of global talent" it falls to 8%. The skills required of global talent are diverse, including not only English ability, but also cross-cultural understanding and management skills. In order for Japanese companies to promote job-type employment on the premise of global business development, "visualization of skills" is considered to be an urgent issue.

③ The lack of English skills of next global talent generation

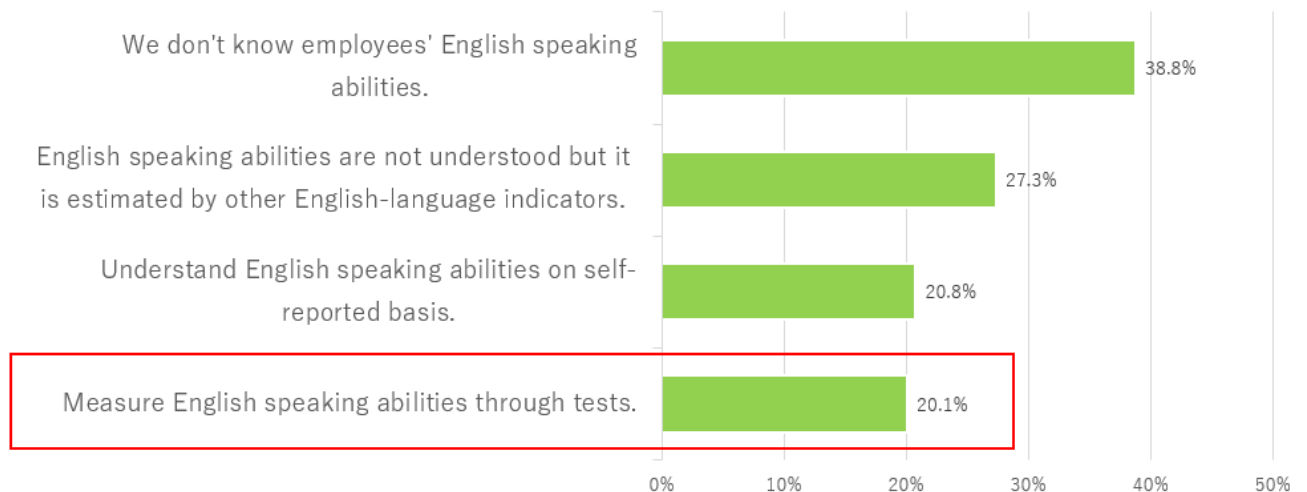
English ability is an indispensable skill in developing business globally. On the other hand, more than 90% of the respondents said that "English ability is somewhat/considerably insufficient" for employees who will be global talent in the future. Although they are aware of the necessity, this suggests that they have not taken necessary actions to develop appropriate human resources.

Q. In the development of global human resources, select the one that applies to the English skills of the eligible employees (including those who will be pooled). (N=207, single response)



④ Especially for English conversation skill, only 20% of companies measure it

Q. What method is used to understand English speaking ability? (N=289, multiple responses)



As mentioned earlier, "English speaking ability" is a very important skill in the practical global business scenes. On the other hand, only twenty percent of companies are quantitatively measuring this skill (e.g., using the speaking test). It is also part of the "visualization of skills" required for job-type employment, and the measurement of English conversation skill is expected to become increasingly important in the future.

[Comment from Tsubouchi, in charge of Global Leader Development Business]

Based on the results of this survey, we have seen the current situation that many companies face issues in "visualization of skills," which is important for Japanese companies, whose membership-type



employment was common, to change to job-type employment. In order to expand our business globally, we cannot deny that distortions may arise from Japan's unique customs, systems, and values. In order to operate a company that meets global standards, the first step is to promote visualization of skills.

We would be very grateful if anyone in charge of human resources who is conducting or considering global human resource development training or English training could give us a voice. We would like to propose the design of the training based on quantitative and objective facts.

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.

In RareJob, he supervise management planning and public relations. Currently in charge of business development for the global leader development business.

■ About the survey: RareJob Global Leader Developing Component Analysis Report 2020

[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://corporate.rarejob.com/resources>

[About RareJob, Inc.]

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Representative: Chief Director Nakamura

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

Business: English related services

Listed on the First Section of the Tokyo Stock Exchange

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 900,000 users*
 - Number of companies using RareJob English Tutorial corporate services: Over 3,100 corporations
 - Number of schools using services for educational institutions: Over 300 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

[Inquiries about this press release]

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