

Industry-Academia Student Career Planning Support Activity

<Four Types and Main Characteristics>

		Type			
		Type 1: Open Company	Type 2: Career Education	Type 3: Internships focused on general skills & special/professional skills	Type 4 (Trial): Internships focused on advanced special skills
Main Characteristics	Objectives	Information provision and PR of individual companies or industry	Education to deepen the understanding of working	Through work experience, allowing students to identify their abilities and allowing companies to obtain evaluation materials on the students	Through work experience, allowing students to improve their practical skills and allowing companies to obtain evaluation materials on the students
	Major cases (Mainly assumed cases)	Events and explanatory meetings organized by (1) companies and recruitment agencies or (2) career centers of universities	(1) Class initiated by universities or industry-academia collaboration programs (It does not matter if the program is part of a regular curriculum or extracurricular activity) (2) Program offered by companies as part of their CSR activities	(1) Offered independently by companies (2) Offered by universities in coordination with companies or regional consortiums Program focusing on aptitude and overall skills/expertise	(1) Cooperative Education through Research Internships (Trial ongoing jointly by the Ministry of Education, Culture, Sports, Science and Technology and Keidanren for doctoral students in natural science fields) (2) Internship for master's degree students focusing on advanced expertise (Under discussion in the Keidanren-Academia Council)
	Offering work experience	No	Optional	Mandatory ★(a) Work experience requirements More than half of the internship period must be used for work experience in the workplace	Mandatory
	Locations	Workplace, other locations than workplaces, universities	Workplace, other locations than workplaces, universities	Workplace Combination with other locations than workplaces is also acceptable Working remotely included if working remotely is normal in the workplace	Workplace
	Time frame (Required number of days)	Super short-period of time (a day)	Depends on the class or program	★(c) Internship period requirements Short period of time for general skill use internships (at least five days) and long period of time for special skill use internships (at least two weeks)	● Job-based research internship: Long-term (at least two months) ● Internship for master's degree students focusing on advanced expertise : Under consideration
	Timing of implementation	Year-round (all students) during the BA, Master's, and Doctoral course with consideration for allowing students to spend enough time studying by implementing programs at an appropriate time slot or online	Year-round (all students) during the BA, Master's, and Doctoral course with consideration for allowing students to spend enough time studying by implementing programs at an appropriate time slot or online	★ (d) Timing of internship requirements From the perspective of allowing students to spend enough time studying as well, long holiday periods (spring, summer, or winter breaks, school closure days for entrance exams) for third- or fourth-year undergraduate students and first- or second-year master's degree students Students enrolled in curricular internship programs or doctoral students are allowed to participate in internships at any time including long holiday periods.	—
	Paid/Unpaid	Unpaid	Unpaid	Basically, unpaid. However, if students actually conduct the same work in the same work style as employees, students should be paid in accordance with labor related laws and regulations.	
	Use of collected student information for recruitment activities	Not allowed	Not allowed	Allowed only after recruitment activities start	Allowed only after recruitment activities start
	Others	—	—	★(b) Mentorship requirements Employees at the workplace mentor students during work experience and give feedback to students after the internship ends ★(e) Information disclosure requirements Disclosure of necessary information (nine items) during application for internships, etc.	—

Source: Prepared by Keidanren Secretariat based on the Fiscal 2021 Report of the Keidanren-Academia Council for Future of Higher Education and Recruitment