



IUJ Placement Report 2016:

Results of job and internship placement support for academic year 2015-2016

All-time High Number of Companies Recruit on Campus

With 2015 being the year of a significant increase in alumni recruiting directly from their alma matre, this year experienced an increase in the number and diversity of companies recruiting IUJ students on campus.

On-Campus recruiting season is mostly held in January and February each year, but the demand for activities in April and May, and even June hit an all time high. This past year

over 45 companies came to campus or arranged SKYPE interviews. Campus visitors held Info Sessions which were followed by interviews nearly every day from mid January to late February, and many days in April and May.

The result? Again stable placement for jobs and internships across the board for our active job/internship hunters.

We expect the trend to keep increase for the foreseeable future with

the trends of alumni involvement on the rise and more companies seeking to globalize with IUJ talent.

The key factor for success remains Japanese language skills development in IUJ students, and flexible hiring practices for companies seeking to globalize.

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Special Points of Interest

- Record number of on-campus recruiting events
- Trends with IUJ Global Partners
- Note on IUJ timing with respect to the Keidanren recruiting guidelines.

All Active Internship Hunters Received at Least 1 Opportunity



A student from Mongolia receives instructions on his first day of his internship before launching into his project for Tozai Asset Management

Another amazing internship placement year was enjoyed by the Class of 2017. Nearly everyone who actively sought an internship secured at least one experience to contribute to a company or organization and put their IUJ new skills to the test.

Including those receiving multiple internship experiences, the overall placement rate again reached 130%

While these rates are very exciting, they are not surprising. IUJ has enjoyed over 100% placement for several years now.

Here are the rates for the most recent 5 years (does not count ABE Initiative scholars)

2012	124%
2013	105%
2014	134%
2015	136%
2016	130%

Where are Recent IUJ graduates Working?

Those who come to IUJ without a job to return to, private students, may request support for their job hunting from IUJ Career Services.

Through those services, through alumni and on their own initiative hopefully applying IUJ's guidelines and advice, graduates from the last 3 years are working in the following firms, presented as GSIR and GSIM breakouts.

2012-2015 Work Industries for GSIR Graduates **GSIR Graduates**



- Adam Innovations Co., Ltd
- Adventist Development and Relief Agency Japan
- Asian Development Bank Institute
- Bank of America Merrill Lynch Securities
- Beijing Association of Sustainable Development
- Ernst & Young
- Evolable Asia
- HRNetOne
- Institute for Global Environmental Strategies (IGES)
- Itochu Corp.
- Japan International Cooperation Center (JICE)
- Japan Petroleum Exploration (JAPEX)
- KASIKORN Bank
- KPMG
- MIKASA INDUSTRY CO.,LTD
- Mongolian Government
- Nagoya University
- National Graduate Institute for Policy Studies (GRIPS)
- NIKON CORPORATION
- Ootoya Co. Ltd.
- SOCAM
- Southasia Institute of Advanced Studies (SIAS)
- Taisei Corp.
- Tamada Industries
- Temp Staff

Class of 2016 Placement Rates before Graduation

With a relatively lower number of job hunters each year, IUJ is able to provide customized and individualized support to our students. As a result, the rate of students receiving job offers before graduation are quite solid.

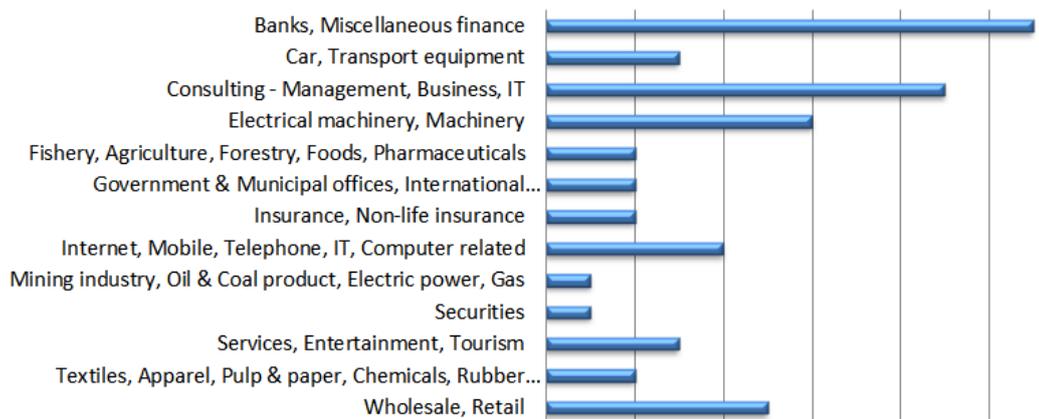
MBA—82% IDP—100% IRP—100%

The figures are for those who were actively job hunting before graduation (did not postpone their job hunt), and received a job offer (some offers were turned down). With the number of companies recruiting directly from IUJ growing each year, we expect these trends to at least be maintained if not improved.

GSIM Graduates

- AbbVie GK
- AEGON
- AEON Fantasy Co. Ltd.
- ASICS
- Burba Hotel Network (BHN)
- CAC Corporation
- Cognizant Technology Solutions
- Daikin Industries, Ltd.
- Deloitte Touche Tohmatsu LLC
- Ernst & Young
- GE Kariwa
- Google Japan Inc.
- IBM Corporation
- ING Life Japan
- Japan Petroleum Exploration (JAPEX)
- KPMG in various countries
- KasikornBank
- Lanin Partners
- Mazar's
- McCann-Erickson Inc.
- Metlife Japan
- MIKASA INDUSTRY CO.,LTD
- Ministry of Foreign Affairs, Indonesia
- Mizuho Bank, Ltd.
- Morgan McKinley
- Nippon Signal Co. Ltd.
- Novo Nordisk
- Pt. Bank Mandiri (Persero) Tbk
- Rakuten, Inc.
- Sankei Travel
- Siemens Japan K.K.
- Univance Co. Ltd.
- Xebio

2012-2015 Work Industries for GSIM Graduates



Scene from an On-Campus recruiting event

On Campus Recruiting Report

Starting in October and running until just days before graduation, IUJ welcomed over 50 company visits to our Niigata campus to offer presentation and meet students formally, informally, and in groups or individual sessions. Companies sought both employees and summer interns, and both Japanese and non-Japanese alike. Those without experience enjoyed the attention from those seeking “fresh graduate” hiring, and those with experience networked for more senior roles.

The peak season, mid January through late February, attracted over 60% of the visitors to our snowy campus.



IUJ’s Strong Internship Program: 1 or more internship experiences for active hunters

With the growing support from IUJ Alumni and IUJ’s Global Partners (over 50 major companies in Japan), IUJ continues to be able to offer quality internship projects, and some interesting in-office experiences to those wishing to build their portfolios and gain work experience in Japan, and overseas.

Japanese language abilities remain a major factor when seeking experiences in Japan. Those planning to enroll in IUJ and wanting to intern, are highly recommended to come into IUJ with some skills, and enter our Intermediate Language level!

Companies in Japan are increasingly discovering the quality work they can receive from IUJ students in the 6-10 week internships between July and September each year. Internships are more and more often seen as a way to evaluate the student carefully before making employment decisions for the following year: these win-win experiences can help companies with their Global HR challenges smoothly and efficiently.

Where do IUJers Intern? Examples from the Past Several Years

Banking/Finance/Insurance

AEGON
AIG
Aozora Bank
Capital Servicing
Casys Capital
Financial Agency
Mizuho Corporate Bank
Mizuho Financial Group
Nomura Securities
ShinNihon EY
Tozai Asset Management

Consulting

Change Co. Ltd.
CoachA
McCann WorldWide
Skylight Consulting
Yamada Business Consulting

Entertainment/Service

AEON Fantasy
MediPass
Nippon Express
Tokyo American Club

Internet/Mobile/E-commerce

Internet Business Japan
Siemens
ValueCommerce

Manufac./High Tech/Auto

Daikin Industries
Hitachi Co. Ltd.
Mitsubishi Fuso Truck and Bus Corporation (MFTBC)
Niigata Kikai
Stanley Electric Co. Ltd

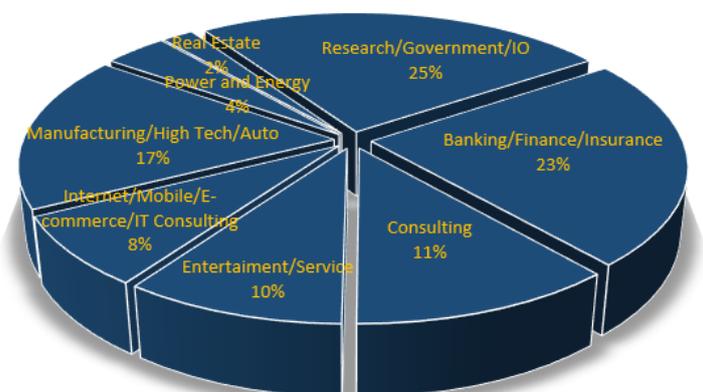
Power and Energy

Bergen Solar Power & Energy
JAPEX

Research/Government/IOs

Adam Innovations
ADBI
ERINA
Japanese Diet Member offices
MOFA
NRIC
UCLG ASPAC
UN OCHA
UNCRD, Nagoya and Kenya Office

Internship By Industry 2012-2016
(does not include multiple internships at one place)



Timelines & Services

Student Timeline

- Late September:** attend career workshops and draft resume. Begin applying online for finance related internships and UN related jobs
- October:** finalize resume and explore career options. Begin to apply and interview in reaction to CC&S announcements, and on websites. Receive first coaching session from CC&S.
- December:** begin to apply on own and through CC&S for Winter Term interviews. Prepare UN related applications for internships. Attend Job Fairs and Info Sessions offered by companies on target list (for April Start year after graduation, and often for "new hires")
- January:** Send UN related internship applications and continue to apply for various online and campus announced positions. Apply through IUJ and on own for business internships.
- January - February:** Interview on Campus. Attend Info sessions in Tokyo
- March - April:** Finalize Offers through IUJ. Job hunters for the following year should apply through ENTRY SHEETS for Japanese firms, and plan to interview in August (if following the traditional job recruitment timeline)
- May - June:** Change visa status (jobs) or obtain work permits (Interns)
- July:** Start internships or jobs
- Internships may run from early July through late September depending on the company/organization needs and the students' scholarship issues and Fall exchange program timing (when applicable). Ebiz students may participate in internships, referred to as "practicum" under very special conditions only. Ask the career counselor.*

Employment positions may start in July or after for MA and MBA students and September or after for Ebiz students. Some companies have strict "April Start" employment policies for incoming employees to enhance their long-term career development with the firm.

Recruiter Services

- Candidate introductions
- Communication support between recruiter and candidate
- Posters of openings creation
- Resume collection and delivery
- Resume Book delivery
- Individual resume delivery
- On Campus recruiting visit/itinerary arrangements
- Tokyo interview support
- Complimentary presentation rooms and equipment
- Complimentary interview rooms
- Work Permit and Insurance arrangements for interns
 - http://www.jees.or.jp/gakkensai/docs/publish/2015gakkensai2000_goannai.pdf
- Services customized for smooth interaction between recruiter and student.
- See www.iuj.ac.jp/career/ for details and photos

No fees or commissions apply when recruiting IUJ students through school services

Recruiter Timeline

日本政府からの要請に基づき、経団連は「採用選考に関する指針（2014年発表）において、採用選考活動の早期開始自粛を求めています。しかしながら、本指針は4月～3月の学年暦に基づいたものです。本学は秋入学制度を採っている大学院大学であり、学年暦は9月～8月であることから、本指針の対象とはならない旨、文科省とも確認が取れています。本学学生の採用活動は通年実施いただけますが、例年1月～2月が最も効率的となっております。

- Anytime:** arrange for on-campus (or other method) recruiting visits
- Late October:** Receive the IUJ Resume Book and/or view the online Resume Bank
- October - late November:** Early-Bird Campus Recruiting time. Offers can be made at this time.
- Mid January - Late February:** **Main On-campus recruiting time.** Offers may be made at any time.
- Mid April - late May:** Spring recruiting season.
- June:** Assist employees with Work Visa documents (for Japan employment of overseas students). For interns, IUJ ensures Work Permit and Insurance with no company action required except the internship "contract" or Dispatch Form.
- July or after:** Welcome the MBA/MA employee or intern (September for Ebiz)

IUJ is flexible to adapt our scheduling to your recruiting style.
貴社のご要望により、時期等対応いたしますので、ご相談ください。

Internship Compensation Examples in Japan in 2014-15

Average: 100,000/month plus housing & transportation support
Range 0 to 280,000/month for expenses for 7-10 week internships

Internship Timing and Length

3 weeks to 3 months between July and late September