

FY2024 Rubric-Based Evaluation Results

Fiscal year 2024 marked the first year of implementing the rubric-based evaluation. To assess the impact of the career seminar, we evaluated 35 students who completed the entire program using responses to 12 assessment items across four competency areas: “comprehension,” “analytical skills,” “empathy,” and “communication skills”. Students rated their perceived proficiency on a 9-point scale before and after the seminar.

The results showed measurable growth and increased awareness across all competency areas. As illustrated in Figure 1, the overall average score improved by 17.35%.

In addition to the rubric-based evaluation, we conducted a perception survey on three areas: career decision-making, motivation to learn Japanese, and aspirations to succeed in Japan (see Figures 2-1, 2-2, and 2-3). More than 90% of students reported positive changes in both career decision-making (Figure 2-1) and motivation to learn Japanese (Figure 2-2). Furthermore, more than half of the students reported increased motivation to pursue success in Japan (Figure 2-3).

Figure 1. Results of Pre- and Post-Assessment

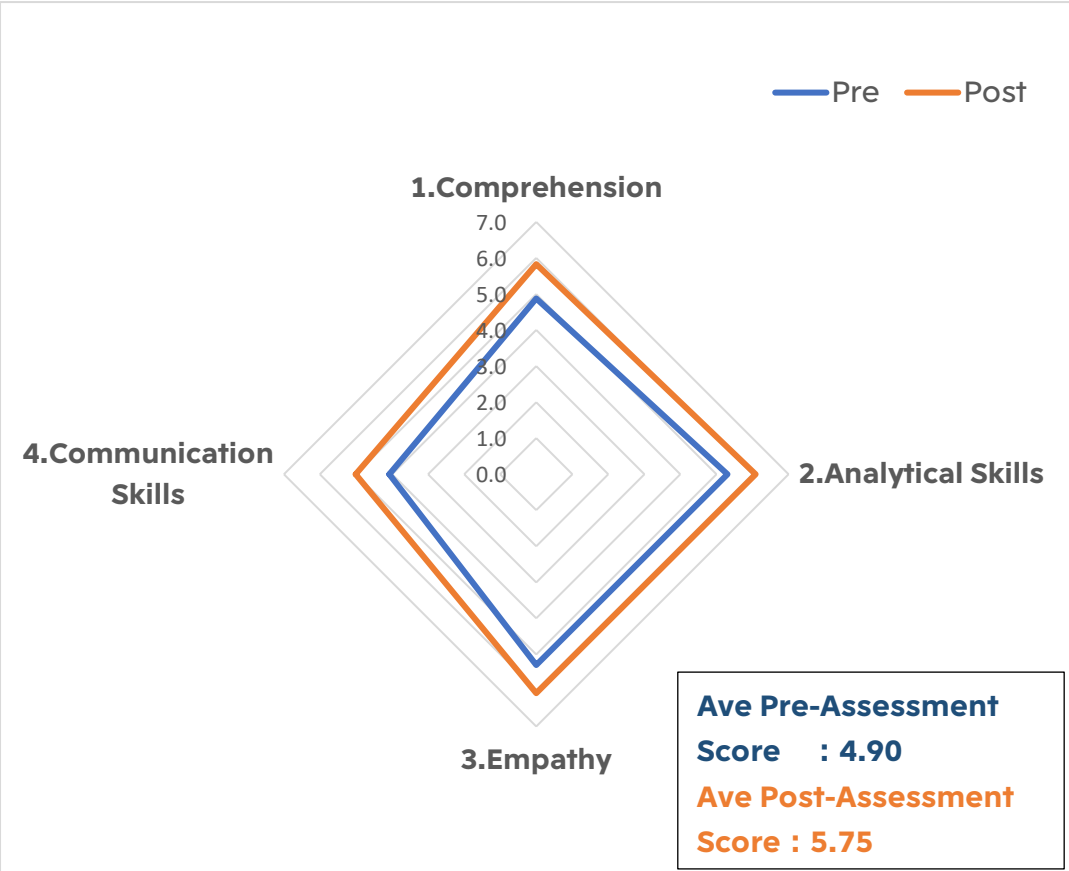


Figure 2-1. Goal 1: Expanding Future Career and Occupational Options

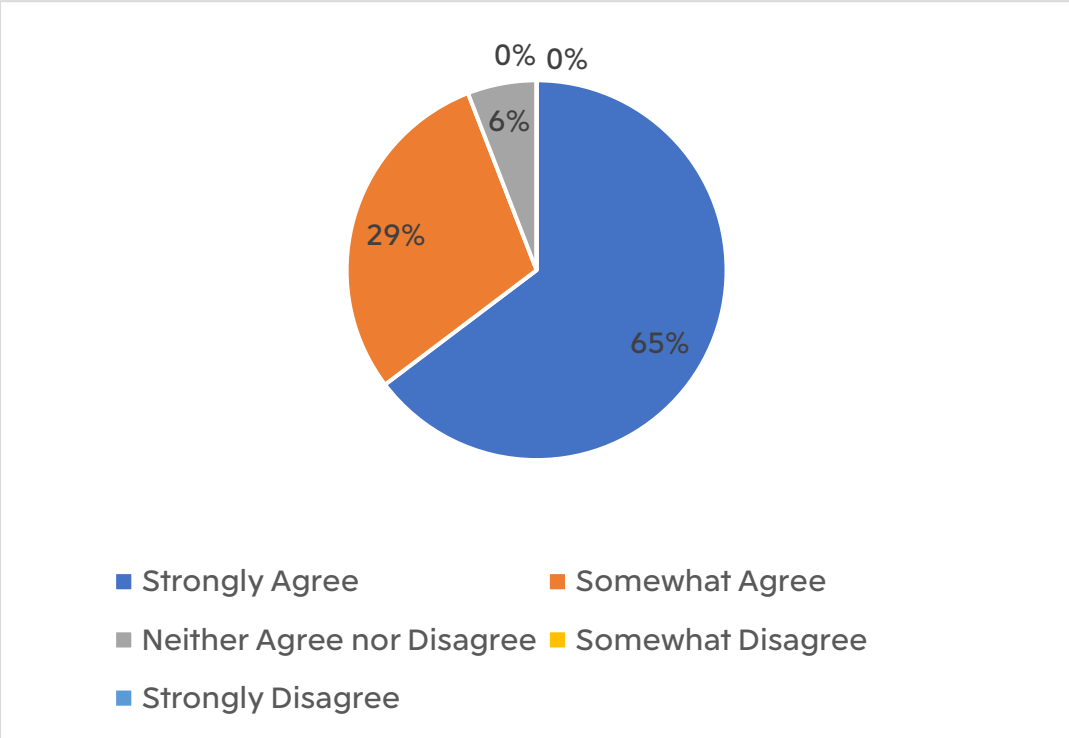


Figure 2-2. Goal 2: Increased Motivation for Learning Japanese

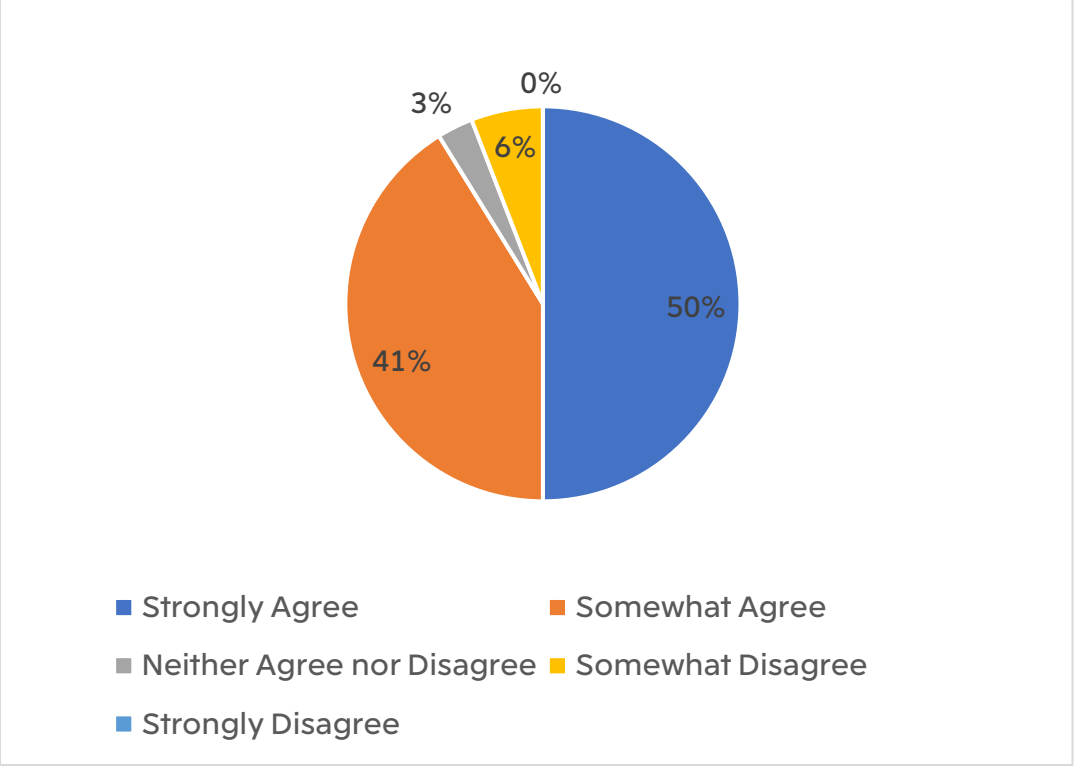
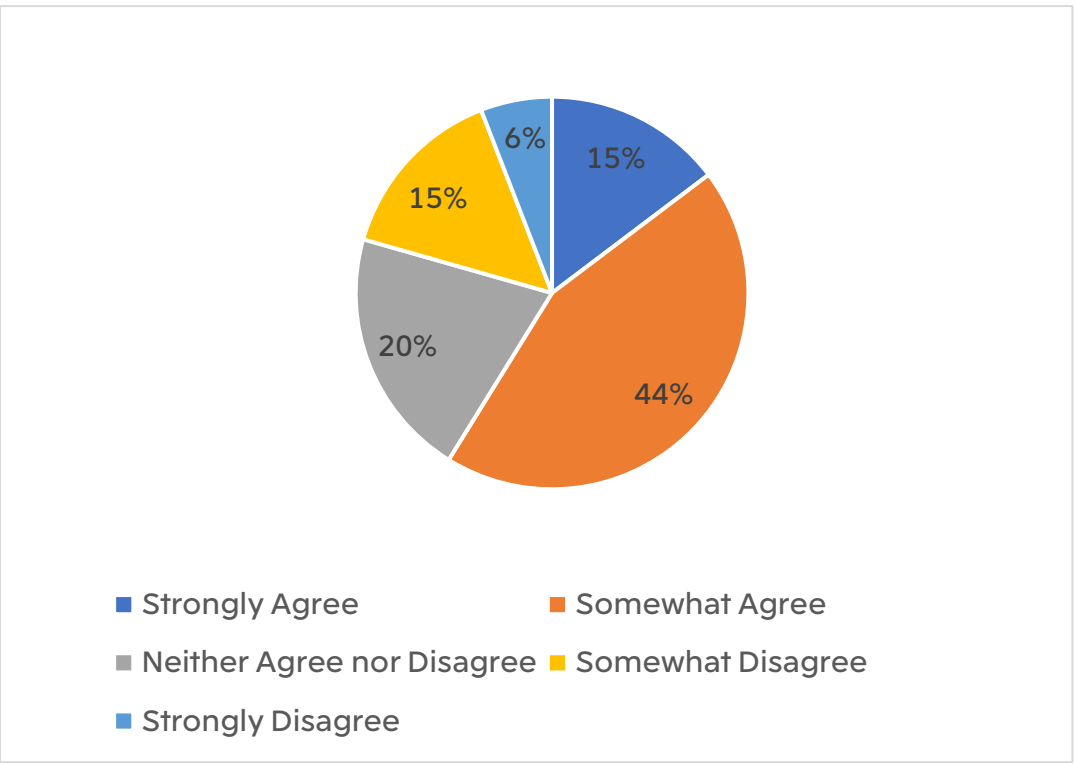


Figure 2-3. Goal 3: Motivation to Pursue a Career in Japan in the Future



When rubric-based evaluations were conducted, student comments were categorized* into five groups: "positive emotions," "positive realizations," "negative emotions," "negative realizations," and "others."

As shown in Figures 3-1 and 3-2, the proportion of comments reflecting positive realizations—in which students recognized their own growth or change—increased by 16 percentage points, from 43% to 59%.

Meanwhile, comments reflecting negative realizations—in which students became aware of difficulties or challenges—decreased by 10 percentage points, from 28% to 18%.

Figure 3-1. Pre-Assessment Comments

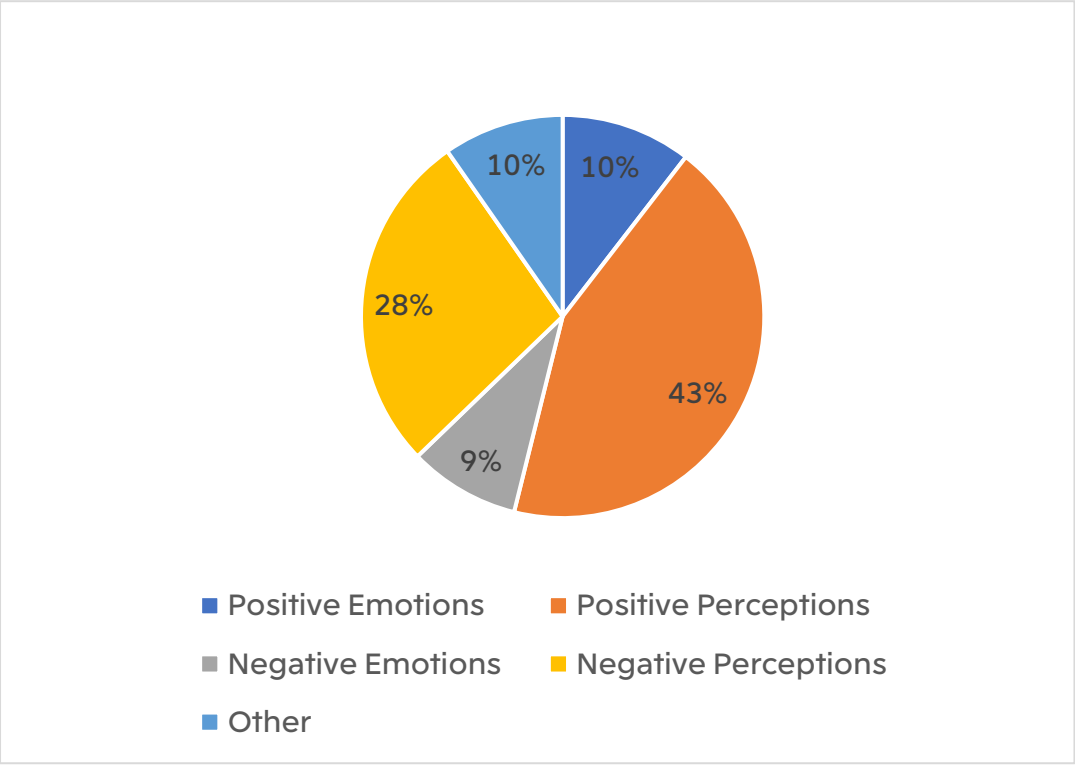
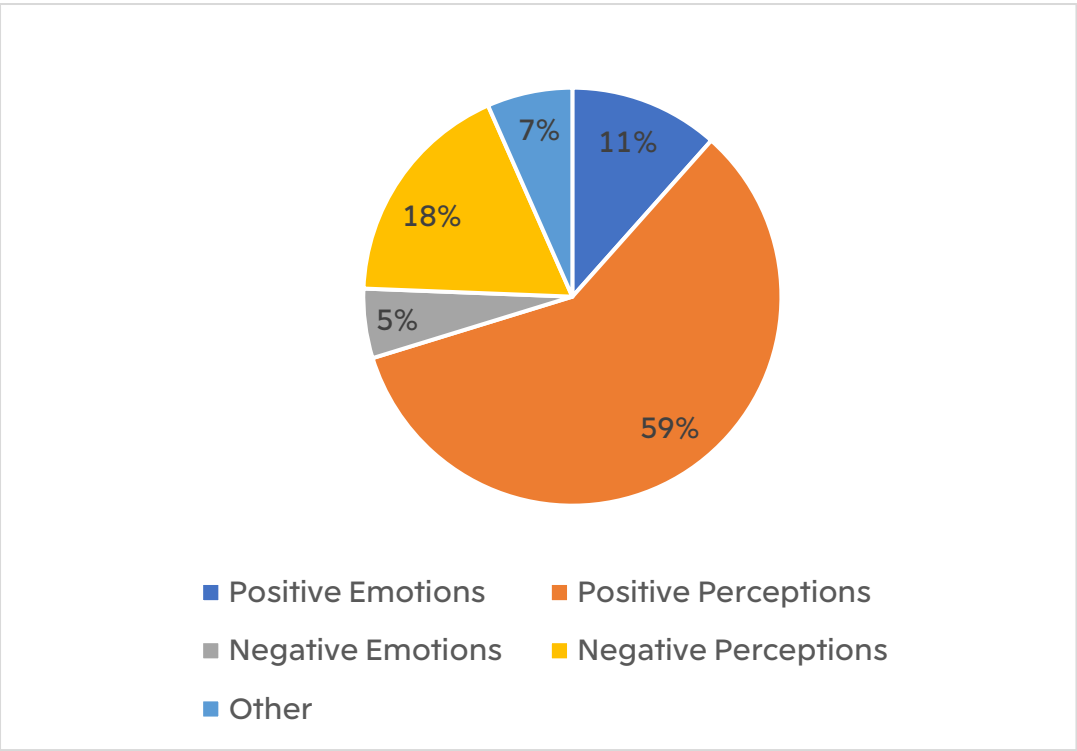


Figure 3-2. Post-Assessment Comments



Evaluation Criteria	Negative Comments (Examples) (Pre-Assessment)	Positive Comments (Examples) (Post-Assessment)
Comprehension	I have not yet decided on my future, and my goals are not clearly defined.	Through the seminar, my perspectives broadened and new ideas emerged.
Analytical Skills	I do not know how to search for relevant information or what steps to take to achieve my goals.	I realized the importance of information gathering and became able to develop concrete plans.
Empathy	I feel that I do not have a sufficient understanding of career paths, which makes it difficult to take concrete action.	My understanding of career paths deepened, which increased my motivation.
Communication Skills	I find it difficult to express my own views regarding my future.	I would like to share information and communicate my own views with others.

The analysis of student comments revealed that they gained meaningful learning through the seminar and were able to recognize their own growth.

*
Positive emotions: Comments expressing feelings such as happiness, satisfaction, and gratitude.
Positive realizations: Comments reflecting a sense of growth, progress, improvement, understanding, or achievement.
Negative emotions: Comments expressing feelings such as distress, anxiety, or discomfort.
Negative realizations: Comments indicating awareness of failure, shortcomings, lack of ability, or challenges.