

ZENKOKU CHUSHOKIGYO KEIYUKAI COOPERATIVE

Foreign Worker Support Division Utilizing Foreign Workforce

We Are an Accredited Supervising Organization & Registered Support Organization

With over 30 years of experience supporting workforce acceptance, and the broad occupational coverage unique to a multi-industry cooperative, we fully support the long-term success of foreign workers.

For Those Considering Accepting Foreign Workers for the First Time

“The system is complex and hard to understand”

“Which occupations are eligible?”

“How much does it cost, and what's the process?”

This brochure introduces the basic system for accepting foreign workers, along with our cooperative's support services, in a way that is easy to understand even for first-time users.

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ZENKOKU KEIYUKAI brings together **approx. 17,000 companies**, making it **Japan's largest multi-industry business cooperative**

ZENKOKU CHUSHOKIGYO KEIYUKAI COOPERATIVE (“ZENKOKU KEIYUKAI”) has spent 34 years building trust since its founding in 1992, and has grown into a business cooperative bringing together approximately 17,000 member companies.

A business cooperative is a mutual-aid organization in which SMEs with shared goals come together to “help one another.”

Things a single company cannot do efficiently alone are handled as cooperative initiatives, aiming to solve management challenges and improve efficiency.

Member Companies

approx. **17,000**
companies

17,072 members
(as of October 2025)

Tokyo SMEs

approx. **10** %

are members

Tokyo: 7,300 / Nationwide: 17,000

Secretariat Staff

120 people

Supporting
member companies

Cooperative Profile

Name	ZENKOKU CHUSHOKIGYO KEIYUKAI COOPERATIVE (commonly known as “ZENKOKU KEIYUKAI”)
Founded	March 5, 1992
Capital	¥172,550,000 (as of October 31, 2025)
Members	17,072 (as of October 31, 2025)
Head Office	Toho Hibiya Bldg. 17F, 1-2-2 Yurakucho, Chiyoda-ku, Tokyo 100-0006 Foreign Worker Support Division TEL: 03-5157-3323 FAX: 03-3500-5250
Branch Offices	Osaka Office: Osaka Ekimae Dai-4 Bldg. 10F, 1-11-4 Umeda, Kita-ku, Osaka 530-0001 Nagoya Office: Nagoya Center Bldg. Main Tower 7F, 2-2-13 Nishiki, Naka-ku, Nagoya 460-0003
Officers	Representative Director & President: Takuya Hashimoto



Supervising Authorities & Approval Numbers

National Police Agency	Kokukoi-sei-hatsu No. 6 国公委生発第6号	Ministry of Health, Labour and Welfare	MHLW-Hatsu-Sanjo No. 0127-3 厚生労働省発産情0127第3号
Financial Services Agency	Kinsosei No. 381 / Kinkishi No. 54 / Kinkantoku No. 159 金総政第381号/金企市第54号/金監督第159号	Ministry of Agriculture, Forestry and Fisheries	7-Shinshoku No. 2203 7新食第2203号
Ministry of Internal Affairs and Communications	Sogyo-gyo No. 37 / Sojo-saku No. 19 / Sokide No. 10 / Sojogyo No. 11 総行行第37号/総情作第19号/総基デ第10号/総情業第11号	Ministry of Land, Infrastructure, Transport and Tourism	Kokukan-san-kosan No. 51 / Kokufuken-shin No. 217 国官参交産第51号/国不建振第217号
Ministry of Justice	MOJ-Shishi No. 18 / MOJ-Minni No. 110 法務省司司第18号/法務省民二第110号	Ministry of the Environment	Kanjunshihatsu No. 2601283 環境資発第2601283号
Ministry of Finance	Zairi No. 220 / Kanzei-1 No. 10 財理第220号/官税1第10号	Ministry of Economy, Trade and Industry (Small and Medium Enterprise Agency)	20260108-Chu No. 3 20260108中第3号
Ministry of Education, Culture, Sports, Science and Technology	7-Ju-Monkasou No. 28 7受文科総第28号		

A Multi-Industry Cooperative of Approx. 17,000 Companies — Among Japan's Largest

7,300 companies — about 10% of Tokyo's SMEs — are members, forming a strong network.

Membership continues to grow in other prefectures as well, achieving a scale that delivers real economies through shared services and joint purchasing.

Nationwide

SMEs (10–299 employees)

approx.
500,000 companies

Tokyo

Tokyo SMEs (same as at left)

69,813 companies

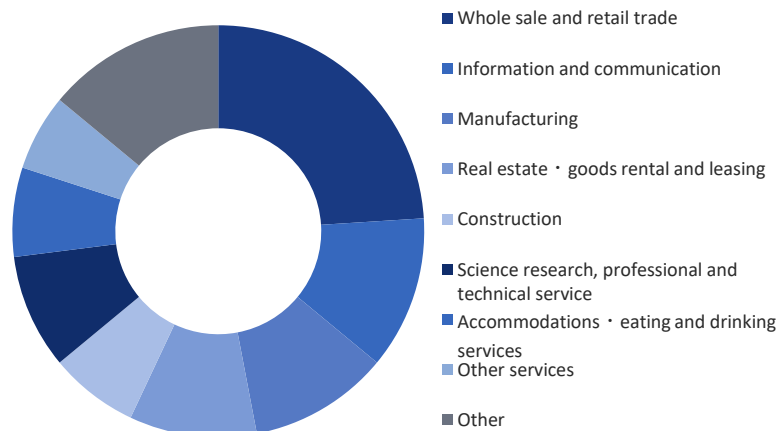
Of which, members

7,300 companies

Approx. 10% of Tokyo SMEs

Member Industry Distribution

A broad network spanning all 413 industry categories



Number of SMEs by Size (Reference)

	Nationwide	Tokyo
Under 10 employees	1.371 million	173,000
10–299 employees	487,000	69,000
300+ employees	18,000	5,000
Total	1.88 million	250,000

Source: Tokyo Metropolitan Government Statistics, 2016 Economic Census – Activity Survey

ZENKOKU KEIYUKAI supports business owners across a wide range of challenges through a one-stop system leveraging our network of experts and partners.

Seminars, Newsletters & Email Updates

Efficiently keep up with the latest management insights

We host numerous seminars featuring prominent business leaders and top experts, and deliver monthly updates on management, labor, finance, and HR strategy via newsletters and email.

Expert Network

Advisory agreements with specialists across fields

We address issues such as not knowing where to turn for litigation or specialist advice, by maintaining advisory agreements with experts in law, labor, tax, and healthcare that members can access collectively.

Recruitment & HR Digitalization

Building recruitment foundations and streamlining operations

We strengthen recruitment through optimized job postings and improved selection processes, and support the adoption of HR systems such as Jobcan, SmartHR, KING OF TIME, and Pay-Look at special rates to streamline operations.

Subsidy Utilization Support

End-to-end support from selection to application

Our specialist staff provide consistent support from selecting the right subsidy to application assistance and usage advice. We distribute the latest subsidy information monthly and hold weekly individual consultations in person or otherwise.

Share Valuation & Business Succession Planning

From share price strategy to succession planning

Our lawyers, tax accountants and certified public accountants provide integrated support from advice on share valuation and timing of share-price measures to succession and inheritance- focused planning to filings under the business succession tax system.

Insurance, Mutual Aid & Employee Benefits

Available at discounted rates

Group contracts offer up to 70% off casualty insurance and up to 5% off fire and auto insurance. We also support use of bankruptcy-prevention mutual aid, small-business mutual aid, and defined contribution pensions (401K).

Corporate ETC & Fuel Cards

Streamline expense management

We leverage ETC Corporate (volume discounts) and UC-ETC (point rebates) at uniform nationwide rates, simplifying payment management and expense tracking while our joint purchasing helps reduce costs.

Accepting Foreign Workers

Supporting the acceptance of Technical Intern Trainees and Specified Skilled Workers

As a general supervising organization certified "superior supervising organization," we partner with sending organizations in Vietnam and Sri Lanka. As a registered support organization for the Specified Skilled Worker program, we provide one-stop support for long-term acceptance of foreign workers.

▼ See the following pages for details

Drawing on over 30 years of experience, we have supported the acceptance of 413 workers nationwide (as of 2026).

Coverage Area

Nationwide

All 47 prefectures

Partner Countries

4 countries

Vietnam / Sri Lanka / China / Indonesia
✕ Other countries available upon request

Workers Supported

413 people

Technical Intern Trainees: 238 / Specified Skilled Workers: 175

01

Conducted Sri Lanka's First Ground Handling Skills Test

Aviation (ground handling) under the Specified Skilled Worker Program was considered difficult to source from Sri Lanka. Through repeated discussions with relevant ministries and airlines, our cooperative achieved the first in-country skills test in Sri Lanka. Over 150 Specified Skilled Workers are now active in this field.

02

Received Commendation from the Government of Vietnam

In recognition of our many years supporting Vietnamese technical intern trainees and Specified Skilled Workers, and our contribution to human resource development between the two countries, we received a commendation from the Government of Vietnam (Embassy of Vietnam) — a mark of trust selected from among roughly 3,700 supervising organizations nationwide.

03

Held Discussions with the Ministry of Health, Labour and Welfare on the New Employment for Skill Development System

Ahead of the new Employment for Skill Development system set to take effect in April 2027, we participated in discussions with the Ministry of Health, Labour and Welfare, actively proposing ideas informed by on-the-ground realities. Through this transition, we will continue promoting the best possible environment for both host companies and foreign workers.

04

A track record of Specified Skilled Worker Type 2 examination passers

Obtaining Specified Skilled Worker Type 2 status requires passing a rigorous examination that assesses expertise and level of skill. Our cooperative has a proven track record of candidates passing the Specified Skilled Worker Type 2 examinations in the aviation and construction fields, enabling long-term utilization of human resources with a view all the way to the peak of their careers.

Supporting foreign worker acceptance with the unique strength of a multi-industry cooperative.

01

Strength and Achievements as a Multi-Industry Cooperative

A multi-industry cooperative bringing together 17,000 companies across 413 industries, including 1,800 in construction and 620 in transportation, and enabling acceptance across aviation, manufacturing, and more.

We facilitated ground-handling employment for Sri Lankan workers through discussions with the Ministry of Land, Infrastructure, Transport and Tourism and others. Over 150 Specified Skilled Workers are now active.

02

Certified as an Excellent Supervising Organization

Certified as an Excellent Supervising Organization under the Technical Intern Training Program — a designation given only to organizations meeting strict standards for legal compliance, support systems, and trainee protection.

Our years of exchange with Vietnam were recognized with a commendation from the Embassy of Vietnam in Japan, selected from among roughly 3,700 supervising organizations nationwide.

03

Partnership with a Labor and Social Security Attorney Firm

Our group includes an affiliated labor and social security attorney firm, providing close collaboration and one-stop, expert-level support for labor consultations related to employing foreign workers.

Complex labor issues and work-rule analysis or revision can also be handled with expert advice, ensuring thorough compliance and a safe working environment for both parties.

We provide consistent, hands-on support from before acceptance through to long-term retention.

01

End-to-End Support

From government procedures, bank account setup, and orientation on daily life rules, to settling in right after arrival and long-term retention.

02

Visualized Growth

Monthly online Japanese-language tests visualize learning progress, supporting retention through a sustainable structure.

03

Translation & Interpretation Support

Full-time interpreters are on staff, providing one-stop support from on-site interpretation to translating in-house notices and work manuals.

Support Services Overview

01 Attending Local Interviews

Accompanying interviews in the sending country to support candidate selection

02 Organizing the Acceptance Plan

Supporting the process from the initial stages, including scheduling and document preparation

03 Pre-Departure Orientation

Coordinating with sending organizations to brief workers on preparations before arrival in Japan

04 Post-Arrival Procedure Support

Assisting with government procedures, bank account setup, and orientation on daily life rules

05 Translation & Interpretation Support

Covering on-site interpretation and translation of in-house notices and work manuals

06 Monthly Japanese-Language Tests

Supporting retention by visualizing continued learning and growth

07 Daily Life Consultation

Providing careful support on housing, rules, and interpersonal relationships

08 Labor Consultation

Handling labor consultations on foreign worker employment in partnership with our group's labor and social security attorney firm

To employ foreign workers in Japan, a status of residence (visa) matching the purpose is required.

Technical Intern Training / Employment for Skill Development

Purpose

Acquire skills while working on-site, serving as a stepping stone to home-country development or long-term employment in Japan.

Duration

In principle 3 years (Technical Intern Training up to 5 years)

Key Points

- The current TITP remains available, but it is scheduled to transfer to the new “Employment for Skill Development” system in April 2027
- Workers can step up to Specified Skilled Worker status upon completion

Specified Skilled Worker

Purpose

A system for accepting foreign workers with a certain level of expertise and skill as an immediate workforce in labor-shortage sectors.

Duration

Type 1: up to 5 years total
Type 2: renewable for long-term employment

Key Points

- Available in 19 fields (from April 2027)
- Transitioning to Type 2 removes the residency limit and allows family accompaniment
- A highly skilled workforce for long-term utilization

Our cooperative supports both systems. The following pages introduce each in detail.

Current System

Technical Intern Training Program

■ Purpose of the Program

A program designed to transfer Japanese technology, skills, and knowledge to workers from developing countries, contributing to their home countries' economic development.

■ Duration

In principle 3 years, up to a maximum of 5 years, acquiring skills through practical work at Japanese companies.

Scheduled to Take Effect in April 2027

New System: Employment for Skill Development

■ What Is This System?

A newly established system that will supersede the Technical Intern Training Program. It aims to let workers acquire needed skills while working in labor-shortage sectors, leading to medium- to long-term employment.

■ Duration & Career Path

Workers gain experience through in-principle 3-year employment, with a path envisioned toward Specified Skilled Worker status and beyond.

A status-of-residence system for accepting foreign workers with a certain level of expertise and skill in labor-shortage sectors. It has two categories, Type 1 and Type 2, depending on skill level.

Specified Skilled Worker Type 1

Eligibility

Workers with basic to intermediate-level skills

Period of Stay

Up to a total of 5 years

Family Accompaniment

Not permitted

Transition Route

Smooth transition possible from Technical Intern Training /
Employment for Skill Development

Specified Skilled Worker Type 2

Eligibility

Workers with advanced, skilled expertise

Period of Stay

No limit on renewals

Family Accompaniment

Spouse and children may accompany

Future Outlook

Able to continue working by making full use of their highly skilled expertise

Workers can start with Technical Intern Training / Employment for Skill Development and step up to Specified Skilled Worker status. This enables long-term workforce utilization, with outstanding workers able to work long-term as Specified Skilled Worker Type 2.



※ Transition may not be possible depending on the sector or examination results.

Supporting Both Systems — Consistent Support for the Long-Term Success of Foreign Workers

A career path is available in which workers start with Technical Intern Training and gradually step up to Specified Skilled Worker status.

Both the Technical Intern Training and Specified Skilled Worker systems cover a wide range of Job categories and industry fields.

Technical Intern Training — Main Eligible Job Categories

Construction

Frame working/Reinforcing bar construction/Scaffolding/Tiling/Plastering/Interior finishing/Construction machinery work/Well drilling

Food Manufacturing

Non-heated fishery processed foodstuff manufacturing work/ Ham, sausage and bacon making/ Bread Baking

Textiles & Apparel

Knit goods manufacturing/Ladies' and children's dress making/Tailoring men's suit making

Machinery & Metals

Casting/Die casting/Machining/Metal press/Electroplating/Aluminum anodizing

Other

Industrial packaging/Rubber product manufacturing/Printing/Plastic molding/Caregiving

Specified Skilled Worker — 19 Eligible Fields

Nursing care

Building cleaning
management

Industrial Product
Manufacturing

Construction industry

Shipbuilding and ship
machinery industries

Automobile repair
and maintenance

Aviation industry

Accommodation
industry

Agriculture

Fishery & aquaculture

Manufacture of food
and beverages Food
service industry

Food service industry

Automobile
transportation
business

Railway

Forestry

Wood industry

Linen Supply※

Logistics warehouse
field※

Resource circulation
industry※

※ Scheduled to be added in April 2027

Acceptance Process

Estimated timeline: 8 months
minimum

Frequently Asked Questions

Q1 Can I get advice even if this is my first time accepting foreign workers?

Of course. We organize the system and procedures clearly and provide consistent support throughout.

Q3 Which countries do you work with?

Acceptance is centered mainly on Vietnam, Sri Lanka, China and Indonesia. Other countries are available upon request.

Q5 What does the company need to prepare?

Our cooperative helps organize required documents and scheduling together with you, so first-timers can feel at ease.

Q7 Is Japanese-language learning support provided?

We conduct monthly online Japanese-language tests, visualizing learning progress to support retention.

Q2 How much does it cost?

It depends on the system, the number of workers, and the job category. We provide a customized estimate after an initial consultation.

Q4 Which job categories can you support?

We support a wide range of occupations including construction, food manufacturing, textiles/apparel, machinery/metals, and Nursing care.

Q6 Do you also support post-arrival procedures?

Yes. We support the setup process, from government office procedures and bank account setup to orientation on daily life rules.

Q8 Can I get labor consultations (with a labor and social security attorney)?

Yes, in partnership with our group's labor and social security attorney firm, we handle labor consultations related to foreign worker employment.

Feel Free to Start with Just a Consultation

Please contact us at any time.

Contact Us

ZENKOKU CHUSHOKIGYO KEIYUKAI COOPERATIVE
— **Foreign Worker Support Division**

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