



2025 Achievements

A Year of Innovation, Impact, and Global Recognition

[Major Milestones](#)

2025 Global Refugee Forum Progress Review in Geneva,



In December 2025, during a plenary session of the Global Refugee Forum Progress Review held in Geneva, Switzerland, Robo Co-op and the Yaran Foundation, based in Bilbao, Spain, announced a strategic pledge in collaboration with Mondragon University (Mondragon Unibertsitatea). The pledge aims to advance refugee-led digital inclusion and cooperative innovation. Through the development of a cross-border digital talent ecosystem connecting Latin America and Spain, the initiative seeks to create inclusive employment and entrepreneurship models that enable forcibly displaced people to act as agents of transformation.

Roundtable on Digital Inclusion & Refugee Empowerment | Geneva



In addition, Robo Co-op organized this meeting as an official side event of the Forum, co-hosted with the Asia Pacific Refugee Rights Network (APRRN). The event was held under the patronage of the Permanent Mission of Japan to the International Organizations in Geneva, with the generous support and cooperation of the International Trade Centre (ITC), Welcome Japan, and the Global Impact Sourcing Consortium. Titled "Roundtable on Digital Inclusion and Refugee Empowerment," the event brought together more than 20 participants from a wide range of sectors and regions, including governments, United Nations agencies, corporations, startups, NGOs, and individuals with lived refugee experience. The roundtable fostered practical, active, and constructive discussions.

Robo Co-op: AI Skills and Learning Initiatives



The Robo Co-op Monthly Learning Challenge is a monthly learning program designed to help participants acquire future-ready technology and AI skills. Through the Robo Co-op Tutor Portal, professionals share their expertise as pro bono tutors, supporting learners around the world in building skills and confidence through technology. In addition, the Global AI Ambassador: Tech for Peace Program empowers refugees to use AI creatively and responsibly to share their stories, build careers in the digital sector, and contribute to the promotion of peace.

December 10-12, 2025

JAPAN IMPACT ECONOMY EXPO 2025



As GISC member, demonstrated how social impact and DX coexist in business. Showcased: inclusive digital skills training (Global Gateway Program), community-based learning, remote project engagement (DX, automation, QA), and impact sourcing models (Career Impact Bonds, Digital Impact Sourcing).

'Flow to AI' Partnership with Planna Inc.



Joint service with US firm Planna Inc. for enterprise AI adoption. Three-step 'AI Ready' approach: Automation ® Data Flow Optimization ® AI Implementation. Combines Planna's strategy with Robo Co-op's automation expertise.

Innovation Award 2025 - International Recognition



Robo Co-op received the “Pioneers in SDGs Awards 2025 – Innovation Award,” which was announced at the SDGs CONFERENCE 2025, a commemorative event marking the 80th anniversary of the United Nations General Assembly. This award internationally recognizes organizations that have generated measurable social impact through innovation and inclusivity. Robo Co-op was highly commended for its initiatives in developing digital talent and implementing inclusive employment models, particularly for refugees and single mothers.

BEYOND 2025 & Global Impact Sourcing Consortium



Mr. Jintae Kim, CEO/Founder of Robo Co-op, participated in and spoke at “BEYOND 2025,” an event centered on reconciling social impact with business sustainability. The event convened social entrepreneurs, nonprofit organizations, corporations, and other stakeholders to foster cross-sector collaboration and explore the development of sustainable frameworks for future generations. In his presentation, Mr. Kim introduced the initiatives of the Global Impact Sourcing Consortium (GISC), of which Robo Co-op is an active member. GISC is a network of Japanese companies and startups that promotes collaboration between organizations that proactively employ socially disadvantaged individuals—both domestically and internationally—and companies that create employment by outsourcing work to such organizations. As part of the consortium, Robo Co-op engages in collaborative market development, shared learning through practical implementation, and initiatives to advance societal understanding and acceptance of diverse talent in the Japanese workforce.

November 1, 2025

Cultural Diversity Index Gold Certification



The Cultural Diversity Index (CDI) is an assessment framework developed by the Japan Cultural Diversity Promotion Association, designed to evaluate organizational initiatives aimed at advancing cultural diversity. Robo Co-op has been awarded Gold Certification under the Cultural Diversity Index. This certification recognizes organizations that demonstrate a strong commitment to diversity and inclusion and that contribute meaningfully to the promotion of cultural diversity on a global scale.

October 31, 2025

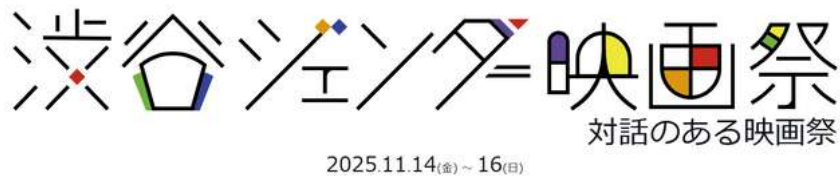
AI Reskilling Webinar - Google & Coursera



AI Opportunity Fund webinar (Google.org, ADB, AVPN) introducing inclusive AI reskilling through Coursera. Partners: Baobab, Sodateage Net, Single Mothers Sisterhood, Green Forest, AVPN Japan.

October 18, 2025

Shibuya Gender Film Festival 2025



Panel discussion after 'FLEE' screening: 'Listening to Marginalized Voices' with Sahel Rosa, Jintae Kim, moderator Aya Ai. Commemorating 10 years of Japan's first Partnership Certificate System.

Ama Town Comprehensive Partnership Agreement



We formally entered into a comprehensive partnership agreement with Ama Town, Oki District, Shimane Prefecture (Mayor: Mr. Kazuhiko Oe), aimed at advancing the sustainable development of the local community and fostering innovation. Under this agreement, we will provide residents, including adult participants in the island-based exchange program and a wide range of other stakeholders with opportunities to develop digital competencies and receive AI-related training. Through these efforts, the partnership seeks to establish a cross-border and cross-cultural “network of cooperation and support.” Originating from a small island community, this initiative aspires not only to address regional challenges but also to contribute to the creation of a new social model with global relevance.

Ama Town International Exchange Festival 2025



In addition, on November 23 of the same year, the “Ama Town International Exchange Festival 2025” was held in Ama Town. The festival offered a full day of meaningful engagement and learning, featuring a refugee-themed film screening, a hands-on cooking workshop in which local residents prepared Rohingya cuisine together, food offerings by Robo Co-op members showcasing dishes from Myanmar and Syria, and an AI vibe-coding workshop.

Mutual learning initiatives



From June to September 2025, we implemented a peer-learning program in groups of five single mothers per cohort. During the first month, participants focused on foundational training in generative AI, with an emphasis on practical application in real work settings. The training covered the characteristics, strengths, and appropriate use cases of generative AI, laying the groundwork for subsequent business process improvement and RPA (Robotic Process Automation) development.

From the second month onward, the program shifted to a hands-on focus on business process improvement and RPA development. Participants worked through the full cycle—from problem identification and requirement setting to design, implementation, testing, and iterative improvement. In addition to peer-to-peer learning, senior members served as mentors, providing ongoing guidance and responding to questions and consultations throughout the process. Beyond technical and development skills, participants also learned essential mindsets and communication approaches for remote work. The program was designed to simulate real-world working conditions, with the goal of enabling participants to work independently in remote environments while continuing to grow and develop over time.

Looking Ahead

Peer learning is not an end in itself. In the workplace, what is required goes beyond technical development skills—it also includes critical thinking, communication, and proactive ownership. At Robo Co-op, we will continue to cultivate the ability of each individual to think and act with a “CEO mindset,” taking initiative and creating value through collaboration and co-creation.

Digital Inclusion of Refugees by Refugees for Education and Employment Opportunity for All : Pilot Project in India



Robo Co-op's AI & Automation Upskilling Initiative equips refugee and displaced professionals with job-ready skills in Generative AI and Agentic Process Automation, while directly linking training to real digital work opportunities. In its latest cohort, eight refugee professionals from Afghanistan, Palestine, and Sudan successfully completed intensive, hands-on training, achieving high completion and performance rates and gaining practical competencies in prompt engineering, ethical AI use, workflow design, and automation. Beyond certification, the program provides structured pathways into portfolio development, paid internal projects, and global digital work platforms through compliant, ethical labor models. In collaboration with UNHCR India and NGO MAri , Robo Co-op is advancing scalable digital labor pathways that enable sustainable livelihoods, economic inclusion, and longer-term mobility opportunities for displaced talent.



CRCP 2025 Geneva - Impact Fund Presentation



Robo Co-op participated in the international conference on refugee resettlement, “Consultations on Resettlement and Complementary Pathways,” held in Geneva, Switzerland. Together with governments, NGOs, and international organizations, Robo Co-op engaged in discussions on solutions to the complex challenges surrounding refugees. Against the backdrop of reductions in U.S. funding for refugee assistance, the conference underscored the importance of solidarity and collaboration among stakeholders as a catalyst for new innovation. In this context, Robo Co-op introduced its innovative impact fund model, currently being piloted in Japan. The meeting served as an important platform for expanding the possibilities of sustainable support for refugees, including social inclusion and entrepreneurship support initiatives.

NIKKEI Reskilling Feature



Robo Co-op’s activities were featured in NIKKEI Reskilling. The article highlights how diverse talent—including refugees and single mothers acquire new skills through technology and go on to create new value. The first installment presents an overview of the social impact generated by Robo Co-op, while the second installment focuses on concrete case studies and outlines future challenges and directions.

Learning from Mondragón: Building a 21st-Century Cooperative with Refugees



Robo Co-op visited Bilbao, Spain, where it engaged in exchanges of views with Mondragon University, the Mondragon Corporation, the Yaran Foundation, government officials, and local partners. Drawing inspiration from Mondragon—one of the world’s largest worker cooperatives—Robo Co-op explored the potential of a distributed digital cooperative model that enables individuals forcibly displaced from their homes to participate and thrive through digital work. Discussions covered a wide range of themes, including reskilling and remote work, migration pathways to Spain, cooperative entrepreneurship supported by AI, and the creation of employment opportunities. In addition, Robo Co-op shared its vision for a sustainable financial circulation model grounded in the concept of “paying it forward.” These dialogues deepened a shared outlook toward realizing next-generation cooperativism driven by solidarity and innovation.

Looking Forward

The year 2025 represented a significant milestone for Robo Co-op, marked by major progress achieved through international recognition, strategic partnerships, and a series of pioneering initiatives. These accomplishments underscore the role of technology and diversity as powerful drivers in building a sustainable and inclusive society. Robo Co-op remains committed to advancing its mission, continuing to work steadily toward a society in which individuals from diverse backgrounds—including refugees, migrants, and mothers in single-parent households—are able to learn, work, and collaboratively create positive and lasting change.

Building a society where diversity is naturally embraced through technology and co-creation.

