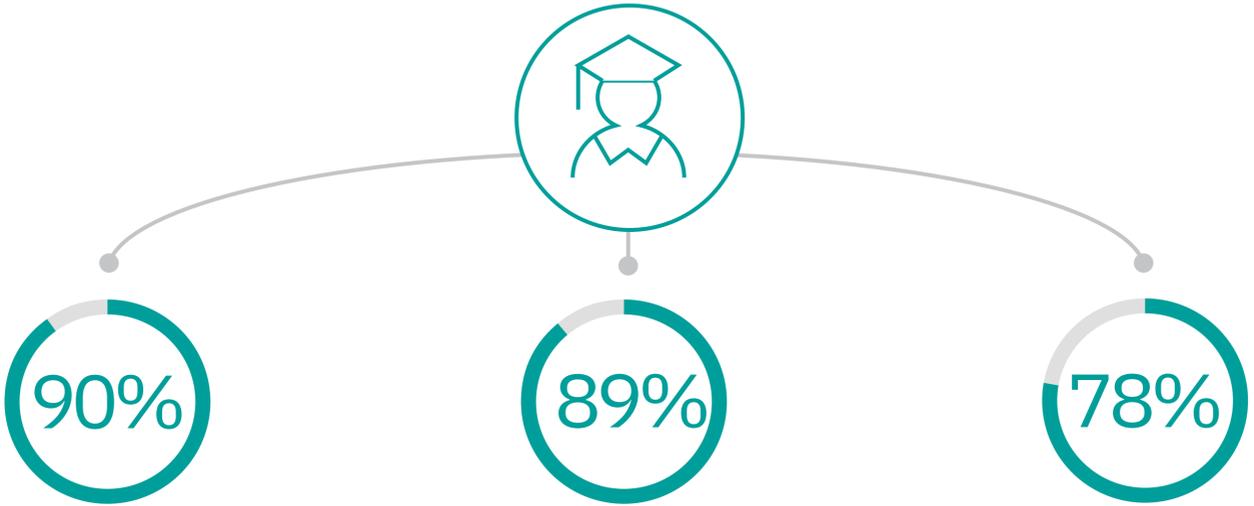


# Reskilling Japan

## Three steps to navigate Japan's skills challenge

Workplace skills are a key business differentiator



of Japanese executives say that competition is coming from new and unexpected sources

of Japanese executives indicate that partnering is essential to build necessary capabilities

of Japanese executives are looking to acquire new talent from outside their organization to address skill needs

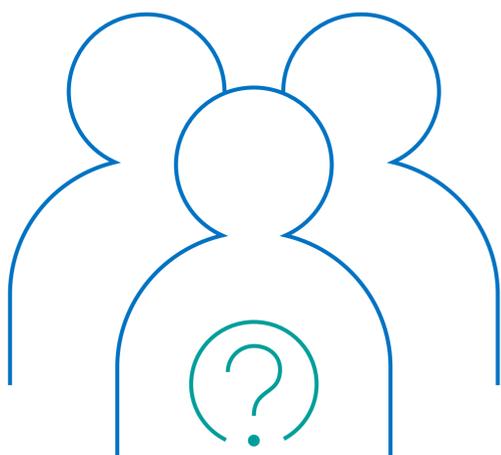
## Factors impacting Japan's skills demand in the next five years

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)



What to do?

**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.

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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