

Fukui Multicultural Coexistence Promotion Plan

Overview

Fukui Prefecture

[Objectives]

In line with the actualization of the SDGs principles of “*A sustainable, diverse, and inclusive society that leaves no one behind,*” Fukui prefecture has aligned its long-term goal, “Everyone plays a major role in Fukui,” be what it works towards achieving by 2040. This aims to establish a society where everyone can shine, help each other, and live comfortably in the future.

We at Fukui believe that this is the ideal kind of society for the multinationals that reside in the prefecture. At the end of 2020, Fukui Prefecture recorded its highest population of multinationals, numbering at 15,000 people who either lived at Fukui, were employed in specialized jobs like nurses, or were people holding leadership positions at the prefecture’s local industries. And with the growth of the number of international students in need of Japanese language instruction, the activities of volunteer organizations that provide spaces and assist in the studies for these children have likewise been increasing.

Many of the prefecture’s international residents have shown a desire to interact with the locals and participate in the local festivals. Since we live in a global age, it is important that we deepen bonds with members of the same community, learn about differing cultures, and build a society that cherishes diversity.

Both Japanese and multinationals interact and move as one *Team Fukui* to create a highly tolerant, harmonious society that recognizes differing values. This will lead to a Fukui that everyone will want to continue living in and towards a Fukui that will be selected by the world.

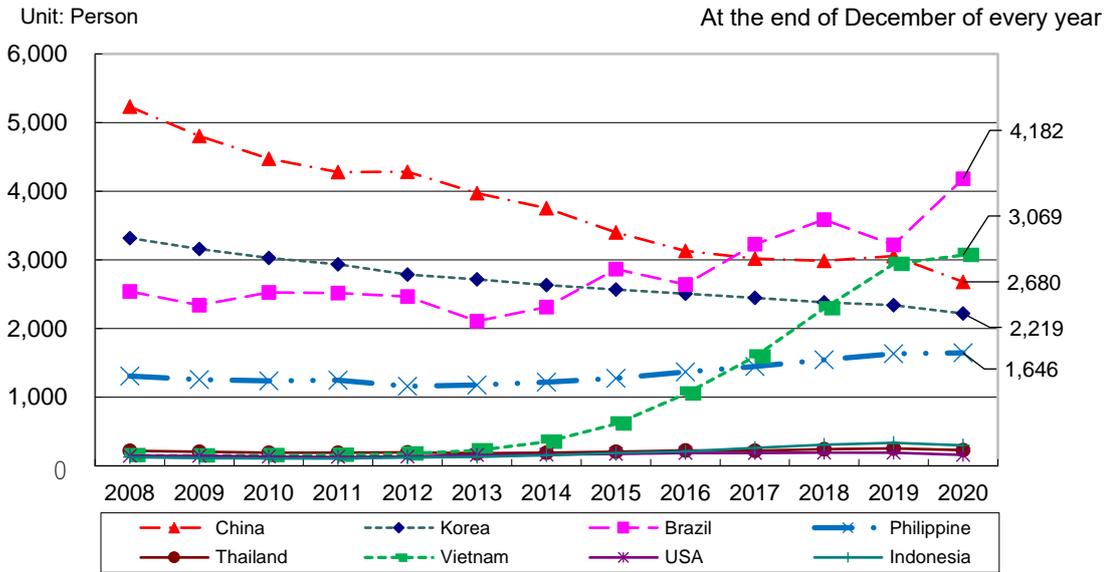
With these ideals in mind, we aim to develop and map out the brand-new Fukui Multicultural Coexistence Promotion Plan and move to make “Everyone plays a major role in Fukui” a reality.

Current Status of the Prefecture

1 Current Situation of Fukui prefecture Residents

《Changes in Number of International Residents by Nationality》

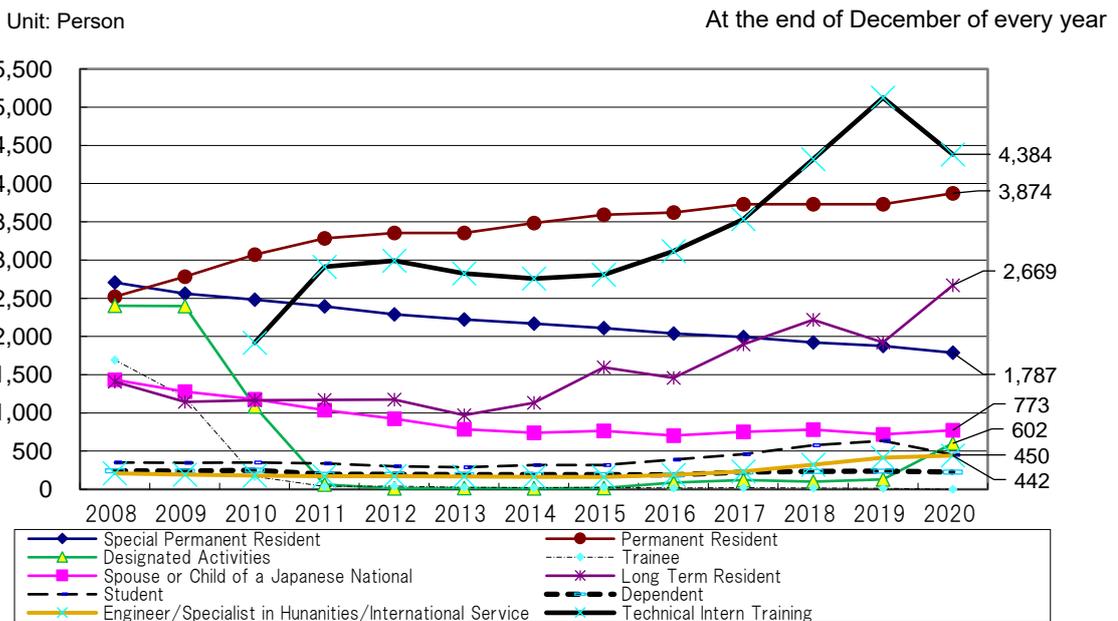
There are people from 74 countries currently living in Fukui prefecture, with Brazil boasting the largest number of international residents, followed by Vietnam, China, Korea and Philippines. There has been an increase in Vietnamese residents in recent years.



Source: Fukui Prefecture survey

《Changes in the Number of International Residents by the Residence Status》

The order is as follows: “*Technical Intern Training*”, “*Permanent resident*”, “*Long-Term Resident*”, and “*Special permanent resident*”, of which the number for “*Technical Intern Training*” has been growing significantly.



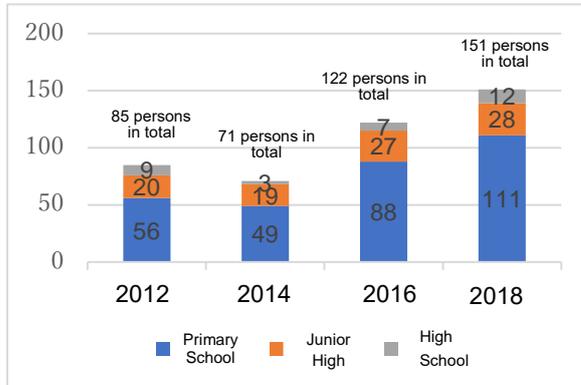
Source: Fukui Prefecture survey

《Changes in Number of International Students》

With the growth in the number of international residents, the number of international students in need of Japanese language instruction has also increased.

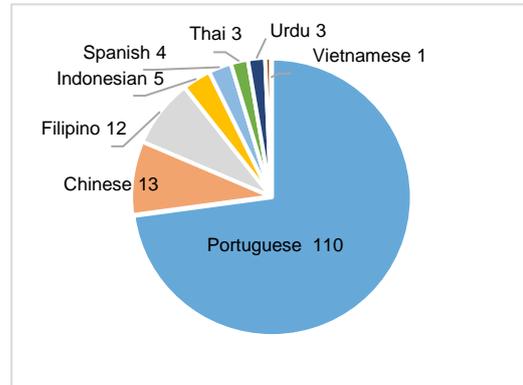
Fukui prefecture's young international students that require Japanese language instruction

Unit: Person



Enrollment status of young international students in need of Japanese language instruction sorted by their native language

Unit: Person



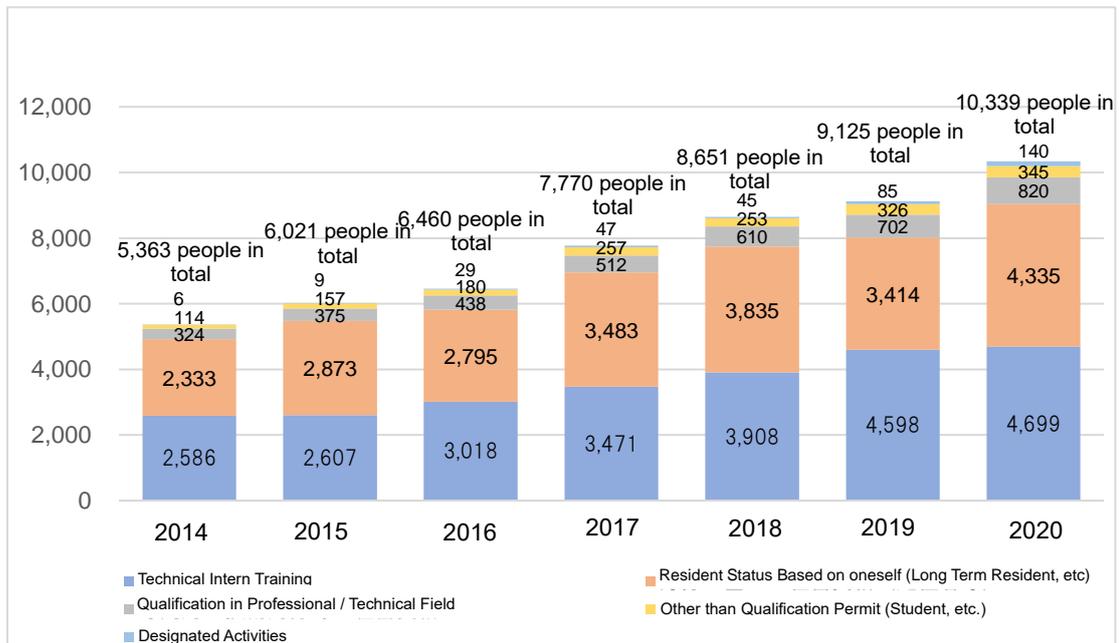
Source: Ministry of Education, Culture, Sports, Science and Technology;
[Survey on acceptance status of foreign students in need of Japanese language instruction]
May 1st of every year

《Changes in the Number of International Workers》

The number of international workers in Fukui has increased year after year. As of the end of October 2020, the number of businesses employing international personnel had reached 1,502 and the number of international workers was at 10,339 people.

Unit: Person

At the end October every year



Source: Fukui Prefectural Labor Bureau,
[Reported employment status of foreign worker]

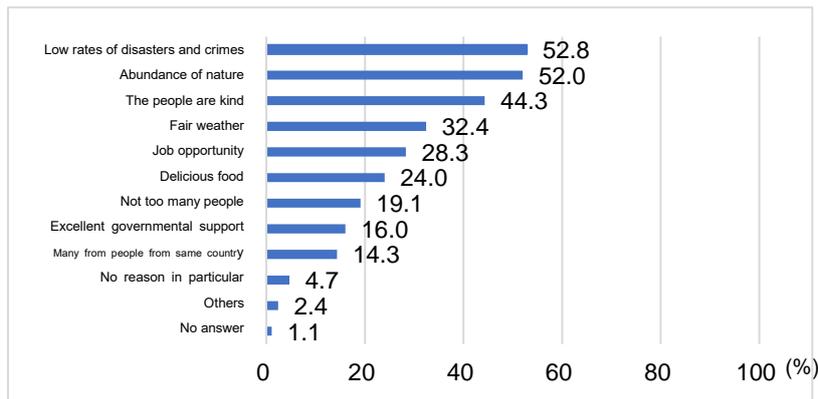
2 Summary Results of the Prefectural Residents' Survey

(1) For Multinationals

- ◆ Survey Period
October 12, 2020 - October 26, 2020
- ◆ Survey Respondents
International residents who are over 18 years old and living in the prefecture (excluding special permanent residents)
- ◆ Number of respondents : 1,117 people

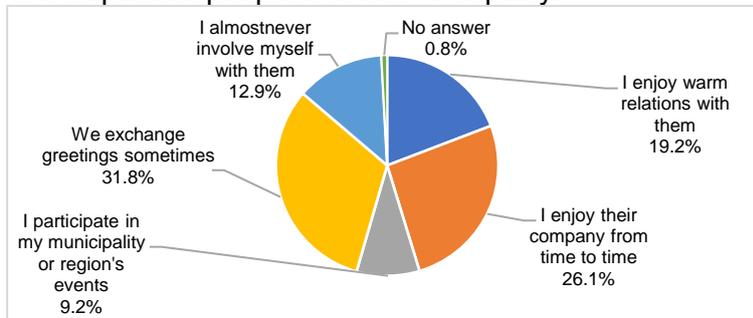
《I'm glad to have lived in Fukui》

- “Low rates of disasters and crime” was at 52.8%, “Abundance of nature” was at 52.0%, “The people are kind” was at 44.3%



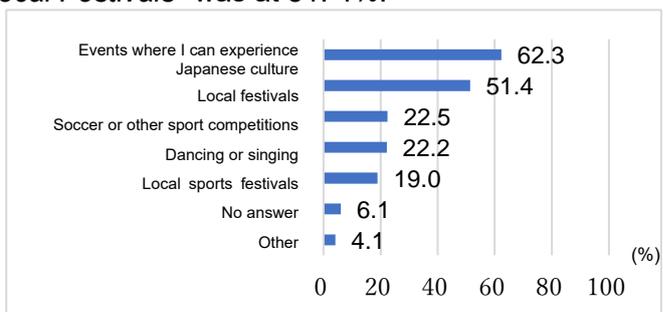
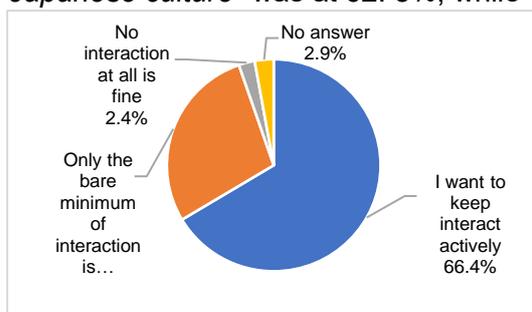
《Interaction with Japanese people》

- Over half of international respondents who answered (54.5%) said that they have had interactions with Japanese people in their municipality.



《Willingness to interact with Japanese people》

- 66.4% of international respondents said they *actively want to pursue interactions with Japanese people*
- The events they said they wanted to attend: “Events where I can experience Japanese culture” was at 62.3%, while “Local Festivals” was at 51.4%.

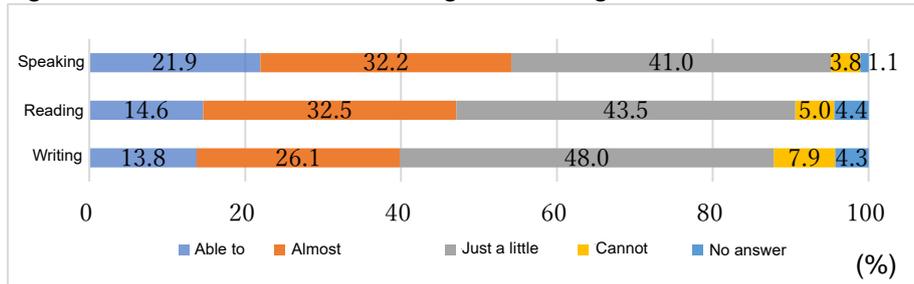


《Desire for Permanent Residence》

- Over 70% (73.6%) of respondents answered that they “want to continue living in Fukui Prefecture.”

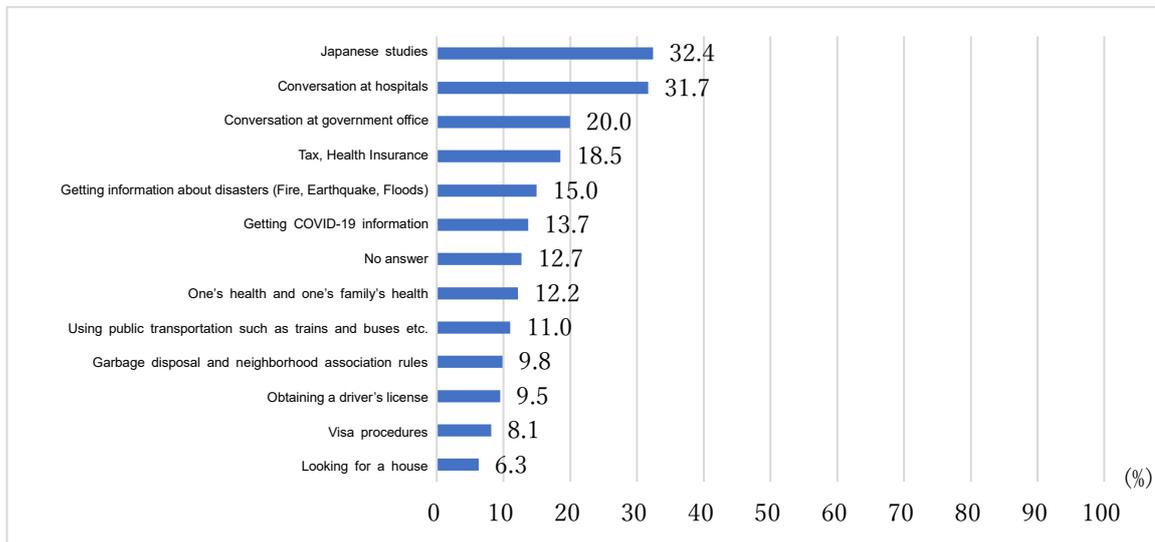
《Learning the Japanese language》

- The number of people finding Japanese to be a challenge to learn has been increasing. While more than half (54.1%) of respondents answered, "To be able to converse / to more or less be able to converse," the percentage fell when asked about reading and writing.



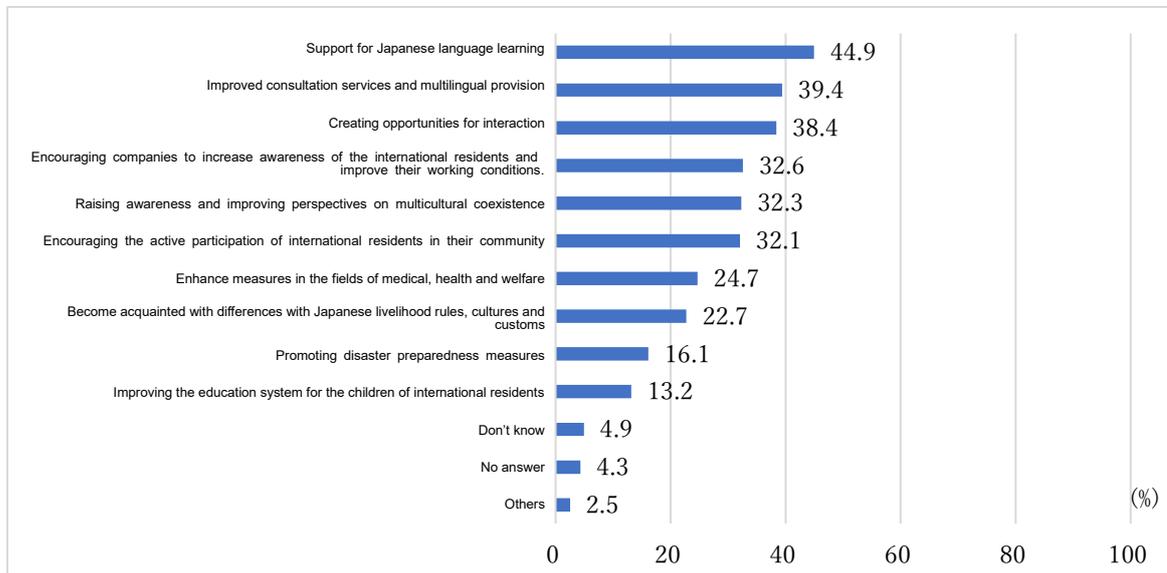
《Daily Life Difficulties》

- "Japanese studies", "Conversations at hospitals" and "Conversations at government offices" came out on top of the list.



《What You Want from Your Government》

- "Support for Japanese language learning", "Improved consultation services and multilingual information availability", and "Creating opportunities for interaction" were the top answers.

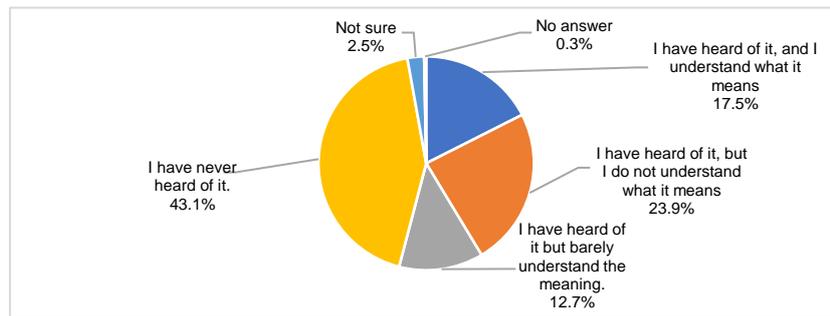


(2) For Japanese Residents

- ◆ Survey Period: October 12, 2020 - October 26, 2020
- ◆ Survey Respondents: 1,000 People who reside in Fukui and are over 18 years old
(Randomly selected from the basic resident register)
- ◆ Number of respondents: 640 people (response rate : 64. 0%)

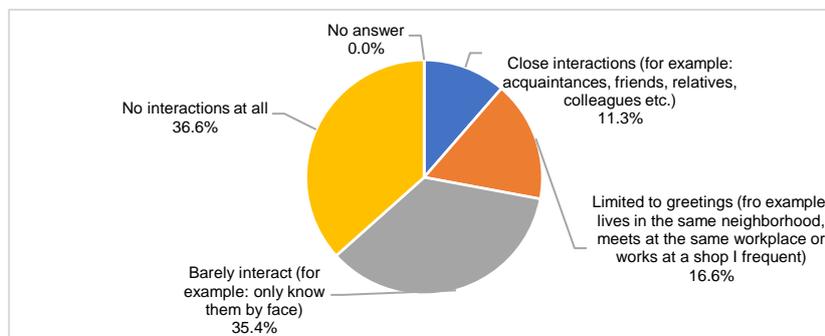
《Multiculturalism Awareness》

- The results concerning the word *Multiculturalism* are as follows: “I have heard of it, and I understand what it means”: 17.5%, “I have heard of it, but I do not understand what it means”: 36.6%, “I have never heard of it”: 43.1%
- When sorted by age, the percentage of awareness of its meaning rose the younger the age population.



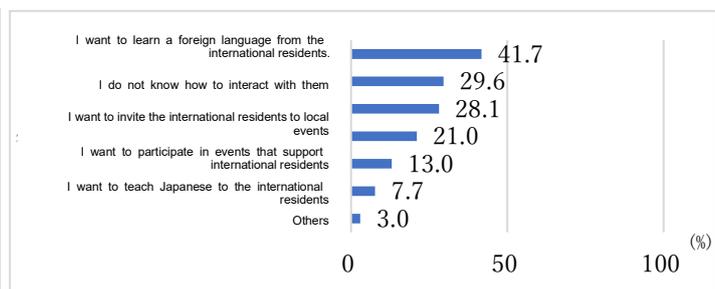
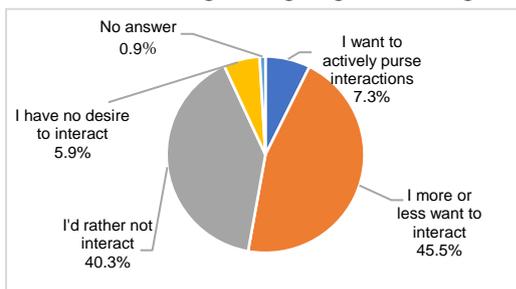
《Interaction with Multinationals》

- The results concerning whether Fukui’s Japanese residents have had interactions with international residents are, in ascending order order: “Has close interactions” 11.3%, “Limited to greetings” 16.6%, “Barely interact” 35.4%, “No interactions at all” 36.6%



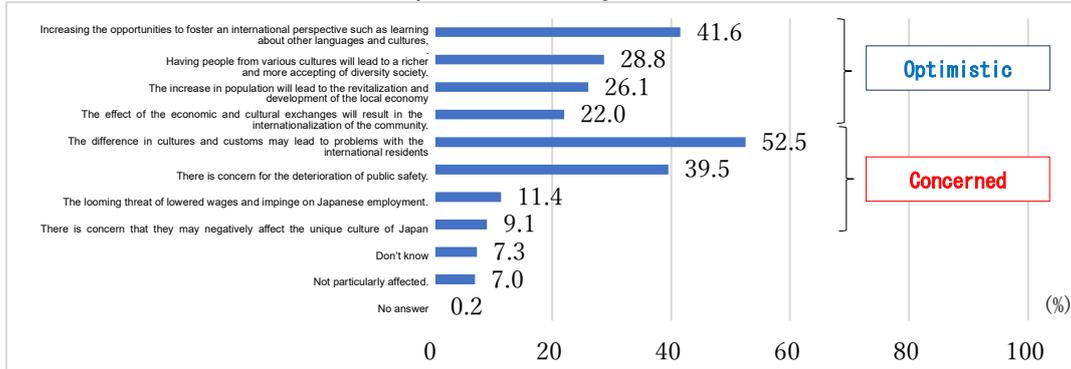
《Willingness to Interact with Multinationals》

- Majority of the respondents answered that they “Want to interact” with the international residents (52.8%) Meanwhile, respondents who answered that they have “No desire to interact,” were at 46.2%
- Among those who said that they “want to interact”, most of them wanted to do so either through language learning and/or the local events.



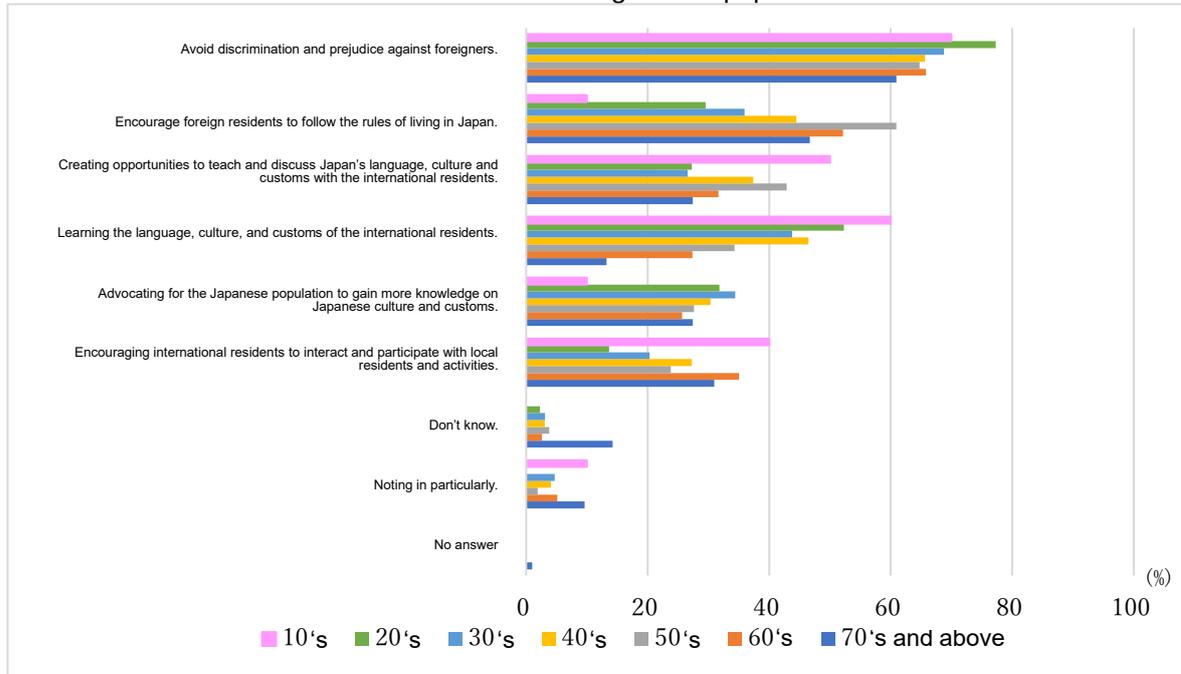
《Opinion on the Increase of Multinationals》

- When it comes to the growing number of multinationals in the region, while about half of the respondents had an optimistic opinion about gaining an international perspective, there were also those who were concerned about the deterioration of public safety and the occurrence of incidents.



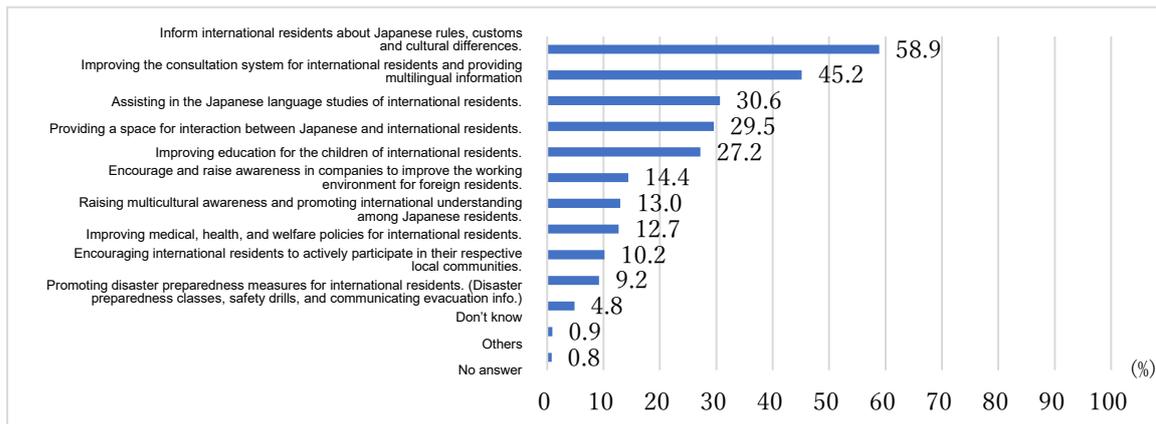
《What is Necessary to Establish a Multicultural Society》

- About two-thirds of the respondents (65.3%) felt that it was necessary to “Avoid discrimination and prejudice against foreigners”
- Sorted by age, the respondents that answered “I want to learn about the International residents’ cultures and customs” increased as the lower the age of the population.



《Necessary Government Action》

- More than half of the respondents (58.9%) said that “Informing international residents about Japanese lifestyle, rules and differences in culture” should be the government’s main focus.



3 Issues Surrounding International Residents

The results of interviews conducted by the prefecture with municipalities, international exchange groups and private support groups, as well as a survey of the prefecture's Japanese and international residents, have revealed a number of issues that need to be addressed in order to support international residents in learning Japanese and to promote coexistence with Japanese people.

《Key Issues》

① Regarding education and communication assistance

- There is a need to establish thorough Japanese language learning support for young international students that require Japanese language guidance and international workers with few avenues for studying.
- There will also be the need for communication support within the classes and clubs in order to both allow the young international students to acquire the Japanese language naturally, as well as increase the opportunities for them to converse with their Japanese counterparts.
- It will also be ideal to include opportunities for Japanese language learning in the corporations in order to cater to the international workers who do not have enough time to study Japanese.

② About consultation systems and residential support

- Consultation details from multinationals vary greatly. In order to solve these diverse set of problems, the establishment of a network of relevant organizations will be a must.
- Since there are very few people to whom the international residents can rely on, this highlights the challenge of securing places and opportunities for additional consultations.
- The cooperation of the government and real estate agents will be necessary as there have been cases of multinationals being denied lease just due to their nationality.

③ Disaster and medical assistance

- During disasters and other critical situations, problems arise from inability to communicate and understand others.
- Due to the scarcity of regional and livelihood information for multinationals, getting ahold of a key person to communicate with their respective communities, and having them form a system to share information through SNS will be much needed.
- It is important to create an environment where it is easy to participate in the safety drills hosted by their respective municipalities.
- Creating an environment where multinationals will be at ease when they go to medical institutions to seek medical attention is necessary.

④ About the promotion of mutual understanding

- There is a need both for multinationals and Japanese people to increase their awareness of coexistence and raise their continuous support for organizations engaged in multicultural coexistence related activities.
- The presence of the local region's key person is as important as the cultivation of Gaikokujin Kenmin leaders.
- There is a challenge in securing a safe space for international children with anxiety problems or those facing complicated situations.

⑤ Cultural exchange activities with local residents

- Interaction with Japanese people is an important opportunity for the Gaikokujin Kenmin to use the Japanese language knowledge that they acquired.
- Society must be established in a way that allows multinationals to take active participation in the community through community exchange events.

⑥ Regarding the acceptance and support of the activities of international talent

- While there has been an increase in international exchange students coming from overseas, there should also be corresponding increase to their acceptance in the prefecture's corporations
- There has been no change when it comes to the lack of acceptance of highly skilled personnel with the ability to work in highly specialized jobs
- There is a necessity to constantly secure laborers for fields with shortages such as the caregivers and construction industry personnel.

⑦ Dissemination of information to the world

- It will be necessary to establish a system to relay more Fukui-related information to the technical interns before they move into the prefecture in order to get them to take more interest in Fukui.
- The strategic promotion of Fukui-related information such as those about Fukui's culture and livability, among others, will be vital for the international community to select Fukui prefecture.

Core policy direction

1 Core Philosophy

By fostering mutual respect of diverse personalities and values, and the enhanced promotion of interactions between people living in the prefecture regardless of nationality, Fukui will establish itself as a **“Leading Multicultural City”** - a place where both the Japanese and international community elect to reside in a post-COVID-19 era.

2 Core Objectives

I. The establishment of a "safe and harmonious society" where everyone can live comfortably.

We aim to create a society where *Gaikokujin Kenmin* (the prefecture's international residents) could live peacefully and desire to stay residing in the prefecture by enhancing consultation and support systems and improving the environment that serves as the foundation for their livelihoods.

【Direction】

- Improving Japanese language education for young international students
- Bolstering communication within the local community
- Strengthening livelihood support and consultation systems
- Advancing of support systems in the field of disaster preparedness
- Enhancing support for medical and welfare sectors

II. Realization of an active and harmonious society where everyone has an active role in the community.

To create a harmonious society where everyone plays a pivotal role. This is accomplished by encouraging both Japanese and international residents to learn and accept each other's cultural differences and by encouraging international residents to actively participate in their respective local communities.

【Direction】

- Fostering mutual understanding
- Increasing promotion of exchanges between foreign residents and the local community.

III. Bringing about a *leading coexistence model* espoused by the global community.

To convey Fukui's unique charms, such as its culture and traditions to the rest of the world and striving to develop a leading coexistence model espoused by the world in the current local region centric, post-COVID-19 world.

【Direction】

- Supporting the acceptance and retention of international students
- Assisting the recruitment and activities of global talent
- Bolstering Fukui's external communication towards the world and increasing its non-resident population.

※ *Gaikokujin Kenmin*: International residents living in Fukui Prefecture will from here on be referred to as "Gaikokujin Kenmin" (foreign prefectural residents in Japanese) in this plan. This is done with the intent of working together and respecting each other as members of the same community.

I. Establishment of a "safe and harmonious society" where everyone can live comfortably.

I-1 Improvement of Japanese language education for young international students



◆ Facilitation of communication and strengthening of school support systems

In addition to providing personnel support from Japanese language assistants at elementary and junior high schools and communication supporters in high schools, we will implement the use of ICT (Information and Communications Technology), such as the introduction of multilingual translation apps in order to provide detailed support for the school life and studies of international students.

Key Measures

< Early Childhood >

- Giving support for hiring child care assistants at child care centers to interpret for parents of international children (2019-) etc.

< Elementary and Junior High School >

- Improvement of support systems by Japanese language assistants and the addition of more multilingual translation devices
- Acquainting international parents to the Japanese education system in their native language.

New Adoption of translation apps to provide communication assistance between Japanese and international residents and to promote understanding of learning through the translation of textbooks and other materials.

< High School >

- Increasing recruitment quotas for the International Students Special Selection Program (for prefectural high schools)
- Increasing the number of communication assistants to support Japanese language communication among teachers, students, and parents.

New Providing multilingual translation devices with support for 55 languages for schools with international students.

New Encouraging educational activities that promote multicultural coexistence, such as assigning Japanese language instructors and advisors.

New Sponsoring the Japanese Language Proficiency Test fees of international students that require Japanese language instruction, etc.

*New and expanded key measures are underlined. Measures that exclude those implemented post 2019 and were not underlined will display their date of implementation. (Same as below).

◆ Support for Local Japanese Language Education for Children

In addition to fostering volunteers to provide Japanese language education to young international students, Japanese students studying at universities within the prefecture will collaborate with international students to promote Fukui's educational support program. This program assists in the education of Japanese and native language learning that serves as the base for the thinking skills of children.

Key Measures

- Holding training courses for children's Japanese language volunteers based on learning assistance case studies concerning young international students.
- Educational support in both native and Japanese languages through the collaboration of Japanese and international students, etc.



Action 1

Fukui's Japanese language Support that also Cultivates the Student's Native Language.

International and Japanese student volunteers studying at the University of Fukui will form teams and provide native (such as English) and Japanese language learning assistance for children coming from foreign countries such as the Philippines and Vietnam.

We value the growth of children in both Japanese and their native languages and advance their studies by translating Japanese language books so that they may fully understand the stories before delving into the Japanese language textbooks.



* Adopting "Actions for Multicultural Coexistence" to refer to multicultural coexistence and foreign national assistance activities of relevant organizations within the prefecture.

I-2 Bolstering Communication Within the Local Community



◆Increasing opportunities to learn the Japanese language

Level appropriate Japanese language classes are held to meet the needs of people like technical interns and international students. In addition, Fukui will be increasing the region's Japanese learning opportunities through actions such as Japanese language studies and online Japanese classes at corporations, community centers, and other neighboring areas in order to cater to international workers who are too busy with work to study the Japanese language.

- Key measures**
- Holding training courses for Japanese language volunteers who teach elementary Japanese language to international citizens.
 - Offering level appropriate Japanese language classes for people such as technical interns and international students.
 - Expanding Japanese learning opportunities for areas within the region such as within companies, community centers, and the like.
- New** Support for holding online Japanese language courses to support students in remote areas who are unable to attend due to reasons such as work commitments or in order to prevent infectious diseases, etc.



Action 2

35 Years of History - *Nihongo no Wa wo Hirogeru-Kai* ~

The *Nihongo no Wa wo Hirogeru-Kai* (Japanese Language Circle) was established in July 1985 when the founding members discovered that there were international residents who resided in Fukui but went to neighboring prefectures to learn Japanese.

Currently, about 60 members, ages ranging from their 20s to their 80s, teach Japanese to about 400 foreigners a year through small groups, private lessons for individuals, and established courses organized by the Prefectural International Exchange Association. Their students range from technical trainees, international students, and spouses of Japanese people.



I-3 Strengthening livelihood support and consultation systems



◆ Improving consultation support systems for *Gaikokujin Kenmin*

With the *Fukui Consultation Center for Foreign Residents* at the core, Fukui will develop its network with relevant organizations such as with municipalities, international relations organizations, labor bureaus, and immigration bureaus to address the myriad of consultations from the *Gaikokujin Kenmin*.

Telephone interpretation and multilingual consultation services are also available to provide detailed consultation on livelihood and labor issues.

Key measures

- Improving Fukui's consultation system through the collaboration with related organizations, and with the *Fukui Consultation Center for Foreign Residents* acting as its core.
- Utilizing phone interpretation services to improve consultation capabilities at municipal service counters.
- Bolstering the reach of public relations activities of multilingual consultation desks through international community leaders (2020~)
- Holding on-site legal consultations where visiting lawyers provide legal advice to the *Gaikokujin Kenmin*. (2019~)
- Enhancing multilingual consultation and information dissemination systems through international exchange officers.

Action 3

Gaikokujin Kenmin General Consultation Desk
- *Fukui Consultation Center for Foreign Residents* -

In addition to counselors and interpreters, Fukui's prefectural government established the *Fukui Consultation Center for Foreign Residents* at 2 locations, namely the Fukui International Activities Plaza (Fukui City) and the International Association Reinan Center (Tsuruga City) in September 2019. These centers employ a three-way telephone interpretation service to provide consultation in 16 different languages and cover various livelihood matters, including Japanese language study and residence, immigration, and employment procedures.

People suffering from the symptoms of COVID-19, such as a high fever and the like, may speak to the consultation centers, and with the help of telephone interpreters and arrange for a checkup at a medical facility.



Action 4

Attending to Consultations by *Gaikokujin Kenmin*
- Fukui Language Academy -

Fukui Language Academy, a Japanese language school in Fukui Prefecture, has set up a Facebook page called *Fukui Foreign Support Team (FFST)* to give assistance to the prefectures' international residents. The FFST provides consultation services for the problems of international residents, conducting surveys, and collaborating with Fukui University students to produce Japanese language learning videos.

With the decline of the for need for face-to-face classes due to the COVID-19 pandemic, they have developed an e-learning system where students can effectively learn the Japanese language through creation of an original score-based web exam, and proposing learning methods based on their evaluations.



◆ Securing Safe Housing

Fukui will promote the smooth transition of the *Gaikokujin Kenmin* into their new rental housing through the cooperation of the *Fukui Consultation Center for Foreigners*, municipalities, real estate agents, and residential support corporations. The prefecture will also aid companies that make efforts to improve the living conditions of international workers by providing air conditioning, heaters and other facilities.

Key measures

- Hosting information exchange meetings and seminars for real estate agents and others in order to help foreign residents transition smoothly into their houses and other facilities (2020~)
- Providing support for companies to improve the living conditions for international workers (2020~), etc.

I-4 Enhancing support systems in the field of disaster preparedness



◆ Advancing livelihood safety and disaster preparedness lifelines

To ensure that the *Gaikokujin Kenmin* lead safe and secure lives, Fukui prefecture will strive to improve disaster preparedness by conducting safety drills as well as promulgate disaster and livelihood-related information through international resident networks.

In the event of a disaster, we will also provide information using the *Gaikokujin Kenmin*-friendly *Yasashii Nihongo* (easy Japanese) in addition to multilingual text.

Key measures

New Providing multilingual and *Yasashii Nihongo* translations for information at evacuation shelters.
 · Including evacuation information and evacuation procedure explanations in multilingual disaster information websites.

New Utilizing SNS in order to provide real-time information about disasters and livelihood-related information

- Providing multilingual livelihood and disaster-related information through international community leaders (2020~)
- Conducting disaster prevention training for *Gaikokujin Kenmin* and promoting their participation in disaster preparedness drills
- Using the Prefectural Disaster Management Plan in order to develop disaster preparedness support systems such as the *Multilingual Disaster Support Center*.
- Training volunteer interpreters and disaster response assistants for international residents to provide communication assistance at evacuation centers in case of disasters.
- Appointing *International Safety Advisors* to support activities that protect foreign nationals from crimes and traffic accidents (2020),etc.
- Participation of *gaikokujin kenmin* in the Fukui Prefecture General Safety Drill.



Action 5

The Participation of Gaikokujin Kenmin at Fukui's Safety Drills

During a general safety drill held by the prefecture in November 2020, five foreign residents experienced first-hand, actual evacuation procedures and utilized the 13-language-ready disaster information website, *Fukui Prefecture Disaster Information Web*.

The Fukui Prefecture Disaster Information Web is a comprehensive web portal for information on disaster preparedness operated by the prefecture. It offers information on topics such as evacuation-related news, evacuation shelters, weather, landslide risk assessment among others, and allows for multilingual support in checking evacuation shelter locations through your PC or smartphone using the map display function.



Action 6

Commissioning of International Safety Advisors

To protect foreign nationals from crime and traffic accidents, the Echizen Police Department, which holds jurisdiction over the municipality with the highest number of multinationals, Echizen City, established the *International Citizen Safety Advisor* position, and in July 2020, the department appointed its first two advisors: a Brazilian city hall employee and an insurance agent who had lived in Brazil.

As part of the department's project team to raise awareness among international citizens, the two members give advice on cultural and mindset differences from a multinational's perspective, as well as give lectures on Brazilian customs to department employees.



I-5 Improving Support for Medical and Welfare Sectors



◆Strengthening the medical support system and reinforcing support in the welfare sector

In addition to expanding the number of medical institutions that can provide services in foreign languages, Fukui will promote the development of a system that allows people to be at ease when seeking medical attention through offering multilingual guidance and interpretation during examinations.

Fukui will also promote multilingual support in the welfare and health fields, and enhance our support systems by providing health consultations, health-care aid, and increasing public-awareness of each of these systems.

Key measures

- Promoting multilingual support at the medical institutions that serve as hubs for international patients.
- Aiding the installation of tablets with multilingual translation support at medical institutions in order for international citizens to be at ease when visiting medical institutions (2019)
- Promoting the use of a one-stop service counter to deal with the various issues surrounding the service of international citizens by medical institutions.
- Improving on the dissemination of information regarding COVID-19 and other infectious diseases.
- Issuing multilingual editions of the Mother and Child Health Handbook and the Prevaccination Questionnaire.
- Promoting multilingual support for community health examinations, health consultations, and infectious disease countermeasures, etc.



Action 7

Creating an Environment Where the *Gaikokujin Kenmin* are Comfortable with Seeking Medical Aid.

The prefectural government, in cooperation with the 10 key hospitals for accepting international patients from each of the regions within the prefecture, is promoting the development of a system that allows international residents and tourists to be at ease when seeking medical attention in the event of an emergency.

Fukui is cultivating an environment in which international patients can engage in smooth communication with doctors and nurses, through employing the use of medical interpreters, telephone interpreters, and translation-capable tablets.

With the implementation of multilingual hospital websites and facility signs, Fukui is also striving to improve the delivery of information that is easily digestible for international citizens



< Hospitals for Receiving International Patients >

- | | | |
|--|--|--|
| • Fukui-ken Saiseikai Hospital (Fukui-shi) | • Fukui Prefectural Hospital (Fukui-shi) | • Japanese Red Cross Fukui Hospital (Fukui-shi) |
| • Fukui Chuoh Clinic (Fukui-shi) | • Municipal Tsuruga Hospital (Tsuruga-shi) | • Fukui Katsuyama General Hospital (Katsuyama-shi) |
| • Tannan Regional Medical Center (Sabae-shi) | • Nakamura Hospital (Echizen-shi) | • Hayashi Hospital (Echizen-shi) |
| • University of Fukui Hospital (Eiheiji-cho) | | |

II. Realization of an *Active and Harmonious society* where Everyone Plays an Active Role in the Community.



II-1 Promotion of Mutual Understanding

◆ Fostering leaders in multicultural coexistence

Fukui will increase the number of people who will be at the helm of multicultural coexistence efforts, such as Japanese key persons and *Fukui International Community Leaders* – both of whom will act as a bridge between the Gaikokujin Kenmin and the local government,

Fukui will also form a network of related organizations that work on multicultural coexistence and the support for international residents. This will then lead to the resolution of issues and concerns faced by the Gaikokujin Kenmin of the prefecture.

Key Measures

New Strengthening support systems through the collaboration of the prefecture, municipalities, and private organizations in establishing a *Network for Multicultural Coexistence*.

- Developing international community leaders to communicate necessary information to the Gaikokujin Kenmin (2020~)
- Training of Japanese key persons on the side of local residents

New Organizing the training of appropriate individuals such community association officers on *Yasashi Nihogo(easy Japanese)*.

New Holding on-site lectures on multicultural coexistence promotion plans in local communities, companies, and such.



Action 8

Commissioning of Fukui International Community Leaders

Fukui International Community Leaders are appointed with the goal of utilizing the network of the prefecture's international residents and communicating necessary information quickly and accurately through SNS and other means. At present, Fukui has 32 appointed municipality and international association endorsed leaders from 14 countries/regions. The prefecture also plans to further increase the number of these appointees in the future.

In addition to learning about other prefecture's leading case studies, Fukui has established opportunities to interact with municipality officials and is active in the promulgation of livelihood and disaster information, as well as encouraging participation in safety drills such as the case with covid-19 and times of heavy snowfall.



◆ Enhancement of Multicultural Understanding Education of Young Students

Through its educational activities, Fukui will foster the qualities and skills to coexist with people of different cultures for its young students to acquire an international perspective.

Key measures

- Promoting mutual multicultural understanding among young students through avenues such as academics and special activities.
- Minamori High School's *Oshieai no Wa(Co-learning Circle)*, which hosts international student organized courses on multicultural understanding at high schools, has its international students visit Ago Elementary School and provide English language class assistance.



Action 9

The Spread of Oshieai no Wa(Co-learning Circle) ~Michimori High School & Ago Elementary School~

The international students of Michimori High School visit Ago Elementary school to assist in English language classes. The students study the Japanese language through the University of Fukui student assistants and afterwards, by talking with the children at Ago Elementary School, they will learn communication using the Japanese language.

There have been efforts at Michimori High School to arrange for these visits once a month, as well as consideration towards making these activities count towards the students' grades.

This is also done in the hope that they may be able to utilize the knowledge they acquire not just with the language, but that the simultaneous study of livelihood and culture may help in their post-graduation course for the future.



◆ Dissemination of information on the activities of international residents

Fukui will promote Gaikokujin Kenmin awareness and will actively provide information on the daily lives and activities of Gaikokujin Kenmin working and residing in Fukui.

Key measures

New Promulgating information on the daily life and activities of international residents in the local community through local government public relations magazines and SNS.

New Endorsement of Gaikokujin Kenmin employed in Fukui's companies and as well as the promotion of companies that endeavor to create comfortable working environments.

II-2 Increasing the local interactions of the Gaikokujin Kenmin



◆ Expansion of multicultural coexistence activities

Fukui will increase the number of people leading the promotion of multicultural coexistence and advocate the development of multicultural communities throughout the prefecture by supporting the activities of organizations working to support the lives of multinationals in the prefecture.

- Key Measures**
- New** Strengthening support systems through the collaboration of the prefecture, municipalities, and private organizations in establishing a *Network for Multicultural Coexistence*. (Repost)
 - New** Establishing a support fund for organizations working on multicultural coexistence and support for international residents, etc.



Action 10

Where Japanese and Multinationals Happily Gather
- *Minna no Shokudo (Everybody's Cafeteria)* (Echizen City) -

Echizen city's *Minna no Shokudo* aims to provide a space where everyone, from young children to the elderly, can eliminate time eating alone as well as increase local interactions.

With the cafeteria not just offering meals, but also having its alumni teachers help out by volunteering and assisting in assignments and in students' overall academics, it has, in recent years, seen an influx of young international students who frequent the establishment.

Ms. Fumi Nojiri, the head of the organization, and many of her staff members are there to help international students with their various problems.



◆ Promotion of interactions with residents

Various entities such as municipalities, international exchange associations, private support organizations, and foreign communities will cooperate to create a space for the congregation and interaction of the Japanese and multinationals. Fukui will also increase interaction opportunities for international specialists such as caregivers and other fields for them to get established in Fukui.

- Key measures**
- Organizing international exchange festivals and other events related to multicultural exchange
 - Providing subsidies for companies that hold events to develop interactions with local residents (2020~)
 - New** Providing support for the retention of international caregivers by creating opportunities for interaction with local residents, etc.

◆ Endorsement of engaging in community leader activities

Fukui has been encouraging people to become community leaders and have them carefully explain to the Gaikokujin Kenmin the difference between Japan's rules and customs to their own, as well as promote active participation in local community activities such as community associations and disaster preparedness.

- Key measures**
- Promoting participation in local residents' association activities and local events
 - Bolstering the participation of international community leaders in disaster preparedness activities (2020~), etc.



Action 11

Gaikokujin Kenmin Play an Active Role in the Community!
~Through Community Association Activities and Snow-shoveling Volunteers~

In the Omushi district of Echizen City, the local community development association has taken the lead in fostering the involvement of international residents in various local activities. Gaikokujin Kenmin were given opportunities to play active roles in their communities such as deepening bonds of friendship through opening native cuisine food stalls and lending a hand in publishing their district's newsletter.



In January 2021, Fukui Prefecture was hit by heavy snowfall. Amid the difficult situation, an international community leader living in Katsuyama City asked if there was anything he could do to help, and thanks to consulting with their local elementary school, 17 Chinese people helped in shoveling snow off the road leading to the school. Elementary school students sent letters of gratitude, and thus, engendered interaction across nationalities.



III. Bringing about a *Leading Coexistence Model* Espoused By the global community.

III-1 Support for Acceptance and Retention of International Students



◆ Increasing the acceptance of international students

Fukui will bolster the dissemination of information about the prefecture's universities to the rest of the world and raise the number of international students coming in. The prefecture will also provide comprehensive assistance to international students to further increase their satisfaction with life within the prefecture and increase efforts to help them find employment with the prefecture's companies.

- Key measures**
- Promoting the information and strengthening the marketing of Fukui's overseas student-catering international universities to other universities in the prefecture.
 - Dispatching tutors to support international students in both their school and their daily lives.
 - Improving of livelihood support measures such as housing subsidies for international students
 - Offering level appropriate Japanese language classes for international students, etc.



Action 12

Bringing Fukui closer to you

- Through online exchange meetings and joint classes -

Since 2020, the University of Fukui has been once again started holding online exchange meetings with prospective overseas exchange students from both China's Zhejiang GongShang University and Taiwan's National Kaohsiung University of Science and Technology.

The program, organized by students who have studied abroad, offers advice on shopping and life living alone, as well as provides a tour of the campus to help allay any worries that students may have before studying abroad.



The University of Fukui is the alma mater of Griffiths, an American teacher invited by the Fukui clan in the early Meiji period. The University of Fukui also has an academic exchange agreement with New Jersey's Rutgers University and conducts joint online classes with them.

◆ Endorsement of employing international students at the companies in the prefecture.

Recruitment seminars and joint company information sessions will be held for companies to connect international students with companies in the prefecture that seek to expand their business overseas. There will also be seminars for companies on how to help their international students settle and how to organize online Japanese language courses to aid in their establish in their respective companies.

- Key Measures**
- Hosting online seminars to give support for companies regarding residence procedures for the recruitment and training of international students.
 - Organizing joint corporate seminars to match international students with companies in the prefecture
 - Providing job placement grants for international students to increase their willingness to work for companies in the prefecture.
 - Holding online seminars to assist in establishing smooth internal communication for international students who have found employment in the prefecture (2020~), etc.



Action 13

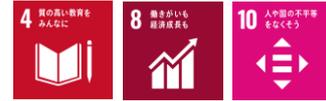
Giving Support in Matching International Students with Companies in Prefecture.

The prefecture holds joint corporate seminars and company visits for international students in cooperation with commercial and industrial organizations, international exchange associations, financial institutions, and universities to encourage more international students to work for companies in the prefecture.

We also invite international students from Kanazawa University and other universities outside of the prefecture to participate in the joint corporate seminars. 24 students from outside of the prefecture participated in 2019.



III-2 Support for Accepting and the Active Participation of Global Talent



◆ Attracting specialist talent to Fukui

In addition to promoting the appeal of global specialists such as caregivers and high-caliber IT personnel, Fukui will also improve the acceptance system to secure talent in fields and industries where human resource shortages are an issue.

- Key measures**
- New** Providing support in referring global talent and matching them with the companies in Fukui that wish to hire them.
 - New** Accepting international IT engineers that shape the digital transformation at the prefecture's companies.
 - Working with overseas educational institutions in order to establish a system to train local caregivers abroad and have them sent to Fukui. (Dispatching instructors to Japanese language and Introductory caregiving classes conducted by the overseas educational institutions, etc.) (2020~)
 - New** Surveying sending countries for the increasing construction industry recruitments.
 - Building a system for accepting international personnel for construction industry organizations, supervising organizations, prefectures, etc. (Recruitment activity expenses, rent, financial support for Japanese language education, and such.) (2020~) etc.

◆ Support for accepting and the active participation of international personnel

Fukui assists in the recruiting of multinationals for small and medium-sized companies that have little knowledge on how to employ international personnel such as technical interns and specialists. We will also give support for companies that conduct skill development workshops for technical interns and improve the working conditions that allow the continued contribution of international talent.

- Key measures**
- New** Establishing the "FUKUI Support Desk for Employment of International Talent" to assist companies in their recruitment activities
 - Communicating information and support systems of Fukui prefecture in the local language to entice people to pick Fukui for their employment. Creating brochures, and providing information through overseas sending organizations (2020~)
 - Hosting seminars on recruiting international personnel and organizing individual company consultations at the Prefectural Human Resources Support Center (2019~)
 - Assisting construction companies in the prefecture concerning expenses for recruitment activities and the improvement of housing environment for multinationals (2020~)
 - Providing support in conducting company-organized skill development workshops for technical interns. (2019~)
 - Introducing subsidies and initiatives to companies that endeavor in improving the working and living conditions of international workers
 - Requesting specific industries such as the textile industry to consider incorporating the Technical Intern Training Program.
 - Providing assistance in matching and the establishment of international talent with companies through the utilization of showcase projects and collaboration with relevant organizations (2020~), etc.



Action 14

Training of corporate leaders - Implementation of skill development seminars -

The prefectural government supports skill development courses offered by the employing companies, so that technical interns, who account for more than half of all foreign workers in Fukui Prefecture, may acquire more advanced skills and work at Fukui for a longer time.

In addition to dispatching Monozukuri (Manufacturing) Meisters and other instructors to skill improvement courses, the prefecture also subsidizes the cost of materials and other expenses for the courses.



III-3 Increasing Fukui's Non-resident Population and Bolstering Communication with the World



◆ Communicating Information with the World

Fukui will enhance the spread of information from *Gaikokujin Kenmin* in various positions, such as CIRs (coordinator of international relations), Fukui Reporters, and Fukui's international students. This is done to convey to the world the strengths of the prefecture, such as Fukui's lifestyle, work, local culture, excellence in education, and the charming pursuits of its residents.

Key measures

- Relaying Fukui's work and livelihood information through the prefecture's international students and community leaders.
- Endorsement of Fukui's appeal through overseas prefectural offices (Shanghai, Bangkok), local operation offices (Taipei), prefectural associations with overseas sites and such.
- Providing Fukui-related information and content about topics like lifestyle and culture.
- Enhancing the advocacy of Fukui's internationally-recognized educational model, etc.



Action 15

Fukui Reporters to communicate the appeal of Fukui

Fukui recruits *Gaikokujin Kenmin* as *Fukui Reporters* and provides them with opportunities to participate in local festivals, test out the products of the companies in the prefecture, experience Japanese culture, and visit tourist spots—which are then widely shared both domestically and internationally through SNS.

There are 27 people currently active, among them are Assistant Language Teachers (ALT) and international students.

The content of these promotions can be found by searching the hashtag *#experiencefukui*.



◆ Growing the International Non-resident Population

The prefecture will increase the recruitment of "Fukui Prefecture Friendship Ambassadors" from those who returned to their countries after finishing their overseas studies or training yet their fondness for Fukui allows them to act as a link between the international community and Fukui.

In addition to boosting inbound tourism, Fukui will also grow its non-resident population through promoting medium to long-term residence among multinationals interested in Fukui-rooted culture, traditional crafts, and education.

Key Measures

- Bolstering the numbers of overseas-based friendship ambassadors who play a role in connecting Fukui and the international community.
- Promoting of medium- to long-term residence of multinationals interested in Fukui's culture, manufacturing, and education
- Installing multilingual signs and employing other measures to improve the environment for multinationals.



Action 16

A Bridge Between Fukui and the Rest of the World ~ Fukui Prefecture Friendship Ambassadors ~

When Fukui's *Gaikokujin Kenmin*, such as Coordinators for International Relations (CIR) and international students, leave the prefecture, the prefecture commissions them as *Fukui Prefecture Friendship Ambassadors*.

We have 154 people from 30 countries and regions working as a liaison between Fukui Prefecture and other countries, promoting Fukui overseas, and mediating in international exchange.



Action 17

Overseas Endorsement of Traditional Crafts

Many multinationals are interested in Japan's unique culture. This includes traditional crafts such as Echizen Washi (Japanese paper) and Echizen lacquerware.

A Washi trading company in Echizen City has been accepting multinational designers to develop products from a multinational's perspective and to bolster the exchange of ideas with craftsmen of the region. Echizen washi has played an important role in promoting Fukui's traditional crafts overseas, such as with the growth of sales channels through its use in overseas exhibitions and the appropriation of Echizen washi for the interiors of local lodging facilities



KPIs (Key Performance Indicators)

	Index	Current	Target
Key targets I	Number of Japanese volunteers working in the prefecture	<u>228 people</u> (2020)	<u>300 people</u> (2025)
	Dissemination of information on evacuation centers using SNS Number of languages supported	— (2020)	13 languages (2025)
Key targets II	Number of Fukui international community leaders appointed	<u>32 people</u> (2020)	<u>60 people</u> (2025)
	Number of cases of support for organizations working for multicultural coexistence and support for multinationals.	— (2020)	10 organizations (Cumulative. 5 years until 2025)
Key target III	Number of international students who, with the support of the prefecture, have been employed by companies in the prefecture.	<u>75 people</u> (Cumulative. 5 years until 2020)	<u>150 people</u> (Cumulative total for 5 years until 2025) International caregivers trained at overseas educational institutions and employed in prefectural facilities
	International talent educated overseas and employed in Fukui's facilities.	— (2020)	<u>60 people</u> (Cumulative. 5 years until 2025)

Plan Promotion System

1 Plan Promotion System

The promotion of various measures under the banner of *Team Fukui* and having the prefecture's residents, corporations, groups, municipalities, and the prefectural government itself collaborate, cooperate, and attend to their responsibilities with the perspective that both the Japanese and the multinationals are members of the same local community.

- Establishment of a System within the Municipality
To comprehensively promote measures for multicultural coexistence, the prefecture will hold liaison conferences across internal bureaus to monitor the progress of measures in each field.
- Strengthening cooperation between the prefecture and inner municipalities
Liaison conferences will be held to discuss pressing issues, exchange opinions on leading case studies of municipalities within the prefecture, and to promote sharing information and cooperation between the prefecture and its inner municipalities.
- Establish a network with relevant organizations
Fukui will establish a network of relevant organizations working to support the livelihood of Fukui's *Gaikokujin Kenmin*, promote the measures outlined in the plan, and report on the progress of the said measures.

2 Roles of Relevant Organizations and Collaborations with Them

- Role of the community
Fukui will create an environment where *Gaikokujin Kenmin* can interact with Japanese residents and familiarize themselves with the community through the encouraged participation in community, disaster preparedness, and crime prevention activities.
- The Role of Companies
In addition to improving the working and living conditions of international workers, Fukui will provide livelihood and community exchange support, such as giving information on livelihood rules and holding exchange events with Japanese residents.
- The Role of Support Groups
Fukui will develop activities that utilize the characteristics of each organization, such as creating a place for young international students to live and study, providing Japanese language education and counseling, hosting multicultural exchange events, as well as promoting information sharing and cooperation among support groups.
- The Role of Local Government
In addition to creating a forum for sharing and exchanging opinions on the various issues faced by each of the entities involved in multicultural coexistence and support for international residents, Fukui will promote the development of multicultural communities by supporting the activities and enhancing the synergy of every relevant organization.

Fukui Multicultural Coexistence Promotion Plan (Overview)

Completion: April, 2021

For inquiries, please contact

〒910-8580

3-17-1, Ote, Fukui-shi, Fukui-ken

International Economy Division, Industry and Labor Department,

Fukui Prefecture

TEL 0776-20-0752

FAX 0776-20-0652

Email kokusai@pref.fukui.lg.jp