

# Role of Japanese Technical Intern Trainees Program in Economic Development in Thailand

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THE RESULTS OF THE SURVEY ON THAI RETURNED TRAINEES



# Labor Market in Thailand

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- Thailand has consistently low unemployment (proximately 1%)
- There are some underemployed labor force who do not utilize their capacity to the fullest. Usually workers that move between manufacturing/services industry and agricultural sector.
- From labor market condition, it is not very difficult to find employment in Thailand as long as you are willing to work.

# Aims of the Research

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This research will investigate the nature of Thai labor participating in the Japan Technical Intern Trainee program. It looks into the reason for people to join the program, the expectation, and the results. The research will focus particularly on the effects of the program on the participants and how the experience has benefited the trainees. The whole process and relevant participants will also be studied in order to find the strength and weakness of the program for the analysis and the recommendation.

# Questionnaire Distribution

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In collaboration with Thailand Ministry of Labor and the IM Thailand office, the questionnaires are distributed to returning trainees upon the program conclusion ceremony. Most of the trainees participate in the training program with IM as the sending organization. The trainees from IM generally work in manufacturing firms or factories.

Please note that the Ministry of Labor only works exclusively with IM office. Private recruiting firms would work with the other sending organizations.

# The Survey Results

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TECHNICAL INTERN TRAINING PROGRAM AND WORKFORCE  
DEVELOPMENT

# Socioeconomic Background

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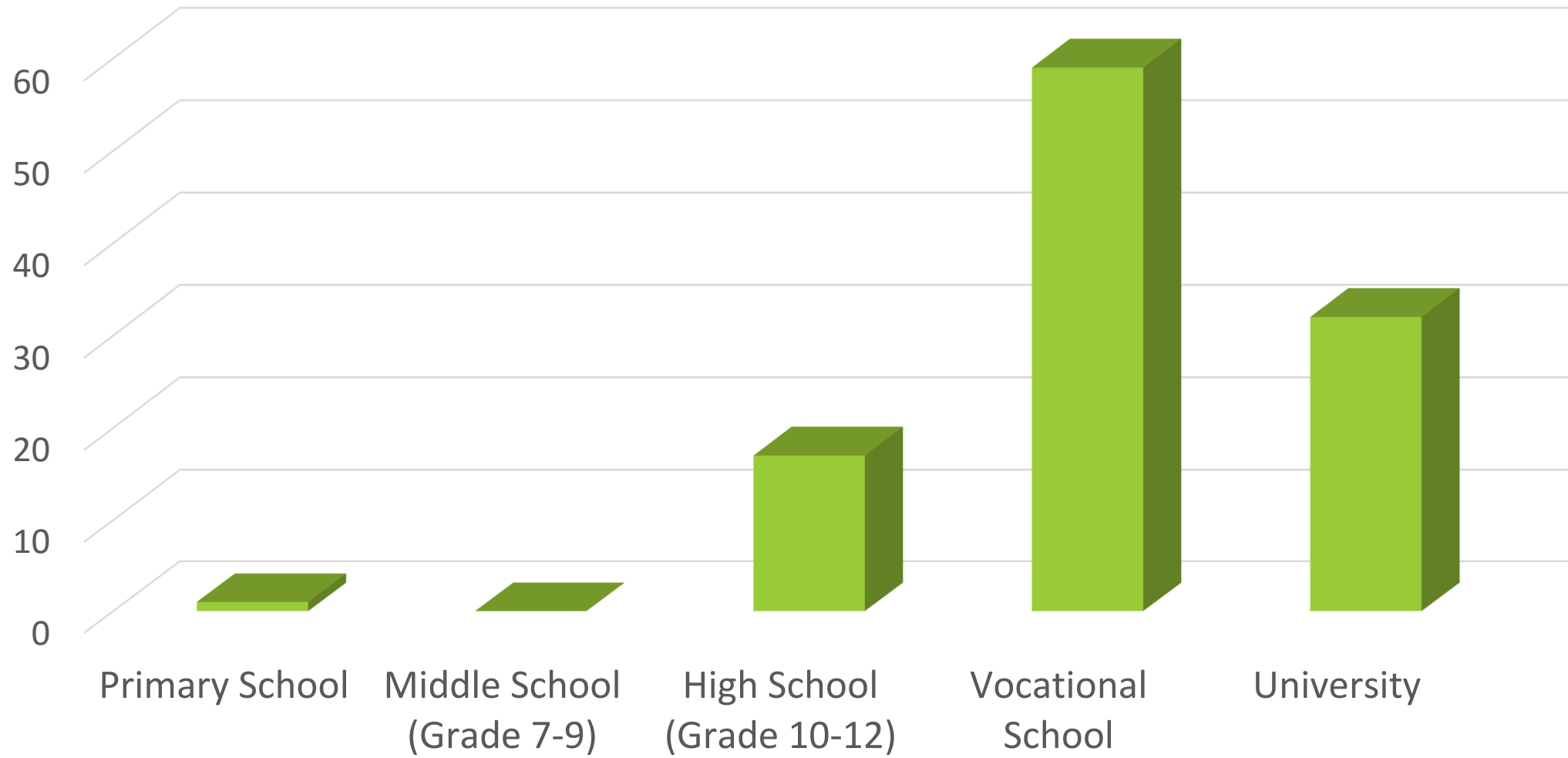
- Total number of correspondents is 109.
- There are 99 male (90.8%) and 10 female (8.2%)
- Most returnees are single (83.5%), then married (12.8%) and divorced or separated (3.7%).

# Socioeconomic Background

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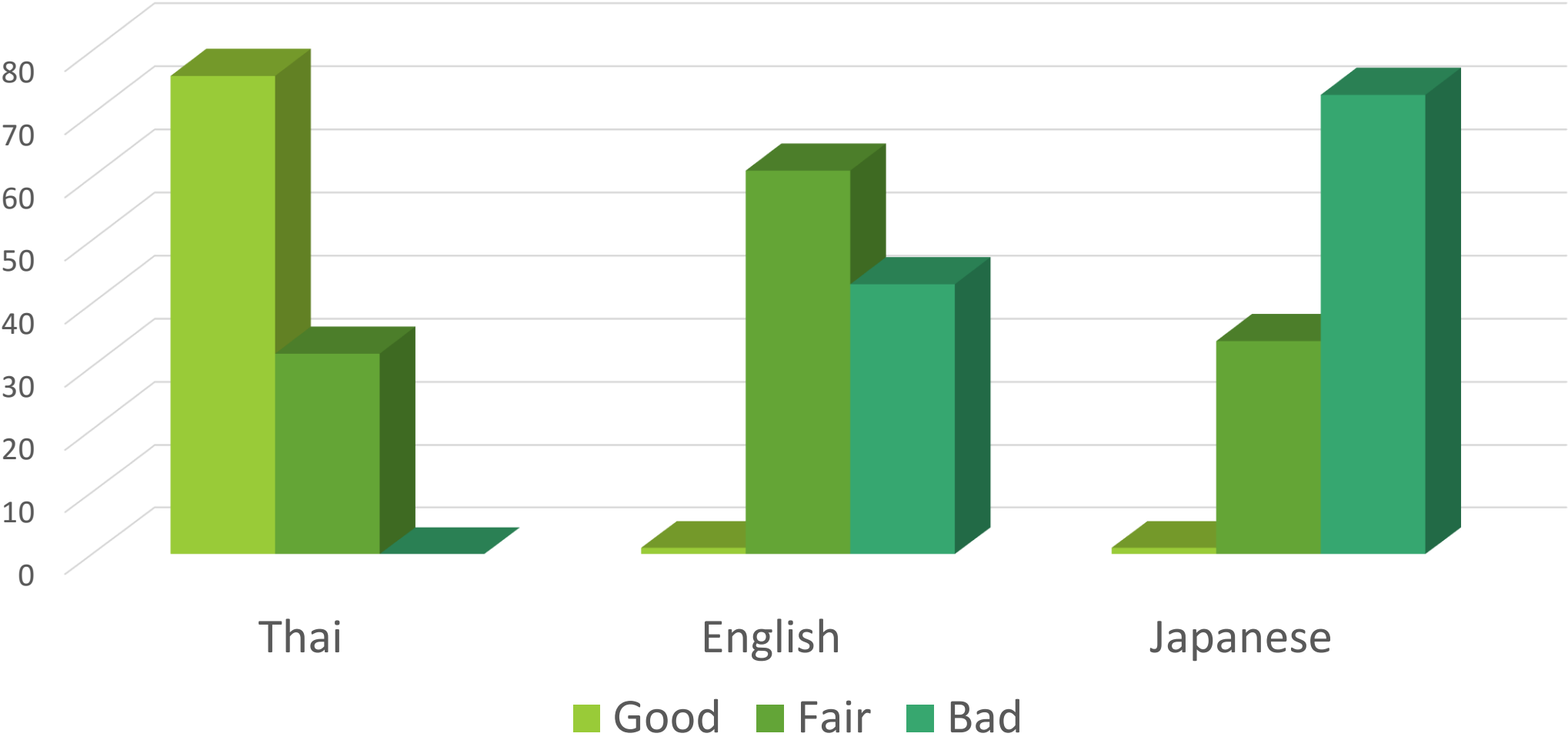
- Minimum age is 23 and maximum age is 34. The average age of returnees was 28 years old.
- The average family annual income was around 225,134 Thai Baht (around 740,000 Yen).
- Most of them lived in the rural area (72.5%). Only 10% lived in the city.

# Educational Level





# Language Skill before Training



# The Program

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DESCRIPTION OF THE PROGRAM

# Descriptions of the Program

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- Application Process → Prep Courses in Thailand (3-4 months) → Prep Courses in Japan (1 month) → Technical Training
- The usual length of stay is 3 years. Some were 1 years.
- Generally, trainees thought that the prep courses before and after going to Japan are important and useful. But they may not be enough time or cover sufficient topics to be practical and useful to trainees.

# Descriptions of the Program

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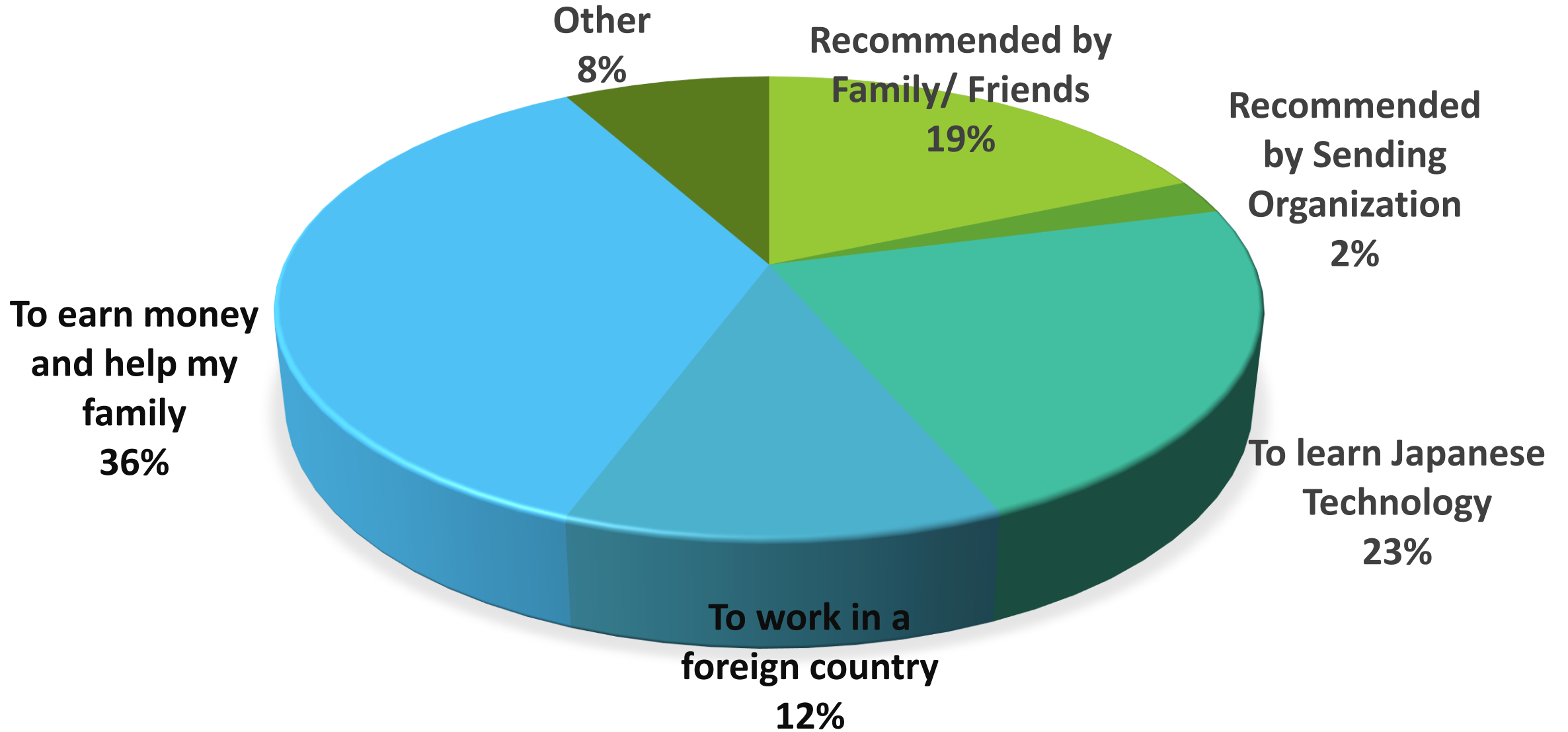
Almost 100% of trainees believe that the one month training program after they arrived in Japan is necessary for them. There are multiple benefits from the one-month training according to the trainees. The program helps trainees learn and understand Japanese language and Japanese society better, especially in regard to laws. It also allows trainees to get acquainted with Japan.

# Descriptions of the Program

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Many trainees received additional benefits from the firms in addition to work compensation. Approximately 43% received housing. Another 17% received rent payment from the companies. 36% had insurance. And 10% received meal plan.

# MAIN REASON FOR TAKING PART

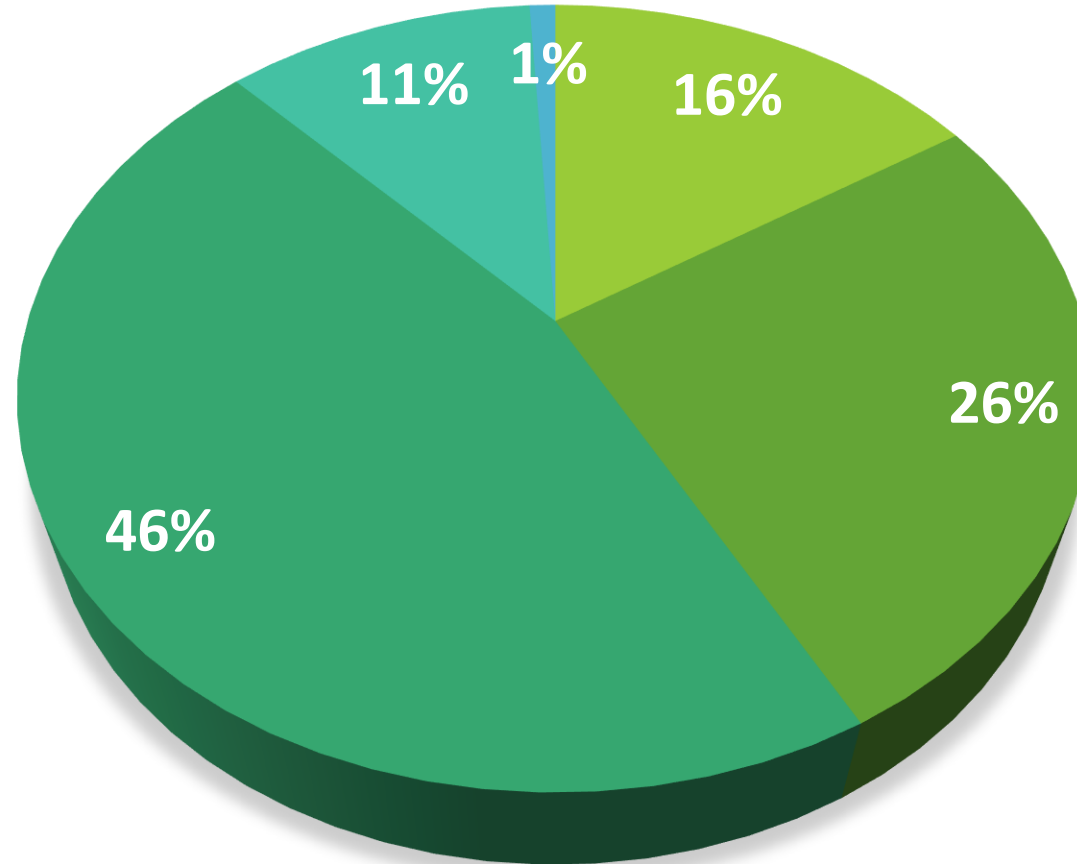


# Strength of the Training Program

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IMPROVEMENT OF TRAINEES KNOWLEDGE, SKILLS AND SOCIAL  
VALUE

# Level of Technical Training Received



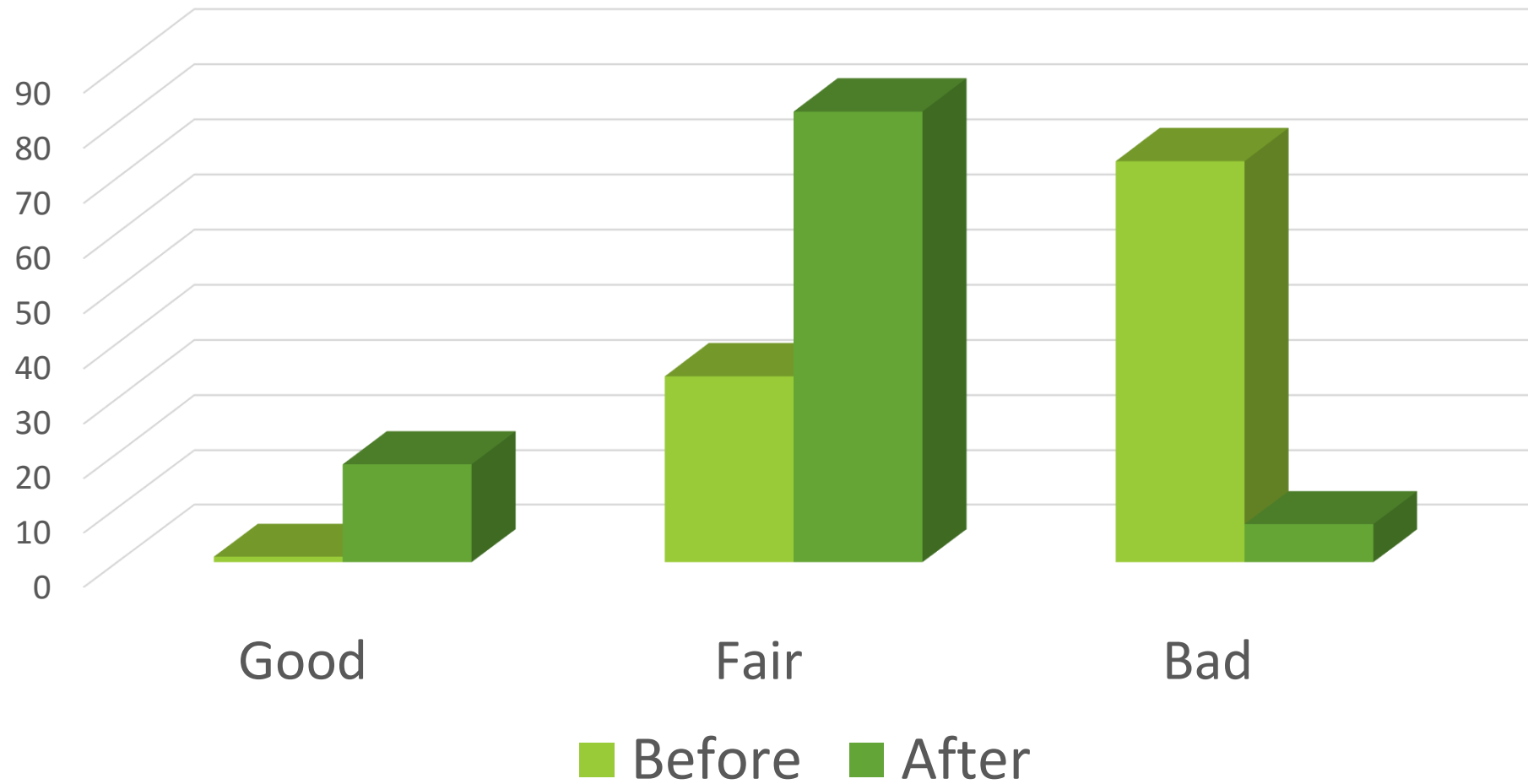
Very Basic Basic Mid-level Quite Advance Advance



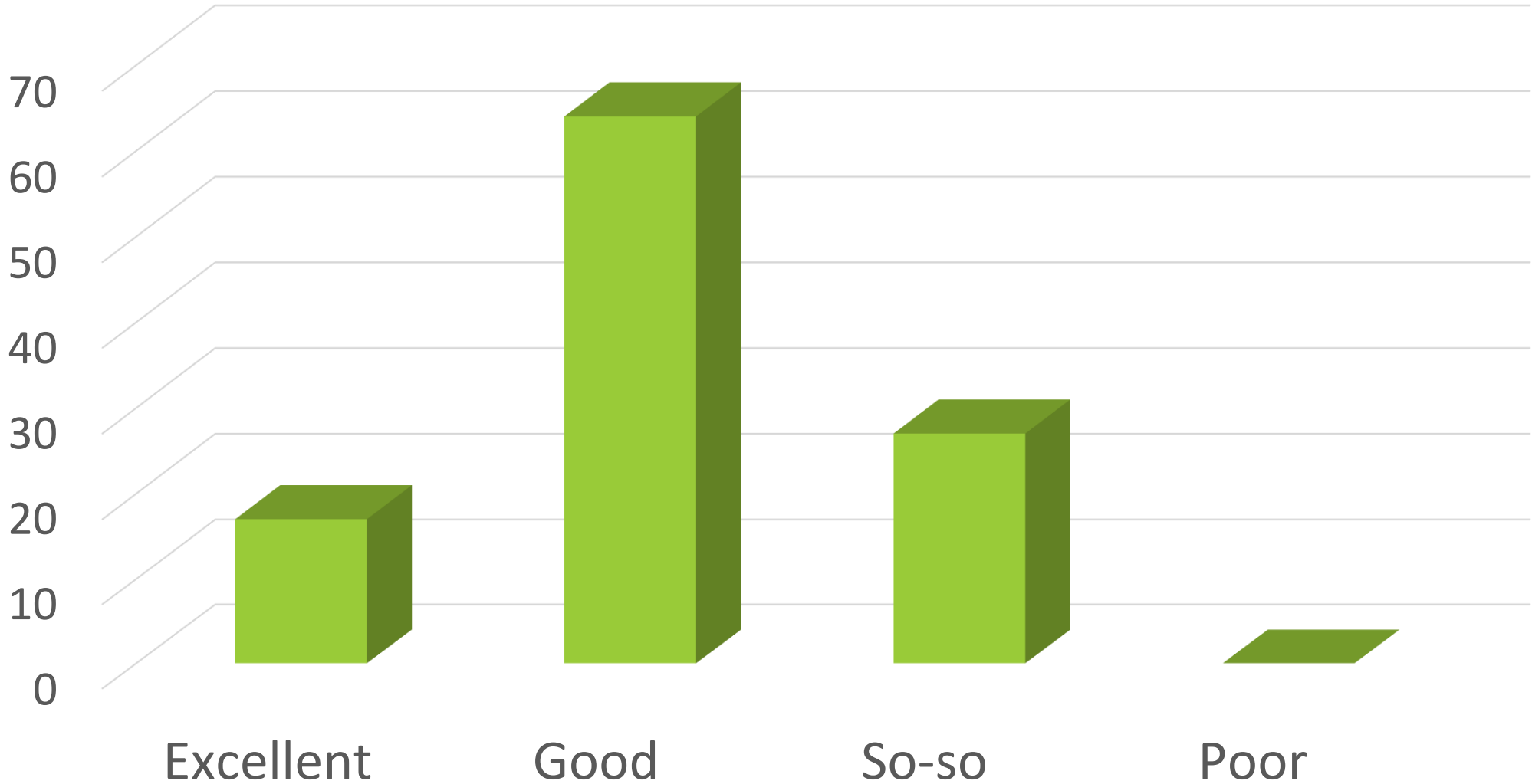
# Knowledge to Bring Back Home

	Practical Knowledge	Management Skill	Technical Knowledge in Your Field	Professional Knowledge	Japanese Language
Highly Improved	51	36	35	29	27
Improved	56	71	73	76	79
No Change	2	2	1	4	3

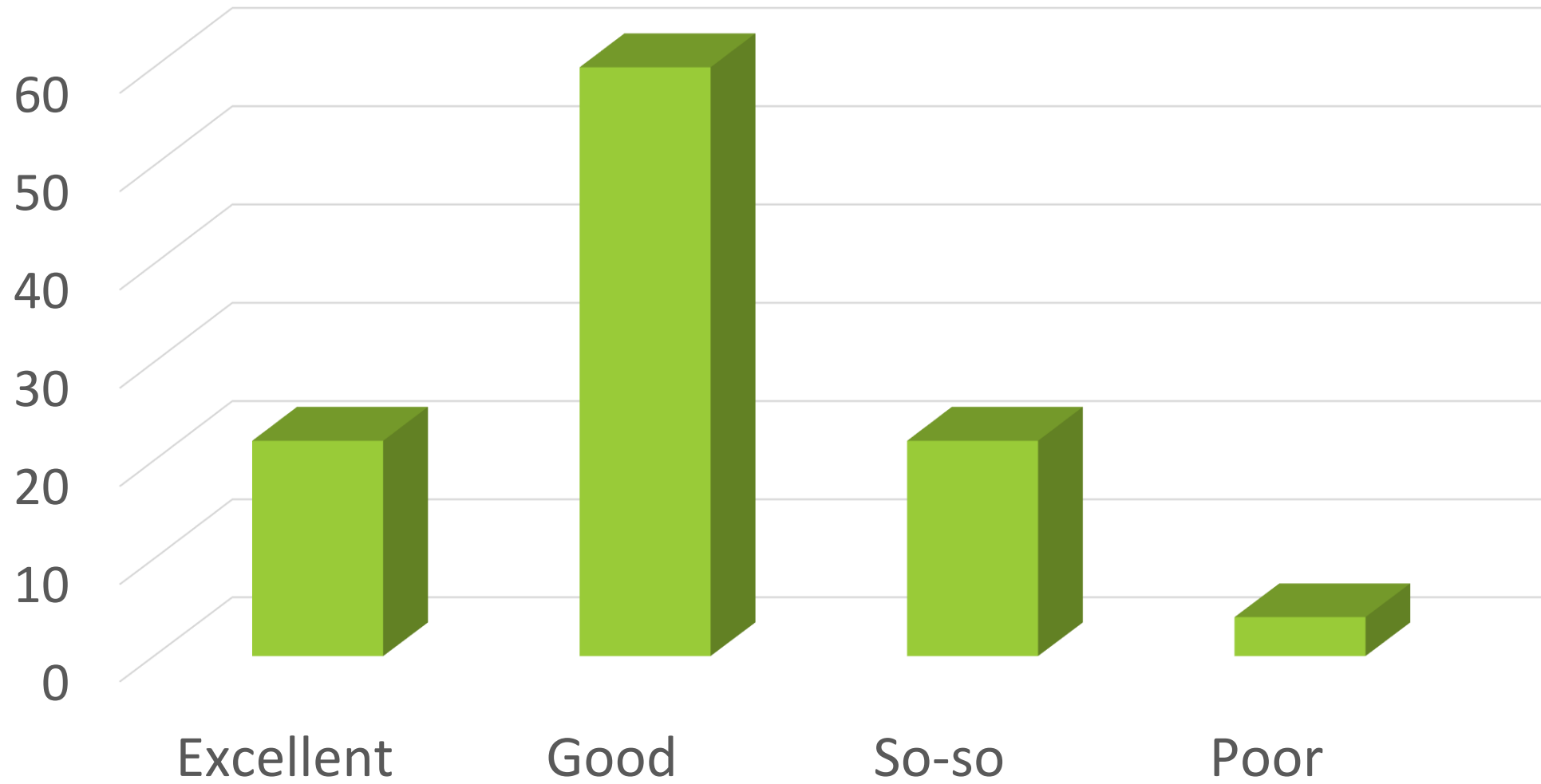
# Japanese Language Skill Improvement



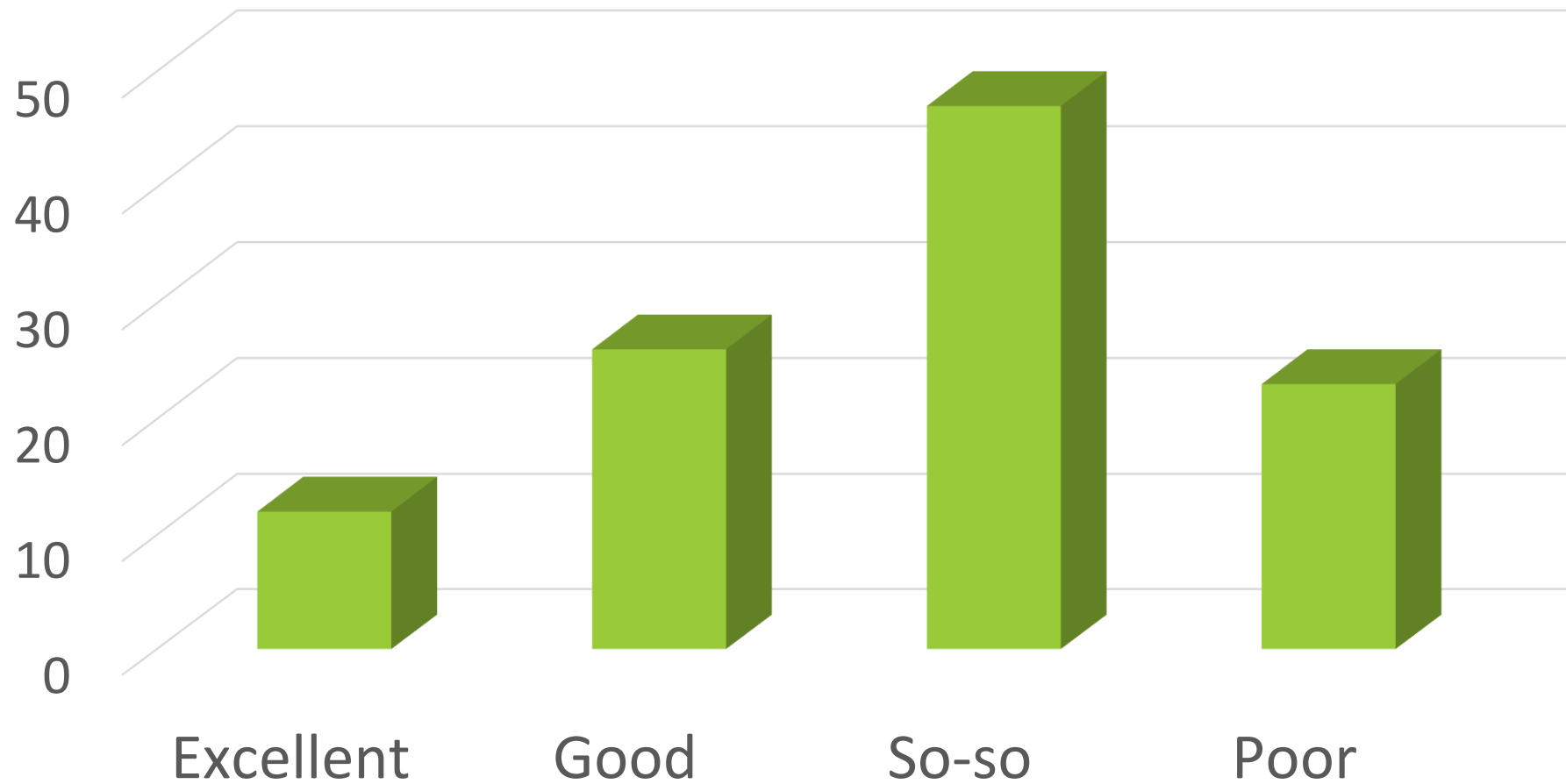
# Familiarity of Japanese Culture



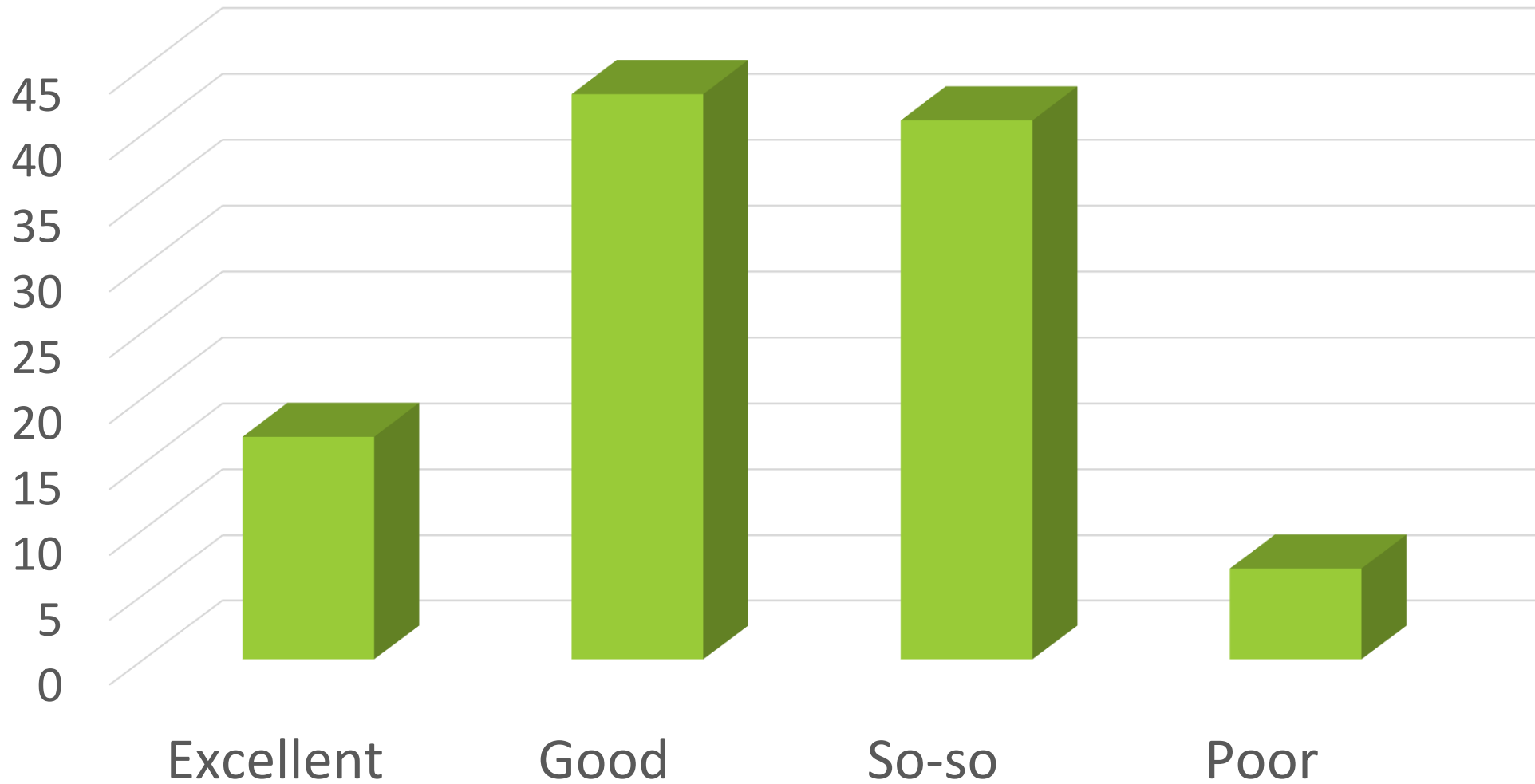
# Help of Japanese Colleagues and Boss



# Support of Japanese Employer even after Return to Thailand



# Help from Regional Community



# Improvement in Personality and Work Ethics

	<b>Stick to Values and Norms of Workplace</b>	<b>Honesty</b>	<b>Obey Rules and Regulations</b>	<b>Respect Others</b>	<b>Loyal to Your Duty</b>	<b>Time Bound</b>	<b>Hard Working</b>
<b>Highly Improved</b>	28	62	65	60	57	72	66
<b>Improved</b>	71	43	41	43	47	34	41
<b>No Change</b>	10	4	3	6	5	3	2

# Knowledge and Resources Earned in Japan was Useful in Following Achievements after Returning from Japan

	Knowledge	Japanese language	Money	Technology	Social contacts
<b>To find a better job</b>	50	43	29	14	12
<b>To start a new business</b>	38	10	47	20	13
<b>To work more productively</b>	61	20	7	32	10
<b>To have better social status</b>	31	13	32	14	38
<b>To have better living conditions</b>	37	11	54	12	19
<b>To support my extended family</b>	20	3	83	7	6



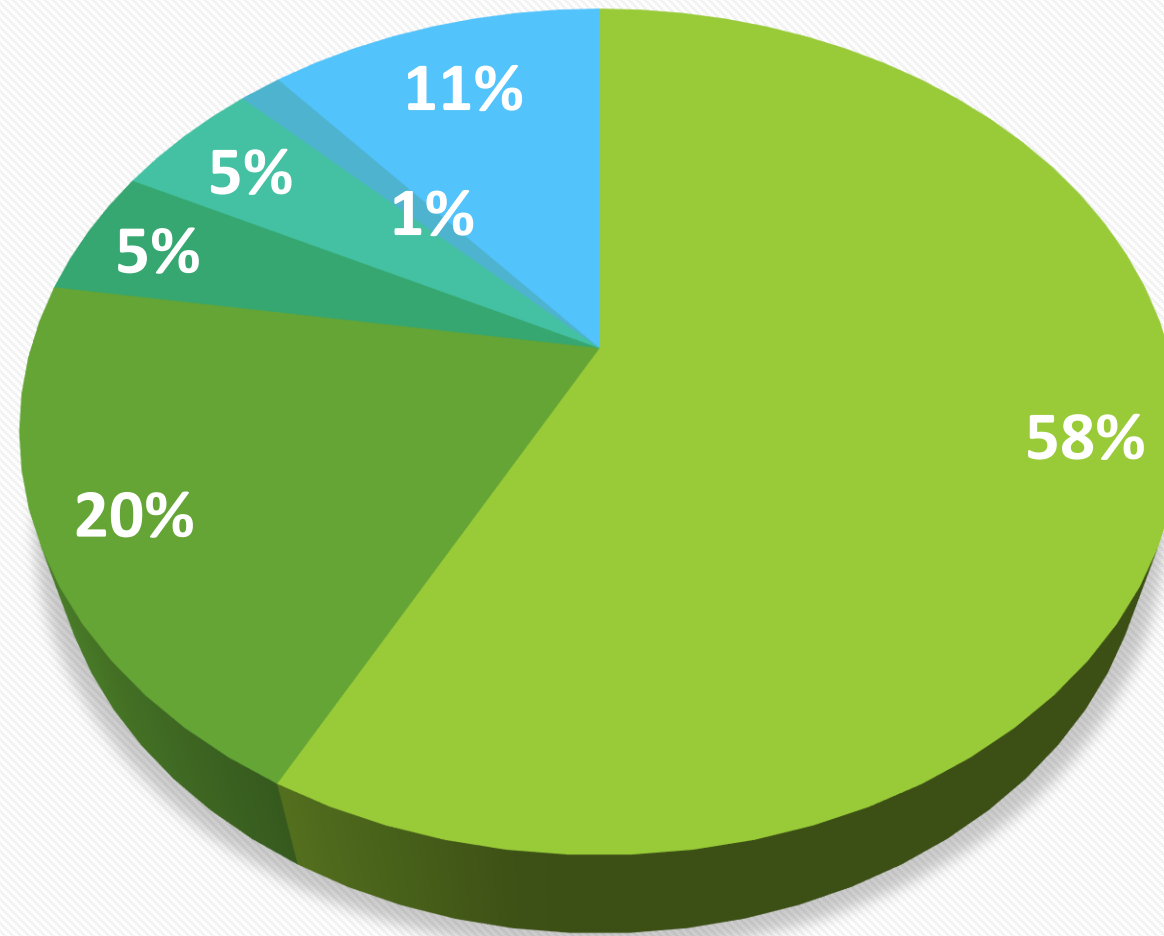
# Problems and Prospects

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LOOKING BACK AND LOOKING AHEAD

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# Country Trainees Plan to Visit Next



■ Japan ■ Korea ■ Middle East ■ Singapore ■ Hongkong ■ Others

# Problems and Prospects

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- More than half of the returnees felt that they received too little language training before they were sent to Japan. Approximately 55% of returnees agree that the Japanese language training they received in Thailand was insufficient for the practical use in Japan.
- On the other hand, the majority of returnees, or around 61%, believed that they received sufficient information regarding Japan and Japanese society before they arrived in Japan.

# Problems and Prospects

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- Returnees complained about their compensation, feeling that it was not sufficient, especially in the wake of weakening yen. The trainees received compensation in yen while working in Japan so they needed to convert it back Thai Baht.
- The average earning was around 217,000 yen.
- The maximum earning was 2 millions yen while the lowest was 10,000 yen.

# Problems and Prospects

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- There were problems in trainees adjustment to Japan and its society. They sometimes found the culture was too different from Thai culture.
- Language was also another major barriers. Many trainees expressed concerns and problems regarding Japanese language skills.

# Summary and Conclusion

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- Thai trainees choose among various alternatives for place they can work or train.
- Trainees were most interested in monetary reason when deciding to participate in the program.
- The benefits from the program are various, including the contribution to trainees' skills, monetary return, social value and personal improvement.

# Summary and Conclusion

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- Language seems to be the most important obstacle for Thai trainees. Even after a long period of language preparation, it's still not sufficient.
- Overall, trainees are satisfied with the program and would like to return to Japan for training again if allowed.