

WELgee = WELcome + refugeee

~ We will overcome the circumstances of ourselves and create a society that can depict the future ~



For Ukrainian Evacuees
Why don't you find career path in Japan?



Outline

- 1. Introduction to WELgee**
- 2. Work culture & recruitment in Japan**
- 3. Japanese companies taking action for Ukrainian evacuees**
- 4. WELgee's career development program**

Section 1

Introduction to WELgee

WELgee = WELcome + refugee

Who we are

We aim to build a **better future together** with refugee talents in Japan.

We collaborate with various stakeholders to empower refugee talents so they can pursue their **career and life goals**, despite their hardships.



WELgee in Numbers

6₊ years

200₊

refugee talents
from **40** countries

engaging

5000₊ business people

Program Outcomes

19 Employments / **2** Internships / **5** Visa changes

New Venture team in
**major Japanese
Motorcycle Company**

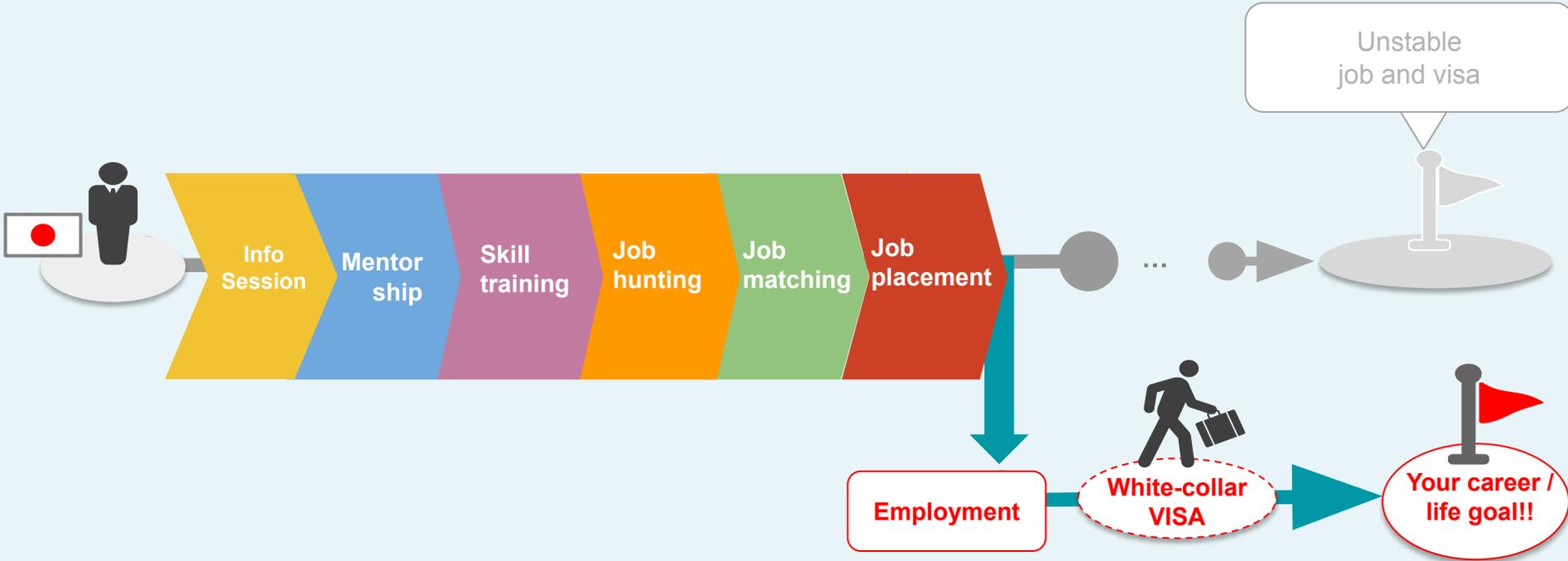
Global Digital Marketer
in Major Japanese
Furniture Company

Full stack Engineer
in IT Startup



WELgee's Career Development Program

**While studying Japanese / raising children / working in other jobs
you can collaborate with WELgee to access career opportunities in Japan.**



How to get career support from WELgee ?

JobCopass is a Career Support Program

designed for international talents with refugee backgrounds* who prioritize career development, creating positive impact to society and stable visa status in Japan.

*We mainly support asylum seekers who have a status of residence with a working permit.

FREE for
all services!



1. Job Search with Career Coordinator

Our career coordinator who has professional knowledge of Immigration Laws and has relationships with Japanese companies will assist you to find companies that match your aspirations and skills for free of charge.

2. Support for Job Interviews and Visa Transition

Assigned career coordinator will support you to challenge the job interviews. If the company is interested in changing your visa after the matching, our career coordinator and a legal specialist will assist the process.

3. Business Skill Trainings

You can have unlimited access to the various training programs for practical skills such as Japanese language study programs and digital skill training, as well as soft-skill development such as making presentations in public and doing workshops at companies.

How to Apply

Step 1: FILL OUT YOUR INFORMATION

Please fill out your basic information to start the program. You can access the registration form via QR code on the right corner. **Registration form ▶**



Step 2: JOIN THE ONLINE EVENTS

We offer casual events where you can get useful information about JobCopass and feel the atmosphere of our community. Event information will be sent to your registered email.

Step 3: COUNSELLING WITH STAFF

You can discuss with support staff about any concerns or worries you may have about your career or status of residence, and consider whether joining the program is a good choice for your lifestyle.

Step 4: SUBMIT YOUR CAREER HISTORY

Based on your educational and professional background, we will choose your career coordinator who will enhance your personality and skills.

Step 5: MEET WITH CAREER COORDINATOR

Meet with your career coordinator to decide the skill-training and company that is suitable for you. The process can be as long as a **year or more**. One of the keys to success is a good relationship of trust with your career coordinator.



Step 6: SEARCH YOUR SUITABLE JOB

JobCopass requires your **flexibility, consistent effort, resilience and openness**. The speed and success in JobCopass depends primarily on your effort and commitment as you are the leader and decision maker and career coordinator is always your advisers and facilitators.

【3mins to fill in !】
You can also
access form below



Membership
Registration
for WELgee

Section 2

Work culture & recruitment in Japan

Difference in work culture and recruitment Japan vs. World

Japanese Companies

- ❖ Employees stay in one company for a very long time
 - Prefers to **hire eager-to-learn candidate** and teach from scratch
- ❖ **General** employment (Membership-oriented)
- ❖ Evaluation includes teamwork, attitude, process

Takes importance in:

- ❖ **Passion, loyalty**
- ❖ **Whether the candidate will get along with the co-workers**

Global Companies

- ❖ Job hopping is common
 - Prefers to hire experienced workers who can work from day 1 with relevant degree and skills
- ❖ **Specified** employment (Job-oriented)
- ❖ Evaluation based on job

Takes importance in:

- ❖ **Relevant knowledge/ skills/ degree**
- ❖ **Previous work experience in the same field**

White-collar job : Pros and Cons

Pros

- ❖ Career matching your skills and motivation
- ❖ Salary increase over the years
- ❖ More chance of promotions
- ❖ Chance to gain new skills
- ❖ Helps enhance your CV for future career options inside and outside Japan



Cons

- ❖ Starting salary may not seem high
- ❖ Often required conversational Japanese or at least willingness to learn Japanese
- ❖ You are expected to work as a team, to understand and adjust yourself to the corporate culture



Section 3

Japanese companies taking action for Ukrainian evacuees

Job market reaction to Ukrainian evacuees

We want to welcome few people mostly in **IT** or **administration** job!!

We can **train people** with IT background and hire them.

We can welcome **someone as a generalist** and train them until they find their specialized area.

Section 4

About WELgee's Career Development Program

Program Outcomes

2017.09 ~ 2022. 07

19 Employments / 2 Internships / 5 Visa changes



Young talent from West Asia learned programming from scratch, he is employed in IT startup.



Young talent from West Africa joined new venture team at major Japanese motorcycle company.



Engineer from Central Africa employed in quality control department at concrete manufacturer.



Programmer from Central Africa joined mid-sized IT company team.

Your Priority?

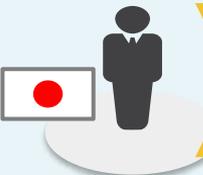
If any of the following are your high priority then WELgee's program might be for you!

Digital skill-development

White-collar job in Japan

Working with social-minded companies

Information Session



Info Session

Mentors hip

Skill training

Job hunting

Job matching

Job placement

Talk show

Information session for WELgee job-seekers!

Nana Yamamoto
WELgee Program Manager

Mayuko Hosokawa
Honda Motor Co., Ltd.
Volunteer in WELgee

Jackie (ZHAN Mingjie)
NEC Corporation
Global 5G Business Development
Volunteer in WELgee

Mami Kamoshita
Japan Economic Institute / Development Bank of Japan (Ex-Nissan)
Volunteer in Welgee

WELGEE TALK SHOW EPISODE 7

“Unspoken Rules of Japanese Companies that No One Tells You About...?”.

[Let's discuss about working experience with WELgee Probono team]

<https://www.welgee.jp/>

2021/12/05
17:00 - 18:00

Mentorship

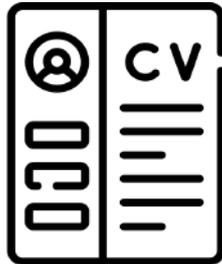


Mentorship

Re-define strengths



Brush up your resume



Apply to 10+ jobs



Reflect & improve

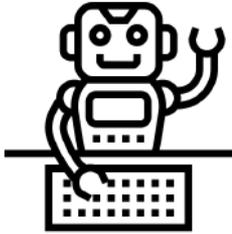


Skill Training



Skill Training

Robotic Process Automation (RPA)



Piloting...

AI Image Annotation & Team leadership



Piloting...

Business-level Japanese



Piloting...

Job-matching



Job Matching

Job Copass
ジョブ コーパス



Explore potential job / position in a company

Suggest a candidate

Meetings and company visits

Trial employment

Official employment

Requirements

- ✓ **Currently residing in Japan**
- ✓ **Have residence card**
- ✓ **Focused on career development**
- ✓ **Can communicate in English (or Japanese)**

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