

AI talent for whom: Agenda for nurturing the workforce in Japan

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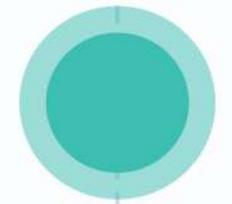
Global HR Forum 2024



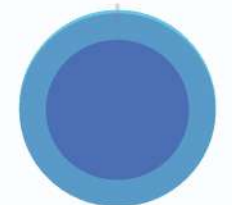
TOPICS



Japan in the global AI race



Incentives in workplace

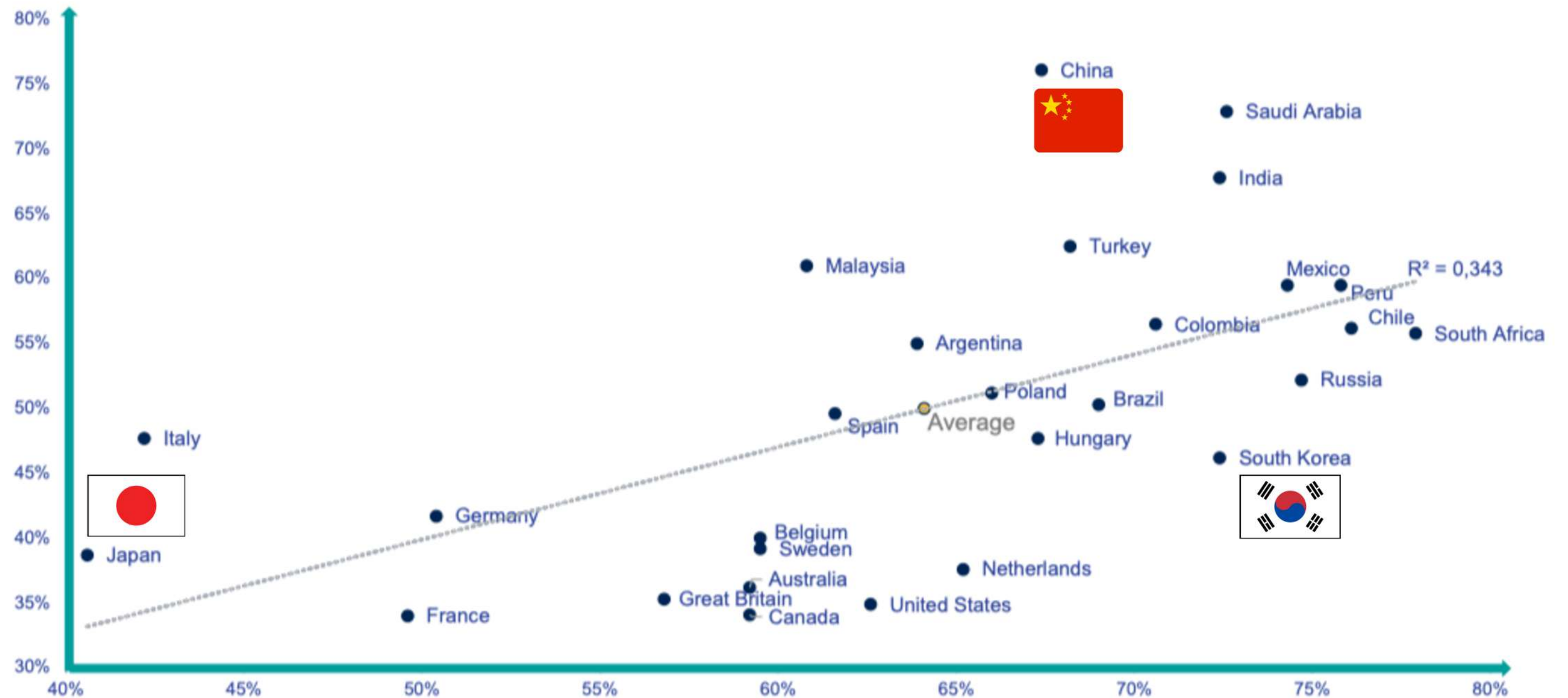


Incentive in academia



TRUST IN A.I. IS CORRELATED WITH PERCEIVED UNDERSTANDING; BOTH ARE HIGHER IN EMERGING COUNTRIES THAN IN HIGH-INCOME COUNTRIES

% saying they trust companies that use AI as much as other companies



% saying they have a good understanding of what AI is

Base: 19,504 online adults aged 16-74 across 28 countries, Nov.–Dec. 2021

Online samples in Brazil, Chile, mainland China, Colombia, India, Malaysia, Mexico, Peru, Russia, Saudi Arabia, South Africa, and Turkey tend to be more urban, educated, and/or affluent than the general population.

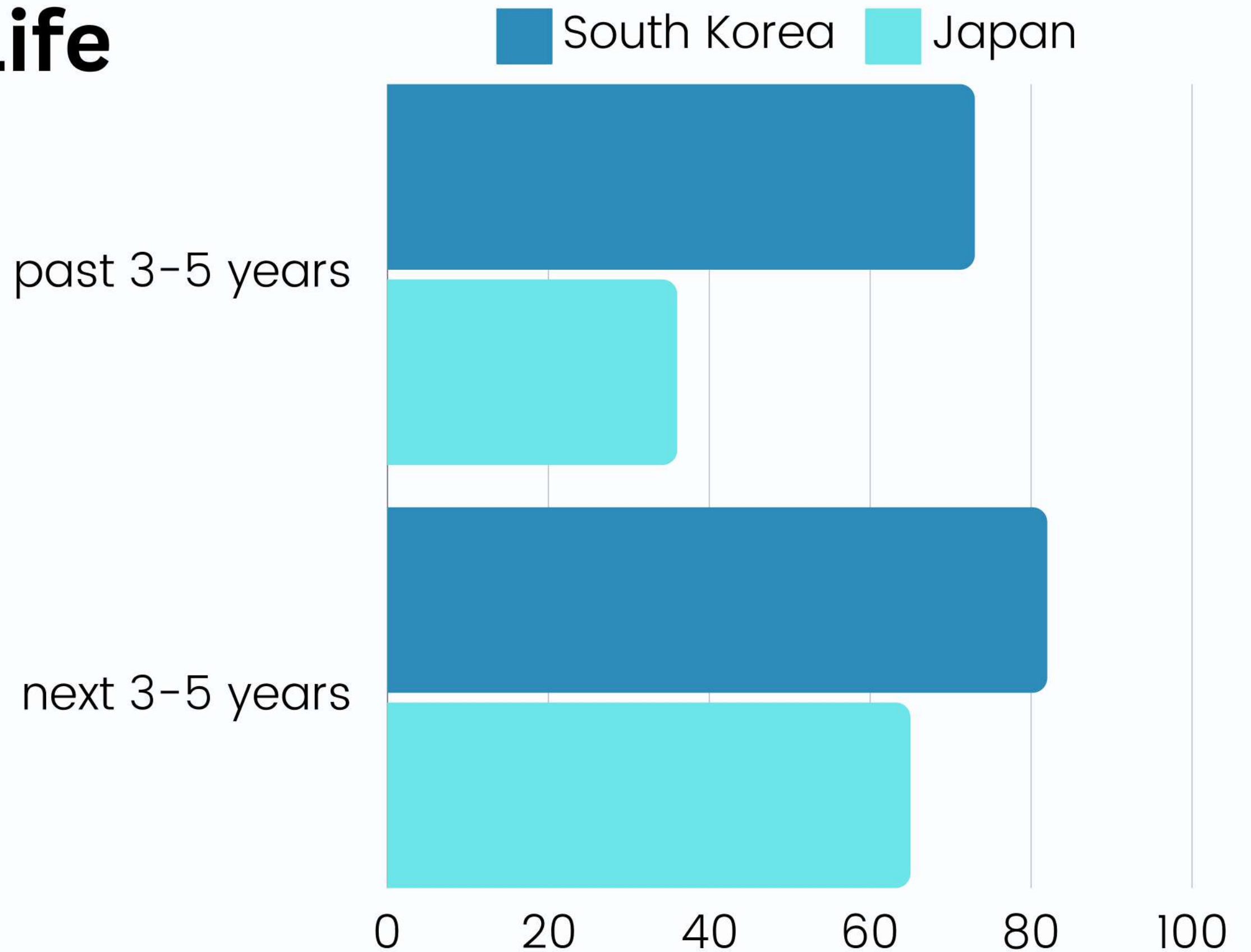
The "Global Country Average" reflects the average result for all the countries and markets where the survey was conducted. It has not been adjusted to the population size of each country or market and is not intended to suggest a total result.

Source: IPSOS Global Opinions and Expectations about AI (2022)

Impact on Daily Life

**Products and
services using AI
has/will profoundly
change daily life**

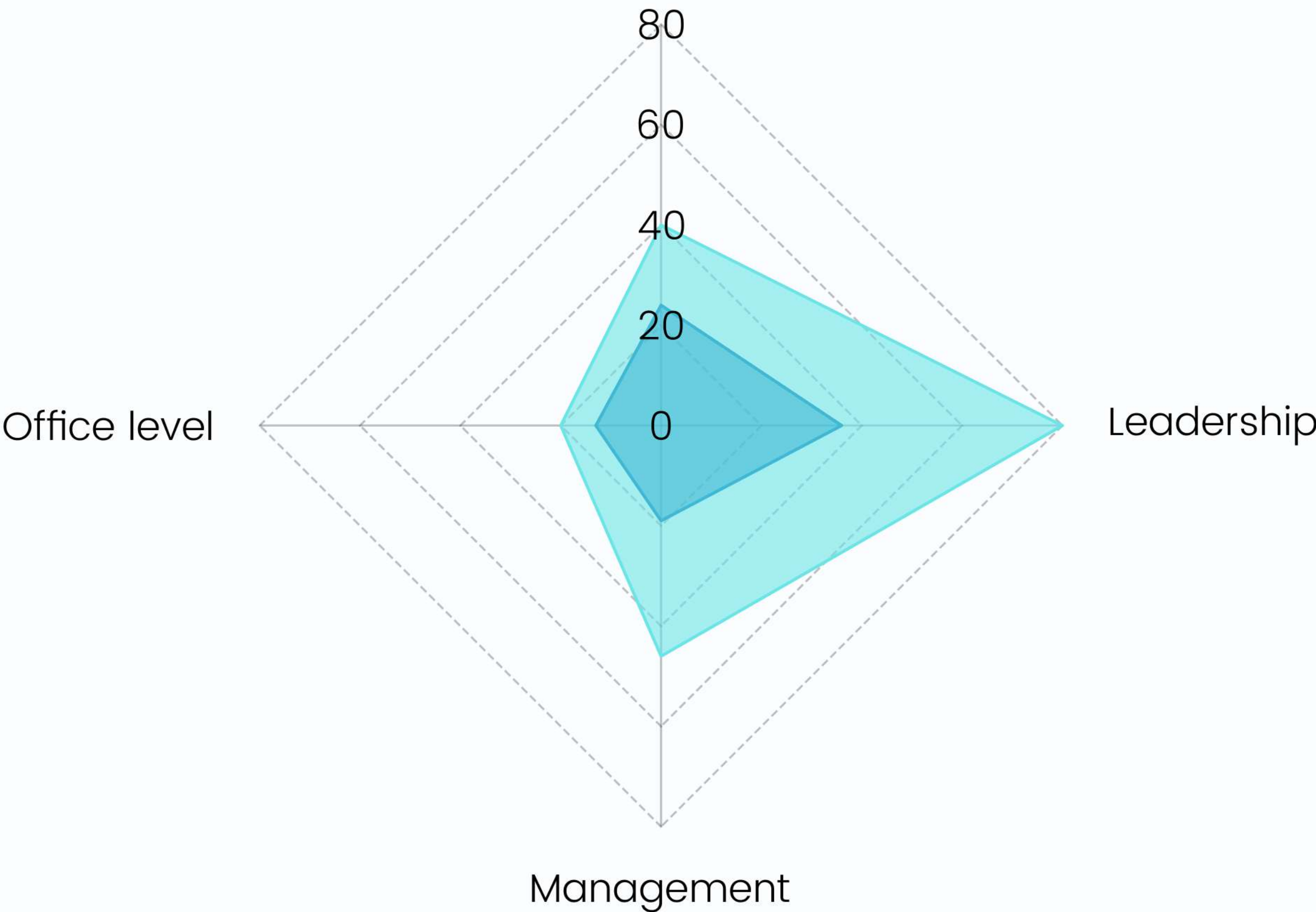
**% Agree
(very/somewhat)**



Curated by author based on Ipsos (2023)

Use of GenAI in corporations

World avg Japan
GenAI Corporate use



Edited by author from “AI and work survey” (BCG, 2023)
n=12,898 in 18 countries

Number of peer reviewed AI publications by institutional affiliation 2019

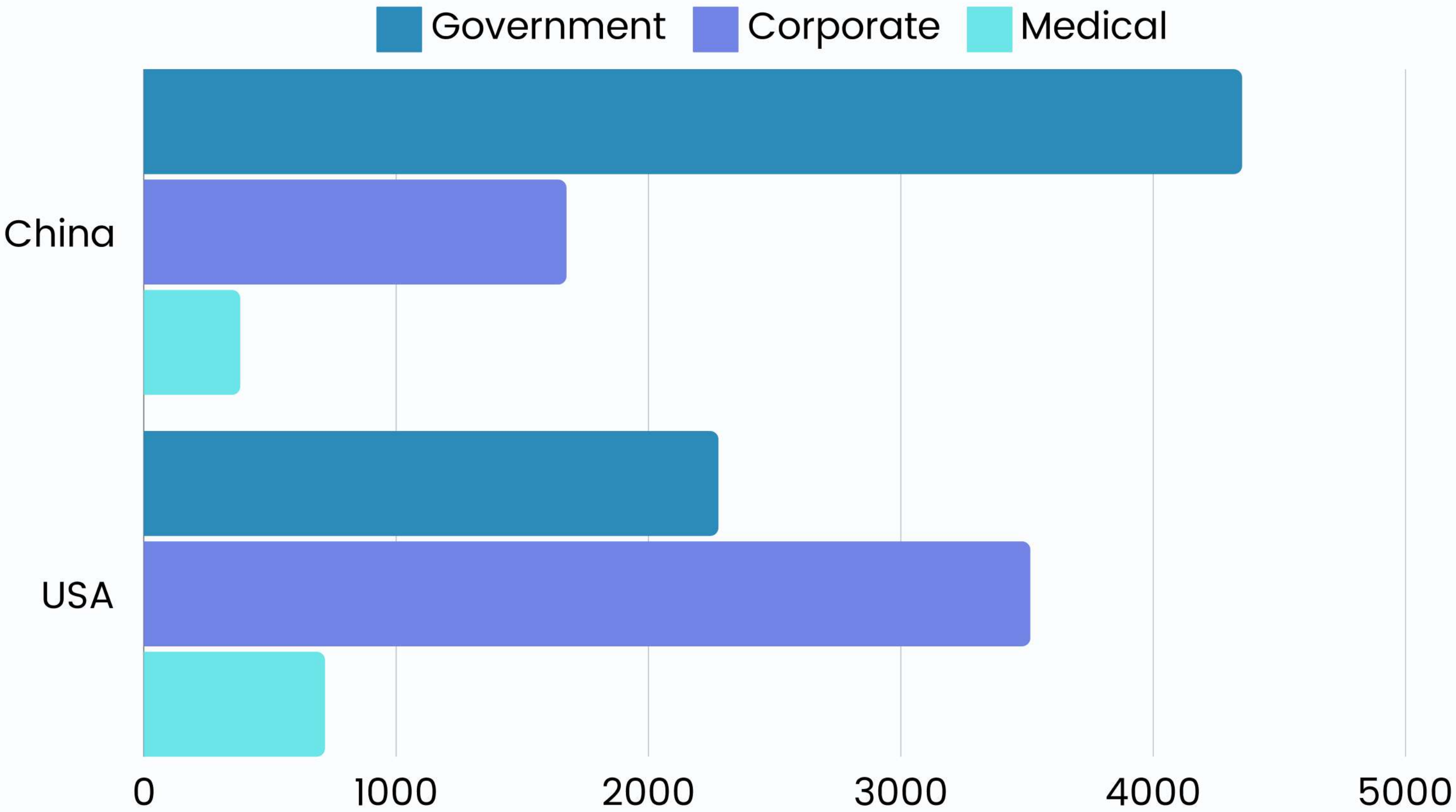
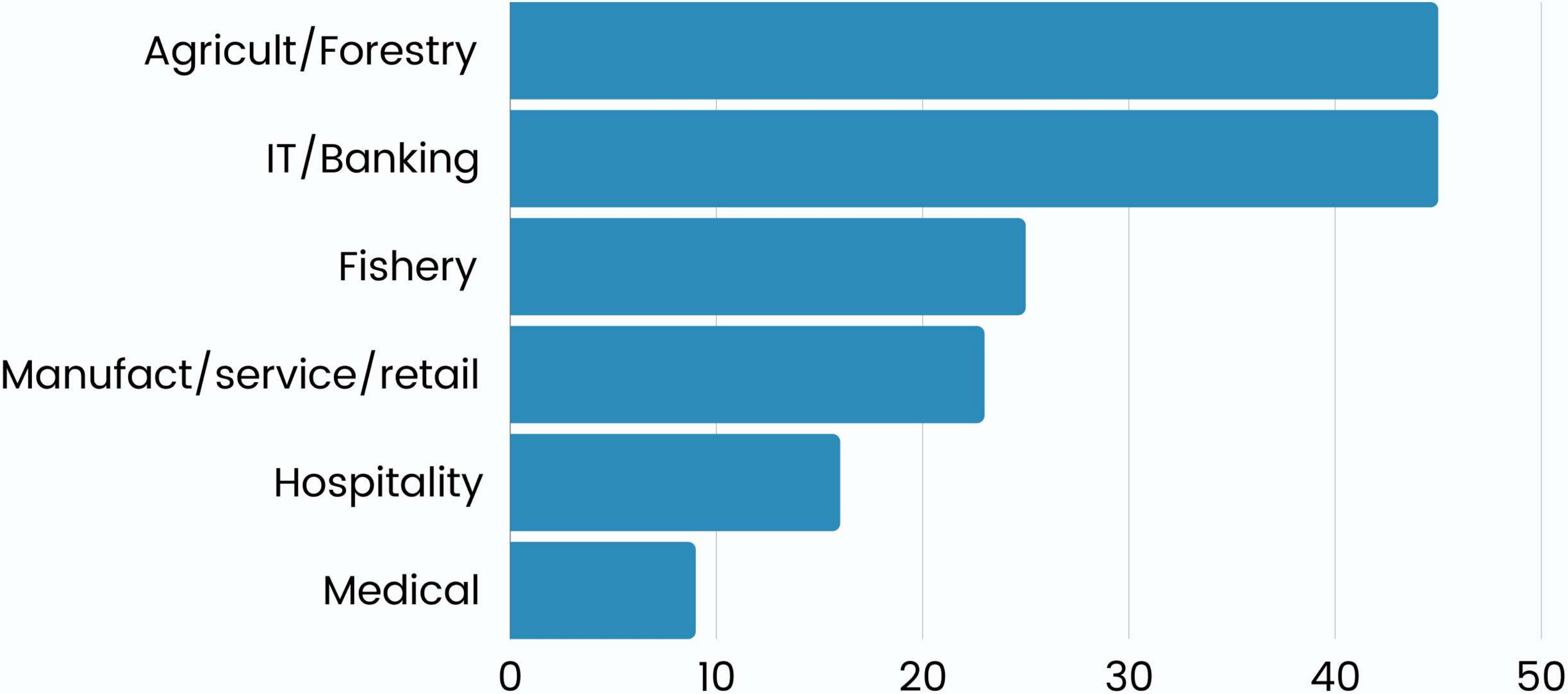


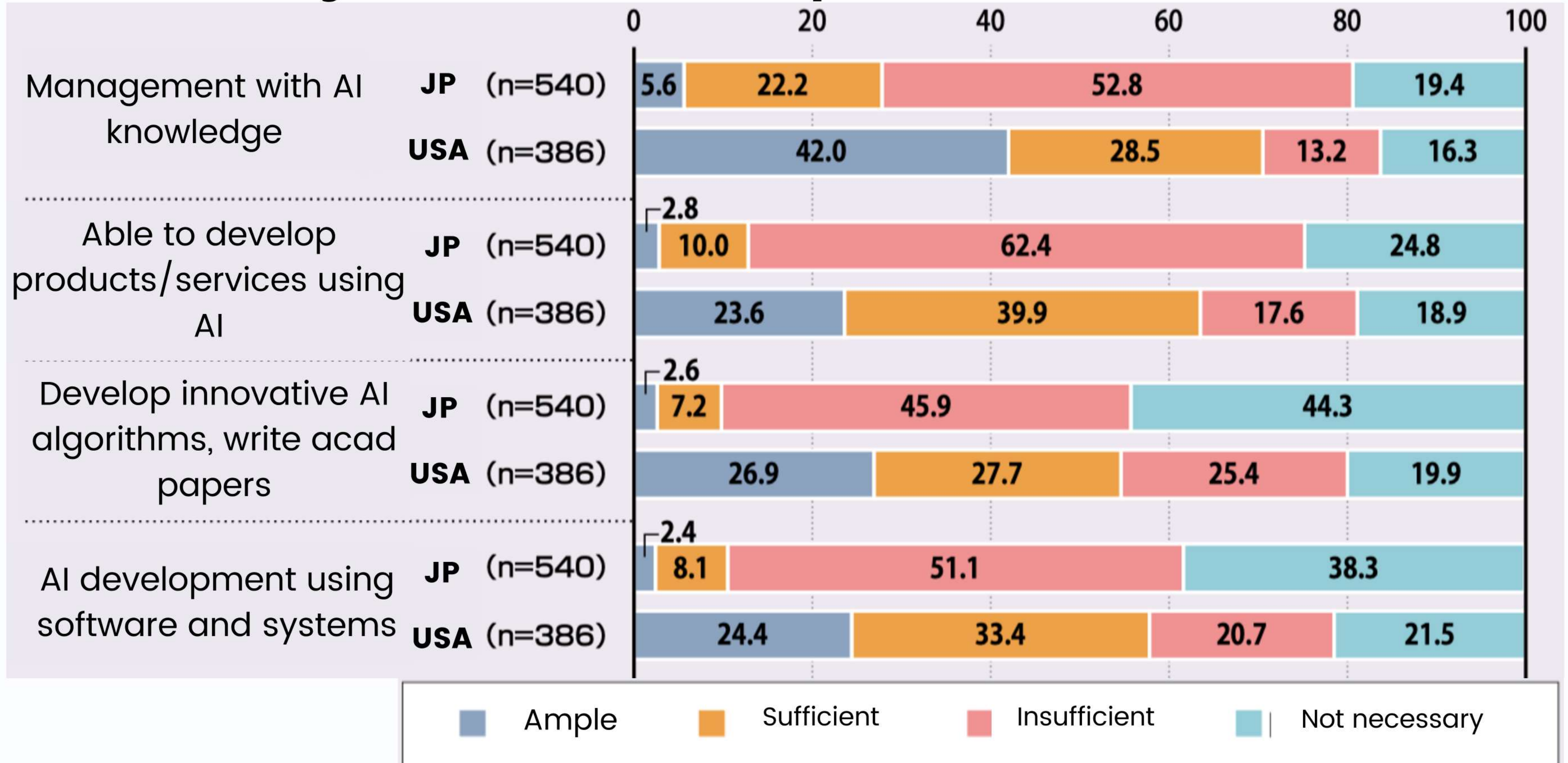
Figure created by author. Source: AI Index Report 2021, Stanford, HCAI

Digital transformation efforts (by industry in Japan)



Excerpt from Japan “DX White Paper” 2023

Sufficiency of AI talent (Japan)



Excerpt of Fig 5-79, Japan DX White Paper 2023

Concerns with using genAI

Top concerns (Japan)

- No talent with necessary skills
- Don't have know-how of how to implement
- No ideas for how to implement or know of use cases

Top concerns (US)

- Technical risk in implementation
- Difficulty in getting consensus for use

n=832 (Jp), n=294 (US)
(PWC 2024)



INCENTIVES BY CORPORATE & GOVERNMENT

Re-skilling courses
Subsidies (METI-support)

Incentives (research institutions)



BOOST

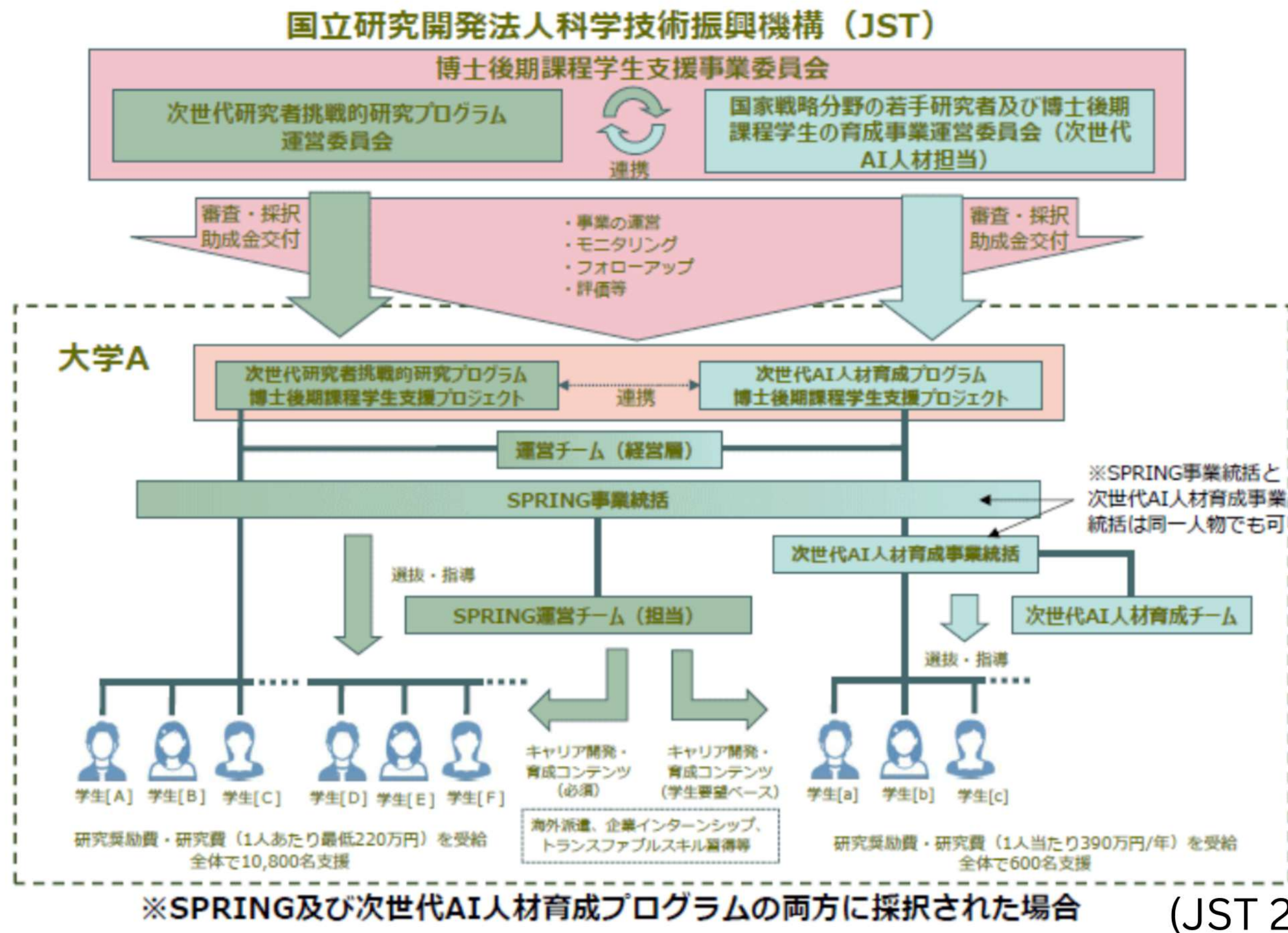
Broadening Opportunities for Outstanding young researchers and doctoral students in Strategic areas (Japan Science and Technology Agency)

Ph.D student fellowships: 29 universities

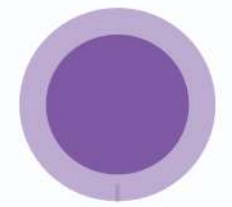
AI talent Ph.D. student support (JST)

Research
stipend(1): 2.2 mil
JPY to 10,800
students

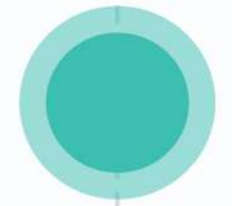
Research
stipend(2): 3.9 mil
JPY to 600
students



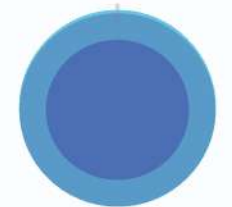
CONCLUSION



Japan in the global AI race



Incentives in workplace



Incentive in academia



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<https://baiforum.jp/en/>

<https://researchmap.jp/itatsu>



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