Reskilling Japan
Three steps to navigate Japan’s skills challenge

Workplace skills are a key business differentiator

- 90% of Japanese executives say that competition is coming from new and unexpected sources.
- 89% of Japanese executives indicate that partnering is essential to build necessary capabilities.
- 78% of Japanese executives are looking to acquire new talent from outside their organization to address skill needs.

Factors impacting Japan’s skills demand in the next five years
Of Japanese executives surveyed:
- 81% cite economic globalization and changing competitive pressures.
- 80% cite expanded trade and global economic specialization.
- 78% cite advances in general technology (for example, mobile technology, cloud computing, analytics tools).

But there is a dichotomy. While more than 90% of Japan’s executives express high confidence in the nation’s ability to produce the highly skilled workers needed:
- 73% also say they cannot find sufficiently skilled workers for their own organizations.
- 69% of recruiters say they cannot find workers with practical experience.

What to do?

Three steps for Japanese businesses to overcome their skills challenges:

1. **Build strong regional ecosystems**
2. **Create innovative training solutions**
3. **Enable individual skills development and advocate personal responsibility**

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