

# **Human Resource Development in the Manufacturing Sector in India**

## **—JIM & JEC—**

**Ministry of Economy, Trade and Industry  
Technical Cooperation Division  
Trade and Economic Cooperation Bureau**

**A video introducing JIM & JEC programs is available on the METI Channel on YouTube.**  
<https://www.youtube.com/watch?v=FD2RbIy9AcY&feature=youtu.be>

# 1. Outline

## Problem facing Japanese Companies

- Many Japanese companies in India are **not able to recruit sufficiently high quality floor shop leaders and engineers**, which causes significant challenges to their business development.

## Make in India, Skill India



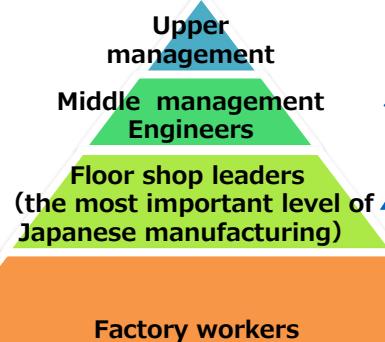
- The main policy pillar of Modinomics proposed by Prime Minister Modi in August 2014.
- Promote manufacturing industry in India through acceptance of direct investment. (**Make in India**)
- Improve skills of young people by vocational training project. (**Skill India**)

## JIM·JEC Project



- The Ministry of Economy, Trade and Industry, (METI) , Japan and the Ministry of Skill Development and Entrepreneurship, India signed an MOC in November 2016 to facilitate the projects as follows:
- **Train 30,000 floor shop leaders and engineers to Japanese standards in the next 10 years.**
  - (1) Japan-India Institute for Manufacturing (JIM)
  - (2) Japanese Endowed Courses (JEC)

## Target of JIM·JEC



**Train future middle management engineer candidates** by providing specialized, practical manufacturing education to engineering colleges in India

**Train future shop floor leaders** in India to the Japanese standard level in key Japanese concepts such as KAIZEN, 5S and Japanese work principles and rules at a new institute operated by Japanese companies.

## 2. Expectations for JIM and JEC

### Speeches at the India-Japan Business Plenary (September 2017)

#### ◆ Speech by Prime Minister Abe (Excerpt)

I would also like to contribute to Prime Minister Modi's "Skill India." Japanese companies eagerly desire to have leaders on the shop floor who are industry-ready. This summer, four institutes were started as Japan-India Institutes for Manufacturing by Suzuki, Toyota, Daikin and Yamaha Motor, and I am happy to hear that Hitachi Construction Machinery and Toyota Tsusho are also planning to start institutions. (...) I would like to say this to young people in India: Please come to Japan-India Institutes for Manufacturing.



Video screening at the summit session

#### ◆ Speech by Prime Minister Modi (Excerpt)

From the activities launched today, you can see the depth of the relationship between the two countries. (...) Human Resource Development through the Japan-India Institutes of Manufacturing developed by Japanese companies. In addition to Gujarat, they will be developed in Karnataka, Rajasthan and Tamil Nadu.



Representatives of companies operating JIMs/JECs

### Statements of Prime Minister Modi at summit meetings

#### ◆ Japan-India summit meeting (October 2018)

I appreciate that eight JIMs such as Suzuki, Toyota, Yamaha Motor, Daikin and Toyota Tsusho have been launched.

#### ◆ Japan-India summit meeting (September 2017)

I appreciate Japanese companies' contributions to "Make in India."

#### ◆ Japan-India summit meeting (November 2016)

I greatly appreciate the establishment of Institutes for Manufacturing by Japanese companies. I hope more Indian students will be motivated to learn the Japanese language.



### 3. Development of JIM and JEC

- **Forty JIMs and Twelve JECs** have been launched.

No.	JIM	Start date	Number of students per grade
1	Maruti Suzuki (Mehsana, Gujarat)	08/2017	Approx. 420
2	Toyota Kirloskar Motor	08/2017	Approx. 60
3	Daikin Airconditioning India	08/2017	Approx. 30
4	India Yamaha Motor	07/2017	Approx. 40
5	Tata Hitachi Construction Machinery	12/2017	Approx. 50
6	Ahresty India	07/2018	Approx. 40
7	Techno Trend Auto Park	09/2018	Approx. 35
8	Terumo Penpol	12/2018	Approx. 50
9	SriCity	04/2019	Approx. 20
10	Maruti Suzuki (Haryana)	09/2019	Approx. 420
11	Bellsonica Auto Component India	10/2019	Approx. 45
12	Otsuka Pharmaceutical Factory	11/2019	Approx. 20
13	ASB International	12/2019	Approx. 40
14	Mitsui Kinzoku	01/2021	Approx. 4
15	Toshiba Energy Systems	04/2021	Approx. 120

No.	JIM	Start date	Number of students per grade
16	NICHIRIN	05/2021	Approx. 15
17	Kosei Minda Aluminum	08/2021	Approx. 25
18	JTEKT	10/2021	Approx. 24
19	Kai Manufacturing India	12/2021	Approx. 7
20	Maruti Suzuki (Gandhinagar, Gujarat)	09/2022	Approx. 84
21	Toyo Ink India (Dahej, Gujarat)	05/2022	Approx. 10
22	Toyo Ink India (Greater Noida, Uttar Pradesh)	05/2022	Approx. 25
23	Toyoda Gosei (Dekavda, Gujarat)	09/2022	Approx. 80
24	Toyoda Gosei (Bawal, Haryana)	09/2022	Approx. 80
25	Toyoda Gosei (Neemrana, Rajasthan)	09/2022	Approx. 80
26	JTEKT (Bawal, Haryana)	10/2022	Approx. 8
27	Koyo Bearings (Bawal, Haryana)	10/2022	Approx. 10
28	JTEKT COLUMN SYSTEMS CORPORATION	10/2022	Approx. 6
29	OSG India	11/2022	Approx. 7
30	SANKEI GIKEN	12/2022	Approx. 10

### 3. Development of JIM and JEC

- **Forty JIMs and Twelve JECs** have been launched.

No.	JIM	Start date	Number of students per grade
31	NGK SPARK PLUGS	12/2022	Approx. 6
32	Ryonan Electric India	12/2022	Approx. 100
33	Mitsuba India(Thiruvallur, Tamil Nadu)	12/2022	Approx. 26
34	NIPPON STEEL TRADING	01/2023	Approx. 10
35	Shiroki Automotive	03/2023	Approx. 50
36	Mitsuba India(Gurgaon, Haryana)	10/2023	Approx. 30
37	Fujitec	11/2023	Approx. 40
38	Canon India	04/2024	Approx. 20
39	iTips India	04/2024	Approx. 20
40	Denso India	04/2024	Approx. 300
41			
42			
43			
44			
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No.	JIM	Start date	Number of students per grade
46			
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60			

### 3. Development of JIM and JEC

- **Forty JIMs and Twelve JECs** have been launched.

No.	JEC	Start date	Number of students per grade
1	Meidensha	09/2017	Approx. 100
2	Mitsubishi Electric	05/2018	~Approx. 100
3	Nitta Gelatin & Frasco	03/2019	Approx. 20
4	Panasonic India	11/2019	Approx. 40
5	Maruti Suzuki	03/2020	Approx. 50
6	CHG IT Consultancy	08/2021	Approx. 90
7	Hiyoshi India Ecological Services	08/2021	Approx. 10
8	Eisai Pharmaceuticals India	03/2022	Approx. 50
9	INDIGILAB	06/2022	Approx. 50
10	SMC	08/2022	Approx. 600
11	NTT DATA	08/2022	Approx. 300
12	Denso India	04/2024	Approx. 240
13			
14			
15			

No.	JEC	Start date	Number of students per grade
16			
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### 3. Development of JIM and JEC

- **Forty JIMs and Twelve JECs** have been launched.

Toyoda Gosei  
NIPPON STEEL TRADING  
(Rajasthan)

Daikin Airconditioning India  
Kai Manufacturing India  
(Rajasthan)

Maruti Suzuki (2 Institutes)  
Techno Trend auto Park  
Otsuka Pharmaceutical Factory  
Toyo Ink India  
Toyoda Gosei  
(Gujarat)

ASB International  
(Maharashtra)

OSG  
(Maharashtra)

Tata Hitachi  
Construction Machinery  
(Karnataka)

Terumo Penpol  
(Kerala)

Ahresty India JTEKT Maruti Suzuki Mitsui Kinzoku  
NICHIRIN Toyoda Gosei Bellsonica Auto Component  
India JTEKT FUJI KIKO OSG India Sankei Giken  
Ryonan Electric India NGK SPARK PLUGS Shiroki  
Automotive Mitsuba India (Haryana)

#### JIM Locations

Toyo Ink India  
Canon India  
Denso India  
(Uttar Pradesh)

Toshiba Energy Systems  
(Telangana)

SriCity  
(Andhra Pradesh)

iTips  
(Tamil Nadu)

India Yamaha Motor  
Fujitec  
(Tamil Nadu)

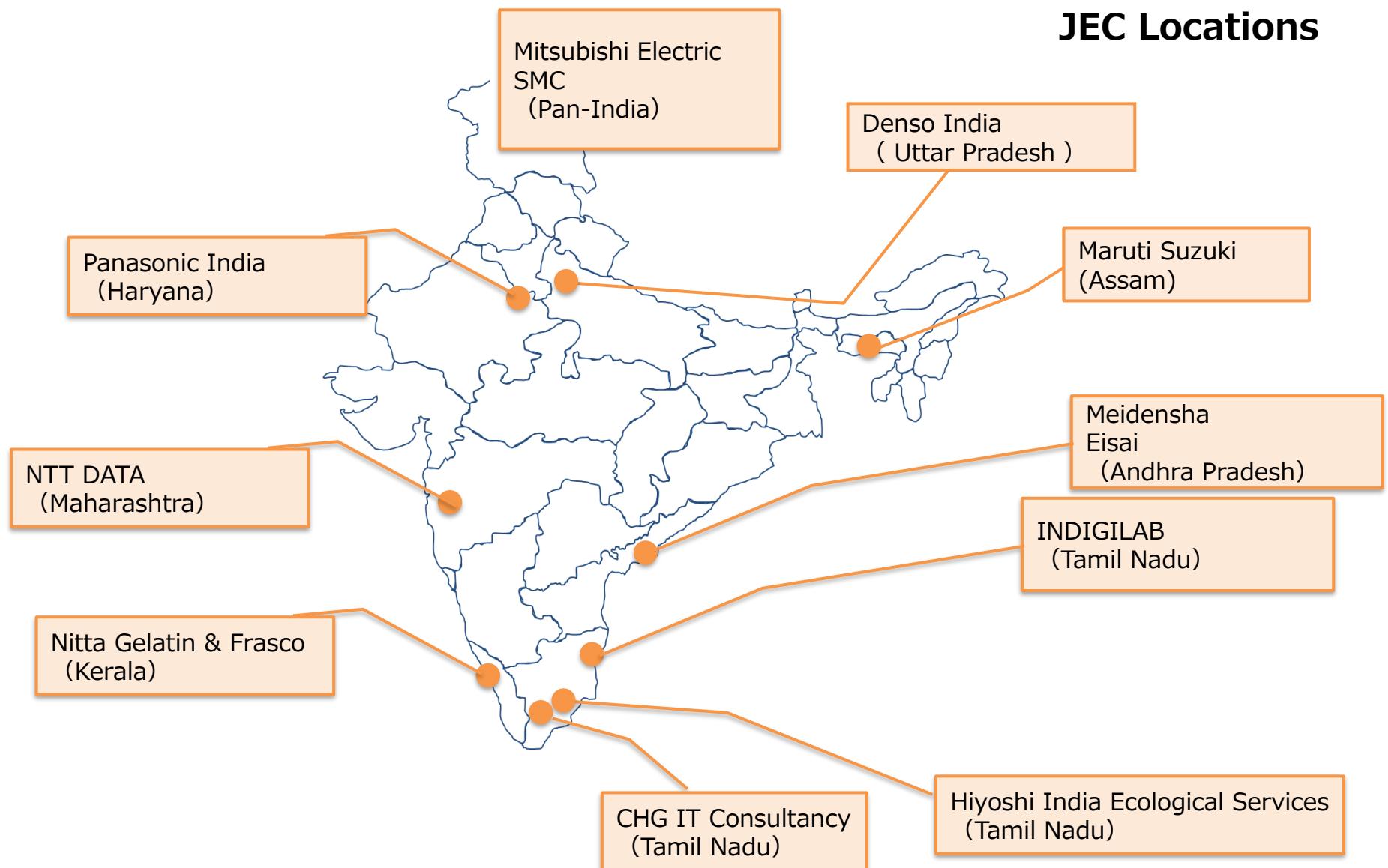
Mitsuba India  
(Tamil Nadu)

Kosei Minda Aluminum  
(Tamil Nadu)

Toyota Kirloskar Motor  
(Karnataka)

### 3. Development of JIM and JEC

- **Forty JIMs and Twelve JECs** have been launched.



# 4. Japan-India Institute for Manufacturing (JIM)



## 1. JIM (Japan-India Institute for Manufacturing)

- Japanese companies in India will support young Indian talent in acquiring the concepts and skills of Japanese manufacturing by using existing factories and facilities to develop future shop floor leaders.
- Also matches "Make in India" "Skill India" proposed by Prime Minister Modi.

## 2. Curriculum

- Concepts and skills of Japanese manufacturing must be taught from the basic level to the practical level. Skills training must also be provided.

<Main contents>

- **Discipline**: Basic rules and attitudes needed for working in factories
- **Manufacturing spirit**: KAIZEN, 5S (Sort, Set in order, Shine, Standardize, Sustain)
- **Skills**: Practical skills (Welding, Painting, Assembly, Mechatronics, etc.)
- **Logical thinking**: Problem analysis and solution proposals
- **Hands-on training in a factory**: Practical on-site education (on-the-job training)

## 3. Duration

- 1 year or longer (1 year~3 year)

## 4. Expected course of graduate

- The courses of the graduates are not limited to the operating company but may include related companies, but of course the graduate themselves are responsible for all career decision-making.

## 5. Other

- A Japanese company is a company where over 50% of capital investment is provided by a company based in Japan, or a company where 50% of capital investment is provided by a company based in Japan and its president is Japanese.
- **METI will certify institutions that satisfy all of the above requirements as JIM.**

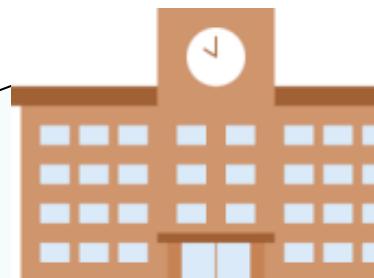
# 5. Overview of JIMs



Young people  
mainly in rural areas

## Admission

- Screening based on ability



**Japan-India Institute  
for Manufacturing**



Practice



Classroom lectures

## Hiring/Accepting trainees

- Receive graduates as future floor shop leaders
- Provide students with practical training



Japanese companies in India

## Support

- Provide equipment for practical training and curriculum
- Screen students and teachers
- Provide operating expenses



Government of Japan  
AOTS, APO

## Support

- Certify institutes as JIM
- Provide support for training expenses for local lecturers
- Provide common soft skill teaching materials
- Provide financial support for dispatching an expert from Japan.

**NOTE:** This support is applicable only for the application submitted by December 2023.

## Support

- Promote the utilization of CSR expenses
- Grant NCVT accreditation (based on needs of companies)



Government  
of India

## Support \*Individual negotiation

- Provide land and buildings
- Provide support for operating expenses

State governments  
of India

## 6. Advantages of JIMs

Under the JIM program, human resources can be developed flexibly according to human resources needs (knowledge/skill level, quantity) of companies.

### Human Resources/Labor

- Medium- to long-term human resource development produces human resources with a deep understanding of the company's manufacturing and loyalty to the company.
- Excellent students can be trained to become future shop floor supervisors at an early stage.
- Japanese government JIM accreditation will help attract the highest level of students.
- Cooperating with the Apprenticeship, the NEEM (National Employment Enhancement Mission) Scheme, an educational system approved by the government of India, assists companies in accepting students to participate in OJT and providing students with an "Earn and Learn model".

\*NEEM Scheme: An education system approved by the government of India as an effort to promote employment which provides practical education to young people who are otherwise unable to receive education due to family circumstances

### Society/Community Contribution

- Participating companies are highly valued by the government of India as they contribute to the "Make in India" and "Skill India" initiatives proposed by Prime Minister Modi.
- The program provides vocational training and employment opportunities for young people living near the factories, contributing to local communities.
- A portion of JIM operating expenses fall under CSR expenses.



### **Major supports by METI**

- Provide accreditation to institutions as JIMs and inform other governments of their progress.
- Provide common soft skill teaching materials for JIMs.
- Provide support in dispatching lecturers. (the Asian Productivity Organization, the Association for Overseas Technical Cooperation and Sustainable Partnerships)  
NOTE: This support is applicable only for the application submitted by December 2023.
- Provide support for training expenses for local lecturers

# 7. Introduction of JIMs

## Maruti Suzuki JIM (Mehsana, Gujarat)



- A JIM was established at Ganpat University in Mehsana, Gujarat.
- The largest JIM, with about 420 students.
- Students are able to obtain an NCVT certificate from the government of India, certifying the completion of vocational training.



## Toyota Technical Training Institute (TTTI)



- Toyota Technical Training Institute was certificated as a JIM in August 2017, the 10th anniversary of its establishment.
- The school focuses on the holistic development of employees from automobile sector knowledge and skills to mental attitude and physical health.



## Daikin Japanese Institute of Manufacturing Excellence



- A JIM was opened in Neemrana Industrial Area, Rajasthan.
- All students of the first class were female as a part of an effort to promote women's advancement in the manufacturing sector.
- Students aim to acquire Technical Knowledge about Air-Conditioners and Japanese Manufacturing Techniques while participating in OJT in a factory.

## YAMAHA MOTOR NTTF Training Center

- YAMAHA MOTOR NTTF Training Center is operated in cooperation with the NTTF (Nettur Technical Training Foundation), a vocational training institution in India.
- Students acquire knowledge and skills about manufacturing motorcycles through rotating OJT cycles in a factory.



# 7. Introduction of JIMs

## Tata Hitachi JIM

- Tata Hitachi JIM was opened in Dharwad, Karnataka in December 2017.
- The school is operated in cooperation with the MPTA(MPTA Skill Training Foundation), a vocational training institution in India.
- The school focuses on the holistic development of knowledge, skill and attitude related to the construction machinery sector.



## Ahresty Japan-India Institute for Manufacturing



- Ahresty Japan-India Institute for Manufacturing was established in Bawal, Haryana in July 2018.
- Students aim to acquire basic knowledge about automobile components, processing and die casting skills through participating in OJT in the factory.



## Techno Trend Auto Park (Toyota Tsusho)

- Toyota Tsusho established a JIM in Mandal, Gujarat with Japanese companies in their Industrial Park.
- Under the NEEM Scheme, students can earn and learn, they train students as leaders who master production skills.
- At the end of the course, they can receive a diploma.



## Terumo Penpol



- A JIM was established in Thiruvananthapuram, Kerala in December 2018.
- 50 students take class in Malayalam for 18 months.
- Students aim to acquire discipline, manner and the basic knowledge about medical devices manufacturing.

# 7. Introduction of JIMs

## SriCity Japanese Companies JIM

- SriCity Japanese Companies JIM was opened in SriCity, Andhra Pradesh in April 2019.
- The school is operated in cooperation with 6 Japanese companies in SriCity industrial area.
- Classroom lectures are provided by Indian people who have learned the concepts and skills of Japanese manufacturing at AOTS.
- Students aim to acquire basic knowledge about production control, quality control and manufacturing technique in OJT in the factory
- Representative companies
  - India Metal One Steel Plate Processing Pvt. Ltd.
  - Isuzu Motors India Pvt. Ltd
  - Kikuwa India Pvt. Ltd.
  - Kobelco Construction Equipment India Pvt. Ltd.
  - NS Instruments India Pvt. Ltd.
  - Toray Industries (India) Pvt. Ltd.



## Bellsonica JIM

- Bellsonica JIM was certificated as a JIM in October 2019.
- Students acquire discipline, manner and the basic knowledge and skills about automobile components (welding, assembly, machine operation, maintenance, and production control) through three years curriculum.



## Maruti Suzuki JIM (Haryana)

- A JIM was established in Gurugram, Haryana in September 2019.
- Students are able to obtain an NCVT certificate from the government of India, certifying the completion of vocational training.
- Students aim to acquire discipline, working method and basic knowledge about manufacturing and maintenance in 1 or 2 years.



## Otsuka JIM

- A JIM will be established in Ahmedabad ,Gujarat in November 2019.
- Students can obtain basic practical skills in production control and quality control through 1 year curriculum. They are expected to be supervisors in the area of Production, Quality and EHS.



# 7. Introduction of JIMs

## ASB INTERNATIONAL PVT. LTD.

- ASBI JIM was established in Ambarnath, Maharashtra in December 2019.
- Students aim to acquire basic knowledge about Plastic process, molding, maintenance and machine operation, in OJT in the factory.



## Toshiba Transmission & Distribution Systems (India) Pvt. Ltd.

- Established in Sangareddy, Telangana in April 2021.
- During a 1-year training period, fundamental knowledge concerning manufacturing such as manners/rules, power transformation, power distribution equipment, and switchgears will be learnt.
- Aims to train future line-leaders



## Mitsui Kinzoku Components India Pvt. Ltd.

- Established in Bawal, Haryana in January 2021.
- During a 1-year curriculum period, fundamental knowledge concerning research and development of catalysts, basic catalyst manufacturing and related manners/rules will be learnt.
- Aims to train future production engineers.



## NICHIRIN IMPERIAL AUTOPARTS INDIA Pvt. Ltd.

- Established in Faridabad, Haryana in May 2021.
- During a 1-year training program, know-hows of 5S, quality/production management, etc. and fundamental knowledge concerning manufacturing of automotive hoses will be learnt.



# 7. Introduction of JIMs

## Kosei Minda Aluminum Pvt. Ltd.

- Established in Chennai, Tamil Nadu in August 2021.
- During a 1-year training program, the basics of the manufacturing process/techniques and quality management of aluminum alloy wheels and parts will be learnt.
- Aims to train future line-leaders and managers of the company.



## JTEKT India Ltd.

- Established in Dharuhera, Haryana in October 2021.
- During a 1-year training program, students learn basic skills such as machining, assembly, quality, and maintenance through classroom and OJT.
- Aims to train future line-leaders of the company.



## Kai Manufacturing India Pvt Ltd.

- Established in Neemrana, Rajasthan in December 2021.
- During a 1-year training program, students learn basic soft skills, injection molding, press and heat treatment process molding, and grinding, packaging operations, mold maintenance, quality control and other practical skills.
- Aim to train future line-managers and core human resource candidates.



## Maruti Suzuki JIM(Gandhinagar,Gujarat)

- Establishment scheduled in Gandhinagar, Gujarat in September 2022.
- During a 2-year training program, students in the 4 courses (Fitter, Electrician, Painter (General), and Mechanic Motor Vehicle) learn the basics of these manufacturing skills, Japanese manufacturing practices, safety education through classroom and practical skills.
- Students are able to obtain an NCVT certificate from the government of India, certifying the completion of vocational training.



## 7. Introduction of JIMs

### Toyo Ink India Private Limited. (Dahej, Gujarat)

- Established in Gujarat, Dahej in May 2022.
- During a 1-year training program, trainees will be learnt basics of rules regarding, Environment, safety, TPM, QC, Kaizen, Production Processes and certain ISO standards.
- The trainees are divided in 3 Groups. Each Group will conduct OJT in a different department according to their specialization in their Diploma Course.



### Toyoda Gosei Minda India Pvt Ltd , (Dekavada, Gujarat)

- Established in 2018 in Dikavada, Gujarat.
- The training period is one year and covers the company's corporate culture, basic skills such as occupational health and safety, 5S/Kaizen and teamwork, as well as practical skills such as standard operating procedures and spinach.
- The aim is to develop personnel with practical skills in the manufacturing field.

### Toyo Ink India Private Limited. (Greater Noida, Uttar Pradesh)

- Established in Uttar Pradesh, Greater Noida in May 2022.
- During a 1-year training program, trainees will be learnt basics of rules regarding, Environment, safety, TPM, QC, Kaizen, Production Processes and certain ISO standards.
- The trainees are divided in 3 Groups. Each Group will conduct OJT in a different department according to their specialization in their Diploma Course.



### Toyoda Gosei Minda India Pvt Ltd , (Neemrana , Rajasthan)

- Established in 2016 in Bawal, Haryana. The training period is one year and covers the company's corporate culture, basic skills such as occupational health and safety, 5S/Kaizen and teamwork, and practical skills such as standard operating procedures and spinach. The aim is to develop human resources with practical skills in the manufacturing field.

# 7. Introduction of JIMs

## Toyoda Gosei Minda India Pvt Ltd , (Neemrana , Rajasthan )

- Established in 2008 in Neemrana, Rajasthan.
- The training period is one year and covers the company's corporate culture, basic skills such as occupational health and safety, 5S/Kaizen and teamwork, and practical skills such as standard operating procedures and spinach.
- The aim is to develop personnel with practical skills in the manufacturing field.

## JTEKT COLUMN SYSTEMS CORPORATION (Bawal, Haryana)

- Established in Bawal, Haryana, in August 2007.
- During a 1-year training program, students learn basic skills such as machining, assembly, quality, and maintenance through classroom and OJT.
- Aims to train future line-leaders of the company.



## JTEKT India Limited (Bawal, Haryana)

- Established in Bawal, Haryana, in July 2007.
- During a 1-year training program, students learn basic skills such as machining, assembly, quality, and maintenance through classroom and OJT.
- Aims to train future line-leaders of the company.



## Koyo Bearings India Private Limited (Bawal, Haryana)

- Established in Bawal, Haryana, in June 2009.
- During a 1-year training program, students learn basic skills such as machining, assembly, quality, and maintenance through classroom and OJT.
- Aims to train future line-leaders of the company.



# 7. Introduction of JIMs

## Mitsuba India JIM for Skill Development

- Established in March 2001 in Thiruvallur, Tamil Nadu.
- The education period is one year and covers mission vision, principles of manufacturing, shop-floor knowledge, sales and manufacturing processes, purchasing, logistics, storage, production planning, maintenance, IATF and EHS.
- The aim is to develop skills and a fully competent workforce.



## OSG India Pvt Ltd.

- Established in July 2005 in Pune, Maharashtra.
- The training period is one year and covers tool knowledge (drills, end mills, etc.), design basics, quality control (JQA), manufacturing spirit, machining techniques on grinding machines, tool measurement and English communication.
- The training is aimed at core personnel who will become production department managers in the future.



## SANKEI GIKEN INDIA PVT.LTD.

- Established in Bawal, Haryana, in August 2003.
- The training period is one year, during which trainees learn how to prepare for working in a factory, the spirit of manufacturing, the ability to analyse and think independently to find solutions, an understanding of the overall manufacturing process (manufacturing: metalworking, maintenance, quality control) through on-the-job training, and basic English language skills.
- Cultivate the ability to become core personnel who will be in charge of the production line in the future.



## NGK SPARK PLUGS (INDIA) PRIVATE LIMITED

- Established in Bawal, Haryana, in August 2006.
- The training period is one year, during which trainees learn how to prepare for working in a factory, the spirit of manufacturing, the ability to analyse and think independently to find solutions, an understanding of all manufacturing processes (sensors, spark plugs, store logistics) through on-the-job training, and basic English language skills.
- Cultivate the ability to become core personnel who will be in charge of the production line in the future.



# 7. Introduction of JIMs

## Ryonan Electric India Pvt Ltd.

- Established in Manesar, Haryana, in August 2011.
- The education period is one year, where students learn about the culture of working in a factory, the spirit of manufacturing, the ability to think independently to analyse and find solutions, and develop basic skills to start on-the-job training.
- Understand the overall picture of manufacturing so that they can work without problems on the production line, and learn about manufacturing, maintenance and quality control through on-the-job training.
- Aim to develop core technician candidates to become line leaders in the future.



## SHIROKI AUTOMOTIVE INDIA PVT LIMITED

- Established in Bawal, Haryana, in May 2014.
- The training period is one year and covers etiquette and morals in manufacturing, safety training, use of machinery and equipment, pressing and assembly of products, maintenance and quality assurance.
- The aim is to train core personnel who will become line engineers in the future.



## Neemrana Steel Service Center India Pvt. Ltd.

- Established in September 2011 in Neemrana, Rajasthan.
- The training period is one year and covers basic skills and morals in manufacturing, safety training, equipment maintenance, stamping, quality maintenance, machining, etc.
- The aim is to gain a high level of practical experience and to train talented people who will become line managers in the future.



## MITSUBA NORTH INDIA JIM FOR SKILL DEVELOPMENT

- The operation has started in Gurgaon, Haryana since 2008.
- In this one year program, the trainees will learn the manufacturing process, indirect department process, basic Japanese and business English.
- The aim of the program is to impart the various skills to the trainees and developing them as future leaders.



# 7. Introduction of JIMs

## Fujitec Elevator India Private Limited

- Established in Chennai, Tamil Nadu, in 2004.
- The training duration is one year and covers skill and knowledge related to manufacturing elevators including quality mgt., safety mgt., etc.
- The aim is to acquire necessary skill and knowledge as the candidates of engineers and/or managers on the front lines.



## iTips Private Limited

- Established in Hosur, Tamil Nadu, in 2022.
- The training duration is one year and covers a basic knowledge of the structure and maintenance of machine tools and processing techniques.
- The aim is to acquire necessary skill and knowledge as the candidates of core persons, for instance, a line manager.



## Canon India Pvt. Ltd.

- Established in Noida, Uttar Pradesh, since Dec. 1996. The company's registered office is in N.Delhi.
- The training duration is one year and is a comprehensive program covering corporate work culture, basic physics, electrical-electronics, Canon Service systems and product knowledge through lectures, OJT, LMS and field trips.
- The aim is to help apprentices acquire necessary knowledge and skills for field servicing/ workshop repair and technical support.



## Denso India Private Limited

- Established in 1984, Noida, Uttar Pradesh.
- A training duration is 2 years, and the purpose of the training is to learn assembling automobile parts and electrical parts.
- After graduation, participants will take an additional 1-year training as trainees, then some of them may be hired and gain experience as supervisors at production site.



# <Ref.> Support measures by METI (JIM: Trainers' Training)

The Training Program for Improving the Business Environment related to trade and investment

Objective: Capacity building of local lecturers toward JIM's implementation  
Target Country: India



## 【Subsidized Expenses】

- Travel expenses for experts
- Honorarium for experts / interpreters
- Expense of translation / printing
- Expense of venue



Inquiry: FY2023 The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS)  
<https://www.aots.jp/jp/project/ejp/index.html>

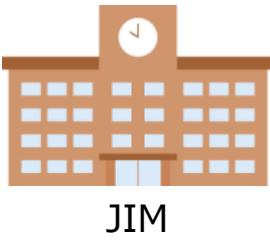
## 8. Model Cases of JIM

### Case 1 : One company alone, not using NEEM scheme



Japanese company

Establishment  
Operation  
Dispatch lecturers  
Recruitment for  
students



Classroom  
lectures



Practices

Training by Japanese  
company

OJT by Japanese  
company  
(Training equipment)

- ✓ Training expense of JIM lecturers will be covered by METI.
- ⌘ Subsidy application closed in Dec 2023
- ✓ Dispatch of JIM lectures will be covered by METI.
- ✓ A part of operation expense could count as CSR spending if it meets requirements.

### Corporate Social Responsibility Policy Rules

- In the Company Act, 2013, all companies who corresponds to one of the following must spend CSR expenditures. (At least 2% of the average net profit of the company of immediately preceding three years must be spent)
  - ① Net worth of rupees five hundred crore or more
  - ② Turnover of rupees one thousand crore or more
  - ③ A net profit of rupees five crore or more during any financial year
- Example : Eradicating extreme hunger and poverty, Promotion of education, Promotion gender equality and empowering women (...) Employment-enhancing vocational skills

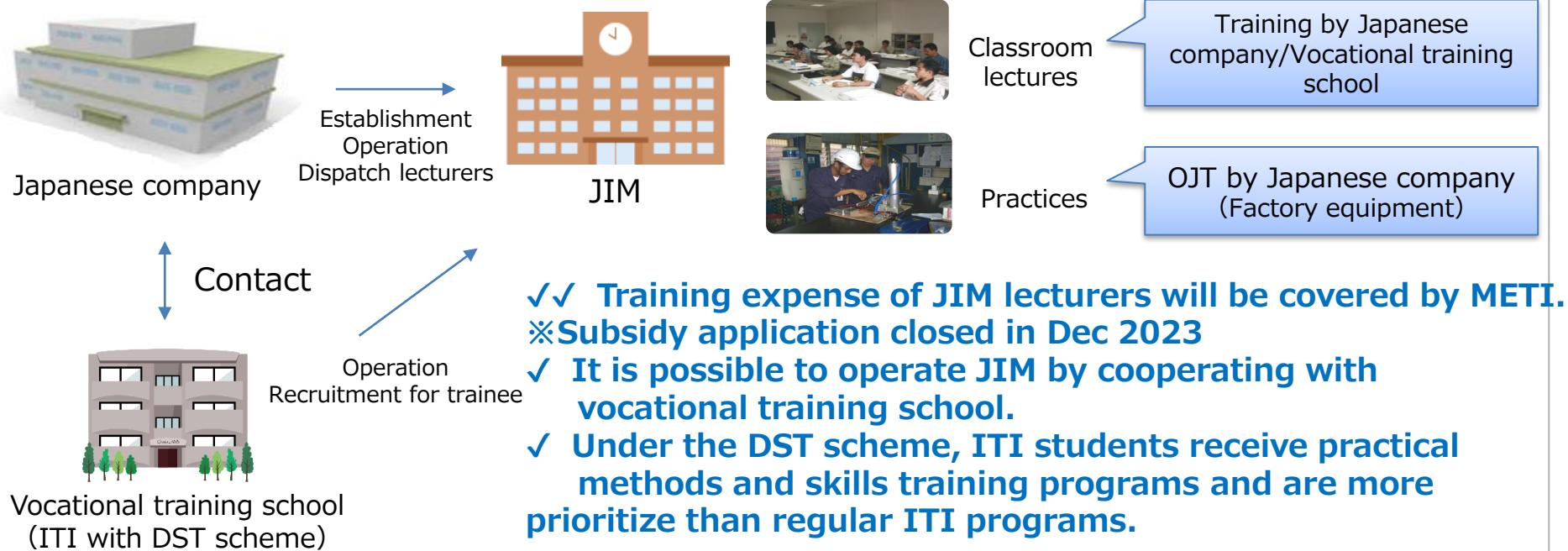
<Activities would not qualify as CSR>

- Activities undertaken by the company in pursuance of its normal course of business.  
(→If you sell productions which JIM trainee produce, JIM's training expense wouldn't qualify as CSR expense)

⌘ If you actually counted as CSR expenses, please contact your company's accounting / law office.

## 8. Model Cases of JIM

### Case 2 : One company alone, using NEEM scheme



### DST Scheme (Dual System of Training)

- The Ministry of Skill Development & Entrepreneurship (MSDE) introduced the scheme in August 2016.
- The scheme is to enable industries and establishments to partner ITIs for conducting training programs under these courses to fulfill a skilled requirement.

(Guideline for DST: [https://dgt.gov.in/sites/default/files/PolicyGuidelinesforDSTV.18.5\\_.pdf](https://dgt.gov.in/sites/default/files/PolicyGuidelinesforDSTV.18.5_.pdf))

# 9. Example of JIM's curriculum

- The contents of the curriculum can be organized according to the situation of each company.

## Example 1



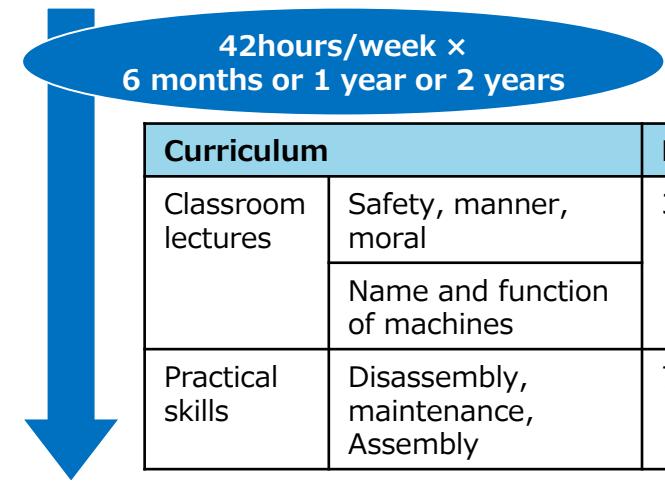
Curriculum		Hour/week
Classroom lectures	Manner, moral	2 hours
	Manufacturing method (math, engineering etc.)	11 hours
	Safety education	2 hours
	Soft Skill Text	5 hours
	Practical skills	20 hours



Curriculum		Hour/week
Classroom lectures	Manufacturing method (math, engineering etc.)	4 hours
Practical skills	OJT in manufacturing process	43 hours
	Manufacturing skills how to use machines	2.5 hours

## Example 2

42hours/week x  
6 months or 1 year or 2 years



Curriculum		Hour/week
Classroom lectures	Safety, manner, moral	30% of total
	Name and function of machines	
Practical skills	Disassembly, maintenance, Assembly	70% of total



Participating companies can use  
"Soft Skill Text" (Made by METI)

### <Contents of "Soft Skill Text">

Chapter1 Living and conduct norms

Chapter2 English communication

Chapter3 Understanding manufacturing industries and manufacturing sites

Chapter4 History of Japanese technology

# 10. Japanese Endowed Courses (JEC)

## 1. Overview

- Widely popularize Japanese companies by having them provide **students who will potentially play central roles as managers or engineers** in the future with practical specialized education
- Training students in **IT sector**, not limited to manufacturing sector

## 2. Curriculum

- **Educate specialized technologies possessed by Japanese companies through lectures and practical instruction**

<Main contents>

- Lectures based on on-the-job experience
- Practical instruction provided by engineers who actually work for Japanese companies

## 3. Course period

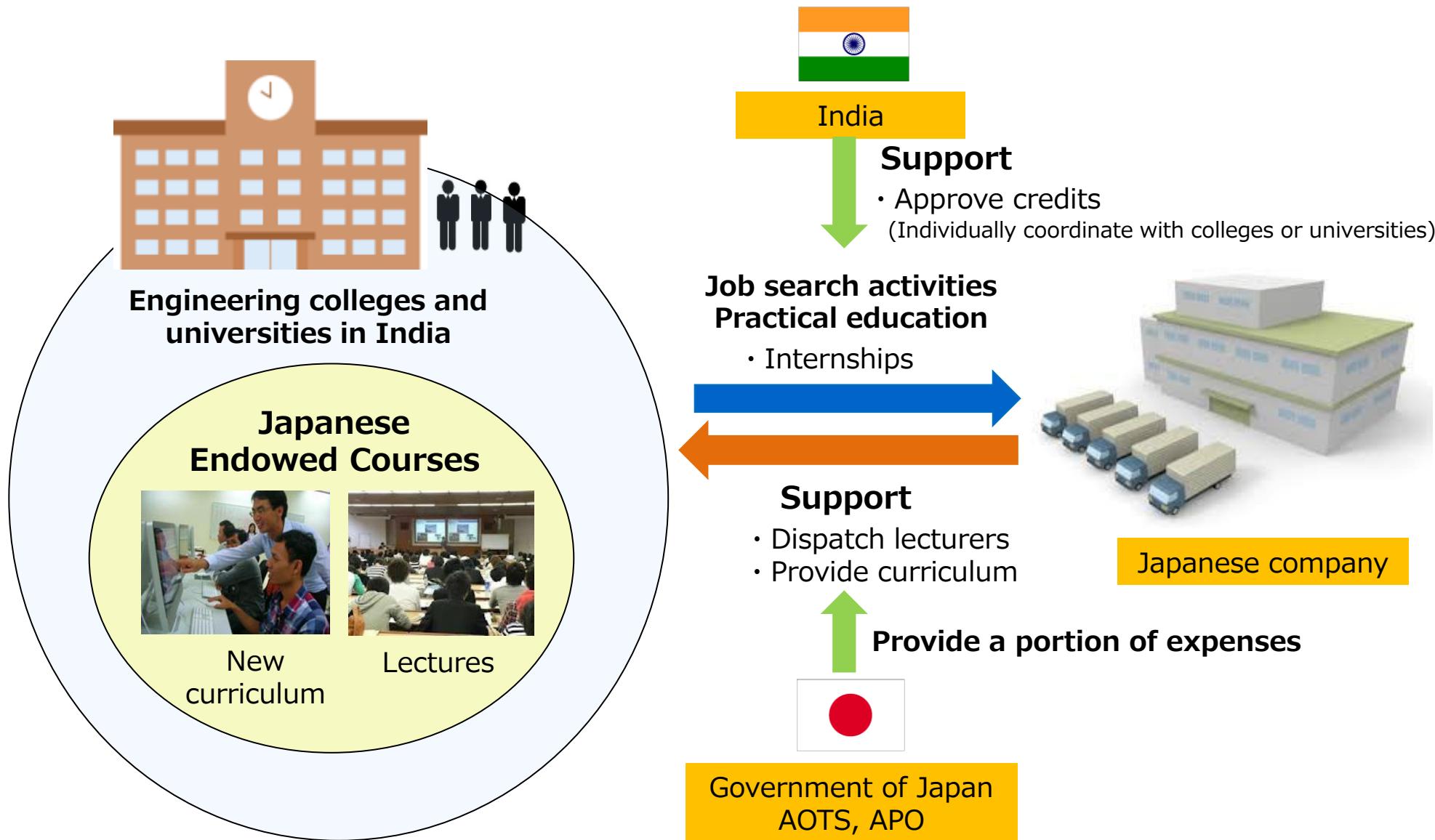
- Flexible (Except for cases of only one day)

## 4. Other

- A Japanese company must be involved in operations.

\*A Japanese company is a company where over 50% of capital investment is provided by a company based in Japan, or a company where 50% of capital investment is provided by a company based in Japan and its president is Japanese.

# 11. Overview of JEC



# 12. Introduction of JECs

## JEC Provided by Meidensha



University	N.B.K.R Institute of Science & Technology (a private engineering university)
Location	Vidyanagar, Andhra Pradesh
Targeted department	Department of Electricity, etc.
Number of students	Approx. 100
Course contents	<ul style="list-style-type: none"><li>Technology related to power generation/ transformation/distribution and electric transformers</li><li>Japanese-standard manufacturing, safety, quality</li><li>Japanese culture</li><li>Internship in a factory</li></ul>
Course period	One year beginning September 2017 (Approx. 50 hours)
Goals	Hire excellent students and develop core human resources

## JEC Provided by Mitsubishi Electric India



University	30 colleges across India
Location	—
Targeted department	Students in technical university & vocational training school
Number of students	~100
Course contents	<ul style="list-style-type: none"><li>Basic technology of Factory automation</li></ul>
Course period	1~3 days / program
Goals	Contributing to the development of the FA industry in India and improving Mitsubishi Electric's awareness and familiarity to young Indian engineers.

# 12. Introduction of JECs

## JEC Provided by Nitta Gelatin/Frasco



Administration	Nitta Gelatin India Limited Frasco Advanced Technology Private Limited
University	Little Flower Engineering
Location	Kochi, Kerala
Targeted department	Final school years students
Number of students	Approx. 20
Course contents	<ul style="list-style-type: none"><li>• Basic knowledge about Japanese manufacturing</li><li>• Basic knowledge about manufacturing management</li><li>• Skills of CAD/CAM/CNC</li><li>• Basic Japanese</li></ul>
Course period	Two weeks beginning March 2019
Goals	Hire excellent students and develop core human resources

## JEC Provided by Panasonic India



University	SRM University
Location	Sonipat, Haryana
Targeted department	Engineering students 2 <sup>nd</sup> /3 <sup>rd</sup> /4 <sup>th</sup> year
Number of students	40
Course contents	Latest Japanese welding process technology
Course period	2 days/ program
Goals	Hire the best performing students or give internship opportunities

# 12. Introduction of JECs

## JEC Provided by Maruti Suzuki



University	Indian Institute of Technology Guwahati (IITG)
Location	Guwahati, Assam
Targeted department	Classroom: Internship program:
Number of students	Classroom: 40 Internship program: 10
Course contents	<ul style="list-style-type: none"><li>Basic knowledge about Japanese manufacturing</li><li>Basic knowledge about manufacturing R&amp;D</li><li>Suzuki's R&amp;D</li><li>Development of hybrid technology</li></ul>
Course period	Classroom: 80 hours Internship program: 2 months
Goals	Hire excellent students

## JEC provided by CHG IT Consultancy



University	SRI Shakthi Institute of Engineering and Technology (Affiliated to ANNA University, Chennai)
Location	Coimbatore, Tamil Nadu
Targeted department	College Students
Number of students	Approx.90 (30 x 3 batches)
Course contents	<ul style="list-style-type: none"><li>Software technologies and software development techniques, etc.</li><li>Introduction about information security management system, quality management system based on ISO Standards</li><li>Japanese Introduction about language, culture and technology, Japanese business communication</li></ul>
Course period	August 2021 onward (8 hours a month x 5 months = 40 hours)
Goals	Give priority to the course completed graduates for Internship/job openings

# 12. Introduction of JECs

## JEC provided by Hiyoshi India Ecological Services



University	Dr.M.G.R. Educational and Research Institute
Location	Chennai, Tamil Nadu
Targeted department	4th Year Students (Chemical Engineering Department)
Number of students	Approx. 10
Course contents	<p>Pollution control and management in factories</p> <ul style="list-style-type: none"> <li>Introduction to the environment in Japan, environmental laws/regulations in India/Japan</li> <li>Introduction to wastewater treatment, principle</li> <li>Necessity of countermeasure improvement and maintenance, and training</li> <li>Analysis/measurement, principle, method, data evaluation method, etc.</li> </ul>
Course period	September 2021 onward (Approx. 24 hours)
Goals	<ul style="list-style-type: none"> <li>Train pollution control management personnel for companies /governments in Chennai that give importance to environmental conservation and offer recruitment for meritorious graduate students at Hiyoshi India.</li> <li>Plan to expand this program with other colleges/universities</li> </ul>

## JEC provided by Eisai Pharmaceuticals India Pvt. Ltd.



University	MVGR Engineering College
Location	Vizianagaram, Andhra Pradesh
Targeted department	College Students Chemical Engineering ( 3rd Year and 4th year students)
Number of students	Approx. 50
Course contents	<ul style="list-style-type: none"> <li>Introduction to quality management system (QMS)</li> <li>Quality policy, quality organization structure and importance</li> <li>Quality documentation and its importance</li> <li>Regulatory compliance</li> <li>Industrial common known word &amp; activities</li> <li>History of Japanese technology</li> </ul>
Course period	March 2022 ~August 2022 84 Hours (Includes 4 hours of practical classes)
Goals	Considering to give some internship opportunities to the students on their successful completion of this program

# 12. Introduction of JECs

## JEC provided by INDIGILAB



University	R.M.K. GROUP OF ENGINEERING COLLEGES
Location	Thiruvallur, Tamil Nadu
Targeted department	1st or 2nd Year Students (Computer science and engineering, etc.)
Number of students	Approx. 50
Course contents	Classroom : Cross-Cultural Understanding Introduce DX Best Practice Practical skill : System developing experience with Indian and Japanese - What's the difference management methods between India and Japan. - How to become a global engineer? - What do engineers need to learn to solve problems in a global team?
Course period	End of June 2022 ~ (Approx. 8 hours in total)
Goals	Guidance on Japanese corporate culture, DX technology, etc. for students who are willing to work in Japan. Based on the wishes of the individual, we will lead to internships and employment at our company.

## JEC provided by SMC



University	
Location	Pan-India
Targeted department	3rd or 4th Year Students
Number of students	Approx. 100/school
Course contents	
Course period	Middle of August 2022 ~ (Approx. 4 days)
Goals	

# 12. Introduction of JECs

## JEC provided by NTT DATA



University	D Y PATIL COLLEGE OF ENGINEERING
Location	Pune, Maharashtra
Targeted department	Engineering Students
Number of students	Approx. 300
Course contents	<ul style="list-style-type: none"><li>• Japanese System Development Culture</li><li>• The Latest Technology Trend</li><li>• Digital Technology Course Focused by NTTDATA</li></ul>
Course period	Middle of August 2022 ~ (Approx. 16 hours)
Goals	Internship and employment opportunities for the outstanding students

## JEC provided by DENSO



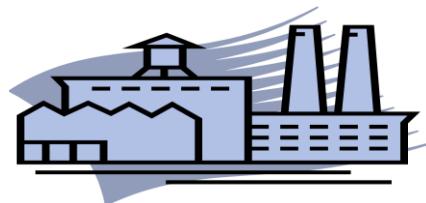
University	Noida Institute of Engineering & Technology/ Govt ITI Noida .
Address	Uttar Pradesh, Greater Noida and Noida
Targeted department	Eng. Institute, Machinery Dept. -3 <sup>rd</sup> year Students /University, E.Eng. Dept-1 <sup>st</sup> year Students
Number of Students	Approx. 80/ 160
Course contents	Basic education regarding Japanese Technology & Management Principles like 5S, KAIZEN, SEISA, NAZE-NAZE, MUDA Elimination etc. Product knowledge of Alternator & Starter
Course period	Early April 2024~ (about Sixteen hours)
Goals	Engineering Graduates will have basic know how of Japanese Principles

# <Ref.> Support measures by METI (JEC: Dispatched Experts)

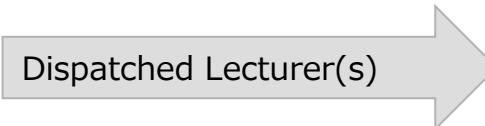
## Industrial Human Resource Development Support Project Based on APO Experts Dispatch Programs

Objective: Improve productivity at local Japanese-affiliated companies and other local firms eligible for support.

Target country: India



- Local Japanese Affiliated Companies
- Pure Local Firms



Educational institutions, etc.  
(JIM/JEC)

### 【Subsidized Expenses】

- Travel expenses for experts  
Airfare, Accommodation expenses & Daily Allowances
- Interpretation Fee  
[NOTE 1] An interpreter cannot dispatch from Japan/ overseas.  
[NOTE 2] Any travel expenses for the interpreter is not covered.
- Technical guidance fees

As Lecturers Fee: Up to JPY 40,000/day

Asian Productivity Organization (APO)  
<https://www.apo-tokyo.org/31100-2/>

