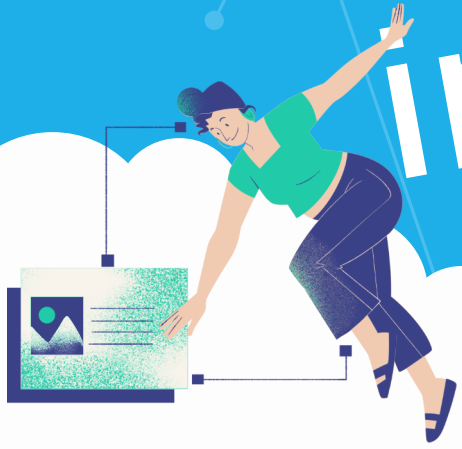


Change Difference into Value



A COLLABORATIVE DIGITAL CREATOR COLLECTIVE





A SPECIFIED NONPROFIT CORPORATION

Wisa



DIGITAL YOUTH WORK · MULTICULTURAL INCLUSION · CAREER DEVELOPMENT

SPECIFIED NONPROFIT CORPORATION WISA

Wisa

Differences Into Strength

Because each of us has our own unique differences,
every life holds its own meaning.
Wisa transforms those differences into value,
connecting society through a new generation of digital creators.







Through this publication,

with “you,” we hope to begin a dialogue.

In this publication,
we share how Wisa is addressing the social issue of people’s “isolation”
by combining a wide range of initiatives
to work toward meaningful solutions.
We also highlight how young people are using digital tools
to make use of their <differences>,
the kinds of value they are proactively creating,
where their practices stand today,
and the possibilities that lie ahead.

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We introduce the Action Research Center (ARC), which unites Wisa’s diverse practices and drives their evolution through research, study, and communication, along with Wisa’s vision for 2030—and concrete action plans we hope to pursue with “you.”

Mission — The Social Issues We Address

School Non-Attendance (Elementary and Middle School Students)

~4%
of Grades 1–9 students are not attending school.

School Non-Attendance (Grades 1–9)

About 350,000 students—3.9% of all students—missed 30+ school days per year, the highest level on record (MEXT, 2024). Follow-up data show that 51.3% of students with a history of school non-attendance were non-regularly employed or unemployed by age 20, increasing the risk of future economic hardship (MEXT, 2014).

1.46 million people
~1 in 50 people experience social withdrawal

Social Withdrawal (Ages 15–64)

An estimated 1.46 million people nationwide—1 in 50—experience social isolation, which raises mortality risk by ~1.3×, comparable to smoking (Holt-Lunstad, 2015).

With 70% of incarcerated individuals unemployed at the time of offense and high rates of family-related homicide, isolation—alongside DV—poses a severe risk to individuals and families.

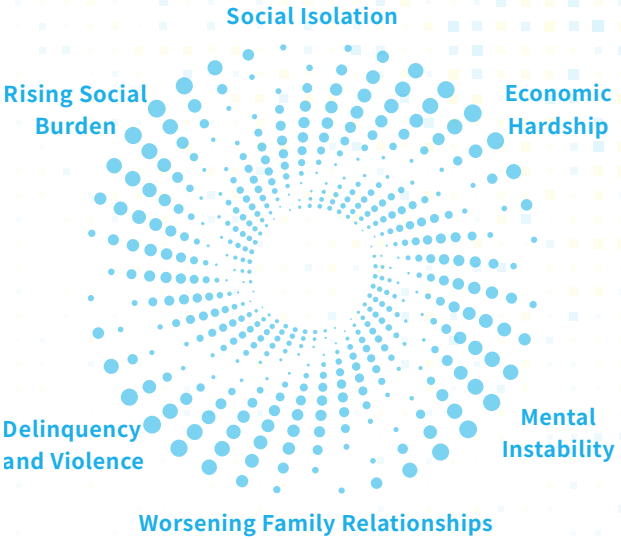
20.5%
Single-parent households among children of foreign origin

Foreign-Origin Children / Linguistic Young Carers

Children of foreign origin make up several percent of all students in Japan, with single-parent households nearly twice as common as among Japanese-nationality children (20.5% vs. 10.2%).

Language barriers and unequal educational environments hinder schooling and social participation, resulting in some of the most severe disadvantages among OECD countries.

The challenge of breaking the negative cycle of isolation and poverty in adulthood and the resulting individual and social risks



History — From the margins of online gaming to the front lines of supporting a digital society



2009-2011

How Wisa Began: From socially withdrawn young people meeting through online games

2009:
Twelve individuals and family members affected by school non-attendance and social withdrawal came together through online gaming and established the self-help group Sol Life Net.
2010:
Certified by Osaka Prefecture, the group became a Nonprofit Organization (NPO).
As a social enterprise, Wisa launched "digital community development" initiatives, including website and video production for local businesses.



2012-2016

Establishing Digital Employment Models and Gaining Social Recognition

2012:
An ICT-based innovation enabled socially withdrawn young people to move from receiving support to providing it, earning wide recognition.
Wisa received the 12th Telework Promotion Award from the Japan Telework Association.
2013:
Launched the Osaka Prefecture–commissioned "Label Activation Academy."
Developed an original IT talent development curriculum.
2016:
Selected by the Ministry of Internal Affairs and Communications as one of the "Top 100 Telework Pioneers."
Wisa's home-based employment support model was recognized nationally, and Wisa became the first in Japan to connect socially withdrawn individuals and self-help groups nationwide.



2017-2019

Expansion into International Collaboration and Multicultural Inclusion

2017: Expanded activities globally. Hosted the international symposium "Dialogue for Self-Help" at Paññāsāstra University in Cambodia, with participants from eight countries (Toyota Foundation–funded research project).
2018: Launched the C-BED (Community-Based Enterprise Development) dissemination project in Bangladesh and donated an ICT Training Center.
Established a co-working space in Vientiane, Laos.
2019: Formed the multicultural social design project "Parasol."
Launched the "Alternative Paths to School" project in Minato Ward, Osaka City.



2020–Present

Evolving into Action Research through the COVID-19 pandemic

2020:
All activities moved online in response to COVID-19. With grants from the Mitsubishi Foundation and the Central Community Chest of Japan, Wisa launched the Online Community College.
2021:
Began academic collaboration, developing the overseas service-learning program "WASAVI" (now LATP) with Kyoto University.
Established the Laos Folktale Research Institute with Luang Prabang Province, Laos.
2022–2023:
Launched action research integrating research and practice, focusing on support for linguistic young carers of foreign origin, and implemented multi-layered support initiatives (Osaka Prefecture Community Chest–funded).

Digital Youth Work

Digitally Enabled Youth Work

Digital and Online Youth Support

This is a form of youth work delivered through digital platforms, gaining increasing attention—particularly across the EU (European countries).
It includes youth-led initiatives such as volunteering, creative and exploratory activities, and mutual support (peer support) using digital devices.

From Online Engagement to Social Participation—Creating Safe Pathways for Digital Employment

Turning "Digital Community Development × Research" into a Social and Cultural Prescription—Supporting local social infrastructure through young people's digital skills



Current Activities Approaches to Youth: Creating Opportunities to Restore Roles, Relationships, and Confidence

Digital Volunteers

Through participation in career-themed group work, participants identify the overlap between what they enjoy (want), what they are good at (can), and how they can contribute (need), and then design their own volunteer project plans.

Digital Youth Worker Training Course

Participants engage in expert-led lectures and group work on stress management and daily life and study habits, building the essential knowledge they need.

Digital Employment Program (Remote Work)

Promoting digital community development through local IT and DX, the program offers hands-on experience in web development, video editing, and translation, enabling participants to gain professional skills through real-world projects.

Family Support Group (in partnership with the Fukushima Ward Council of Social Welfare)

A self-help group for caregivers to share experiences and information, with expert workshops and community collaboration to prevent family isolation.
~150 participants annually.

Voices from Our Members

From Middle School Non-Attendance to High School Equivalency and University Entrance—and on to Employment at an IT Company

What first brought you to Wisa?

In 2012, during my first year of junior high school, I stopped attending school due to bullying. Around that time, my mother found Wisa online and reached out for advice—that was what led me to get involved.

Back then, regular online peer counseling sessions were held. At first, I was too scared to speak and just listened to what others shared. Gradually, I began expressing my thoughts through text chat. Before I knew it, I felt like I had been welcomed in as part of the group.

Do you have any memorable experiences with Wisa?

When I stopped attending school, I went through a very painful time—feeling blamed by my parents and treated differently by friends because of my non-attendance.

I often returned to my room and sought support in Wisa's group chat (then on Skype), where I was repeatedly encouraged and reassured.

My most memorable experience was in 2012, watching anime with John from Saitama at the end of the year. We were so moved by one scene that we cried together. In that moment, I felt—for the first time—that I wasn't living alone.



Hachi — Joined Wisa in 2010 at age 21. Leveraging a passion for illustration, Hachi gained experience creating illustrations and designs.
A corporate logo he designed, "Tsuki no Usagi" (a life-care support service in Nishi Ward, Osaka), is still in use today.



Jun (right) — Joined Wisa in 2011, later managed a multicultural inclusion project and joined web development study sessions. In 2019, he secured employment and is now active in the private sector.

Helping others helped me, too…

The appeal of digital youth work lies in creating opportunities to connect with society through what people freely enjoy and want to do. In my case, I struggled with social interaction but loved the internet. I had experienced long-term school non-attendance and social withdrawal for over 15 years. While staying at home, I searched for work I could do quietly on a computer. At Wisa, I was given paid work creating materials for Japanese language education support. That experience became a turning point: I began going out, joining activities, and before I realized it, I had found peers.

Having peers, I noticed myself smiling more. Smiling gave me energy, and I started wanting to try new things. Eventually, I began learning web development. I started by volunteering to build experience, then gradually received paid work, and as my income grew, I was able to become independent.

Wisa's approach of "support that does not intervene" is truly unique—I don't know any other NPO quite like it.

We provide full support for your company's communications. Would you like to collaborate on digital content creation?

Digital Community Development:

Young people's "digital skills" support local "social infrastructure."

What Is Digital Community Development?

Wisa's Digital Community Development initiative promotes DX (Digital Transformation) for local businesses, municipalities, and welfare organizations through web and system development.

The work is carried out by young people trained through Digital Youth Work (DYW). Those in home-based or socially withdrawn circumstances gain market-relevant skills and take part in real client projects as professionals.

Rather than simulated training tasks, participants engage in real work with real deadlines, quality standards, and responsibility, growing as professionals while becoming a new source of strength for the local community.

- **Powered by "Public & Welfare" and "Business."**

Our clients are not limited to private-sector companies alone.

By harnessing the power of young people, we provide strong support for DX in the public and welfare sectors, where budgets and human resources are often limited.

- **Public / Social Sector**
  For social welfare corporations, NPOs, educational institutions, and public agencies facing limited outreach capacity or insufficient IT resources, we deliver customized websites, video communications, and operational efficiency systems aligned with real-world conditions.
- **Private-Sector Companies**
  Small and medium-sized enterprises and sole proprietors. With reliable technical expertise and flexible, responsive support, we deliver high-quality creative solutions that contribute to business growth.

Do you know about "ethical sourcing" that supports young people through job creation?

When "Procurement" Becomes Mutual "Support": A Cycle for Social Change



Our Track Record

- **Ministry of Internal Affairs and Communications "Top 100 Telework Pioneers"**
- **Recipient of the "Telework Promotion Award" from the Japan Telework Association**

*Recognized as a model for regional revitalization through diverse working styles.。

From the Field of Web Development



Inside the Production Process

From offline and online interactions—both in person and on screen—with clients to collaborative team production, young people involved with Wisa contribute to projects by leveraging their individual strengths.。

【Partner Companies (titles omitted)
Clef Co., Ltd.; Creco Lab Co., Ltd.; Wakuwaku Design LLC;
Dot Consulting Co., Ltd.; HRK Design Co., Ltd.; SEVEN BRIDGE Co., Ltd.;
Genius Education Research Institute Co., Ltd.; Happy Computer Co., Ltd.;
and others…



Voices from Our Staff

We aim for young people who initially say, “I don’t think I can be of any help,” to grow—by the latter stages of a project—into individuals who can proactively propose improvements to clients.

Even in online settings, experiences of having clear roles and responsibilities become a bridge to the next step forward.

Portfolio

Website Development

OSAKA CITY NISHI WARD COUNCIL OF SOCIAL WELFARE

Project Category: Website Renewal
Project Scale: 68 pages
Project Duration: ~6 months
Project Cost: ¥1,280,000 (1-year maintenance included)
Project Lead: Planning · Structure · Design · WordPress Development
CMS Used: WordPress
Technologies Used: HTML / CSS / PHP
Support: Manual Development, User Training Sessions



CHILDREN AND CHILD-REARING PLAZAS IN SEVEN OSAKA CITY WARDS

Chuo, Fukushima, Asahi, Joto, Suminoe, Nishi, and Taisho Wards



Project Category: Standardized Template Approach
Project Scale: Simultaneous Development of 7 Websites
Project Duration: ~7 months
Project Cost: ¥2,700,000 Best for reports / portfolios
Project Lead: Planning · Structure · Design · WordPress Development
CMS Used: WordPress
Technologies Used: HTML / CSS / PHP
Support: Video manual production, Hands-on operation workshops

OSAKA PREFECTURE COMMUNITY CHEST (SOCIAL WELFARE CORPORATION)



Project Duration: ~7 months
Project Cost: ¥ 1,670,000

MONAKA PAPER RECYCLING WORKSHOP (NPO)



Project Duration: ~ 8 months
Project Cost: ¥ 260,000

Video Production

NPO MONAKA-KAI – PAPER RECYCLING WORKSHOP: THE STORY OF A JIG DEVELOPMENT PROJECT

Video Type: Program Promotion
Production Objective: Awareness & Visibility
Project Duration: ~4 weeks
Project Lead: Planning · Filming · Editing · Subtitles
Video Length: ~1 min 30 sec
Delivery Format: Delivered via Upload
Filming Setup: Two-person team (one day)
Project Cost: ¥ 55,000



MEISTER JAPAN CO., LTD. — BRUSH PEN SUMI-E ART

Video Type: New Product Launch PR
Production Objective: Product Experience Overview
Project Duration: ~2 weeks
Project Lead: Planning · Filming · Editing · Subtitles
Video Length: 2 min 34 sec
Delivery Format: Delivered via Upload
Filming Setup: 1 day / 1-person team
Project Cost: ¥ 35,000



OSAKA PREFECTURE COMMUNITY CHEST GRANT PROGRAM ACTIVITIES

Video Type: Activity Promotion
Production Objective: Presenting the System and Its Purpose
Project Duration: ~ 4 months
Project Lead: Planning · Filming · Editing · Subtitles
Video Length: 5:52
Delivery Format: Data Delivery
Filming Setup: 1 day / 3-person t
Project Cost: Free (transportation costs only)



Plus numerous projects in system/app development, GAS (Google Apps Script), and pamphlet/booklet production.

Voices from Our Clients

Enjin Co., Ltd. — Katsuyuki Matsumoto



At first, Wisa felt like a blank canvas—a group made up of people with experience of social withdrawal, still unshaped by the outside world. I felt both uncertainty and hope about what might come next, but I decided to take the leap and commission them to build a website. That was how our relationship began.

I've supported Wisa ever since, and for a time we even shared an office. Gradually, I could see the young people step beyond social withdrawal—"They've taken a step into society."

When young people start working, their expressions change; they become confident—almost cool. Watching that transformation felt like witnessing a powerful model of growth.



March 8, 2012 — At the 12th Telework Promotion Award Ceremony



Over 800 DX Implementations

17 years of Digital Community Development

Since 2012, through an average of 76 web development projects per year, we have contributed to DX and digital community development for welfare organizations and small businesses, primarily in the Kansai (Osaka) region.

CLEF

From Clef Co., Ltd.

I truly admire Wisa's approach of actively supporting people who have experienced social withdrawal or disengagement to take on meaningful work. I've also had the opportunity to speak with Mr. Igawa and other staff members. I had assumed—perhaps due to my own bias—that people with such backgrounds might be reserved or withdrawn, but everyone I met was bright, approachable, and easy to work with.

The coding is solid, the speed is impressive, and their willingness to take on challenging tasks shows a strong level of motivation and professionalism.

Global Partnership

International Collaboration Multicultural Inclusion

Crossing Borders, Changing Environments— Supporting the Next Generation's "Personal Transformation"

In the habits and values that shape our lives in Japanese society, unconscious bias can exist in anyone.
By engaging with diverse cultures, participants become aware of their own biases and are encouraged to undergo personal transformation.

Overcoming "Unconscious Bias" and Building the Power to Change Ourselves

LATP (Laos Academic Tour Program) is a research volunteer project in Laos that offers participants an extraordinary life experience distinct from everyday life in Japan. The program fosters ethical leadership through the acceptance of diversity and respect for others.
It also supports young people facing challenges such as school non-attendance, encouraging personal transformation through experiences of coexistence with people holding different values and perspectives.

Personal Transformation through Research Volunteering

Project Timeline





What is useful today quickly becomes obsolete

In a digital society, information is available instantly and in real time.
But to avoid being misled by that information, we need time to slow down and think for ourselves.

Photo: July 23, 2024 — LATP Laos Travel Program





In Laos, “being independent” means not standing alone.

Is it Japan’s “happiness,” rich in convenience yet losing human connection?
Or Laos’s “happiness,” materially poor but rooted in the rhythms of nature and strong family bonds?
Without knowing both, we cannot truly understand either.

November 11, 2023 — Ethnic Minority Cultural Preservation & Employment Creation Project

A Message from the LATP (Laos Academic Tour Program) Team





University of Tsukuba, 3rd-year student

Mayuka Takano

interviewee

Hello. My name is Mayuka Takano, a third-year student at the University of Tsukuba, and I currently help manage LATP.

I first joined LATP as a participant in March 2024, traveling to Laos with Wisa's support. At the time, I held the assumption that developing countries were simply "poor," and I joined with the intention of helping the people of Laos. However, after arriving, I met many people living happily without material wealth, which made me realize how fixed my own values had been.

LATP aims to help Japanese students move away from seeing local people as those who need assistance, and instead engage with them as equals and as friends of the same generation, updating their own perspectives in the process. For people in Laos, participating offers opportunities to improve English skills, share their culture, and engage with Japanese society, while Wisa's stipends also contribute to local job creation.

LATP is not simply support for a "poor country," but a unique program of equal partnership that fosters mutual learning and growth between Laotians and Japanese participants.



“Putting socially vulnerable people at the center” — it feels almost like creating a film or a drama.

From its founding, Wisa envisioned overseas experiences for young people facing school non-attendance or social withdrawal, including plans for group relocation to international bases for nomadic and workation-style work. From 2018, as Wisa began establishing a base in Laos, how did the current research projects take shape? We spoke with Onchan, the leader at the time, to find out.

Wisa rented a three-story, 90-square-meter building owned by my family near Vientiane and opened it free of charge to local high school and university students. Equipped with four computers and English books, it quickly became a lively gathering place after I invited friends.

One day, Wisa staff held a business plan workshop for aspiring entrepreneurs (the precursor to today’s Next.SIP). Many young people from ethnic minority communities facing economic hardship joined. Unsure how best to support them, we learned about Japan’s children’s cafeteria initiative through online conversations with Japanese high school students involved in Wisa. With Wisa’s donations, we launched a project providing lunch and dinner three times a week to ethnic minority children.

We attempted English classes, but the children preferred drawing and singing, so we began discussing ways to generate income through art or music during mealtimes. I also noticed that they knew far more folk tales and ghost stories than I did and were constantly sketching ghosts. This inspired the idea of having them research Lao folktales, transcribe them, and turn them into picture books.

Initially, we tried to establish a research institute in Vientiane through my father, who worked in tourism, but supporting ethnic minorities there proved difficult. Just as we were about to give up, one participant returned to Luang Prabang and took the lead in launching the project. With support from Khmu staff at the Ministry of Health and Welfare, the institute was officially approved by the Luang Prabang Provincial Department of Culture and Information a year later, during the COVID lockdown.

I later entered graduate school and now aim to work for the Ministry of Foreign Affairs. What I learned at Wisa continues to guide me: supporting people by valuing their strengths and perspectives, and nurturing their natural motivation.



写真:2018年当時 -
ラオス国立大学法政学部・オンチャン
(現地通訳スタッフ)



Photo: December 2023 — Folktale preservation efforts in Luang Prabang Province were featured on NHK.

Lao Folktale Preservation × Employment Creation Project (2020–2024)

Yokoyama, a Wisa board member who later became a lecturer–researcher at the National University of Laos, served as Deputy Director, alongside Sipon of the Luang Prabang Provincial Department of Health and Welfare as Director, to establish the Research Center of Lao Culture and Folklore.

They launched the FaY (Folklore and Youth) Project, creating employment through folktale research for ethnic minority children, especially those from single-parent and economically disadvantaged households, while preserving cultural heritage. Over four years (through FY2025), the project generated approximately 8 million in employment value.

From FY2025, the initiative evolved into LATP, supporting Japanese travel and field research, with folktale research continuing as digital youth work in collaboration with Japanese high schools (ongoing as of 2026).

Multicultural Inclusion – Japanese Language Learning Support Program

IIn Osaka City, 6.8% of residents (189,281 people) are foreign nationals (December 2024). An estimated 9,000 elementary and junior high school students have non-Japanese backgrounds (Osaka City Board of Education).

In these households, language barriers and unstable employment often limit access to support information, creating gaps in educational and learning assistance. As a result, support is needed for children who take on the role of “linguistic young carers.”



From “Monitoring” Support to “Connecting” Support

Free Japanese Language Education Support

Many children with foreign backgrounds and their caregivers struggle with Japanese proficiency, schoolwork, and entrance exams. Through Digital Youth Work, Wisa empowers high school volunteers to provide online Japanese language support, offering “watchful” support for the well-being of children and families.

Multi-Professional & Multi-Agency Collaboration via a “Community Resource Map”

Foreign households may face serious issues—such as domestic violence (DV), workplace disputes, or debt and unfair contracts—that require legal or administrative support.

Wisa provides “connecting” support by creating and sharing a Community Resource Map that links families to trusted consultation services in Osaka City.



新型コロナウイルス感染下における
外国にルーツがある人々への支援活動応援助成
三菱財団 × 中央共同募金会







Language-Learning–Based Care

In 2023, we provided home-visit Japanese language learning support to 21 households in Osaka City, reaching 67 people—28 children and young carers with foreign backgrounds and 39 caregivers.
Alongside homework and exam support, we addressed everyday concerns, and when specialized help was needed, offered “connecting” support by linking families to public agencies and consultation services.





Implementing the Developed “Journaling” Approach

In 2023, we independently developed journaling materials for Japanese writing education, aiming to help families with foreign backgrounds manage goals and daily habits toward achieving their career aspirations.



2023 Osaka Prefecture Community Chest Grant – Program for Local Children

Foreign-Background Families / Peer Support

Establishing an Online Consultation Desk



In 2023 (April 1–February 28), we established an online consultation desk for Vietnamese and Thai residents in Osaka City. The response exceeded expectations, with 1,054 Vietnamese followers (about 5% of Osaka City’s Vietnamese population) and 1,112 Thai followers (around 40% of Osaka Prefecture’s Thai population).
The desk handled 186 consultations, supporting 104 households.



Multicultural Cooking Class — Event held in 2019 (February 21, 2019)

Career & Literacy

Career Literacy Education

Beyond the “right answer,” build your own “measure.”

Japan’s education system offers very limited career education for children and young people and is shaped by a unique job-hunting culture. To address this gap in public education, Wisa works to develop and expand career education programs.

Career Literacy Education for Updating Your Life’s OS

In an era of rapid change, the goal is not simply to choose a specific profession. Rather than asking only “What do you want to become?”, we value asking “What kind of life do you want to live?”
Wisa’s career education is a process of creating your own personal compass, grounded not in conventional social metrics like test scores or income, but in values and a sense of purpose. Building a strong, unwavering inner foundation is the basis for all growth.



SoulSpark — Researching Career “Passion”

SoulSpark, a student organization launched from a project proposed by Wisa members, focuses on “career × passion” and is led by high school and university students.
In Japan, early job turnover is high, yet many junior and senior high schools lack sufficient career consultants and counselors. To address this gap, SoulSpark promotes the importance of career development and self-reflection by providing career education through informal learning spaces open to society.



P4Y (Philosophy for Youth)

P4Y (Philosophy for Youth) is an online, dialogue-based program designed to help young people reflect on themselves and discover their career paths.
Students and youth who ask questions like “What path suits me?” or “What work do I truly want to do?” explore unspoken passions, values, and talents through self-reflection workshops and dialogue.

Wisa's Education Policy

The "Three Literacies" for Independence

At Wisa, we define the abilities needed to thrive in the future as three core literacies, which serve as the foundation of all our programs.

01 Citizenship Literacy

"Knowing Yourself"

Through self-analysis, individuals deepen their self-understanding and develop the ability to put their thoughts into words and make decisions when facing challenges. By not being swayed by others' evaluations, they cultivate the capacity to manage and lead themselves, with the awareness of being the primary agent of their own lives. Citizenship literacy starts with knowing yourself and taking responsibility for your own choices.



02 Entrepreneurial Literacy

"Creating Work"

The practical ability to plan toward self-determined goals, communicate them to others, gain empathy and support, and turn ideas into value.

Rather than relying on a single company, this cultivates people who can actively create value for society with a freelancer or entrepreneurial mindset.



03 Researcher Literacy

"Knowing the World"

The ability to research in ways that deepen understanding and empathy for the world and others. By avoiding quick judgments and applying ethical and critical thinking, individuals learn to identify social contradictions and challenges.

Through cross-cultural understanding and research, they broaden their perspectives and develop multi-faceted viewpoints and critical thinking skills.



The Future of Wisa——Turning Practice into Knowledge That Transforms Society

The "field" holds untapped wisdom—knowledge not yet named.

The Action Research Center is a new civic research initiative that redefines and returns to society the practical knowledge Wisa has accumulated over more than 15 years, using an action research framework.

At Wisa, diverse practices—such as walking alongside young people facing school non-attendance or those with foreign backgrounds, and engaging in international collaboration—go beyond conventional support. They represent an ongoing process of shared trial and error, in which members work together to help participants overcome barriers through digital tools and collective learning.

Action Research Center

We view our long-standing practice of taking action to solve real-world issues as, in essence, action research itself. Through the initiatives of the Action Research Center, we transform previously tacit, experience-based practices into shared social knowledge through systematic documentation and dissemination.

This approach is further extended to collaborative projects with academia and government. Rather than remaining external observers, we participate as active collaborators, sharing knowledge with people in the field and engaging directly in practice. Through this process, we aim to transform relationships and knowledge structures on the ground, empower those involved, and advance both practice and research as complementary forces.

Action

Practices that emerge from everyday work in Digital Youth Work, international collaboration and multicultural inclusion, and career literacy education.

The starting point for everything lies in the small moments of discomfort, successes, and trial and error that arise in these fields.

Dialogue & Reflection

Stakeholders—including members and staff—reflect through dialogue on what happened in the field. By asking questions such as "Why did it work?" and "What were the barriers?", experiences are analyzed and reflected upon through articulation.

Research & Editing

Insights gained through dialogue and reflection are systematized through literature review, interviews, and data analysis. By examining them alongside academic theories, these insights are refined into objective theory and applicable models.

Publication & Social Implementation

Findings are made visible and shared with society through research reports, articles, and academic papers. These insights are then fed back into practice, becoming the seeds for the next cycle of action research.

What Is Action Research?

"A method in which researchers take action to solve real-world problems through inquiry."

"Rather than merely observing or listening in the field, researchers actively engage with people on the ground—exchanging and sharing knowledge. Through this process, action research seeks to transform relationships and ways of knowing in the field, while empowering those involved."

Source: Contemporary Ethnography: New Theories and Practices of Fieldwork

Manifest A Future Where “Difference” Becomes the Norm—Wisa’s Next Social Innovation



From 2025 to 2030, Wisa will drive social change through the following key themes:

Beyond DX: AX (Analog Strategy)

WISA looks beyond DX to a future where the value of the human body and offline experience is rediscovered.
Rather than opposing digital technology, initiatives like LATP explore how digital and analog can coexist in harmony, emphasizing the value found in process, lived experience, and context.
We anticipate a shift from vast, impersonal online networks to small, trusted local communities, where the quality of relationships—between people and nature—outweighs the quantity of information.
With this future in mind, WISA designs projects that honor both digital innovation and deeply human experience.

AX (Analog Strategy) as the Post-DX Approach

Ethical sourcing and consuming means taking social responsibility by considering not only price and efficiency, but also whose labor and experiences underpin products and services.
In the EU, procurement increasingly values human rights, social inclusion, and the empowerment of young people and vulnerable groups. WISA seeks to extend this approach in Japan—promoting transactions that create social value through how money is spent, across sectors.

Cultivating Civic Research and Researchership

As AI spreads, information once hard to find is now easily accessible and organized, making areas like social welfare more open to public access and objective discussion.
In this era, simply obtaining information is not enough—analysis and interpretation are essential. What is needed is integrated knowledge that brings together practice-based insight, humanistic understanding, and scientific data analysis.
By sharing research outcomes, we aim to present a form of knowledge that improves society and can be trusted in the age of AI.

Your Participation Turns the Next “Difference” into Value — Three Ways to Engage with WISA

WISA’s work is supported not only by young people, but by partners who share our vision. Partnerships go beyond donations to include commissioned work in community digital development and welfare DX.
By combining your resources with WISA’s practice, new innovation can emerge. Below are examples of collaboration by role.

Commission Work
DX — Paid Projects

- Web & App Development
- System & Civic Development (GAS / accounting tools)
- Video Production & Editing
- Instagram Operations

HRK Design Co., Ltd.; KLEF Co., Ltd.; Kreco Lab Co., Ltd.; SEVEN BRIDGE Co., Ltd.; Dot Consulting Co., Ltd.; Genius Comprehensive Education Research Institute, Ltd.; Happy Computer Co., Ltd.; Wakuwaku Design LLC; and others.

EXAMPLE

Mayors’ Alliance Supporting Community-Engaged Public Officials



A mayors’ alliance supporting public officials’ community engagement. The alliance researches municipal support measures and hosts an annual summit of member mayors, with WISA digitizing the records each year.



This work helps create valuable jobs and roles for economically vulnerable middle-aged and older households and for citizens at risk of social withdrawal.

Collaborate
Pro Bono Exchange Projects

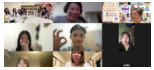
- International Education via Lao Folktales
- Awareness & Career Education on School Non-Attendance / Social Withdrawal
- Research Projects (incl. Video Production)

Toyota Foundation; Marubeni Foundation; Okinawa Shogaku Senior High School; Osaka Prefecture Red Feather Community Chest; Kyoto University; Otemae University; Green Hopper English; Michikusa no Kai (Ota City, Gunma Prefecture); NPO Unity; Tennoji Dogashiba Learning Center (General Incorporated Association); and others.

EXAMPLE

Okinawa Shogaku Senior High School SDGs Club







Together with the Okinawa Shogaku Senior High School SDGs Club, we collaborated with local junior and senior high school students in Laos to research and translate folktales, then produced them as puppet theater videos. The completed works are available on the dedicated “Folklore and Youth” website.

Contribute as a Volunteer
Share Your Skills & Experience

- ~300 volunteer applicants annually
- Participants from students to working adults, including overseas
- Certificates and recommendation letters provided

activo

Find WISA Volunteer Opportunities on Activo

EXAMPLE

Osaka Voluntary Action Association





We work to promote inclusive volunteering, enabling people of diverse backgrounds—regardless of age, disability, or nationality—to participate together. In addition to educational program development, such as training future social innovators, we collaborate on the KV Net volunteer information platform (system development), as well as publications and research initiatives.

Join WISA as a Member / Support WISA Through Donations

Get Involved as a Member

We recommend becoming a member (annual membership) for young people who wish to participate in WISA's activities, their caregivers, and for those who want to engage more directly and long-term with WISA's youth—supporting their projects and growth.

- General Membership: ¥3,000 per month (¥36,000 annually)
- ¥6,000 / month · ¥72,000 / year

Membership Benefits

Wisa- Bulletin
Receive WISA's activity updates via our newsletter, along with works published by our projects, delivered by email or mailed to your home.

Invitation to Exclusive Events
Invitations to networking events where students and working professionals connect as equals, including in-person meetups.

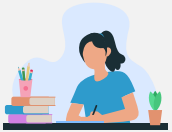
Career Guidance & Peer Mentoring
Through peer mentoring, WISA members advise and support one another, helping each other work through challenges from new perspectives.

Enrollment in Learning Support Courses
We support your career and academic decisions through one-on-one feedback on application forms, essays, and statements of purpose, as well as interview preparation.

Donate — Invest in Young People's Talent

We invite values-driven donations to support a donation-based investment platform that empowers young people to discover their individuality, talents, and skills, and to launch volunteer initiatives or entrepreneurial projects on their own initiative.

All donations to WISA are used to support projects by children and young people, helping turn their ideas (seeds) into reality.



Supporting Future DX Talent



Local Systems Transformation Projects



Research on Social Welfare

Donation Benefits

Participation in Advising
Donors who are working professionals and meet certain expertise criteria may participate online as advisors, engaging directly with the projects they wish to support.

Access to Special Events
Invitations to youth project pitches and results showcases—experience the impact of your support.

Regular Newsletter Updates
We deliver a newsletter (visual portfolio) that showcases project outcomes and highlights the young people supported by WISA.

I Make No Excuses for My Life.

With ICT and digital technology, new ways of working and creating are now freer than ever.
We live in an age where investing in yourself—through self-education—can even be free.
The courage to change yourself may be up to you.



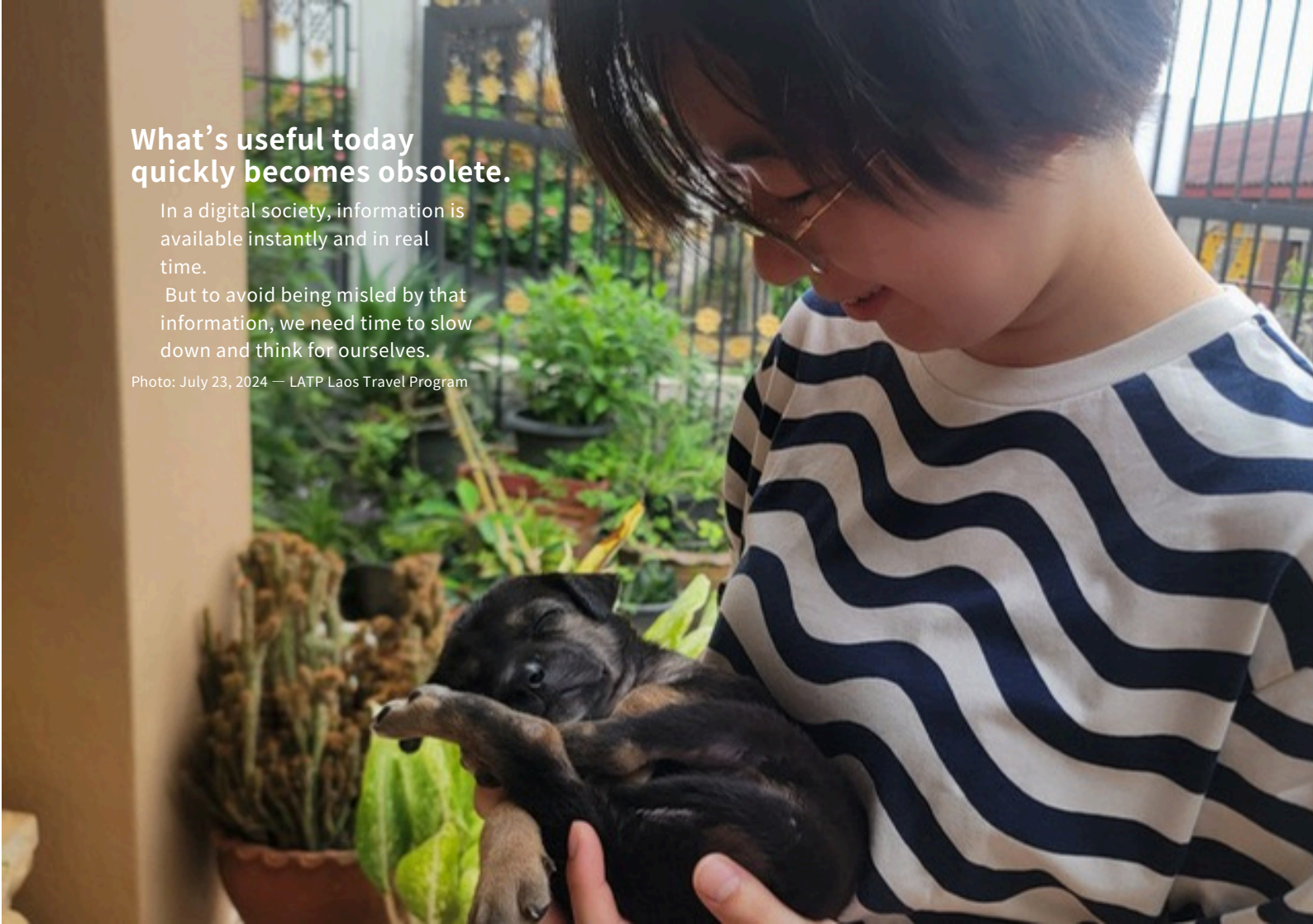
Photo: 2018–2019 — WISA Staff: Yihan



When you're kind to others, you become kinder to yourself.

Beliefs like "this must be the way" or "this is how it should be"
lead us to judge others—and ourselves—in right-or-wrong terms.
From such judgments, anxiety and frustration are born.
That is why experiences of coexistence are essential.

Photo: September 10, 2018 — Multicultural Inclusion "Parasol" Project



What’s useful today quickly becomes obsolete.

In a digital society, information is available instantly and in real time.

But to avoid being misled by that information, we need time to slow down and think for ourselves.

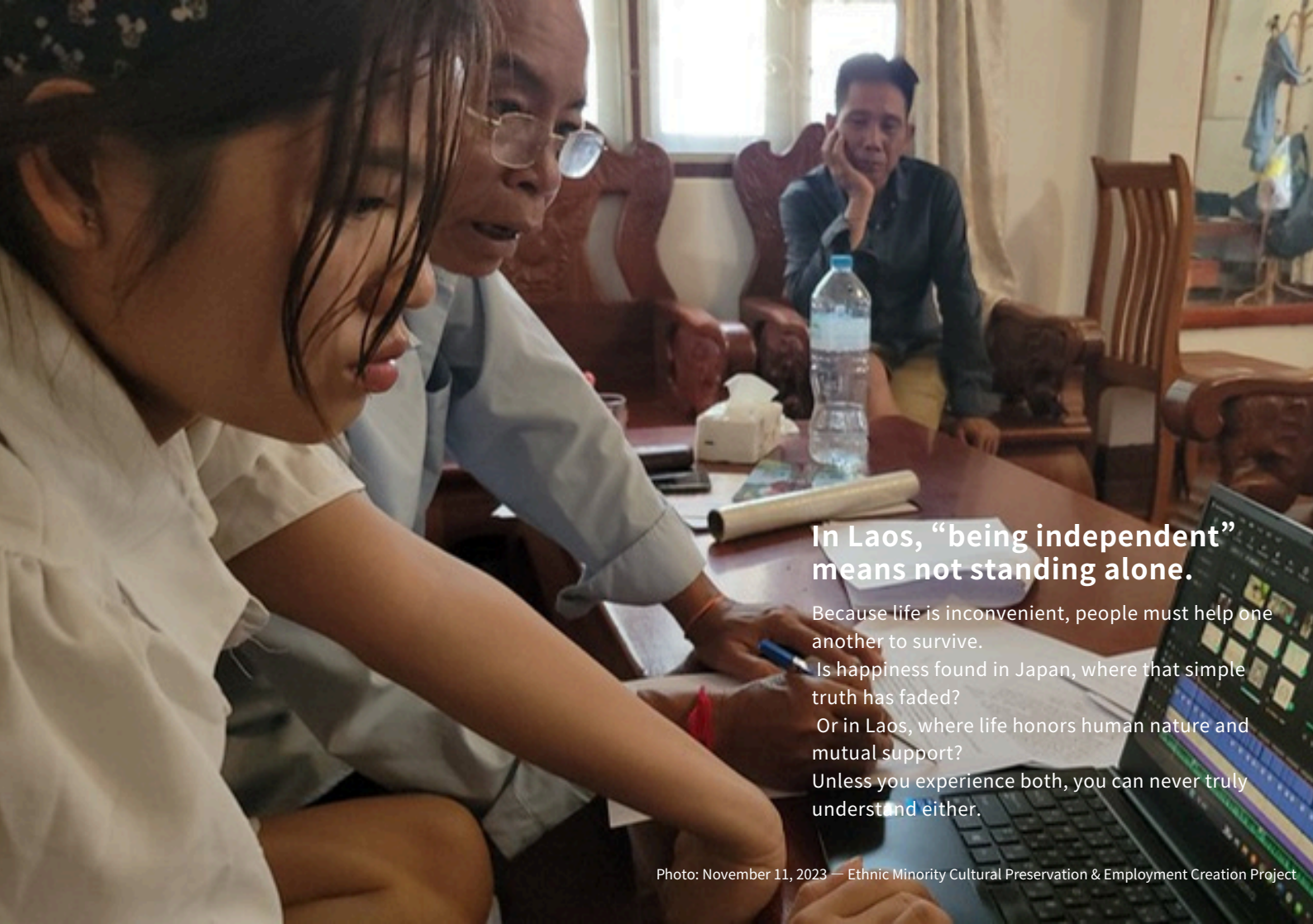
Photo: July 23, 2024 — LATP Laos Travel Program



You’re not defined by who you are today…

When failure and setbacks repeat themselves in society,
being alone can start to feel like a habit…
In moments like that, changing your everyday environment
may become the first spark for a new future.

Photo: January 10, 2023 (Long Lao Village, Luang Prabang Province, Laos)



In Laos, “being independent” means not standing alone.

Because life is inconvenient, people must help one another to survive.
Is happiness found in Japan, where that simple truth has faded?
Or in Laos, where life honors human nature and mutual support?
Unless you experience both, you can never truly understand either.

Photo: November 11, 2023 — Ethnic Minority Cultural Preservation & Employment Creation Project

Linguistic Young Carers / A Multi-Professional Family Support Network

A Multicultural & Multi-Agency Collaboration Map for Osaka City, developed through the 2024 "Grants for Community Child Welfare" program.



Community Resource Map
"Life in Osaka" (2024)

Judicial & Institutional Domain

A General Law Office
Civil Legal Issues
— Dispute-Related Legal Consultation

Astano Legal Office
Public Program Applications
- — Non-contentious filings / permits & licenses
- — Public systems & legal guidance

Osaka City Central Child Consultation Center
Cases Involving Child Victims
- — Child rights violations related to parental disability, illness, or delinquency
- — Domestic violence

Osaka Prefectural Police — Life & Safety Consultation / Stalker Hotline
Police & Legal Consultation
— Delinquency & violent offenses

Family & Household Domain

Ward Offices & Public Health Nurses
Pregnancy, Childbirth & Child-Raising
— Isolated women's childbirth
— Parental conflicts

Ward-Level Self-Reliance Consultation Offices & Livelihood Welfare Fund Consultation Desks
Household Finance Consultation
— Housing and financial hardship
— Food banks and related services

Healthcare & Welfare Domain

Hospitals & Clinics
Medical Care & Hospitals
— Physical & mental health / childbirth
— Professional counseling

Social Welfare Council & Volunteer Center
Preventing Social Isolation · Disaster Preparedness · Community
— Volunteer coordination
— Referrals to disaster preparedness and various support programs

Education Domain

WISA (Nonprofit Organization) × Local NPOs & Councils
Japanese Language Education Support
— Peer consultation & service referrals
— Japanese language support / recreation

Economy & Employment Domain

Osaka Prefectural Labor Bureau (Tanimachiyonchome)
Employment & Workplace Issues
— Workplace miscommunication
— Harassment of all kinds

WISA (Nonprofit Organization)
Telework Employment Support
— Self-employment support & skills development
— Internships

Job Training Centers & Employment Support Services
Job Training & Employment
— Vocational training allowance eligibility
— Job placement and employment support

Change
Difference
intoValue

WISA (Specified Nonprofit Corporation)
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☎ 06--6777-1141 info@wakamono-isa.com

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