

# ウズベキスタン 人づくり・社会制度整備関連MP策定

- 事業者名：FPTコンサルティングジャパン株式会社
- 事業概要：ウズベキスタン国政府・教育機関と連携し、日本市場向けIT人材育成ハブを構築するとともに、日本語教育・日本市場向けビジネス素養・IT教育の高度化と制度整備を通じて持続的な人材供給の基盤を確立する

## 相手国の課題・ニーズ

- ウズベキスタンは豊富な若年IT人材を有する一方、日本市場に対応可能な人材の育成体制やキャリア導線、商習慣・言語教育の統合的基盤が未整備である。したがって、日本企業の需要と連動した人材育成モデルの構築および制度的・構造的な供給基盤の整備が求められている。

## 日本が「選ばれる」要素

- 日本は、単価水準が比較的高いことから、ウズベキスタンにとって戦略的価値の高い市場である。さらに、品質・責任感・協調性を重視する日本のビジネス文化は、ウズベキスタン人材の特性と親和性が高く、日本市場での実績は国際市場における信用力向上にもつながる。

## 事業内容

- 日本のIT人材不足の深刻化を緩和・解消するため、日本向けキャリア開発の基盤をウズベキスタンに構築する。本事業では、相手国政府（デジタル省・教育省等）と連携し、学生向けキャリアパスの設計や日本市場への促進制度のルール化を検討するとともに、高等教育機関・専門教育機関を中核とした「**日本向けIT人材育成ハブ**」を形成する。日本語教育とIT教育の一体的な提供を推進し、日本IT市場での就労・協業を持続的に創出する。

## 事業期間中の成果および期待される裨益・今後の展望

- 事業期間中の成果：継続的な協力に向けて、相手国政府デジタル技術省や教育機関（大学・IT教育機関）とMoUを締結
- 相手国裨益：日本市場と直結した人材育成の基盤を整備することで、若年IT人材の就労機会の拡大と所得向上を促進し、IT産業の高度化および外貨獲得力の強化に貢献する。
- 日本国裨益：日本市場で不足するIT人材の安定的な供給ルートを構築し、IT人材不足の緩和に寄与する。また、品質志向の海外人材との協業基盤を整備することで、日本企業の国際競争力の強化および持続的成長を促進する。

# Development of a Master Plan for Human Capital and Institutional Frameworks in Uzbekistan

- Name of Business Operator : FPT Consulting Japan
- Business Summary : In collaboration with the Government of Uzbekistan and educational institutions, we will establish an IT talent development hub for the Japanese market. Through the enhancement of Japanese language education, Japan-oriented professional competencies, and IT training—along with institutional development—we aim to build a sustainable talent supply foundation.

## Challenges and Needs of the Partner Country

- While Uzbekistan has a large pool of young IT talent, the systems for developing professionals who can meet the needs of the Japanese market—as well as clear career pathways and an integrated foundation for business practices and language education—remain underdeveloped. Therefore, there is a need to establish a talent development model aligned with Japanese corporate demand and to develop the necessary institutional and structural supply infrastructure.

## Factors That Make Japan a Preferred Choice

- Japan represents a high-quality IT market with a strong emphasis on upstream processes and relatively high pricing levels, making it a strategically valuable market for Uzbekistan. Furthermore, Japan's business culture—which prioritizes quality, responsibility, and cooperation—aligns well with the characteristics of Uzbek talent. Establishing a track record in the Japanese market would also enhance credibility in the broader international market.

## Business Description

- To mitigate and ultimately resolve the worsening IT talent shortage in Japan, this project aims to establish a Japan-oriented career development foundation in Uzbekistan.
- In collaboration with the partner country's government (including the Ministry of Digital Technologies and the Ministry of Education), the project will design clear career pathways for students and develop institutional frameworks to promote access to the Japanese market. At the same time, it will establish a "Japan-Oriented IT Talent Development Hub" centered on higher education institutions and specialized training institutions.
- By promoting the integrated delivery of Japanese language education and IT training, the project seeks to sustainably generate employment and collaboration opportunities within the Japanese IT market.

## Achievements During the Project Period, Expected Benefits, and Future Outlook

- **Achievements During the Project Period:** To ensure continued cooperation, Memorandums of Understanding (MoUs) will be concluded with the partner country's Ministry of Digital Technologies and educational institutions (universities and IT training institutions).
- **Benefits to the Partner Country:** By establishing a talent development foundation directly linked to the Japanese market, the project will expand employment opportunities and increase income levels for young IT professionals. It will also contribute to the advancement of the IT industry and the strengthening of foreign currency earning capacity.
- **Benefits to Japan:** The project will establish a stable supply route for IT talent needed in the Japanese market, thereby helping to alleviate Japan's IT talent shortage. In addition, by building a collaborative framework with quality-oriented overseas professionals, it will enhance the international competitiveness and sustainable growth of Japanese companies.