OPINION EXCHANGE MEETING

Professional Growth and Transition from the JET Programme

29 December 2015

MIC • MOFA • MEXT • CLAIR • AJET
JET INVOLVEMENT IN TOURISM AND ECONOMIC ACTIVITIES

REPORT CONTRIBUTORS

Report Team Members 2014-2015 AJET National Council

Translation Leader Cassandra Walker
  Translation and Interpretation Coordinator

Translation Assistance Mayura Amano
  Daniel Brooks
  Zach Krause
  Sakinah Mohd Khalid
  Rebecca O’Neil
  Keisuke Tanaka

Data Analysis Assistance Aubrey Brueckner
  Hiroshi Fukushima
  Francesca Kilpatrick
  Rebecca O’Neil
  Justin Schwarz

Project Manager Rochelle Zheng

Layout and Design Patrick Finn
EXECUTIVE SUMMARY

This report examines, analyses, and addresses the various opportunities and resources provided by National AJET and CLAIR regarding professional development, career support, networking, and the transition to life after the JET Programme.

For professional development opportunities and resources, both current and alumni JET Programme participants were consistently unaware of the types of professional development opportunities and resources available to them, regardless of whether they were provided by National AJET, CLAIR, or outside sources, with less than half indicating that they had some degree of awareness.

Regarding career support and networking opportunities, JET Programme participants noted that CLAIR and National AJET rarely communicated directly with them regarding such opportunities, and that most communication was received through their prefectural AJET organisations instead. Additionally, some respondents noted that many of the career support and networking opportunities were not accessible to them or did not fit their needs, or that opportunities were concentrated primarily in specific countries such as the United States.

In terms of resources for transitioning to life after the JET Programme, less than a third of current JET Programme participants indicated awareness of resources available to them. This trend was echoed by less than 20% of respondents indicating satisfaction with the quality and amount of resources provided by National AJET and CLAIR. Furthermore, a majority of alumni reported either dissatisfaction or neutral opinions towards the resources that were provided to them as they prepared to leave.

Overall, JET Programme participants, both current and alumni, seemed to agree across all areas surveyed that both CLAIR and National AJET could do much to improve the quality of the services and opportunities that they offer, as well as improving their methods of publicizing those opportunities.
# TABLE OF CONTENTS

## INTRODUCTION 1

## METHODOLOGY 2

## SURVEY SAMPLE 3

## RESULTS AND DISCUSSION 5

## PROFESSIONAL DEVELOPMENT OPPORTUNITIES AND RESOURCES 5

- Professional Development Opportunities 5
- Professional Development Resources 7
- Types of Opportunities and Resources 9
- Perspectives from Alumni 10
- Conclusion 12

## CAREER SUPPORT AND NETWORKING OPPORTUNITIES 13

- Perspectives from Alumni 17
- Conclusion 19

## RESOURCES FOR TRANSITIONING AFTER JET 20

- Perspectives from Alumni 22
- Conclusion 25

## CONCLUSION 27
INTRODUCTION

This report analyses the various opportunities and resources provided by National AJET and CLAIR regarding professional development, career support, networking, and the transition to life after the JET Programme. Although the JET Programme offers participants invaluable experiences and opportunities, the nature of the Programme itself limits participation to a maximum of 5 years. In order for JET Programme participants to make the most of their time in Japan, it is important to consider not only their experiences during the Programme, but also their options in the future. By evaluating aspects such as the awareness, satisfaction, usage, and requests of current JET Programme participants with respect to the above topics, in addition to supplementary data from JET Programme alumni, this report will outline the existing circumstances and offer suggestions to further improve the quality of support for JET Programme participants.
METHODOLOGY

The data used in this report came from two surveys conducted by the Association for Japan Exchange and Teaching (AJET) over the period from March 10, 2015 to March 31, 2015. These surveys were distributed to current and former JET Programme participants using an online survey development tool. The surveys consisted of 22-47 questions that were all written in English, in a variety of formats including ‘Yes’ or ‘No’, multiple choice, free response, and rating agreement on a scale of 1-9. For questions using this scale, respondents chose numbers between 1-9, with 1 indicating strong disagreement with the statement, 5 indicating neither agreement nor disagreement, and 9 indicating strong agreement.

The surveys were divided into three main sections: professional development, career support and networking opportunities, and transitioning to life after JET. For alumni participants, in addition to the three sections listed above with respect to their time on JET, there were also questions pertaining to their involvement with the JET Alumni Association (JETAA).

Throughout the report, the following abbreviations will be used for the common terms used in relation to the JET Programme:

- ALT: Assistant Language Teacher
- CIR: Coordinator for International Relations
- AJET: The Association for Japan Exchange and Teaching
- JET: Japan Exchange and Teaching (Programme)

For the purposes of this report, survey percentages have been rounded to the nearest whole number.
SURVEY SAMPLE

These surveys collected responses from a total of 1,122 JET Programme participants, representing approximately 25% of the total current JET Programme population in Japan, as well as 217 JET Programme alumni.

Among current JET Programme participants, the largest proportion of respondents identified themselves as being in their first year on the JET Programme (43%), with second- and third-year participants the next most populous groups (32% and 14%, respectively). Among alumni, the largest proportion of respondents had been on the Programme for three years (30%), followed by two years (29%) and one year (19%). The graphs below show the complete breakdown of respondents by year or number of years spent on the JET Programme.

**Year on JET (Current Participants)**

- 1st-year: 43%
- 2nd-year: 32%
- 3rd-year: 14%
- 4th-year: 7%
- 5th-year: 3%
- More than 5 years: 1%

**Years on JET (Alumni)**

- 1st-year: 19%
- 2nd-year: 29%
- 3rd-year: 16%
- 4th-year: 6%
- 5th-year: 1%
- More than 5 years: 1%

Note: Although the maximum tenure for the JET Programme is currently five years, ‘More than 5 years’ is used to denote JET participants who have a combined total of more than five years over two or more separate appointments.
The majority of respondents (93% of current participants and 91% of alumni) are or were Assistant Language Teachers (ALTs). Coordinators for International Relations (CIRs) accounted for 7% and 9% of current and alumni respondents, respectively, and the remaining survey respondents were Sports Exchange Advisors (SEAs), although at a total sample size of 1 person among two surveys, they represent less than 1% of the total respondents. These figures closely mirror the demographics of the JET Programme population as a whole, in which 91% are ALTs, 8% are CIRs, and 0.25% are SEAs. The graphs below shows the breakdown of respondents by job type.

**Position on the JET Programme (Current Participants)**

- ALT: 93%
- CIR: 7%

**Position on the JET Programme (Alumni)**

- ALT: 91%
- CIR: 9%

Note: As the current number of JET Programme alumni totals over 60,000 participants since the Programme’s inception, this survey sample is by no means representative of all alumni; however, it helps provide additional insight on some JET Programme participants’ activities beyond their contract terms. Additionally, while the sample size for ALTs and current JET Programme participants as a whole are statistically representative, there is not a representative sample size for CIRs or SEAs. Therefore, while job type may be used in the report to clarify observations and inferences, it should not be considered representative of JET Programme participants in these positions unless additional research is performed.
RESULTS AND DISCUSSION

PROFESSIONAL DEVELOPMENT OPPORTUNITIES AND RESOURCES

This section will examine current JET Programme participants’ awareness of and satisfaction with opportunities and resources for professional development, followed by additional data from alumni JET Programme participants with respect to their time on the Programme in relation to their current situations.

Professional Development Opportunities

When asked if they were aware of professional development opportunities (defined as events such as orientations, conferences, and seminars) provided by National AJET and CLAIR, almost half of all respondents (48%) responded that they had some degree of awareness of opportunities provided by National AJET, contrasted with 39% for opportunities provided by CLAIR. While for both National AJET and CLAIR, the percentage of respondents who agreed to being aware of opportunities was greater than those who disagreed, with 20-23% of respondents indicating that they were neutral, overall less than half of respondents were aware of available opportunities. This suggests that more could be done to make JET Programme participants aware of the professional development opportunities available to them, particularly with respect to those provided by CLAIR.

Participants were also asked to rate their satisfaction with the quality of professional opportunities provided by National AJET and CLAIR. Although a significant portion of respondents indicated neither satisfaction nor dissatisfaction with available opportunities (44% for those provided by National AJET and 41% for those provided by CLAIR), which is inconclusive, the remaining responses show that JET Programme participants are consistently less satisfied with professional development opportunities provided by CLAIR as compared to those offered by National AJET.
'I am satisfied with the quality of professional development opportunities (orientations, conferences, seminars, etc.) provided by: ' 

Additionally, with respect to whether or not respondents believed that there are enough professional development opportunities, more respondents indicated some degree of dissatisfaction than satisfaction, regardless of who provided them. (This does not include those who indicated neither satisfaction nor dissatisfaction, which represented 39% of respondents with respect to those provided by National AJET and 38% of those provided by CLAIR.) For opportunities provided by National AJET, there was a ratio of 33% dissatisfaction to 28% satisfaction, compared with 37% dissatisfaction and 24% satisfaction for CLAIR.

'I believe there are enough professional development opportunities (orientations, conferences, seminars, etc.) provided by: ' 

These results indicate that JET Programme participants would prefer to have more professional development opportunities made available to them by both National AJET and CLAIR.

When asked to elaborate on their dissatisfaction with the quality and quantity of professional development
opportunities, responses included reasons such as not being able to take advantage of such opportunities due to location, scheduling, and financial reasons; a focus on opportunities for ALTs without previous teaching experience and/or those who are leaving the JET Programme as opposed to recontracting; and the low quality of existing resources such as the CLAIR Japanese language courses, TEFL course assistance, After-JET Conference, and Tokyo Orientation.

**Professional Development Resources**

Survey participants were next asked the same set of questions with respect to professional development resources, defined as advisers, articles, reference materials, etc.

As with professional development opportunities, more respondents indicated some degree of awareness of both National AJET and CLAIR professional development resources than otherwise, although the difference was slight with respect to resources provided by CLAIR. Again, these results indicate that more could be done to make JET Programme participants aware of the resources available to them.

![Bar chart showing awareness of professional development resources provided by National AJET and CLAIR](chart.png)

With respect to their satisfaction with the quality of resources, once again the most common response was neither satisfaction nor dissatisfaction, at 44% for resources provided by National AJET and 46% of those provided by CLAIR. Of the remaining responses, more respondents (35%) indicated some degree of satisfaction (compared to 20% who indicated some degree of dissatisfaction) with resources provided by National AJET, whereas more respondents indicated slightly more dissatisfaction with those provided by CLAIR (28% dissatisfaction compared to 26% satisfaction). Overall, this suggests that the majority of JET Programme participants are not explicitly satisfied with the quality of professional development resources available to them, and that both National AJET and CLAIR should reevaluate what they are providing.
'I am satisfied with the quality of professional development resources (advisers, articles, reference materials, etc.) provided by: '

When asked if they agreed that there are enough professional development resources (defined as advisers, articles, reference materials, etc.) provided by National AJET and CLAIR, 31% of the 950 respondents answered they agreed that there were enough professional development resources from National AJET and 23% with respect to those from CLAIR. Similar numbers of participants disagreed with the statement, with 25% of participants disagreeing that there are enough resources by National AJET and 31% for CLAIR.

'I believe there are enough professional development resources (advisers, articles, reference materials, etc.) provided by: '

Of the respondents who disagreed that there were enough resources for professional development, 193 respondents (20%) offered a text response to elaborate. The main opinion was that participants did not know how to access professional development resources from either source and therefore could not use them. Another frequent comment was that existing professional development resources, such as the Japanese language courses provided by CLAIR, are outdated, unhelpful, and/or do not apply to the situation of some current participants. This suggests that more effort should be put into making JET Programme participants aware of what types of
professional development resources are available to them, and that existing resources should be reviewed for relevance and accuracy.

**Types of Opportunities and Resources**

This section analyses which types of professional development opportunities and resources JET Programme participants have used in the past, as well as what participants find most helpful and/or satisfactory.

Over 50% of respondents indicated that they had taken advantage of opportunities and/or resources provided by CLAIR, despite survey participants expressing overall dissatisfaction and/or indifference to professional development materials and opportunities provided by CLAIR.

Interestingly, the second most utilised source for professional development was prefectural AJET groups, with 49% of respondents indicating that they had taken advantage of opportunities and resources provided by prefectural AJET, as compared to 37% who had used those provided by National AJET. Furthermore, of those who used prefectural AJET resources, 46% of them had never used National AJET resources. Possible reasons for this discrepancy could be that prefectural AJET groups are better at disseminating information to participants or are more in touch with the needs of participants in their respective regions. Further study is necessary to determine the true nature of this gap, but discovering it could help National AJET improve what it offers to JET Programme participants.

The Japan Association of Language Teachers (JALT) and Japan Association of Translators (JAT) also provide professional development resources which are available to JET participants, although less than 8% of overall respondents had used them. Furthermore, over a quarter of respondents (27%) indicated that they had never used any professional development opportunities or resources by the listed organisations. Although further investigation is necessary to determine the exact reasons for this, drawing from the earlier results indicating that less than half of JET Programme participants are explicitly aware of resources provided by National AJET and CLAIR, it is likely that participants simply are not familiar with them, suggesting that further efforts to publicize various sources of professional development would be beneficial for the JET Programme community.
When asked what kind of professional development opportunities or resources were most helpful or satisfactory, a majority of respondents (65%) answered 'training tailored to current job/work responsibilities', indicating that the priority for most participants is their current position, though it could also suggest that they believe such training could also be of use in the future. The second most common answer was 'workshops/hands-on activities', indicated by 62% of respondents. These two demands stayed consistent among all years of JET Programme participants, suggesting that these are useful to all participants regardless of time spent in their positions.

Over half (54%) of respondents indicated that they found training related to Japanese language skills helpful. Of these, the majority (492 out of 518 individuals) were ALTs, 219 of which were first-years, suggesting that there is a demand for resources related to learning Japanese among ALTs who have come to Japan more recently. Roughly a third (29%) of respondents indicated they found seminars or speeches to be most helpful or satisfactory, with the same result for training applicable outside of current work responsibilities (such as time management). Finally, 5% of respondents chose the answer “Other” and provided a text response, including suggestions such as information on living and working abroad and navigating the Japanese work environment in particular, resources related to postgraduate study, and opportunities for discussion with other JET Programme participants.

**Perspectives from Alumni**

In order to provide a different perspective from current JET Programme participants, JET Programme alumni were also asked about their experiences with professional development on the JET Programme and whether or not those experiences had an influence on their current situations.
When asked if they agreed with the statement that the professional development opportunities and resources that they received as a participant in the JET Programme have been useful or beneficial to their careers after leaving the JET Programme, 126 of the 181 respondents (70%) agreed that they have been at least somewhat beneficial, which is a positive result overall.

"The professional development opportunities and resources that I received as a participant on the JET Programme have been useful/beneficial to my career after leaving the JET Programme."

However, when asked to rate on a scale of 1-9 whether or not professional development opportunities and resources while they were on the JET Programme were an important factor in helping them find their current employment, the largest number of alumni reported such resources were not at all important in finding their current employment (with 17% responding '1 - Strongly disagree') or neutral to slightly important (responses of 5 and 6 made up 16% and 14%, respectively, of the total).

"The professional development opportunities and resources that I received as a participant on the JET Programme were an important factor in helping me find my current employment."

This suggests an area for further study, such as an investigation into the reasons why such opportunities and resources were not helpful or an exploration of what types of professional development support can be applied.
most broadly to various job types.

The next question asked alumni participants what kind of professional development opportunities or resources they thought were most beneficial to their careers after JET. Regardless of years spent on the programme, alumni found training at conferences (57%) the most helpful, followed by other kinds of training (32%), which included on-the-job practical experience, optional opportunities like TEFL certification, the Translation & Interpretation Course, networking, and self-study.

![Opportunities/Resources JET Programme](image)

Interestingly, ‘professional development calls’ was the lowest response given by the alumni (14%). This suggests that despite the apparent applicability of the professional calls to professional development, the alumni did not find them to be very beneficial towards careers after JET. One possible explanation is that less than 2% of current JET Programme participants indicated having used professional development calls in the past or finding them useful; while the survey sample is different, it is possible that the same was true for alumni respondents while they were on the Programme.

**Conclusion**

Overall, JET Programme participants were consistently unaware of the types of professional development opportunities and resources available to them, regardless of whether they were provided by National AJET, CLAIR, or outside sources, with less than half indicating that they had some degree of awareness. As knowing what types of opportunities and resources is the first step to making use of them, this shows that raising awareness is an important step for both National AJET and CLAIR. One possible avenue to achieve this could be collaboration with prefectural AJET organizations, as respondents indicated that they are a common source of resources they use.

The majority of survey respondents were also not explicitly satisfied with neither the quality nor the quantity of professional development support available to them, suggesting that National AJET and CLAIR should re-evaluate existing resources and consider increasing them. In particular, respondents indicated slightly more dissatisfaction with the quality and quantity of opportunities and resources provided by CLAIR.

The support most desired by current JET Programme participants was training related to their current positions, which is supported by alumni respondents indicating that the training they received at conferences was most beneficial to their careers after the JET Programme. Other possible areas to expand include resources for learning Japanese; events such as workshops, speeches, and seminars; and networking opportunities.
CAREER SUPPORT AND NETWORKING OPPORTUNITIES

In this section, current JET Programme participants’ awareness and opinions regarding career support and networking opportunities will be addressed, followed by additional data from alumni JET Programme participants relating their time on the Programme to their current situations.

When asked if they were aware of career support (defined as resources or opportunities directly related to finding employment, such as informational articles and career fairs) provided by National AJET and CLAIR, respondents were generally unaware of career support and networking opportunities. Survey participants tended to be more aware of National AJET networking events and career support than they were of CLAIR resources. Forty-three percent (43%) of respondents stated that they were aware of career support from National AJET, compared to 36% who were aware of that from CLAIR. For networking opportunities, 46% stated that they were aware of opportunities provided by National AJET, in comparison with 29% with respect to CLAIR.
Furthermore, of those who indicated awareness of National AJET and CLAIR career support and networking services, most were only aware of the After JET Conference. Departing JET Programme participants tended to be more aware of opportunities than those who were re-contracting. Additionally, participants generally felt that National AJET and CLAIR did not provide adequate career support and networking services for their time during and after the JET Programme. An average of 29% of survey respondents indicated that there is not enough National AJET career and networking support, compared to 25% who felt there is enough. For CLAIR resources, an average of 35% of survey participants said that they wished that CLAIR provided more career support and networking opportunities, versus 18% who agreed that services are adequate.

Respondents demonstrated strong interest in networking opportunities that placed them in contact with professionals and educators outside of their immediate professional circles. Eighty-one percent (81%) of respondents stated they were most interested in networking opportunities with professionals in fields related to the JET Programme. This may indicate that JET Programme participants already consider themselves involved...
in fields related to their chosen career path. This inference is supported by the second most popular choice, networking opportunities with JET Programme alumni, selected by 63% of respondents. Furthermore, the third most popular choice (56%) for networking was representatives from other Japanese companies. This reiterates prior reports that JET Programme participants consider their connection to Japan when determining their career goals.

Types of Networking Opportunities That Most Interest JET Programme Participants

<table>
<thead>
<tr>
<th>Types of Networking</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>JET Programme alumni</td>
<td>63%</td>
</tr>
<tr>
<td>Professionals in fields related to the JET Programme (education, international exchange, translation &amp; interpreting, sports exchange, etc.)</td>
<td>56%</td>
</tr>
<tr>
<td>Representatives from Japanese companies</td>
<td>44%</td>
</tr>
<tr>
<td>Other JET Programme participants</td>
<td>45%</td>
</tr>
</tbody>
</table>

Forty-five percent (45%) of JET Programme participants also indicated they value networking opportunities with other current JET Programme participants. This is an important data point to consider because it illustrates an almost equally divided stance on the relevance of peer networking. Further study in this area could focus on perspectives on why they felt it was or was not valuable, and such analyses could provide crucial improvement potential in peer networking opportunities.

Seven percent (7%) indicated a variety of other answers, such as networking opportunities with specialised groups such as Japanese NGOs/NPOs and representatives or employees of governments and universities. Many showed interest in networking opportunities with those outside of JET or from other countries and international companies as well. It is clear that JET participants would like more events that provide them with opportunities to network with a variety of other professionals.

When asked to rate from 1-9 their awareness of post-JET job opportunities that are available to them as JET Programme participants, almost half (49%) indicated some degree of unawareness of job opportunities upon leaving the Programme, compared to 33% that indicated awareness (17% had no opinion either way). From these results, we can infer that a majority of respondents feel there can be improvements made in the communication they receive regarding job opportunities after their tenure on the Programme has been completed. By working to develop more career support and enhance JET Programme participants’ perceptions of the support they received in such areas while on the Programme, this could contribute to building stronger relationships between Japan and JET Programme participants.
‘I am aware of the types of job opportunities that will be available to me as a JET Programme participant after I leave the programme.’

The inference above is further supported by the results of a question asking what kind of career support participants would find most helpful and/or satisfactory. The two choices that received the highest response rates were career fairs (78%) and career counselling (64%). It is evident that JET Programme participants—regardless of job type, location, or years spent in Japan—view career support initiatives as desirable. Their reasoning behind this may be varied, as evidenced by the evenly-split interest in résumé writing and resources in Japanese or other languages, indicating that some participants would like to pursue career paths in Japan, while an equal amount would prefer resources that will assist them in pursuing careers elsewhere. Regardless, the majority of those JET Programme participants view hands-on experiences such as career fairs and counselling as important to their future career pursuits.
About 63% of alumni respondents said they have used skills acquired while on the JET Programme professionally. Twenty-six percent (26%) reported networking with other former JET Programme participants, and 23% said they had not used their experience professionally. Of the ‘Other’ responses, most answers said they had used transferrable or general professional skills developed while on JET: “skills from JET—communication, organization”, “public speaking”, “experience teaching abroad [making] me a better teacher”. Adding these skills acquired on JET to other professional skills means about 68% of respondents have used skills acquired on JET professionally.

According to the results, many JET Programme alumni would be interested in helping to provide professional opportunities and resources to current JET Programme participants. Over 57% indicated they were either willing or very willing, while 28% were neutral.
Alumni who strongly agreed that professional development opportunities and resources were helpful to their career after leaving the JET Programme were more likely to be interested in helping to provide resources to current participants. The same trend was also observed among those who disagreed, as they had less interest in helping. This suggests that alumni who found those resources useful during their time on the Programme are the most likely to be willing to help provide resources and networking to current participants. The data accumulated suggests that JET Programme participants who had useful resources will become useful resources as alumni, and that how alumni leave the Programme perceiving those resources directly affects their overall willingness to continue supporting the Programme.

Alumni who were interested in helping current participants with professional development opportunities and resources were also more likely to have joined an alumni organisation. Fifty-three percent (53%) of alumni respondents who had joined the JET Programme Alumni Association (JETAA) rated their interest in helping current participants positively, as opposed to 28% of alumni who had not joined JETAA, suggesting that involvement in JETAA allows alumni to stay connected to the JET Programme and maintain an interest in contributing.

Concerning the career support received as participants on the JET Programme, the opinions were mostly negative. Thirty-seven (37%) of respondents disagreed that the career support received was useful or beneficial, with 16% strongly disagreeing. This, combined with 27% who remained neutral on the subject, shows us that few JET Programme participants agreed (only 28%) that they had useful career support post-JET.

"The career support that I received as a participant on the JET Programme has been useful/beneficial to my career after leaving the JET Programme."

The numbers are inconclusive on the effectiveness of networking among alumni, but more respondents agreed (47%) than disagreed (29%) that networking with JET-related connections had beneficial effects. These effects included an introduction to their current job or learning about job and career opportunities. Positive experiences from write-in responses under the 'Other' category included: “JET-related connections were [an] invaluable reference”, “They’ve been a way to keep me connected to Japan post-JET”, “By reputation of the program alone, being a former JET has opened doors.”, “I meet other ex-JETs through my work and it gives us something in common”, “I’ve had the opportunity to help hire former JETs”, and “Support from Japanese friends during job applications, interviews, etc”.

The numbers are inconclusive on the effectiveness of networking among alumni, but more respondents agreed (47%) than disagreed (29%) that networking with JET-related connections had beneficial effects. These effects included an introduction to their current job or learning about job and career opportunities. Positive experiences from write-in responses under the 'Other' category included: “JET-related connections were [an] invaluable reference”, “They’ve been a way to keep me connected to Japan post-JET”, “By reputation of the program alone, being a former JET has opened doors.”, “I meet other ex-JETs through my work and it gives us something in common”, “I’ve had the opportunity to help hire former JETs”, and “Support from Japanese friends during job applications, interviews, etc”.

Opinion Exchange Meeting - June 2015
**Conclusion**

Survey results suggest that National AJET and CLAIR could increase efforts to publicise their career support and networking services while also working to expand them, for example by increasing the types of network opportunities. Many respondents noted that CLAIR and National AJET rarely communicated with them and that most communication was received through their prefectural AJET organization instead. This suggests that more regular communication about career support and networking opportunities could alleviate much of the dissatisfaction that JET Programme participants feel about career support and strengthen both National AJET and CLAIR's relationships with the JET community.

In addition, some respondents noted that many of the career support and networking opportunities were not accessible to them or did not fit their needs. For example, career and networking opportunities such as the After JET Conference are located in Tokyo, which is not feasible for many JET Programme participants due to distance or lack of paid vacation days. Others mentioned that many jobs were specific to American participants and therefore not relevant to them. As a result, it can be inferred that CLAIR and National AJET could do a better job in delivering career support to the JET community. Future steps should include looking for more opportunities to expand post-JET services to more areas throughout Japan and consider opening events such as the After JET Conference to re-contracting JET Programme participants to make them accessible to more participants.
RESOURCES FOR TRANSITIONING AFTER JET

This section will address resources for JET Programme participants to transition into life after leaving the Programme. Responses will be evaluated in terms of awareness of what resources are available, satisfaction with the quality and quantity of said resources, and what types of resources are most in demand.

Respondents were asked if they were aware of what resources provided by National AJET and CLAIR are available to help them transition to life after the JET Programme, and the trend is exactly the same across all responses. The majority of responses indicate that current JET Programme participants feel somewhat aware of services, but not fully. Twenty-three percent (23%) of respondents indicated they did not agree or disagree with a statement that they were aware of National AJET resources, compared with 24% for CLAIR's resources. Those who indicated unawareness of resources numbered 44% for National AJET resources and 28% of those provided by CLAIR, with 33% and 28% of respondents indicating awareness of resources provided by National AJET and CLAIR, respectively. These results show that a significant number of JET Programme participants have not been made aware of the resources available to them, or do not feel confident in their knowledge of those resources, which represents an opportunity for improvement in communicating those resources to the public.

'I am aware of what resources are available to help me transition to life after JET that are provided by: '

Satisfaction rates followed the same matching trend as well as similar agreement/disagreement rates. Twenty-four percent (24%) of respondents indicated some level of disagreement with a statement that they were satisfied with the quality of resources provided by National AJET, compared with 27% for CLAIR. Over half of respondents (55%) did not agree or disagree with respect to National AJET’s resources, compared to 56% of those provided CLAIR. Twenty percent (20%) of respondents agreed they were satisfied with National AJET’s resources, compared with 17% for CLAIR. Overall, a rate of agreement of 20% or less for either organisation’s resources illustrates that improvements to the perceived quality of resources would likely result in stronger relationships between current JET Programme participants, National AJET, and CLAIR.
In response to a question about whether JET Programme participants believe there are adequate resources available to help them transition to life after the JET Programme, the results reveal important implications when compared to the results of questions about awareness of and satisfaction with said resources. The responses for each question show almost exactly similar trends, with the largest number of respondents indicating that they are neutral on whether or not they believe there are enough resources (48% for those provided by National AJET and 50% for those provided by CLAIR), whether they are satisfied with resources, and whether or not they are aware of resources. Because of those correlations, it is likely that respondents’ satisfaction and belief that resources are adequate are reliant on their awareness of the resources. That is, those who are unaware of resources are more likely to be unsatisfied as well as believe there are inadequate resources, while those who are more aware of resources are more likely to be satisfied and believe the resources are adequate. However, because this was not a correlative study designed to eliminate confounding variables, it cannot reliably be determined that all who were unaware or felt resources were inadequate were unsatisfied, or vice versa. It can only be stated that the correlation between the trends is noticeable and should be considered more carefully.

When asked what types of resources would be most useful in helping JET Programme participants transition to life after the JET Programme, respondents demonstrated a pragmatic approach. Seventy-six percent (76%) of JET respondents felt that information concerning necessary procedures immediately related to returning home (such as information regarding pensions, notifying city hall, taxes, etc.) would be useful. This approach
is further defined by the difference between interest in procedures related to staying in Japan and returning home. Sixty-seven percent (67%) of respondents indicated that they would be interested in information regarding staying in Japan, which shows that a majority of JET Programme participants would be open to staying. However, the 9% difference indicates that more respondents feel that their stay in Japan is temporary. This perspective may be a result of the influence they receive during their orientation to the JET Programme, but it may also be influenced by other daily realities; further investigation is necessary to determine the cause.

While there is information available regarding topics such as these, it is apparent from the priority of this response that many JET Programme participants would welcome more information, or potentially more centralised or accessible information. This is a valuable opportunity to provide targeted, tangible support for JET Programme participants preparing to undergo a transitional period in their lives, so this is an area that strongly merits further investigation.

Sixty-nine percent (69%) of respondents showed an equal interest in information regarding employment in Japan or abroad, which implies that JET Programme participants’ interests in where they are employed is less a focus than being employable and enabled to find a further employment. Additional responses accounted for 4% of the population, and included a range of input such as information about graduate schools in Japan and abroad, information on transitioning to other countries or employment programmes, and opportunities to join the JET Programme administration. Many of the responses also indicated that they would value introductions to other contacts and JET alumni in addition to resources made available to them.

**Perspectives from Alumni**

Over half (56%) of alumni surveyed responded that there were resources available to help them with the transition from the JET Programme. However, the remaining 44% of alumni surveyed either disagreed or had neutral feelings. This could indicate that a large body of people finishing their time on the JET Programme do not know what resources are available to them. These numbers also seem to indicate that many JET alumni feel that this is an area that could be expanded, particularly because even those aware of resources were not always satisfied with those resources.
'When I was preparing to leave the JET Programme, there were resources available to help me with the transition.'

JET Programme alumni have roughly similar feelings about transitioning resources provided by National AJET and CLAIR when leaving the JET Programme. A little over 60% of the population surveyed is either dissatisfied or feels neutral about the resources that were provided to them as they prepared to leave the JET Programme. Only 5% chose 'Very satisfied' in regards to CLAIR resources provided, while 8% choose ‘Very satisfied’ in regards to National AJET resources provided. More people chose 'Very dissatisfied', with 11% in regards to resources provided by CLAIR, and 9% in regards to those supplied by National AJET. These numbers indicate a general feeling of dissatisfaction with the resources provided to help JET Programme participants as they make the transition away from the JET Programme. Even those who indicated that they were satisfied still see room for improvement in both of CLAIR and in National AJET. Satisfaction rates in regards to assistance by CLAIR and National AJET are fairly similar. In terms of CLAIR's assistance, 32% of alumni surveyed reported dissatisfaction, 34% reported neutral opinions, and 35% reported that they were satisfied. In terms of National AJET, 26% of alumni surveyed reported dissatisfaction, 35% reported neutral opinions, and 40% reported they were satisfied.
When I was preparing to leave the JET Programme, I was satisfied with the assistance provided by:

With the majority of alumni reporting either dissatisfaction or neutral opinions towards the resources that were provided to them as they prepared to leave, it is clear that more can be done to help JET Programme participants transition to life after the JET Programme.

Eighty-seven (87%) of alumni surveyed found information about necessary procedures after JET as the most helpful, with 67% finding that information about the necessary procedures for returning to their home countries, such as taxes, pension refund, and notifications to city hall, were the most helpful and 20% saying the same about information regarding necessary procedures for staying in Japan. This indicates that while most people do move back to their home countries, there is also a significant number of people who remain in Japan, so the continued expansion of resources for both should be taken into consideration.

Types of Resources for Transitioning JET Programme Alumni Found Most Useful
Thirty percent (30%) of people indicated that information about finding employment was helpful. Of those, 18% of people found employment information in their home country helpful, and 12% found employment information in Japan helpful. Since there are many more JET Programme participants returning to their own countries than staying in Japan, these numbers seem to indicate a lack of resources for post-JET employment information in participants’ home countries. Twenty-five percent (25%) of people responded that they did not have or use any resources, and 7% of people responded ‘Other’, with write-in responses that tended to express dissatisfaction in the resources they had been provided. One respondent wrote, “[I] felt quite alone and had to do everything on my own”.

When asked about what resources alumni would have hoped for as their time as a JET Programme participant came to a close, 41% wanted information on employment in their home country, and 33% of people wanted information about employment in Japan. This indicates a demand for employment information, particularly when compared to the fact that only 30% of people surveyed who found information on employment helpful to them. With the recent implementation of the AJET JETwit Facebook Jobs Page, next year should hopefully see a more positive shift in feelings about post-JET job resources.

With respect to procedural information, 27% of respondents wished that there had been more information about staying in Japan, compared to 22% who would have wanted more information about returning to their own countries. This could indicate that there have generally been fewer resources available for those wishing to stay in Japan, suggesting an area of improvement. This is supported by the following comment: “I stayed in Japan, and JET wanted nothing to do with helping me on that”.

**Conclusion**

Overall, less than a third of current JET Programme participants indicated awareness of resources available to them for the transition after leaving the Programme. This trend was echoed by less than 20% of respondents indicating satisfaction with the quality and amount of resources provided by National AJET and CLAIR. This suggests a need for both National AJET and CLAIR to increase communication with JET Programme participants about the resources they provide, review the quality of said resources, and increase the range of support offered.
More specifically, there is a demand for information related to procedures and employment opportunities, not only with respect to returning to participants’ home countries, but also for staying in Japan. Additional resources that survey respondents indicated they would find helpful included information on graduate schools both in Japan and in other countries and networking introductions to JET Programme alumni and other contacts.
CONCLUSION

Survey participants responded to a variety of questions about their awareness of, satisfaction with, and perceived adequacy of professional development opportunities and resources, career support, networking, and resources to transition after leaving the JET Programme. The results have led to the following conclusions:

- In general, JET Programme participants are not aware of the resources and opportunities provided by National AJET and CLAIR, but nonetheless feel that there should be more of them available. This suggests that both organisations should not only increase efforts to make their resources more widely known by JET Programme participants, but also consider increasing the types and amounts available.

- There was general dissatisfaction with the quality of the resources and opportunities provided, with respondents citing reasons such as outdated or irrelevant information and opportunities that were difficult to take part in due to factors such as location. This indicates that National AJET and CLAIR should reevaluate the resources they are currently providing to ensure that they are meeting the needs of the JET Programme community.

- In terms of resources for transition after leaving the JET Programme, there is a demand not only for information related to returning to one’s home country (such as necessary procedures, employment information, and information about post-graduate education), but also for the same information with regard to staying in Japan.

- JET Programme alumni are a possible resource for increasing resources and opportunities for current JET Programme participants related to professional development, career support, and networking, as many respondents indicated a willingness to contribute to such endeavors.