

# **Policy for Digital Reskilling/ Digital Talent Development**

**2023 November 22**

**Ministry of Economy, Trade and Industry  
Deputy Director-General for Cybersecurity and IT**

# Achievement of a New Form of Capitalism

- Virtuous Cycle of Growth and Distribution
  - Wage Increase
    - To Strengthen Investments in People
    - Labor Market Reform
      - Integrated Three-Pronged LMR
        - Supporting skill improvements through re-skilling
        - Introducing job-based wages according to the actual conditions of individual companies
        - Facilitating the transfer of labor to growth fields

# Digital Reskilling/Digital Talent Development DX Promotion for Transformation

- Society5.0 : Advanced fusion of Cyberspace and Physical space  
Digital environment: a Major premise for economic society
- Productivity improvements, New added value creation, Profits improvement, Wage increase: Important to utilize of digital technology as well to achieve these
- Promote Investments in People in Digital fields      Corporate transformation with DX

# Supports top management to take the initiative in fostering a corporate culture that facilitates the use of digital technology

## デジタルガバナンス・コード2.0 Digital Governance Code 2.0

1. Vision/Business model

2. Strategy

2-1. Organizational development, Human resources, Corporate culture

2-2. Use of IT system/Digital technology

3. Outcomes & KPI

4. Governance

1<sup>st</sup> published 2020 November 9

2020年11月9日策定

2022年9月13日改訂

Revised 2022 September 13

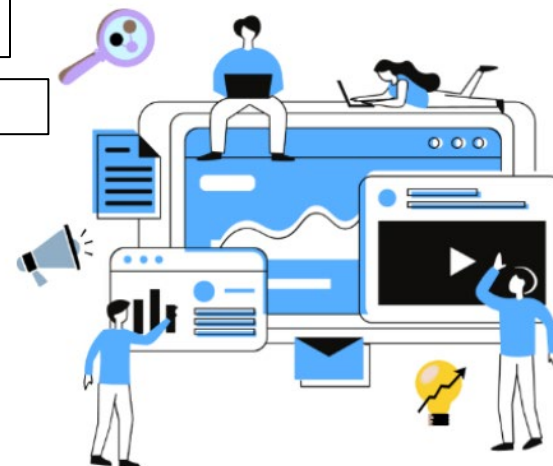


For Midsize, Small & medium size companies

中堅・中小企業等向け

## Digital Governance Code 2.0 Practice Guide

デジタルガバナンス・コード  
実践の手引き2.0



# Further promotion of corporate DX:

Encourage C-level to change mindset to DX, Spread excellent DX examples, Spread them to investors and other stakeholders

Progress DX initiatives/Show results



## Advanced DX Companies (DX Stocks·DX Selection)

Outstanding companies as role models for other companies in industry or region

### <DX Stocks>

Selected by METI/TSE/IPA from TSE listed companies which have a system promoting DX increasing corporate value and an outstanding track record. Approximately 30 companies are selected for each industry, including one or two grand prix winners each year.

### <DX Selection>

Selected mid-sized and SMEs that have excellent DX practices. Lead to horizontal expansion within the region and industry.

(Subject : Listed companies) , (Subject : Midsize/SMEs)

# of Companies selected in total: DX Stocks 394, DX Selection 36



## Companies that have already been working on DX (DX Certified companies)

Companies that have a vision, strategy, and structure in place and are ready to take on DX

Available for certified companies: Tax and low-interest loan programs, fiscal supporting measures for expenses and wages

# of Companies selected in total 858

## Companies about to start working on DX (DX Promotion Indicators)

Companies that are currently working on formulating a vision and developing strategies, systems, etc.

# of Companies used the indicators in total 5,722  
※ large companies 1,090、SMEs 4,632

Still Not working on DX

Self-diagnostic indicators for benchmarking to confirm position in the industry, compare with leading DX companies, etc. Utilized for shared recognition, action, and progress management.



# To promote DX strategy, necessary to visualize the skills of digital human resources in necessary.

- Guidelines for recruiting and training for companies.
- Every people in companies taking the promotion of DX as their own responsibility and make their companies more receptive to change

## Digital Skills Standards(DSS)(announced 2022 December)

### All businesspeople (including management)

#### <DSS for DX Literacy>

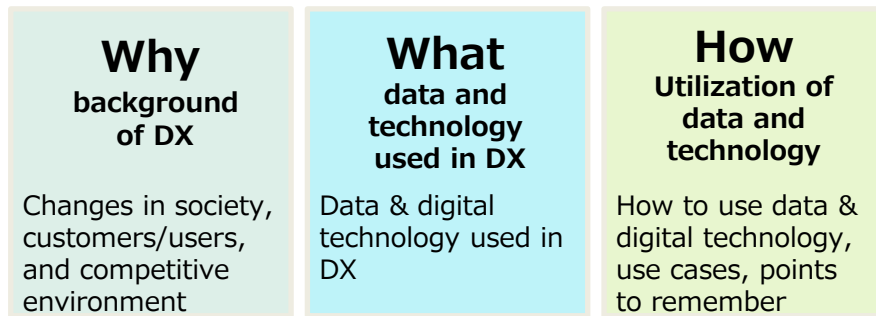
Define the knowledge and skills to be acquired by all businesspeople

### Businesspeople who promote DX

#### <DSS for DX promotion>

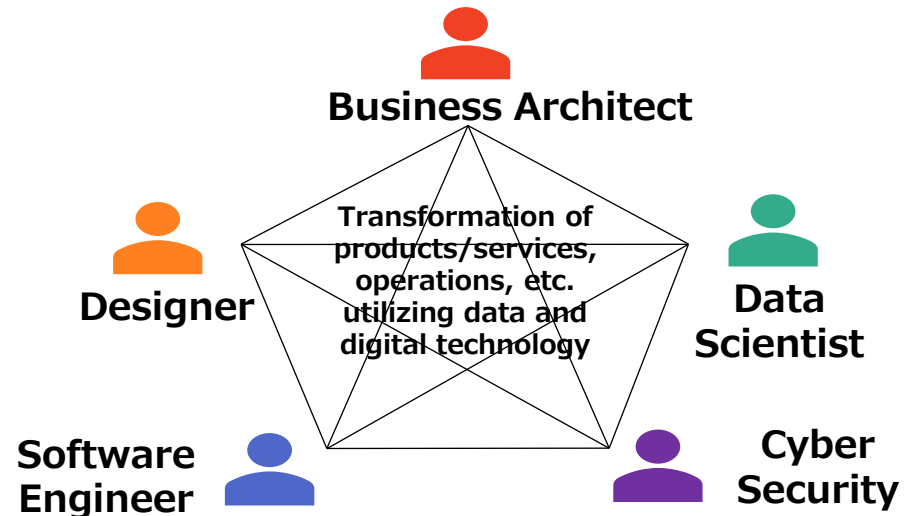
Define roles of human resource types that promote DX and skills to be acquired

- Define the mindset, stance, knowledge, and skills (Why, What, How) necessary for each businessperson to participate in DX and use the results in their work and life, and present examples of those actions and learning items.
- Define five human resource types that are mainly necessary for promoting DX, cooperation between types, their roles, necessary skills and importance, and present examples of learning items for each skill.



#### Mind and stance

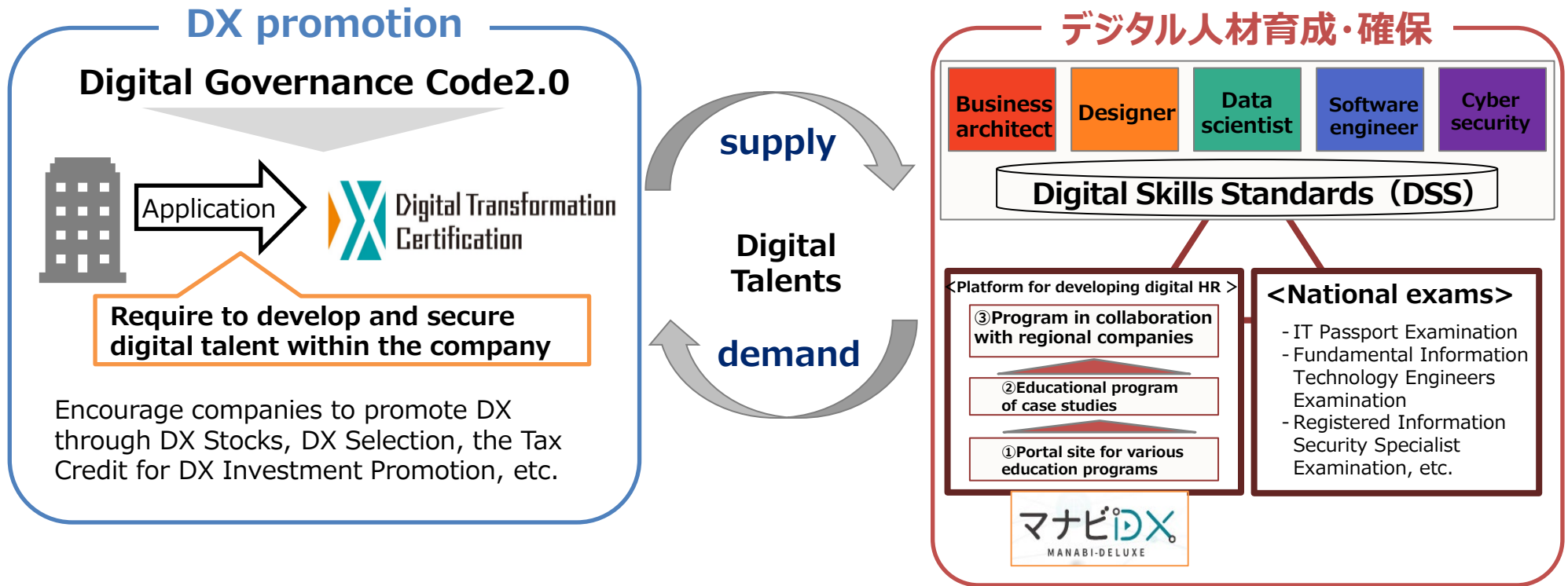
Awareness, attitudes, and behaviors necessary to create new value in a changing society



# Talent development based on DX strategy

## Educational contents tied to DSS(MANABI DELUXE)

### Measurement of results through national examinations



# Promote Digital Reskilling/ Digital Talent Development

- The digital field is constantly changing and evolving  
Each company has its own ingenuity and originality in its use
- DSS for DX Literacy revised this August in response to generative AI  
A review of DSS for DX promotion has begun
- Generative AI will accelerate the progress of DX in each company  
The content of DSS will continue to be reviewed based on feedback on technological progress and actual utilization in the industry

# Thank you for your attention.

**Click here for METI's webpage regarding industrial DX policy (in Japanese)**

[https://www.meti.go.jp/policy/it\\_policy/dx/dx.html](https://www.meti.go.jp/policy/it_policy/dx/dx.html)

**Click here for the webpage on digital skills standards (in Japanese)**

<https://www.meti.go.jp/press/2022/12/20221221002/20221221002.html>

<https://www.ipa.go.jp/jinzai/skill-standard/dss/index.html>