

February 03, 2026
Nakano Shokai Co., Ltd.

Recruited Three Vietnamese Medium-duty Truck Drivers for Inter-company Transportation Using Japan's Specified Skilled Worker System

Driver duties to begin from the Atsugi Sales Office in June 2026 after a rules/customs learning period and hands-on training and assistance

Nakano Shokai Co., Ltd. (Head Office: Edogawa-ku, Tokyo; Representative Director and President: Kenichi Ikawa), Group member of Yamato Holdings Co., Ltd. (Head Office: Chuo-ku, Tokyo; Representative Director and President: Yutaka Nagao) hereby announced that it has recruited three Vietnamese nationals in their 20s and 30s as candidates for medium-duty truck drivers as Specified Skilled Workers (i). An induction ceremony was held for these candidates on February 2, 2026. This initiative marks the first time for the Yamato Group to recruit non-Japanese drivers under Japan's specified skilled worker system.



The average age of heavy-duty truck drivers in Japan is 50.9 years old, 6.8 years older than in all industries^{*1}, indicating a shortage of transportation capacity looming ahead in the logistics industry. As of March 2024, the Japanese government has added motor vehicle transportation to the Specified Skilled Worker (i) status of residence in order to bring in non-Japanese workers who can make an immediate contribution in specific industrial fields where there is a serious shortage of labor. On the other hand, in order for logistics companies to take advantage of the specified skilled worker system, a system must be in place not only to secure human resources with driving capabilities and Japanese language ability and to develop them into workers capable of immediate contribution, but there also must be a support system to help them live as a member of the local community after they arrive in Japan.

■ About Nakano Shokai

Nakano Shokai provides reliable, 24-hour logistics services to corporate customers such as retailers and food manufacturers. This is mainly in its 3PL (third-party logistics) business, where Nakano Shokai offers comprehensive logistics functions from product storage to distribution processing and transportation, utilizing its logistics warehouses and transportation networks across the Tohoku and Kyushu regions. After joining the Yamato Group in December 2024, Nakano Shokai is working as part of a unified Group to expand the corporate business domain.

The company also has a corporate mission to contribute to society through logistics and employment, and aims to create a work environment where a diverse range of employees, regardless of nationality, can play an active role and grow. To date, Nakano Shokai has hired non-Japanese talent from 11 countries, including from South Korea, the Philippines, and Vietnam—all residents of Japan—with about 40 non-Japanese employees supporting the organizations in warehouse work and administration.

■ Candidate recruitment and development

Nakano Shokai has recruited Vietnamese nationals who have Japanese language skills equivalent to the N4 level of the Japanese Language Proficiency Test and a driving license, especially those who have experience working in Japan^{*2}. In addition to support and training for the candidates, training is also provided for Japanese employees at the Atsugi Sales Office to which the candidates are assigned, creating an educational system that enables the candidates to become immediately effective in their roles. Furthermore, in order to support their stable lives in Japan and participation as a member of their local communities, a

system is in place to provide support for daily life, led by Vietnamese employees working for Nakano Shokai.

1. Pre-hire training in Vietnam(February 2025 to January 2026)

Support for passing the specified skills evaluation test and engaging in business in Japan

- Studies in cooperation with a Japanese language school in Vietnam to improve reading and listening comprehension for daily conversation
- Studies to obtain a Vietnamese medium-duty truck driving license (class C)^{*3} or higher
- Monthly online interviews to address concerns and queries regarding life and work in Japan

2. Post-hire training in Japan(January 2026 to June 2026)

(1)Support for living and working in Japan

- Orientation on Japanese culture and rules using a manual jointly prepared by Japanese and Vietnamese employees

(2)Support for improving driving skills and learning logistics work

- Studies for converting a foreign driver's license to a Japanese driver's license
- Education on Japanese traffic rules and traffic culture
- Practical training in inter-company transportation through ride-along work in a Japanese truck driver's vehicle

3. Training for Japanese employees at Atsugi Sales Office(January 2026 to February 2026)

Support for smooth communication and cooperation with candidates

- Studies on residency status and working conditions
- Studies on safety education and communication, taking into account differences in culture and customs and the level of language understanding



Students taking a Japanese language course in Vietnam

■ Comments from the Candidates

- Mr. Tran Duong Tan Phat (age 29)

I worked in the manufacturing industry for about three years as a technical intern and wanted to use that experience to work in other industries. Thanks to the pre-hire training in Vietnam, I was able to pass the specified skills evaluation test. First of all, I want to become a full-fledged medium-duty truck driver as soon as possible. After that, I would like to become an educator for less experienced staff and try to obtain a large Japanese license for myself. I also want to experience lots of Japanese scenery and food culture.

- Mr. Nguyen Van Thuyen (age 37)

As a technical intern, I experienced the job of supporting truck drivers. In Vietnam, I helped with truck driver administration and worked in auto repair. Every month, I had an online meeting with a Vietnamese employee at Nakano Shokai, and little by little, I was able to get information about the new job and alleviate my anxiety. I admire the sincerity of the Japanese people. I love the feeling of the country's autumn leaves and all four seasons, as well as the tranquil atmosphere.

- Mr. Pham Hung Thanh (age 34)

I worked as a technical intern for three years casting automobile parts. The Japanese people's attitude toward work and the convenience of their services were attractive to me, making me want to work in Japan. I especially chose to join Nakano Shokai because of its more experienced Vietnamese employees who are actively working in Japan. I would like to make the most of my previous experience working as a truck driver in Vietnam, and eventually try to obtain an operation manager certification.

■ Looking Ahead

We will continue to recruit and develop Vietnamese medium-duty truck drivers utilizing the specified skilled worker system to improve operational efficiency in inter-company transportation and provide sustainable logistics services. In the future, we will consider hiring not only from Vietnam but also from countries such as Indonesia and Cambodia.

*1 Ministry of Health, Labour and Welfare, “Drivers’ Work from Statistics”

URL : <https://driver-roudou-jikan.mhlw.go.jp/truck/work>

*2 Nakano Shokai has entered into an agreement with CAMGLOBAL Inc. (Head Office: Shinjuku-ku, Tokyo, Representative Director: Koji Mitsuishi) regarding the development and recruitment of specified skilled foreign workers (in motor vehicle transportation) , and contracted with BEITRE Co., Ltd.(Head Office:

Shinjuku-ku, Tokyo, Representative Director: Noriyuki Hosono), a registered support organization for the specified skilled worker program, for recruitment and living support of specified skilled foreign workers in Japan.

*3 Equivalent to a Japanese medium-duty driver's license

Contact

For corporate stakeholders:

Human Resources Department, Nakano Shokai Co., Ltd. TEL: +81-3-5667-8873

Press inquiries:

Corporate Communications Strategy, Yamato Holdings Co., Ltd. TEL: +81-3-3541-4141

Reference

Related Press Release

Yamato Transport Co., Ltd.: FPT Japan and Yamato Transport Sign Basic Agreement on Recruiting Vietnamese Drivers Under Japan's Specified Skilled Worker System (November 13, 2025)

URL :

https://www.yamato-hd.co.jp/english/news/2025/pdf/newsrelease_20251113_en01.pdf

Notice Concerning Acquisition of Shares of Nakano Shokai Co., Ltd. (to Make It a Consolidated Subsidiary) (November 5, 2024)

URL :

https://www.yamato-hd.co.jp/english/news/2024/pdf/newsrelease_20241105_en01.pdf