

Guide to JAVADA



JAVADA

JAPAN VOCATIONAL ABILITY DEVELOPMENT ASSOCIATION

To make the best use of each individual's abilities



Japan Vocational Ability Development Association

For all working people.

G r e e t i n g s

JAVADA contributes to sustainable social progress through vocational ability development.



Today, as structural changes in economies, especially global economic competition, become more intense, the environment surrounding companies is evolving significantly, including the issue of a shrinking society and the problems of how to maintain skills and secure human resources as the baby boomer generation goes into retirement. In the midst of such circumstances, in order to have rich and stable vocational lives, there is a need that each person develop and improve his or her own skills and for creation of an environment where companies and society are in a position to support career development.

If Japan is to enjoy sustainable progress and become a vibrant society, it is also important that workers from all generations fully exert their individual skills. Encouraging women to return to work or find new employment when their children require less attention and promoting hiring of young people and employment of senior citizens after reaching retirement age is taking on importance when it comes to individual-oriented career development.

We at the Japan Vocational Ability Development Association (JAVADA) have been engaged in efforts to firmly respond to changing times and the needs of society ever since our establishment in 1979 based on the Human Resources Development Promotion Act.

As a specialist institution for evaluation of vocational ability, we use various projects related to vocational ability evaluation to ensure suitable evaluation and work to provide career development support for working people through the provision of various information, consultation support, etc. related to vocational ability development. Moreover, because Monozukuri and development of the human resources to support it form the foundations of industry, we engage in various projects related to skill promotion to foster respect for Monozukuri. Starting in 2013, we will be carrying out a Young Skilled Worker Development Support Project as a skill promotion-related project. We will endeavor to contribute to the development of manufacturing, which is a key industry in Japan, through effective passing on of skills and development of successors.

We will contribute to social progress by supporting career development, promoting skills and supporting human resource development at companies and will work to improve our services to tie that in to enriching the vocational lives of working people. Thank you for your continued guidance and cooperation.

Kazuaki Kama

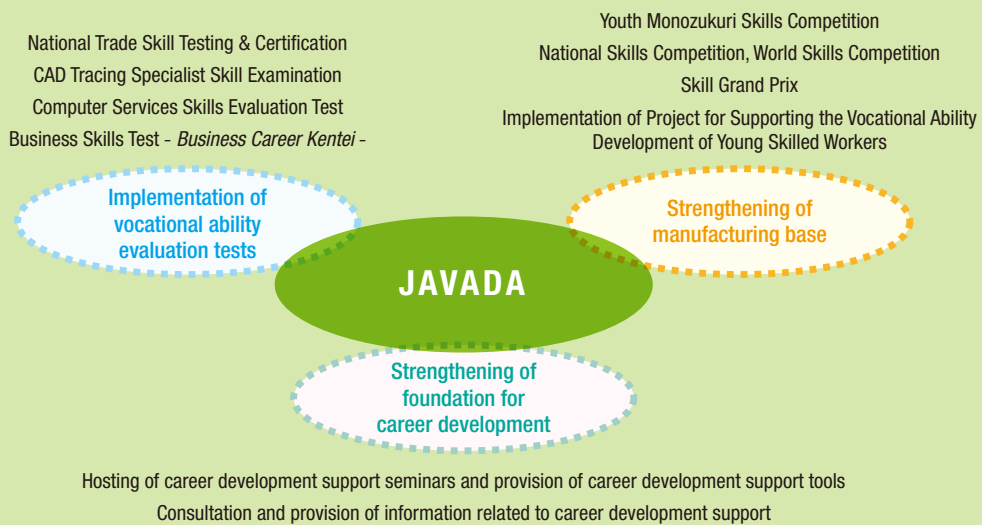
Chairman of the Japan Vocational Ability Development Association



Japan Vocational Ability Development Association Logo

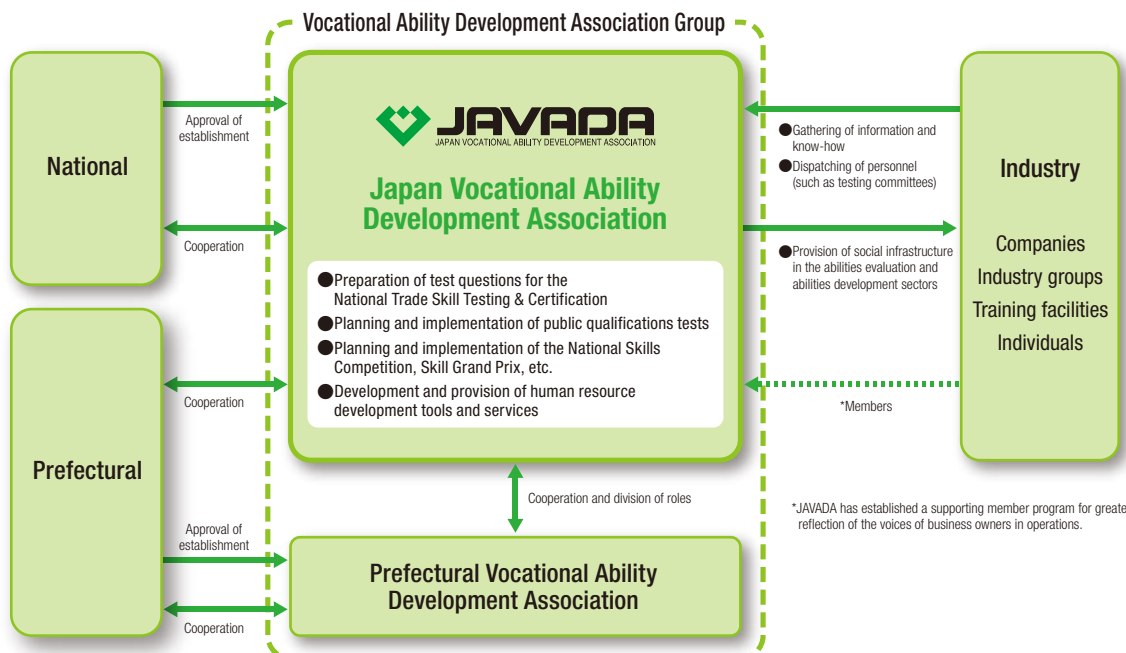
The logo uses the letter "V" doubling as a graphical representation of a right angle square to represent vocational training and a graphical representation of calipers measuring a product to represent skills testing. The overall graphic is a representation of a fist, symbolizing ability.

Framework for JAVADA Projects



Close Cooperation with Industry, and with the National and Prefectural Governments

The Japan Vocational Ability Development Association has created a fair and impartial abilities evaluation system, in close cooperation with industry and with the national and prefectural governments and, as a comprehensive public institution for vocational abilities development, joins the Prefectural Vocational Ability Development Association to provide a nationwide service.



Implementation of vocational ability evaluation tests

A proper evaluation of an individual's vocational abilities allows them to market their abilities and also provides a rough guide to set goals for future career development. For companies, it serves as a guideline for proper personnel evaluation criteria and appropriate human resource allocation.

JAVADA carries out the vocational ability evaluation tests as below so that people working in various fields can obtain proper evaluations.



National Trade Skill Testing & Certification

The National Trade Skill Test & Certification (NTSTC) is a national testing system certified by the Japanese government. It tests worker's knowledge and skills according to uniform standards. The NTSTC is carried out based on the Human Resources Development Promotion Act for the purpose of enhancing value of skill from society in general and improving the abilities and status of workers.

The content of NTSTC has been steadily expanded since its establishment in 1959, and **as of April 2017, it has been implemented for 111 trades***.

Those who pass the NTSTC are awarded a certificate of passing bearing the name of the Minister of Health, Labour and Welfare (Advanced Grade, Grade 1 and Non-classified Grade) or the prefectural governor (Grade 2 and Grade 3) and are given the title of Certified Skilled Worker.

As of FY2015, more than 4.10 million people* have successfully passed NTSTC, NTSTC has been highly lauded in the workplace as a sure certification of skill.

*The number confines trades implemented by the Japan Vocational Ability Development Association and Prefectural Vocational Ability Development Association

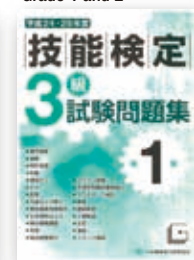


Badge for Advanced Certified Skilled Worker

Advanced Grade



Grade 1 and 2



Machining trade



Architectural sheet metal trade



Landscaping Service trade



Steeplejack trade

▼NTSTC grade classes

Currently, some skills tests are classified into Advanced, Grade 1, Grade 2 or Grade 3, while others are not classified and are instead categorized as non-classified grades. These test levels are described as follows:

Advanced.....Level of skill that should normally be held by a manager or supervisor

Grade 1 and Non-Classified Grade.....Level of skill that should normally be held by a senior-level skilled worker

Grade 2.....Level of skill that should normally be held by mid-level skilled worker

Grade 3.....Level of skill that should normally be held by starting-level skilled worker

Business Skills Test - Business Career Kentei - (Public Qualifications Test)

The business skills test is a test based on the vocational ability evaluation criteria defined by the Ministry of Health, Labour and Welfare available for participants to take in line with their fields of work out of eight categories including personnel administration, HR development, and labor administration, sales and marketing, and production control and logistics, etc.

Since its start in 1994, this program has served over 500,000 examination participants and continues to be used by many companies in diverse business fields as a precondition for personnel advancement and promotion as well as for individual self-development.

With regard to taking examinations, JAVADA provides an environment conducive to learning, offering standard texts and collections of past questions, as well as a "Certified Course" recognized by JAVADA (class-based/distance education) for use in studying for entrance examinations. Please refer to our website for details.

Test fields

Personnel administration, HR development, and labor administration; bookkeeping and accounting; sales and marketing; production control; corporate legal affairs and general administration; logistics; management information systems; business strategy

Grades

	Test levels assume the following career profiles of participants.
Grade 1	At least 10 years of practical experience (aspiring to division head, director, or corresponding positions)
Grade 2	At least 5 years of practical experience (aspiring to department head, manager, or corresponding positions)
Grade 3	At least 3 years of practical experience (aspiring to section head, group leader, or corresponding positions)
Non-classified Grade	Students, job seekers, prospective job starters, new hires



Computer Services Skills Evaluation Test (Public Qualifications Test)

The Computer Services Skills Evaluation Test is intended for people who have learned computer operation methods such as word processor and spreadsheet or who are engaged in all kinds of services using computers in educational training facilities or business offices. It has been conducted together with the Prefectural Vocational Ability Development Association since 1983.

More than 40,000 people take this examination every year, and as of FY2016, more than 2.5 million people have taken it. Those who pass the examination are able to acquire the title "Specialist."

Both the Word Processor and Spreadsheet divisions comprise Grade 1 to 3, and feature practical problems that anticipate actual business work for people of different experience, from beginners to experts. They can be used to facilitate assessment of the work capabilities of examinees and for training and assessment of personnel who can be of immediate use in the workplace.

The Information Security division features problems required for information security measures associated with compliance, including ethics and the importance of information close to the examinees, such as the home or workplace.

These problems comprise content that all people in an organization should be aware of, rather than simply in-house security personnel, and thus can be used for training company employees in security measures.



CAD Tracing Specialist Skill Examination (certified by the Ministry of Health, Labour and Welfare)

This test, for people engaged in drafting operations using CAD in educational training facilities or business offices, was started in 1997 when it received certification from the Minister of Health, Labour and Welfare. To date, as many as 70,000 people have taken the test.

Skills required in drafting operations that use CAD are divided into two divisions, namely Machinery and Construction, with three grades in each division. The test consists of a Practical Skills Test for drafting operations centered on actual tracing, and a Written Test covering knowledge related to drafting operations, to enable comprehensive and accurate evaluation of individual skills. Furthermore, those who pass the test are awarded the title of Specialist.

(This test will be discontinued as of 2017.)



Strengthening of the manufacturing base



“Monozukuri (manufacturing)” has supported the development of Japan’s economy and industry. With the aging of the baby boomer generation and the drifting of younger people away from manufacturing, this foundation is beginning to weaken. JAVADA is holding the following skills competitions to improve the level of skilled workers and to contribute to society by spreading the interest and importance of “Monozukuri” skills.

Youth Monozukuri Skills Competition

Targeting youth 20 years old or under who are currently learning skills at vocational abilities development institutions, technical high schools or other such institutes of learning, this competition was launched in FY2005 for the purpose of providing them with goals and widening the horizons of young skilled workers.

Event	Year	Host prefecture	Number of competitors
11	2016	Tochigi / Okinawa	358
10	2015	Yamagata	352
9	2014	Yamagata	353
8	2013	Iwate	333
7	2012	Iwate	290



National Skills Competition

The National Skills Competition is a competition in which young skilled workers age 23 or under (except for a few job trades) pit their skills against each other. It is held for the purpose of encouraging the development of skilled workers of the next generation, and for having participants experience the importance and wonder of “Monozukuri”. Spectators have the opportunity to view the monozukuri process up close, something normally not possible, and be amazed and inspired.

The National Skills Competition also serves as a qualifying event for the World Skills Competition.

Event	Year	Host prefecture	Number of competitors
54	2016	Yamagata	1318
53	2015	Chiba	1183
52	2014	Aichi	1200
51	2013	Chiba	1127
50	2012	Nagano	1097
49	2011	Shizuoka	1066
48	2010	Kanagawa	1028
47	2009	Ibaraki	983
46	2008	Chiba	953
45	2007	Chiba	980



World Skills Competition

The World Skills Competition is a competition between young skilled workers 22 years of age or younger (except for a few job trades) selected from countries all over the world and is held once every two years. Japan has achieved excellent results in these competitions ever since joining the 11th competition in 1962. The competition has been held three times in Japan, including the 19th competition in 1970 (Tokyo, Chiba), the 28th competition in 1985 (Osaka), and the 39th competition in 2007 (Shizuoka). The 39th competition was called the “International Skills Festival for All, Japan 2007.”

JAVADA serves as the Japan representative member of World Skills International (WSI), the organizing committee for this global competition and, in addition to sending Japanese teams to the competition, plays an important role in the competition operations.



While the emerging nations of Asia are rising fast, resulting in ever stiffer competitions, the young expert craftsmen representing Japan, the founder of Monozukuri, always accomplish exceptional results that leave everyone else greatly impressed.

● World Skills Competition
Number of medals taken by Japan

Year	Host country (city)	Gold	Silver	Bronze
2015	Brazil (São Paulo)	5	3	5
2013	Germany (Leipzig)	5	4	3
2011	United Kingdom (London)	11	4	3
2009	Canada (Calgary)	6	3	5
2007	Japan (Shizuoka)	16	5	3
2005	Finland (Helsinki)	5	1	2
2003	Switzerland (St. Gallen)	6	2	4
2001	Korea (Seoul)	4	2	4
1999	Canada (Montreal)	6	3	2
1997	Switzerland (St. Gallen)	2	0	4



Skill Grand Prix

Worker skills have produced various tangible ideas and research results, supporting industry and enriching people's lives. At the same time, the question of how to pass on to the next generation the precious skills of seasoned skilled workers that have supported our country is an important challenge for the nation as a whole, going beyond industrial and regional frameworks.

Skills Grand Prix is a competition held every two years and brings together experienced skilled workers from all over Japan possessing Advanced, Grade1 and Non-classified certifications.

This competition of highly skilled workers can serve to persuade young skilled workers and others of the importance of these skills and contributes to the development of the younger generation.

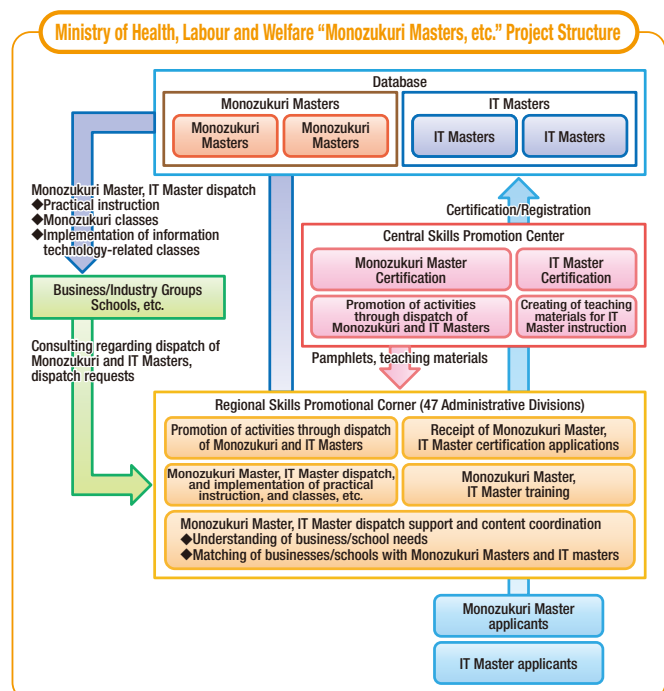


Implementation of Project for Supporting the Vocational Ability Development of Young Skilled Workers

As young people continue to drift away from Monozukuri and skills, preparing an environment in which young people can actively aspire to become skilled workers and training and equipping skilled workers with the advanced skills that will serve as the foundation for industry have become challenges.

Additionally, it is essential that each and every worker are able to make effective use of information technology, and thus people must become familiar with it at an early stage, and acquire the ability to make full use of it.

Accordingly, the "Project for Supporting the Vocational Ability Development of Young Skilled Workers" offers practical instruction and monozukuri experience at the hands of highly skilled "Monozukuri Masters," and information security-related classes, etc. from "IT masters," supporting the training of skilled young personnel as well as the continuation of skills. It also operates a portal site that offers information on skill testing systems, etc., and contributes to building respect for skills.



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.



Provision of career development support tools

●CADS

CADS (Career Development Sheet) is a tool that helps people to understand the kind of job they feel to be worth doing, or the person they wish to become, and the practical work abilities they possess, by thinking about the circumstances surrounding the entirety of their work from a range of viewpoints, including “curriculum vitae,” “jobs they wish to do in future,” as well as their life plan and their aspirations regarding society and their superiors.



●CADI

CADI (Challenge and Discovery Inventory) is a psychological test (an environmental change self-diagnosis tool) used to assess the level of career development capacity a person possesses with regard to a rapidly changing social environment, and to gain an understanding of the kind of personal tendencies they exhibit.



81 questions allow assessment of career development ability based on five criteria, and of individual trends based on three criteria, encouraging self awareness.

●Workshop materials for CSC (Career Shift Change)

Career Shift Change refers to the act of taking stock of the skills, behavioral characteristics, views on work, etc., that people have acquired at a certain stage in life before reaching old age, and reshaping the way they work with a view to working later in life.

In an era in which people continue to work in their old age as a matter of course, these training materials allow them to evaluate the “basic abilities to cope with change” that they will need in order to continue to work actively even though the roles demanded of them at work may change.



Scenes from CSC Instructor Development Training courses

Seminars and Lectures

JAVADA holds advanced practical seminars and lectures, given by lecturers with rich practical experience, on the theme of career development support for corporate vocational ability development promoters and people in charge of human resource development.

Employee Career Development Support Seminars Utilizing CADS and CADI Career Development Support Tools

1. Career development support

Worries of personnel staff/Why support the career development of employees?/How to support career development

2. Use of career development support tools

What are career development support tools?/Effectiveness of career development support tools/What are CADS and CADI?/How to use CADS and CADI

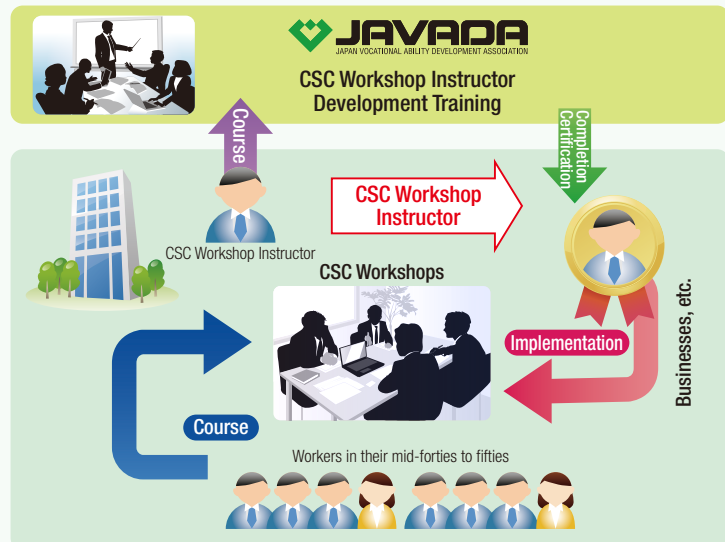
3. Utilizing career development support

5W1H for career development support performed by businesses/Methods of implementing career development using CADS and CADI
Methods of implementing career interviews that utilize CADS and CADI/Things that must and must not be done/Case studies, etc.

CSC (Career Shift Change) Workshop Instructor training

Skills development training performed prior to the transition from mid-career to seniority, intended to facilitate acceptance of changing circumstances and encourage self-change in order to allow people to continue working in a lively manner even though their positions and roles in a company may change in accordance with retirement, etc.

Positioning of CSC Workshop and Completion Certification Instructors



Vocational Ability Development Service Center

Vocational Ability Development Service Centers have been established in each region to provide business owners and employees with expert consultation and information regarding vocational ability development.

Career development advisers and human resource development consultants with expertise in vocational ability development are stationed here to provide all kinds of consultation assistance regarding vocational ability development.

Moreover, these centers also allocate qualified career consultants as career development supporters, and offer advice and support associated with career consulting, including "Career Diagnosis Service."

Provision of support for course designation under Training and Education Benefits System and information on designated courses

The Training and Education Benefits System is run as one of the benefit programs of the employment insurance scheme to support the efforts of working people to engage in independent ability development and promote employment stability and re-employment. We provide support to education and training institutions wishing to receive course designations under the system and supply information on education and training courses that have received Minister of Health, Labour and Welfare designation.

About Japan Vocational Ability Development Association

Established

July 1, 1979

Governing

Human Resources Development Promotion Act (Act No. 64, 1969)

Purpose of establishment

Achieving sound growth at the vocational skill development associations in Japanese administrative divisions and promoting the development of vocational skills through close cooperation with the government and administrative divisions, in order to realize the fundamental principles of development and improvement of working skills.

History

- 1979
 - Consolidated the National Common Vocational Training Association and the Central Technical Skills Testing Association in the Japan Vocational Ability Development Association
 - Established an office in Akasaka, Minato-ku
 - Sent a Japanese team to the World Skills competition (the 25th World Skills Competition, held in Ireland)
- 1980
 - Held the National Skills Competition as the Japan Vocational Ability Development Association for the first time (The 18th time the competition was held)
- 1982
 - Held the Skills Grand Prix for the first time as a competition for skilled technicians such as those holding grade 1 proficiency in the Skills Test
- 1983
 - Started the Computer Services Skills Evaluation Test (known at the time as the “OA devices operation skills evaluation test”)
- 1985
 - The 28th World Skills competition held in Osaka Prefecture
- 1988
 - A special grade was created in the Skills Test positioned above Grade 1 for managers and supervisors
- 1993
 - Introduced Grade 3 for beginning technicians such as vocational school students and industrial high school students, and a basic grade for foreign trainees studying technical skills, to the Skills Test
 - Started the “Business Career Certification Test” for people pursuing business occupations, as a counterpart for the Skills Test, which targets technical personnel
- 1998
 - Transitioned from reliance on government funding to being a privately incorporated organization
 - Moved to an office in Koishikawa, Bunkyo-ku
- 2005
 - Held the first skills competition for young people studying at vocational skills development facilities, industrial high schools, etc., who have yet to enter the workforce (The first Youth Monozukuri Skills Competition)
- 2007
 - Held the 39th World Skills Competition and the 7th International Abilympics concurrently in Shizuoka Prefecture as the 2007 Universal World Skills Competition
- 2009
 - Emergency personnel training/Employment support fund venture started
- 2010
 - Moved part of the office to premises in Nishi-Shinjuku, Shinjuku-ku
- 2012
 - Integrated the association office in Nishi-Shinjuku, Shinjuku-ku

Presidents

Name	Position (Appointed on)	Date of appointment
Shigekazu Koga	Mitsubishi Heavy Industries	July 1, 1979
Akira Miki	Nippon Steel Corporation*	July 1, 1990
Shunkichi Miyoshi	JFE Holdings, Inc.	July 1, 1998
Nobuo Tateishi	OMRON corporation	July 1, 2008
Kazuaki Kama	IHI Corporation	August 1, 2013-present

*Now Nippon Steel & Sumitomo Metal Corporation



18th National Skills Competition



1st Skills Grand Prix



28th World Skills Competition



Implementation of skills testing for foreign trainee



1st Youth Monozukuri Skills Competition



2007 Universal World Skills Competition

Prefectural Vocational Ability Development Association Addresses

Association name	Postal No.	Address	Telephone No.	Service Center Telephone No.	Skill promotion corner Telephone No.	Home Page address
Hokkaido Vocational Ability Development Association	003-0005	Hokkaido Vocational Ability Development Support Center 1-1-2 Higashi-sapporo 5-jo, Shiroishi-ku, Sapporo City	011-825-2385	011-825-2388	011-825-2387	http://www.h-syokunou.or.jp/
Aomori Vocational Ability Development Association	030-0122	Aomori Vocational Training School 43-1 Aza-Imata, Oaza-Nojiri, Aomori City	017-738-5561	017-738-6464	017-738-5561	http://www.a-noukaikyoo.com/
Iwate Vocational Ability Development Association	028-3615	Iwate Industrial Technology Junior College 10-3-1 Oaza Minami Yahaba, Yahaba-cho, Shiwa-gun	019-613-4620	019-613-4621	019-613-4622	http://www.noukai.com/
Miyagi Vocational Ability Development Association	981-0916	16-1 Aoba-machi, Aoba-ku, Sendai City	022-271-9260	022-271-9223	022-727-5380	http://www.miyagi-syokunou-kyoukai.com/
Akita Vocational Ability Development Association	010-1601	Akita Prefectural General Vocational Training Center 1-2-1 Mukohama, Akita City	018-862-3510	018-823-0370	018-874-7135	http://www.akita-shokunou.org/
Yamagata Vocational Ability Development Association	990-2473	2-2-1 Shoei, Yamagata City	023-644-8562	023-644-4250	023-645-3131	http://www.y-kaihatu.jp/
Fukushima Vocational Ability Development Association	960-8043	5F Fukushima Prefectural Self-Government Hall, 8-2 Naka-machi, Fukushima City	024-525-8681	024-525-8680	024-522-3677	http://business2.plala.or.jp/fuvada/
Ibaraki Vocational Ability Development Association	310-0005	Ibaraki Prefecture Human Resource Development Center 864-4 Suifu-cho, Mito City	029-221-8647	029-221-0639	029-221-8647	http://www.ib-syokkyo.com/
Tochigi Vocational Ability Development Association	320-0032	Tochigi Prefecture West Office, 1-3-10 Syowa, Utsunomiya City	028-643-7002	028-643-0023	028-612-3830	http://www.tochi-vada.or.jp/
Gunma Vocational Ability Development Association	372-0801	1211-1 Miyako-machi, Isezaki City	0270-23-7761	0270-23-7761	0270-23-7761	http://www2.gunmanet.ne.jp/g-vada/
Saitama Vocational Ability Development Association	330-0074	5F Saitama Prefectural Urawa Regional Building 5-6-5 Kitaurawa, Urawa-ku, Saitama City	048-829-2801	048-827-0075	048-814-0011	http://www.saitama-vada.or.jp/
Chiba Vocational Ability Development Association	261-0026	4-1-10 Makuhari Nishi, Mihama-ku, Chiba City	043-296-1150	043-296-1120	043-296-7860	http://www.chivada.or.jp/
Tokyo Vocational Ability Development Association	102-8113	7F Tokyo Job Center 3-10-3 Iidabashi, Chiyoda-ku, Tokyo	03-5211-2350	03-5211-2355	03-5211-2357	http://www.tokyo-nokaikyoo.or.jp/
Kanagawa Vocational Ability Development Association	231-0026	6F Kanagawa Labor Plaza 1-4 Kotobuki-cho, Naka-ku, Yokohama City	045-633-5420	045-633-5423	045-633-5403	http://www.kan-nokaikyoo.or.jp/
Niigata Vocational Ability Development Association	950-0965	4F Niigata Kosha Sogo Bldg. 15-2 Shinko-cho, Chuo-ku, Niigata City	025-283-2155	025-283-2144	025-283-2155	http://www.nvada.com/main.html
Toyama Vocational Ability Development Association	930-0094	2F Azumi-cho Daiichi Seimei Bldg., 7-18 Azumi-cho, Toyama City	076-432-9883	076-433-2578	076-432-8870	http://www.toyama-noukai.or.jp/
Ishikawa Vocational Ability Development Association	920-0862	3F Ishikawa Prefectural Vocational Ability Development Plaza 1-15-15 Hosai, Kanazawa City	076-262-9020	076-262-9027	076-254-6487	http://www.ishivada.com/
Fukui Vocational Ability Development Association	910-0003	4F Fukui-ken Shokuin Kaikan Bldg. 3-16-10 Matsumoto, Fukui City	0776-27-6360	0776-24-8839	0776-27-6360	http://www.fukui-shokunou.jp/
Yamanashi Vocational Ability Development Association	400-0055	2130-2 Otsu-machi, Kofu City	055-243-4916	055-243-4916	055-243-4916	http://www.yavada.jp/
Nagano Vocational Ability Development Association	380-0836	3F Nagano Prefectural Ladies' Hall 688-2 Minamiagata-machi, Minami Nagano, Nagano City	026-234-9050	026-234-9080	026-234-9050	http://www.navada.or.jp/
Gifu Vocational Ability Development Association	509-0109	1-18 Kagamihara City Techno Plaza	058-322-3677	03-6758-2820*	058-379-0521	http://www.gifu-shokunou.or.jp/
Shizuoka Vocational Ability Development Association	424-0881	160 Kusunoki, Shimizu-ku, Shizuoka City	054-345-9377	03-6758-2820*	054-344-0202	http://shivada.com/
Aichi Vocational Ability Development Association	451-0035	2-3-14 Sengen, Nishi-ku, Nagoya City	052-524-2031	052-524-2035	052-524-2075	http://www.avada.or.jp/
Mie Vocational Ability Development Association	514-0004	4F Mie Prefectural Resident Service Center 1-954 Sakae-machi, Tsu City	059-228-2732	03-6758-2820*	059-225-1817	http://www.mivada.or.jp/
Shiga Vocational Ability Development Association	520-0865	5-2-14 Nango, Otsu City	077-533-0850	077-537-6868	077-537-1213	http://www.shiga-nokaikyoo.or.jp/
Kyoto Vocational Ability Development Association	612-8416	Kyoto Prefectural Kyoto Vocational Training School 121-3 Takedaryuchi-cho, Fushimi-ku, Kyoto City	075-642-5075	075-642-5071	075-642-5075	http://www.kyo-noukai.com/
Osaka Vocational Ability Development Association	550-0011	6F Osaka Hon-cho Nishi Daiichi Bldg. 2-1-1 Awaza, Nishi-ku, Osaka City	06-6534-7510	06-6534-7512	06-4394-7833	http://www.osaka-noukai.jp/
Hyogo Vocational Ability Development Association	650-0011	1F Hyogo Labor Welfare Center 6-3-30 Shimoyamate-dori, Chuo-ku, Kobe City	078-371-2091	078-371-2094	078-371-2047	http://www.noukai-hyogo.jp/
Nara Vocational Ability Development Association	630-8213	2F Nara Prefectural Small/Medium-Sized Enterprise Hall 38-1 Nobori Oji-cho, Nara City	0742-24-4127	0742-24-4127	0742-24-4127	http://www.aaa.nara.nara.jp/
Wakayama Vocational Ability Development Association	640-8272	Wakayama Skill Center 3-3-38 Sunayama Minami, Wakayama City	073-425-4555	073-425-5455	073-499-6484	http://w-syokunou.com/
Tottori Vocational Ability Development Association	680-0845	5F Hisamoto Bldg., 2-159 Tomiyasu, Tottori City	0857-22-3494	0857-21-1626	0857-30-0708	http://www.hal.ne.jp/syokunou/
Shimane Vocational Ability Development Association	690-0048	2F SP Bldg., 1-4-5 Nishiyomeshima, Matsue City	0852-23-1755	0852-26-9331	0852-61-0051	http://www.noukai-shimane.or.jp/
Okayama Vocational Ability Development Association	700-0824	3F Amano Bldg., 2-3-10 Uchisange, Kita-ku, Okayama City	086-225-1546	03-6758-2820*	086-225-1580	http://www.okayama-syokunou.or.jp/
Hiroshima Vocational Ability Development Association	730-0052	5F Hiroshima Prefectural Information Plaza 3-7-47 Senda-machi, Naka-ku, Hiroshima City	082-245-4020	082-245-4294	082-245-4020	http://www.hirovada.or.jp/
Yamaguchi Vocational Ability Development Association	753-0051	Yamaguchi Kensetsu build. 3F, 2-9-19 Asahi-tori, Yamaguchi City	083-922-8646	083-932-2335	083-922-8646	http://y-syokunou.com/
Tokushima Vocational Ability Development Association	770-8006	1-1-7 Shinhama-cho, Tokushima City	088-662-5366	088-662-0303	088-662-1974	http://www.tokunoukai.jp/
Kagawa Vocational Ability Development Association	761-8031	Kagawa Prefectural Local Vocational Training Center 587-1 Goto-cho, Takamatsu City	087-882-2854	087-882-6993	087-882-2910	http://www.noukai-kagawa.or.jp/
Ehime Vocational Ability Development Association	791-1101	2F Ehime Institute of Industrial Technology Administration Bldg, 487-2 Kumekubota-machi, Matsuyama City	089-993-7301	089-993-7336	089-993-7301	http://nokai.bp-ehime.or.jp/
Kochi Vocational Ability Development Association	781-5101	Kochi Vocational Training Center 3992-4 Nunoshida, Kochi City	088-846-2300	088-846-2305	088-846-2303	http://www.kovada.or.jp/
Fukuoka Vocational Ability Development Association	813-0044	2F Fukuoka Prefectural Human Resources Development Center 5-3-1 Chihaya, Higashi-ku, Fukuoka City	092-671-1238	092-671-5918	092-681-2110	http://www.fukuoka-noukai.or.jp/
Saga Vocational Ability Development Association	840-0814	1-15 Seisho-machi, Saga City	0952-24-6408	0952-24-6408	0952-24-6667	http://www.saga-noukai.or.jp/
Nagasaki Vocational Ability Development Association	851-2127	Nagasaki Vocational Training School 547-21 Kodago, Nagayo-cho, Nishisonogi-gun	095-894-9971	095-894-9971	095-883-1671	http://www.nagasaki-noukai.or.jp/
Kumamoto Vocational Ability Development Association	861-2202	Applied Electronics Research Center 2081-10 Tabaru, Mashiki-machi, Kamimashiki-gun	096-285-5818	096-285-5618	096-289-5015	http://www.noukai.or.jp/
Oita Vocational Ability Development Association	870-1141	Oita Prefectural Local Vocational Training Center 1035-1 Aza Furukawa, Oaza-Shimo Munakata, Oita City	097-542-3651	097-542-0163	097-542-6441	http://www.noukai-oita.com/
Miyazaki Vocational Ability Development Association	889-2155	2-4-3 Gakuen Kihanadai Nishi, Miyazaki City	0985-58-1570	0985-58-1570	0985-58-1570	http://www.syokuno.or.jp/
Kagoshima Vocational Ability Development Association	892-0836	9-14 Kinko-cho, Kagoshima City	099-226-3240	099-226-3240	099-226-3240	http://www.syokunou.or.jp/
Okinawa Vocational Ability Development Association	900-0036	3-14-1 Nishi, Naha City	098-862-4278	098-894-3230	098-894-3231	http://www.oki-vada.or.jp/

* For inquiries concerning the service centers in Gifu prefecture, Shizuoka prefecture, Mie prefecture, and Okayama prefecture, please contact the Vocational Ability Development Association.

(As of May 2017)



Japan Vocational Ability Development Association

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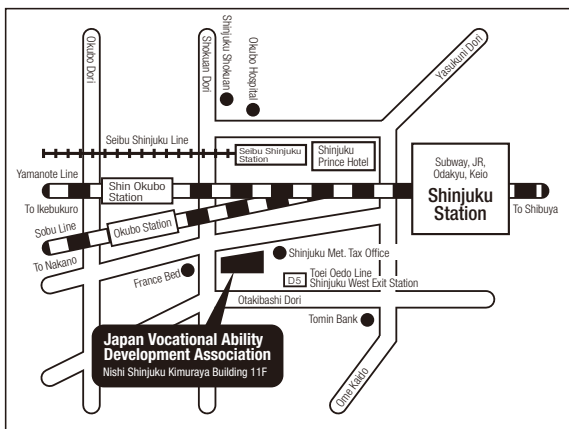
〒160-8327

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FAX. 03-3365-2716



<Transportation Guide>

About 8 minutes walk from West Exit, Shinjuku Station of JR Line, Odakyu Line, Keio Line

About 7 minutes walk from Exit B15, Shinjuku Station of Tokyo Metro Marunouchi Line

About 3 minutes walk from North Exit, Seibu Shinjuku Station of Seibu Shinjuku Line

About 3 minutes walk from Okubo Station of JR Sobu, Chuo Line

About 7 minutes walk from South Exit, Shin-Okubo Station of JR Yamanote Line

About 5 minutes walk from Exit D5, Shinjuku West Exit Station of Toei Oedo Line