

Strengthening of foundations for career development



The next generation has reached the point where each individual working person selects their workplace and way of working based on their vocational life design. To do this, it is important for people to understand their own vocational ability level and situation in order to determine goals and continue with career development. JAVADA prepares vocational ability evaluation standards and provides career development support tools and information to support the career development of individual working people.

Preparation and Dissemination of Vocational Ability Evaluation Standards

In order to clarify the human resources sought after by corporations as well as secure and train them, it is necessary to prepare a fair and highly transparent system for properly evaluating the vocational ability of employees. This will allow employees to objectively grasp their own abilities and also leads to them being able to set goals for career advancement.

We have adopted “Vocational Ability Evaluation Standards” applicable across various industries as “measure for practical vocational abilities” based on cooperative links with industrial groups, etc., to promote social foundations enabling suitable evaluations of the vocational abilities of working people.

The Vocational Ability Evaluation Standards developed by JAVADA are broken down into a number of tasks (units) by work content and use the presenting of specific work action examples by level to clarify the abilities expected to be demonstrated by the people in charge of the work.

We have prepared evaluation standards by industry for 50 industries and 248 occupations as well as standards for administrative occupations spanning different industries.

These can be customized to match the needs in specific companies for more effective utilization.



Provision of career development support tools (CADS 2.1 & CADI 2.1)

CADS 2.1 (Career Development Sheet) is a tool designed to promote objective self-understanding and formulate a career plan for the future through the entry of information on a worksheet, while CADI 2.1 (Challenge and Discovery Inventory) measures the attitude and skills said to be essential for career development as well as the personality traits necessary for it. Both tools were developed by JAVADA over a period of two years starting in 1999 and have since that time undergone revisions as they have been utilized in courses and lectures.



CADS
(Career Development Sheet)



CADI
(Challenge and Discovery Inventory)