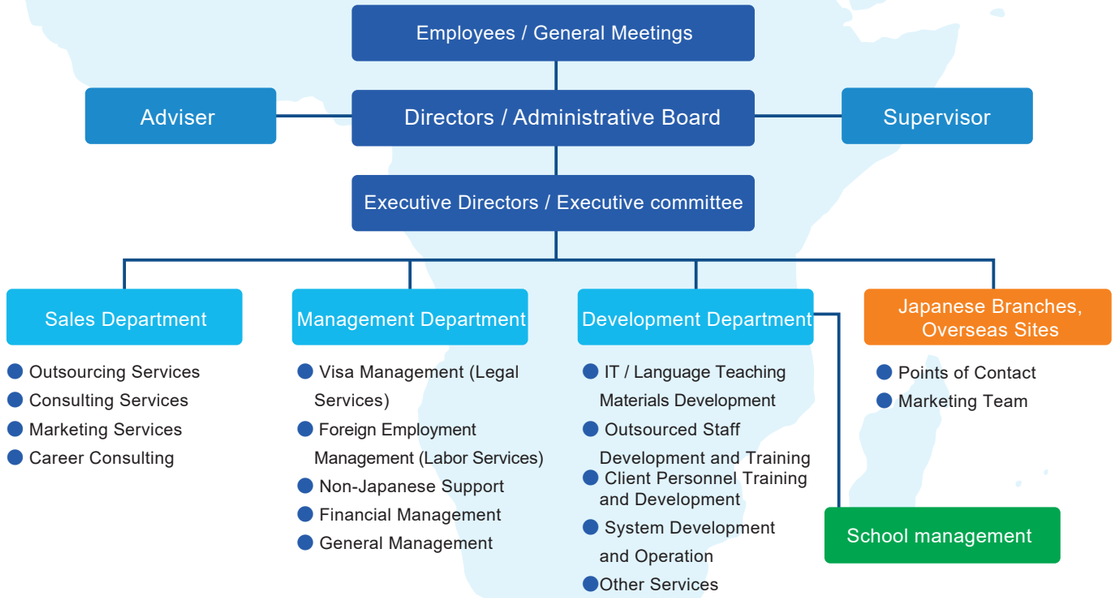
Organizational Chart



Contact Information

Asia Pacific IT Human Resources Support Association

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Asia Pacific IT Human Resources Support Association

Our Purpose

In Japan, there is a shortage of IT personnel and it's become an important issue facing the country. As a result, the government and private sector are working together to develop the needed talent, while also promoting IT education and learning. However, as Japan becomes more digital, the labor shortage becomes more apparent. This problem is further exacerbated by other causes, like Japan's decreasing birth rate and aging population.

This isn't only a short-term problem, it is a problem that will impact Japan in the medium and long-term, as Japan's need for skilled IT workers continues to grow. As we're involved in the IT industry and IT staffing/outsourcing services, this association is working to enact government policies and actions that address these issues. In fact, this association was established with the purpose of resolving socio-economic problems facing Japan, while also taking actions that will contribute to future growth.

Asia Pacific IT Human Resources Support Association

Business Purpose

This association was founded in order to develop and maintain the next generation of skilled IT personnel in and outside of Japan that can support Japanese industries, while also helping to solve various socio-economic problems related to the current shortage of skilled IT labor within Japan.

Business Area

1 Discovering and developing skilled IT personnel in Asia

Fostering the development of high-level IT talent through IT-related educational support, with a focus of the younger generation in SE Asia.

2 Providing an opportunity to work in Japan and with Japanese companies

By matching trained and skilled IT personnel with companies in Japan, we provide an opportunity for both the company and the workers to develop and grow.

Business Details

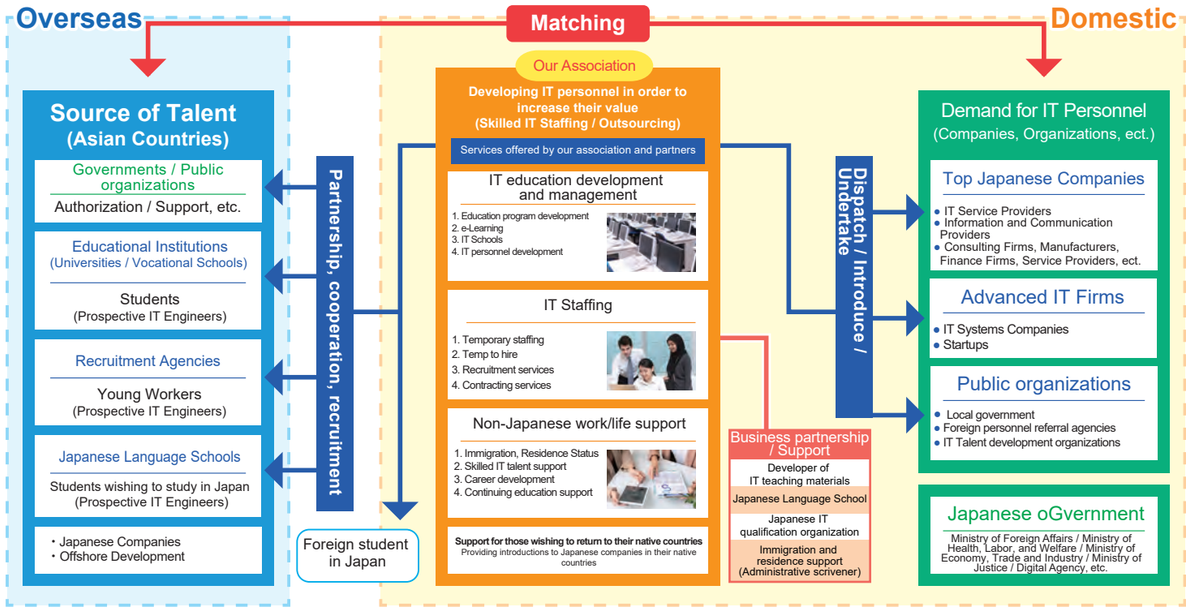
① Educational support aimed at developing IT talent in and out of Japan.
② Recruiting and retaining IT personnel in and out of Japan.
③ Support for non-Japanese personnel living in Japan.
④ Introducing IT talent within and outside of Japan to companies that need them.
⑤ Research and analysis related to the IT workforce in and outside of Japan.
⑥ Consulting services related to IT staffing and developing/ retaining IT talent.
⑦ Consulting services related to employing non-Japanese and managed services related to personnel management systems.
⑧ Other services related to the above services.

Business Characteristics

1 Developing and fostering IT personnel outside of Japan in order to help with things like Japan's digital transformation.

In Japan, the shortage of skilled IT personnel has become a major obstacle in the country's journey towards digitization. In response to this, we've decided to develop and foster highly skilled IT personnel in Japan and other Asian countries, and to do this, we will help build a bridge between the talent and companies that need them.

Overall Business Structure

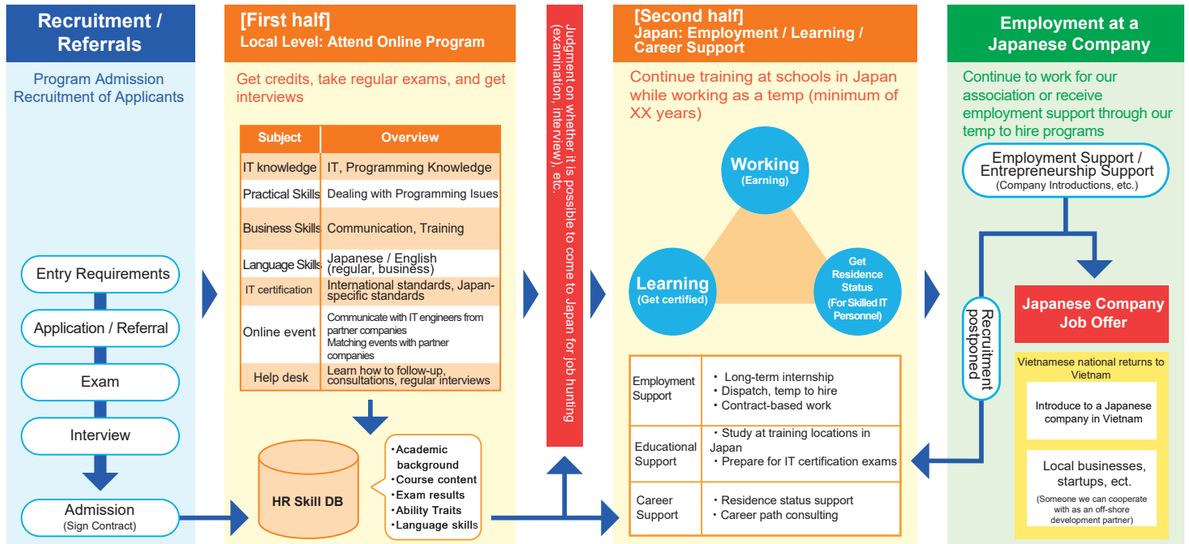


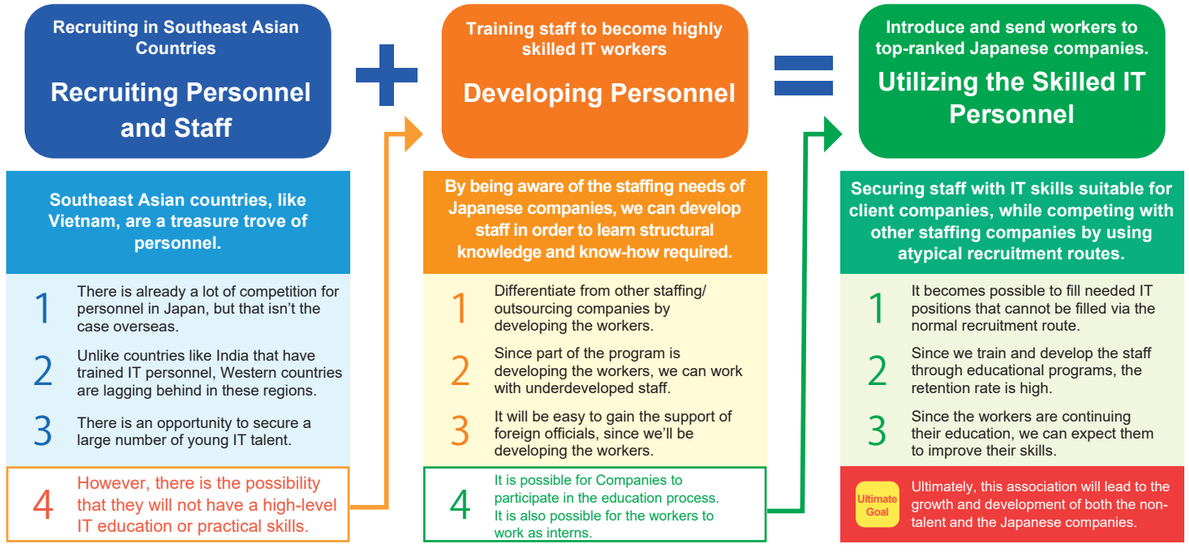
2 Securing foreign personnel through a combination of employment and training

In addition to welcoming personnel who already have some IT skills, we also provide training and employment opportunities to prospective personnel who want to work for Japanese companies. We plan to secure personnel by fostering an environment where employees can learn while working.

Program Flow

(From local recruitment to employment in Japanese companies) The first half of the program is online while the second half is for students who study while working as interns or as outsourced employees.



3 Contributing to the realization of a nation where skilled personnel can gather

One of our goals is to contribute to the economic growth of both Japan and the nations of our workers by developing the skills of each person. By using skilled off-shore personnel, we can help solve Japan's IT labor shortage, while also contributing to the development of those workers' skills. Also, it is important to note that we don't view these people as only a labor force, we see them as valuable and important colleagues that will be treated on the same level as their counterparts in Japan.