Open Compliance Summit

Efforts To Enhance OSS Governance in Japan
IPA's "OSPO Starter Kit" & Workshop

IPA IT Promotion Agency
Japan

2025-12-12

Kazuki Imamura

Software Engineering Group
Digital Infrastructure Center(DISC)

ライセンス表示
License

Agenda

1. Background and Challenges
2. IPA's OSPO Talent Development
3. OSPO Starter Kit & Workshop
4. Future: From Individual to Organizational OSS Culture

Agenda

1. Background and Challenges
2. IPA's OSPO Talent Development
3. OSPO Starter Kit & Workshop
4. Future: From Individual to Organizational OSS Culture

Why Software Matters

- Software underpins many services in modern society.
- It has become essential infrastructure.

Key Roles of Software engineering

Enables business agility

Enables rapid technology updates such as SDV (Software Defined Vehicle)

Critical to service continuity

Software failure can cause global outages

Building-Block Approach Development

- ◆ Rapid system integration through modular design

- ◆ High reusability, scalability, and interoperability

- ◆ Many modules are developed and shared as **Open Source Software (OSS)**

  → **Proper OSS handling is now a prerequisite for modern software development.**

IPA
Japan
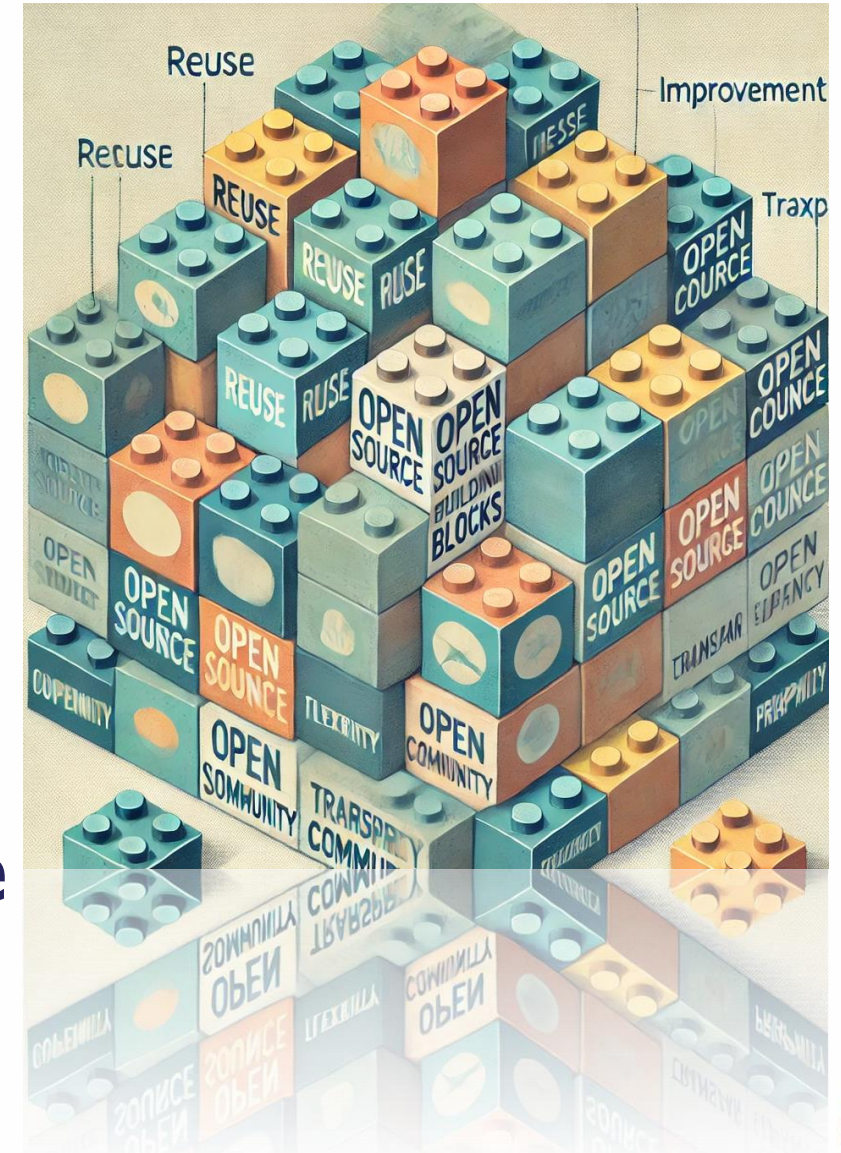
- Geopolitical and supply chain risks threaten tech continuity
- Vendor lock-in brings risks such as price hikes or service stops
- OSS reduces dependency and enables self-reliance

However, globally:

➢ Many OSS projects are under strain due to **lack of funding, human resources, and support**
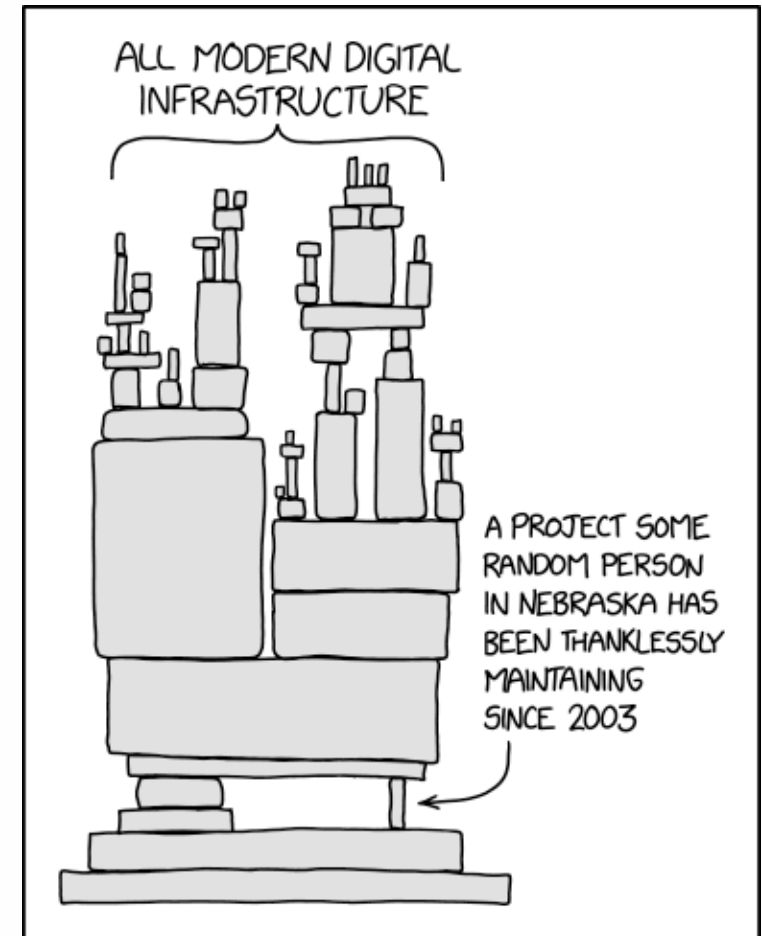
➢ Critical OSS projects are **overburdened**

Image : "Dependency" by xkcd is marked with CC BY-NC 2.5. To view the terms, visit https://creativecommons.org/licenses/by-nc/2.5/.

OSS Challenges in Japan

Issues from the 2024 Software Development Trends Survey show:

- Many companies are still in the **"just using OSS"** stage.

- Policies and governance frameworks are **lacking**.

- Shift to Building-Block Approach Development is **slow**.

- Education and human resource development are **insufficient**.

Survey Insights:

- ➢ Over 80% of companies have **no OSS governance**.

- ➢ **Few contribute to OSS communities** or engage in its development.

Psychological and Cultural Barriers

(From live survey at Code for Japan Summit 2024)

"OSS is insecure"

"Low quality"

"No clear responsibility"

"OSS is free and not profitable"

"No reward for contributing"

"Too much English, too difficult to understand"

"I don't know where to start"

Agenda

1. Background and Challenges
2. IPA's OSPO Talent Development
3. OSPO Starter Kit & Workshop
4. Future: From Individual to Organizational OSS Culture

IPA's Focus: OSPO Talent

Two OSS talent types:

1. Engineers who work directly on OSS source code
2. Professionals managing OSS governance and compliance

IPA focuses on the **second type.**

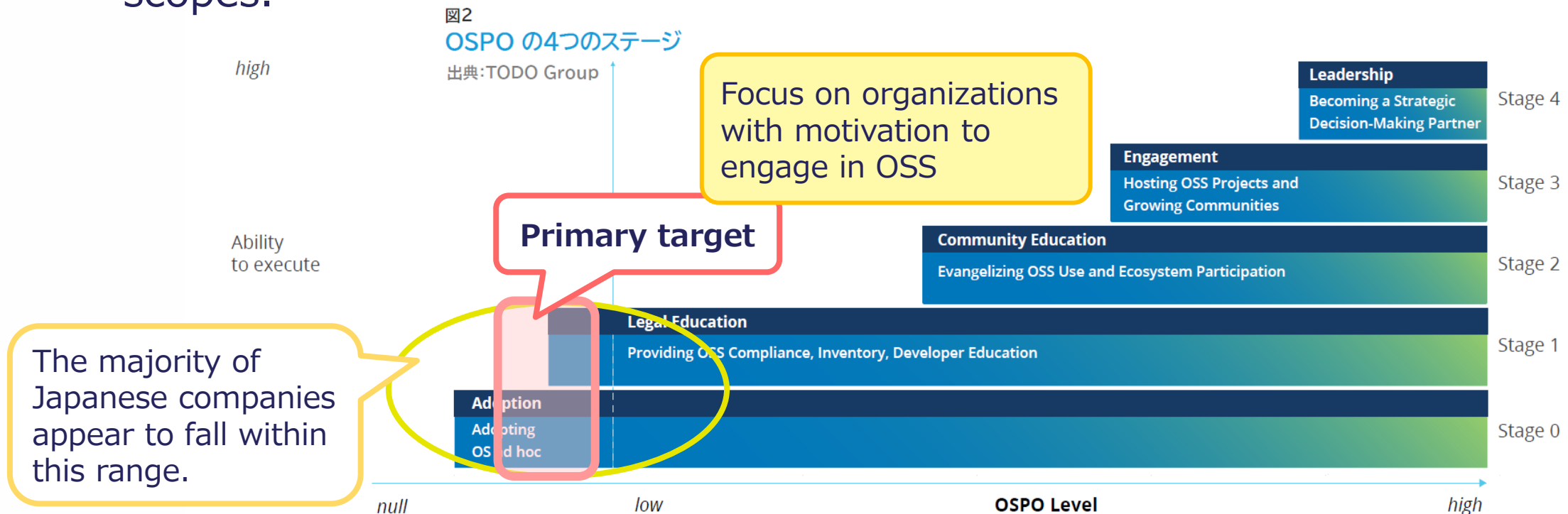→ **Talent capable of leading the Open Source Program Office (OSPO talent).**

Goals:

- Raise Japan's overall capacity to participate in OSS
- Support step-by-step skill building
- Provide collaborative learning and discussion space

Target Insight

According to the Linux Foundation's "Four OSPO Stages"

- Most Japanese companies are below Stage 1 and OSPO Level low.
- Even advanced companies often implement OSPO in limited project scopes.

図2
OSPO の4つのステージ
出典：TODO Group

Focus on organizations with motivation to engage in OSS	**Leadership** Becoming a Strategic Decision-Making Partner	Stage 4
	Engagement Hosting OSS Projects and Growing Communities	Stage 3
Primary target	**Community Education** Evangelizing OSS Use and Ecosystem Participation	Stage 2
	Legal Education Providing OSS Compliance, Inventory, Developer Education	Stage 1
Adoption Adopting OSS ad hoc		Stage 0

high / Ability to execute

null — low — OSPO Level — high

The majority of Japanese companies appear to fall within this range.

Image : Chris Aniszczyk, "The Evolution of the Open Source Program Office," foreword by Jim Zemlin, The Linux Foundation, February 2022.

Agenda

Japan

What is the OSPO Starter Kit?

Phase 1:
Understanding the full picture of OSPOs
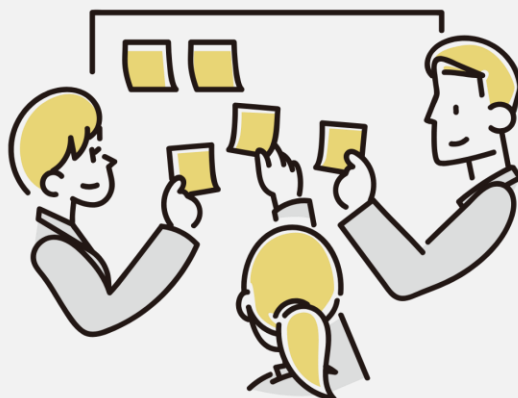
TODO Group「OSPO Book」
= A practical guide and knowledge collection for building and managing OSPOs

Phase 2:
Taking the first step to establish an OSPO

"OSPO Starter Kit" = A toolset to support the establishment of an OSPO

> First edition scheduled for release in March 2026

Workbook

Template

- Organizational structure and role definitions
- License management policies
- Operational documents, etc.

Customization Tips

- Key concepts to consider when customizing
- Reference resources
- Recommended actions, etc.

"OSPO Level 1 Workshop"

= A program to learn how to use the OSPO Starter Kit in practice

How to Use the OSPO Starter Kit

STEP1: Workbook

Determining the Purpose

"Why are we doing this?"

(Why)

Company-specific strategy, purpose, and challenges

STEP2: Template

Structuring and Tailoring

"What to Do"

(What・How)

Comprehensive and systematic structure and content

STEP3: Integration

Completion of an OSPO Guide Tailored to Individual Company Realities

Customization Tips

15

What is the "OSPO Level 1 Workshop"?

- A program to learn how to use and understand the OSPO Starter Kit
- **Goal: Build "Level 1 OSPO" – a basic internal structure for using OSS**
- "Level 1" = First step toward recognizing OSS as part of business and tech strategy

Key Features:

Supported by
The Linux Foundation TODO Group

THANK YOU

- Not just teaching answers, but promoting participants' own thinking
- Teams of ~4 members per company
- Producing real output (documents) during the program

Target Participants

- Beginners in OSS governance
- Leaders and practitioners with little OSS knowledge but strong interest
- Anyone wishing to learn OSPO fundamentals in a hands-on way

The OSS initiative is not just a matter for those who understand OSS.

It is a business challenge for the company itself.

Workshop Format

1. **Providing the "OSPO Starter Kit"**
   - Kit is a work in progress, improved with participants
2. **Lectures and panel discussions**
   - Guidance on customizing templates
   - Expert insights and real case stories
3. **Workbook-based hands-on sessions**
   - Systematically organize own company's current state and articulate its policies
   - Advance understanding of practical operations through dialogue
4. **Assigning "homework" between sessions**

Workshop Scene
- 13 company teams, mostly from large manufacturing firms
- 4 participants per team, working on workbook-based tasks through team discussions

Team discussion session

Lecture & Panel Discussion

1-on-1 Discussions Across Teams

Workshop Planning Team

Yuki Hattori

GitHub Japan /
InnerSource Commons
Foundation

GaoRyu

Dialogue Design

Ayumi Watanabe

Hitachi Solutions,
Linux Foundation
Japan Evangelist

Agenda

How to Evaluate OSPO Talent

- Workshop graduates lead OSS efforts in their orgs

- Key to sustainability: **How organizations evaluate OSS-related roles**

- OSS contributions may not show up in short-term KPIs but are essential for long-term growth

Next Challenges:

➢ Build systems to properly evaluate OSS work as real jobs

➢ Build internal culture that shares and values OSS contribution

➢ Grow cross-company OSPO community

Transforming OSS from an individual effort into organizational culture.

—this is IPA's next challenge.

Japan Open Source Hub

ＯＳＳに参加し、育てる社会へ

Japan Open Source Hubは、オープンソースの価値をひらき、つながり、育てるための入り口です。
OSSに触れるのが初めての方も、導入を進める方も、ここから次の一歩を見つけてください。

Search for "IPA OSS"!

IPA