

[2026-27]



# **SPECIFIED SKILLED WORKERS [SSW]**

End-to-end SSW preparation conducted in India, aligned with Japan's workforce standards.



**Otagai**  
part of SPJ Japan

# about the program



The Special Skilled Worker (SSW) program is a Japanese government initiative that allows foreign nationals with verified skills to work in specific industries across Japan.

It bridges the gap between growing sectors that need trained workers and individuals who are ready to learn, deliver, and thrive. Under SSW, candidates receive structured support, transparent evaluation, and a clear pathway to long-term employment.

## How Our SSW Pathway Is Structured

This SSW pathway is designed to be completed entirely in India, ensuring candidates are fully prepared before travelling to Japan. The program integrates Japanese language training, SSW sector-specific preparation, and workplace readiness into a single, structured journey.

Candidates progress through foundational language levels and enter an integrated N3 phase, where language training continues alongside SSW exam preparation and professional readiness.

All required examinations and evaluations are completed in India, allowing candidates to proceed with clarity, confidence, and compliance.

This approach reduces uncertainty, strengthens outcomes, and ensures candidates arrive in Japan prepared for real workplace expectations .

# program objectives

The SSW Program is built on a clear set of goals that support both the worker and Japan's growing industries. These objectives ensure that every candidate enters Japan with the right skills, clarity, and opportunities for long-term success.



## To Provide Skilled Workers to High-Demand Sectors

Japan faces growing labour shortages in several industries. The SSW Program aims to match trained, certified workers with sectors that urgently require reliable and capable manpower.



## To Ensure Comprehensive Skill, Language, and Workplace Readiness

Through structured training, examinations, and evaluations, the program ensures candidates are prepared technically, linguistically, professionally, and culturally for real workplace environments in Japan.



## To Promote Cultural Integration and Adaptability

A major goal of the SSW pathway is to help workers understand Japanese work ethics, communication styles, and social norms, enabling smoother adjustment and long-term growth.



## To Create a Clear Pathway for Career Advancement

The program isn't just about getting a job. It's about helping individuals build a sustainable future, with opportunities for skill upgrades, renewals, and industry-based career progression.



## To Offer Transparent, Regulated Employment Opportunities

One of the key objectives is to ensure that workers experience fair wages, proper working conditions, and government-backed protections, making the transition to Japan safe and structured.

# recruitment criteria

The SSW Program is open to individuals who meet baseline eligibility requirements and demonstrate the ability to progress through structured training, evaluation, and certification as per Japan's SSW framework.

Criteria	Explanation
Age	Applicants must be 18+ to meet Japan's legal employment requirements and ensure maturity and responsibility for overseas work.
Education	Minimum completion of 12th grade (sector-dependent). This provides essential reasoning and communication skills needed in professional environments.
Skill Level	Candidates must have relevant training or experience. Skill tests or verification ensure immediate workplace readiness and high performance standards.
Japanese Language	Candidates undergo Japanese language training and clear the required exams. N4 qualifies candidates for the SSW pathway, while the N3 phase focuses on workplace communication, HR interviews, and job readiness.
Sector Eligibility	Each SSW sector has specific exams and skill assessments. Meeting these ensures candidates are placed only in roles suited to their abilities.

Eligibility is assessed not only at entry, but continuously throughout the training and evaluation process to ensure candidates meet SSW standards before deployment to Japan.

# Japanese Language Training

(SSW-Aligned & India-Based)

## 01 N5 & N4 LEVELS

foundational stage

These levels focus on building a strong foundation in the Japanese language and behaviour. Students develop basic reading, writing, listening, and speaking skills, along with essential vocabulary and expressions used in daily life and workplace settings.

Key focus areas include:

- Basic sentence structures and commonly used workplace phrases
- Understanding instructions, safety communication, and polite speech
- Introduction to Japanese cultural norms and professional etiquette
- Preparation for JLPT / JFT Basic examinations

Outcome:

Successful completion of N4 meets the minimum language eligibility requirement for the SSW pathway.

## 02 N3 LEVEL

integrated workplace & SSW preparation phase

N3 represents the core integration phase of the SSW pathway, where Japanese language training continues in parallel with SSW sector-specific preparation and workplace training delivered by designated Japanese HR companies. While language instruction focuses on advanced workplace communication and sector-relevant usage of Japanese, HR companies provide role-specific training, behavioural orientation, and professional readiness aligned with actual job expectations in Japan.

Key focus areas include:

- Advanced workplace Japanese and sector-specific vocabulary
- Communication for task execution, reporting, and teamwork
- Workplace behaviour, discipline, and etiquette training
- SSW skill examination preparation
- HR interview readiness conducted by designated HR companies

Outcome:

Candidates are prepared to clear the required SSW evaluations and participate in HR interviews in India, ensuring job and workplace readiness before departure to Japan.

# WHAT MAKES OUR LANGUAGE TRAINING DIFFERENT?

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- Structured, outcome-driven training schedules
- Regular assessments and progress tracking
- Dedicated modules on cultural etiquette and professional communication
- Remedial support for learners who require additional assistance
- Interview-oriented communication practice (language-focused)

## PROGRAM FOCUS

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The language training component functions as a core support system within the broader SSW preparation framework. While foundational and advanced Japanese instruction is delivered online, candidates entering the N3 phase also participate in planned, sector-specific training conducted by designated skill education and HR companies.

This parallel structure ensures that language development continues while candidates are simultaneously prepared for SSW sector requirements, skill examinations, and professional expectations, all within India.

## OUR AIM

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To develop confident Japanese communicators with the language proficiency and cultural awareness required to support successful SSW qualification, professional readiness, and long-term workplace integration.

# SSW skill test & exam overview

To qualify under the SSW framework, candidates must clear both a Japanese language requirement and a sector-specific skill examination. Under this pathway, exam preparation and attempts are completed in India, with structured guidance provided during the integrated N3 phase.



Nursing Care



Building Cleaning Management



Construction Industry



Manufacture of Industrial Products



Agriculture



Fishery and Aquaculture Industries



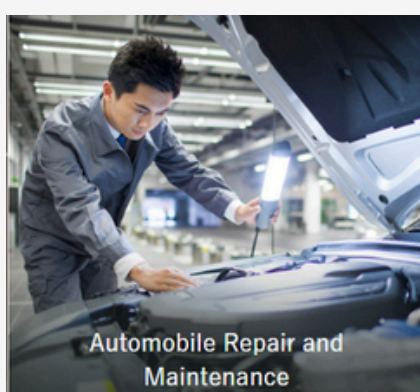
Manufacture of Food and Beverages



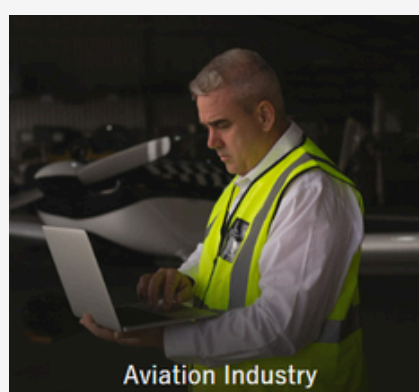
Food Service Industry



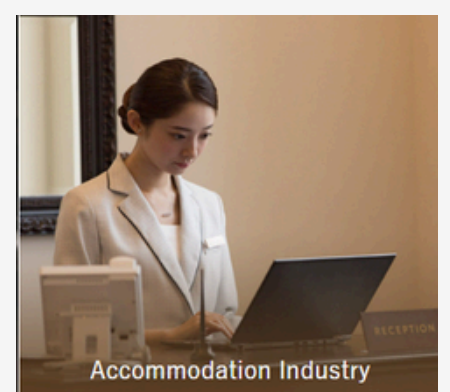
Shipbuilding and Ship Machinery Industry



Automobile Repair and Maintenance



Aviation Industry



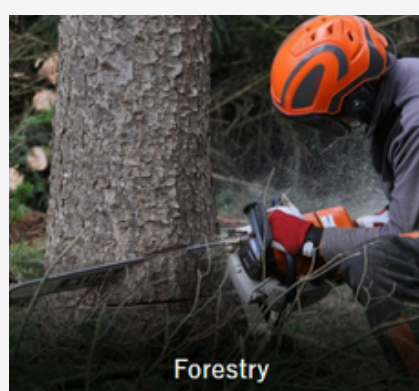
Accommodation Industry



Automobile Transportation Business



Railway



Forestry



Wood Industry

# recruitment flow & program timeline

The SSW pathway is a carefully structured process designed to train, evaluate, and place students in Japan with complete transparency. This page outlines the entire journey.

**1**

## **COUNSELLING & REGISTRATION**

Students begin with an orientation where they understand the SSW pathway, available sectors, expectations, costs, and training requirements. Once they register, they are assigned to their language batches and guided through the onboarding process.

**2**

## **START OF JAPANESE LANGUAGE TRAINING (N5 → N4 → N3)**

The program begins with foundational training (N5/N4) and progresses to N3-level proficiency, where language learning continues alongside SSW preparation.

**3**

## **APPEARING FOR THE LANGUAGE EXAM**

Once students reach the required proficiency, they are guided to book and write the language exams. The students are allowed to choose JLPT, J-Cert, NAT or JPT Exams, based on their convenience.

Successful completion confirms eligibility to proceed within the SSW pathway.

**4**

## **SSW SECTOR PREPARATION & EVALUATION**

During the N3 phase, candidates continue advanced Japanese language training in parallel with sector-specific preparation and evaluations. Planned training and professional orientation are conducted by designated skill education and HR companies, aligned with official SSW requirements.

All required evaluations are completed in India, ensuring candidates are prepared before progressing further in the pathway.

**5**

### **N3 PREPARATION & MOCK INTERVIEW DRILLS**

Even after clearing the initial requirements, students continue studying up to N3 level.

This stage focuses on workplace communication, behavioural readiness, and interview preparation to ensure candidates can confidently engage with Japanese HR teams.

**6**

### **JOB OFFER LETTERS**

Students, who have cleared the SSW Exam and HR interviews, receive Job Offer Letters, outlining job expectations, salary ranges, and company details.

**7**

### **CONTINUED CLASSES UNTIL DEPARTURE**

Even after receiving a job offer, candidates continue language training to maintain proficiency and confidence. This ensures they arrive in Japan with strong communication skills and cultural readiness.

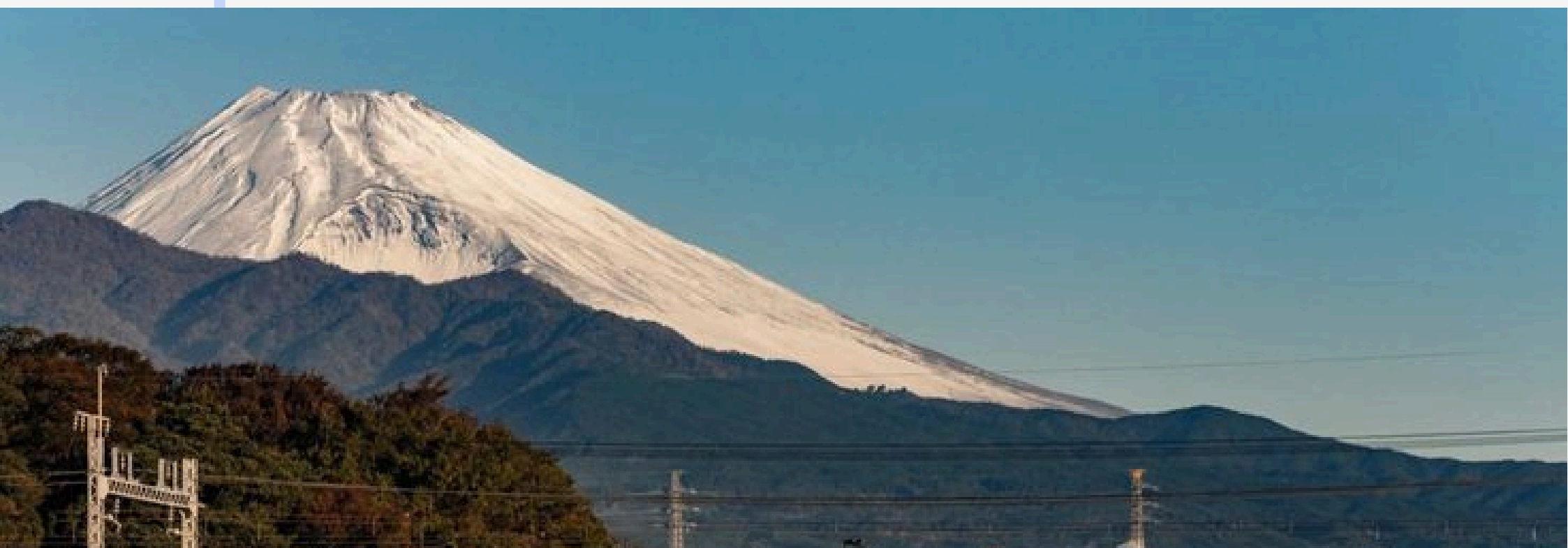
**8**

### **DOCUMENTATION & COE APPLICATION**

Visa documentation is started after the candidate completes the N4 Level.

After the job letter is received, the Japanese company prepares and submits the Certificate of Eligibility (COE) application. COE is typically issued within 30 days, and has a validity of 60 days minimum.

The entire recruitment, training, evaluation, and interview process is designed to be completed in India before departure to Japan.



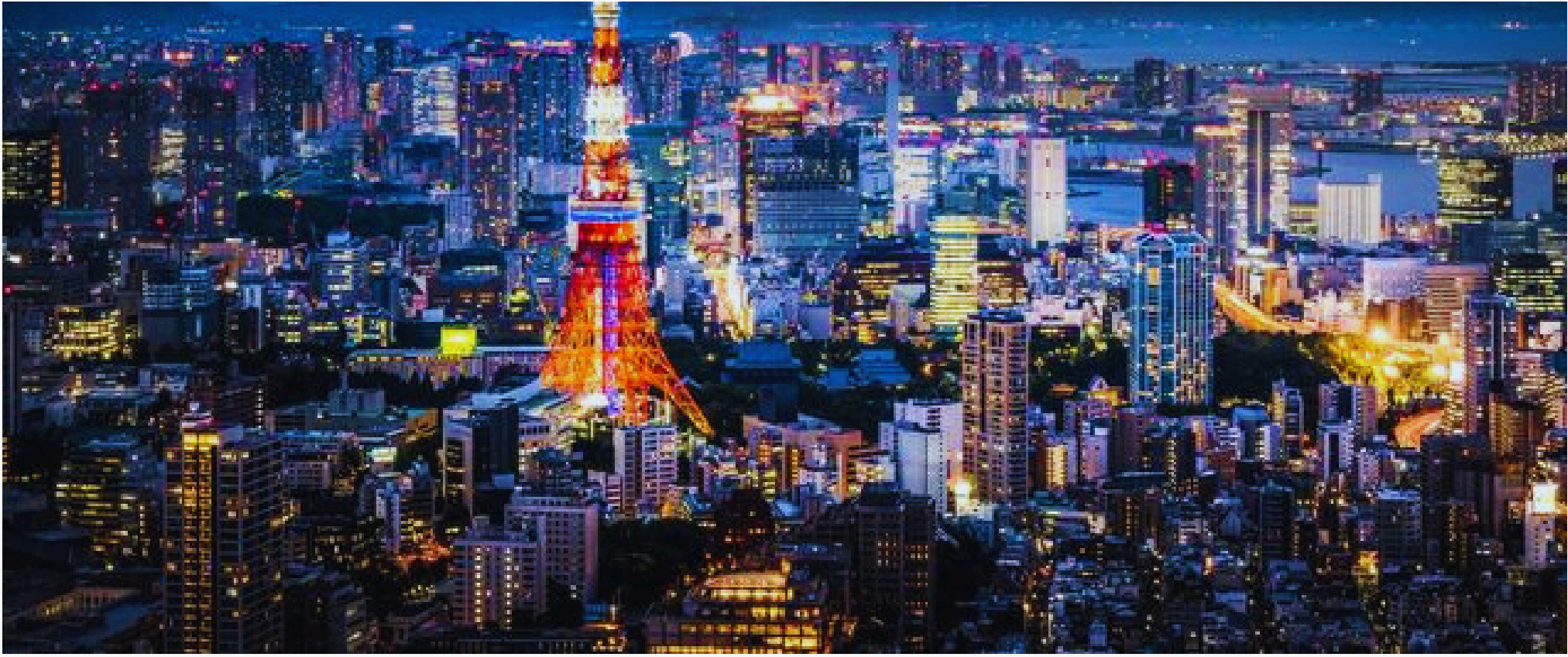
# program fees

The total fees is inclusive of:

- Registration
- Documentation and Translation
- Visa Processing
- Language Training from Japan (N5, N4, N3)
- Additional Language Training Support from India
- Service Charge
- COE
- Courier Charges

**6,50,000 INR**





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