3 Support for the working career formation

Career development promotion subsidy (FY2013)

Outline

- ◆Subsidizing cost of VT or wage during training to employer to promote workers' career development effectively
- Employer who produces a in-house plan for human resource development or annual plan for HRD, and HRD promoter must be assigned.

f	Su	ıbsidy items			
	Detail o			of subsidy	Amount of subsidy
	Training types dealing with the political agenda	①HRD for the young Course		Trainings for the young workers under 35, who have been worked for less than 5 years since employed	
		②HRD in the growing fields Course		Training for HRD in the priority fields, including Health and Environment, etc.	Subsidy for wage: JPY800/hour
		③Global HRD Course		Training for personnel, who are in charge of the overseas related jobs	
		4HRD for skilled workers or skills' inheritance Course		Trainings to strengthen the leadership of the skilled workers or to inherit their skills	Subsidy for cost: 1/2
		⑤Vocational Training with accredited practical training ⑥Voluntary HRD Course		Training with OJT , which is accredited by the Minister of MHLW	★⑤There's a subsidy for implementing OJT for the Vocational Training combined with accredited training (JPY 600 /hour)
				Support for the voluntary skill development of workers	
	General Type Training (Except for the above type)				Subsidy for wage: JPY400/hour Subsidy for cost: 1/3

Note1: Training hour must be 20 hours or more.

Note2: Maximum 5 million JPY annually to one business operator. (Maximum 10 million JPY when use together with ⑤ and other.)

Note3: Eligible for SME only.

Note4: Raise in subsidy rate for earthquake-related special cases has been continued in FY2013.

Education and Training Benefit System

Education and Training Benefit System

To encourage workers (insured or used to be insured of Employment Security Insurance *) who work on skill development independently, and to provide benefit to worker who took a designated lecture, completed and paid by him/herself. 20% of cost (maximum 100,000 JPY) is provided. Established December 1, 1998. (note) Duration of insured must be more than three years in total (first time: more than one year)

Designated lectures

As of April 1, 2013

Total number of designated lectures: 8,541 lectures

①Transportation, machine operation related 4,061 (large-sized motor vehicle, construction machine operator)

②Medical, social welfare, public health related 1,346 (social worker, nursery teacher) ③Professional service related 731 (Public Consultant on Social and Labor Insurance, Tax Accountant, Certified Public Accountancy)

4)Office work related 616 (bookkeeping, Administrative Scrivener, English test)

- ⑤IT related 591 (programming, CAD, web design)
- ⑥Sales rep, service related 386 (registered real-estate broker, travel service supervisor, licensed cook)

7 Technique related 169 (qualified architect, registered electrician, registered surveyor)

8 Manufacturing related 61 (automobile mechanic, confectionery hygiene master) 9Others 580(post graduate course)

Promotion of career consulting provisions 832 M JPY (FY2013)

O Career consulting

Consulting which supports job selection based on vocation and experiences or self development. It includes not only consulting & support for individual and group but also HRD system in enterprise, design/implementing/assessment of career education program at school.

O Career consultant

Persons who provide career consulting and they are qualified as certified skilled worker (national trade skill testing "career consulting" 1st &2nd grade), standard level career consultant and registered career consultant. About 75,000 persons have been trained between FY 2002 and 2011.

Career consulting promotion project 137M JPY

- 102M JPY
- How to fill in Job Card and effective way to utilize

2HRD of career consultants 24M JPY

- Providing opportunities of advice & guidance to career consultants
- Holding experience exchanges, improvement of information providing method

③R&D 11M JPY

Reporting on research about ability standard, roles of career consultant

Promotion of career supporting enterprises 670M JPY

- **①Consultation, provision of information, diagnosis service in enterprise and collection of practices**
- 2 Implementation of HRD promoter course
- **3** Awarding to best practice of career formation supporting enterprise

Career education personnel development 25M JPY

- Conducting courses on planning and management of career education program for staff in universities
- * Providing career consulting service for job seekers in Hello Work Office (public employment security service) or trainees in VT, and promoting career consulting and improving specialty of career consultants.

Career Formation Support Program utilizing the international exchanges of the youth

Current Status / Challenging Issues

Competent and highly motivated young people with experiences in overseas internships or working holidays and the like, cannot get their desired jobs nor be employed utilizing their overseas experiences as the global human resources, without having been properly assessed.

(Factors)

- 1. Their job experiences cannot be efficiently appealed as part of their career formation
- 2. Objective evaluation method for their job experiences abroad has not been established
- 3. Insufficient in voluntary vocational ability development aiming at their being employed after returning home

Measures

Providing the support with the consistent career formation during the period before going abroad through returning home, for the young who desire the overseas experiences including the international intern- ship, the working holidays and so on.

Utilizing the young with international sense as the global human resources will contribute to establishment of the livelihood for the individual workers and to activation of the socioeconomy.

Recruiting ne targeted young

Activating the motivation of the young

Appropriate evaluation on the experiences and abilities

Holding the council, constituting of the employers in the overseas study

Career consulting and preparing Job Card Making them motivated powerfully through overhauling their vocational abilities, and those will be thoroughly recorded.

Drawing up the ability development plan at the overseas destination.

Giving information

Providing the local information to be employed smoothly

Enhancing the ability of the young

Returning home

Establishment of evaluation method
Preparing the description samples in the job
card

Evaluation on the overseas experiences and
Evaluating by the consultant on their overseas
experiences, describing the job experiences
abroad in the job card

Assistance with consultation through Internet Utilizing the Internet abroad, grasping regularly the status of the ability development schedule, providing consulation and assistance, disseminating the consulation cases

Effective vocational ability development will be done, considering the vocational development planned prior to travelling

Dissemination and enlightenment

Employed by a company

Going Abroad