

March 3, 2025
Japan System Techniques Co., Ltd.

Start of Recruitment and Career Training of People with Disabilities

An opportunity for people with disabilities to receive education and acquire IT skills

Japan System Techniques Co., Ltd. (JAST) hereby announces the start of the JAST Learning Program for the recruitment and training of people with disabilities.

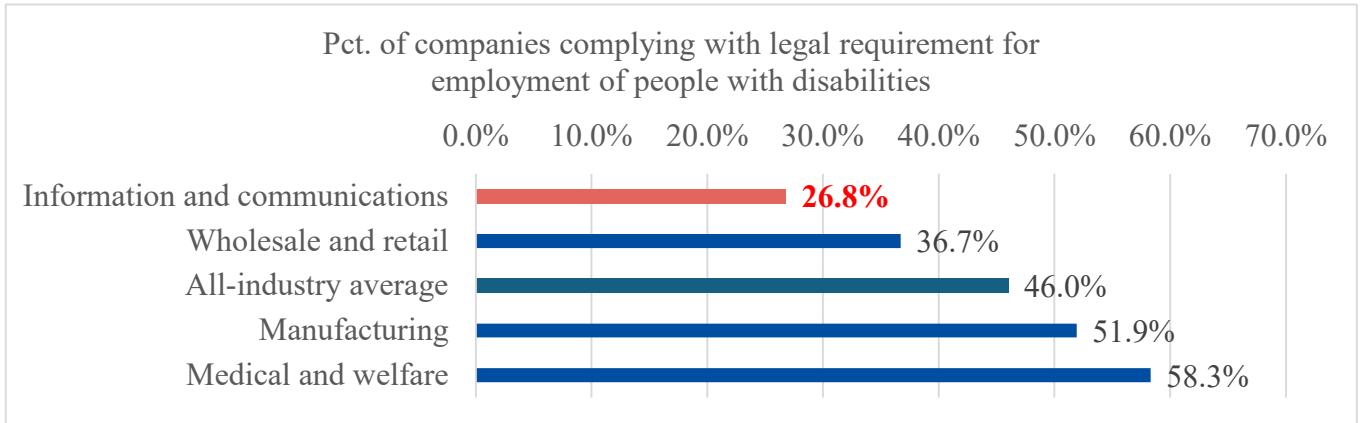
People with disabilities participating in the JAST Learning Program are hired as contract employees. The next step is a training program covering basic IT and business skills needed for their career development. After completing the training program, individuals receive support from JAST concerning specific career paths and other steps for advancement. These activities give people with disabilities jobs in a sector that interests them and enables them to be active members of society.

■ Overview of the JAST Learning Program

This program is structured to provide a personalized study plan for each participant with the goal of earning the Microsoft Office Specialist qualification for basic IT business knowledge. In addition to these studies, the program includes practical experience and exercises to give people experience involving business communication, document preparation and other skills. The overall goal is to enable people to acquire and upgrade a variety of business skills. Once participants have finished their training, there are periodic meetings with internal job coaches, assistance concerning career paths and creating skill sheets, and other support from JAST. Receiving this support gives individuals the opportunity to advance to different jobs at JAST as well as in many other industries. Although the JAST Learning Program has a one-year employment period, this can be extended depending on progress with these activities and acquiring skills. Following the program, the next step regarding jobs and career paths, such as becoming a JAST assistant, is determined based on each individual's characteristics, skills, goals and other factors.

■ Background/Purpose

In Japan, at companies with a number of employees above the designated minimum, the percentage of employees with disabilities must be no less than the legal requirement. For private-sector companies, this percentage is expected to increase from 2.5% to 2.7% in July 2026. Many recruitment and job position development activities will be needed at companies. However, giving people the skills that companies require is challenging. The far below average percentage of employees with disabilities at companies in the information and communications sector demonstrates the magnitude of these challenges (Note 1).



Note 1: Percentages are based on 2024 Summary of Employment Status of Persons with Disabilities, Ministry of Health, Labour and Welfare.

<https://www.mhlw.go.jp/content/11704000/001357856.pdf>

Since 2021, JAST has been recruiting people with disabilities to fill jobs involving agriculture. Starting this hiring program that includes training will increase the diversity of the workforce and give people with disabilities many ways to become employed. With demands increasing for steps to comply with the legal requirement for disability hiring, JAST is committed to playing a role in dealing with this important social issue by hiring people with disabilities and creating more job opportunities for them in society overall.

Press inquiries

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