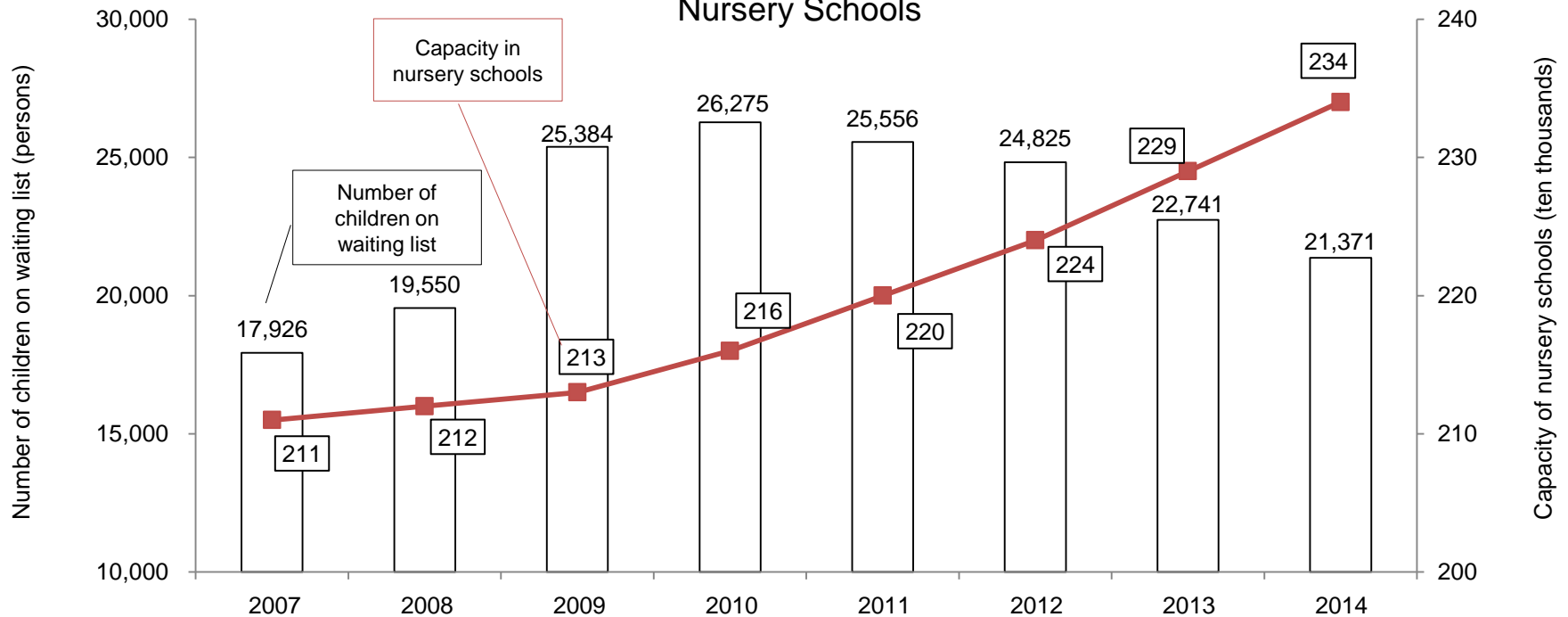


# For Achievement of the Zero Children Waiting List

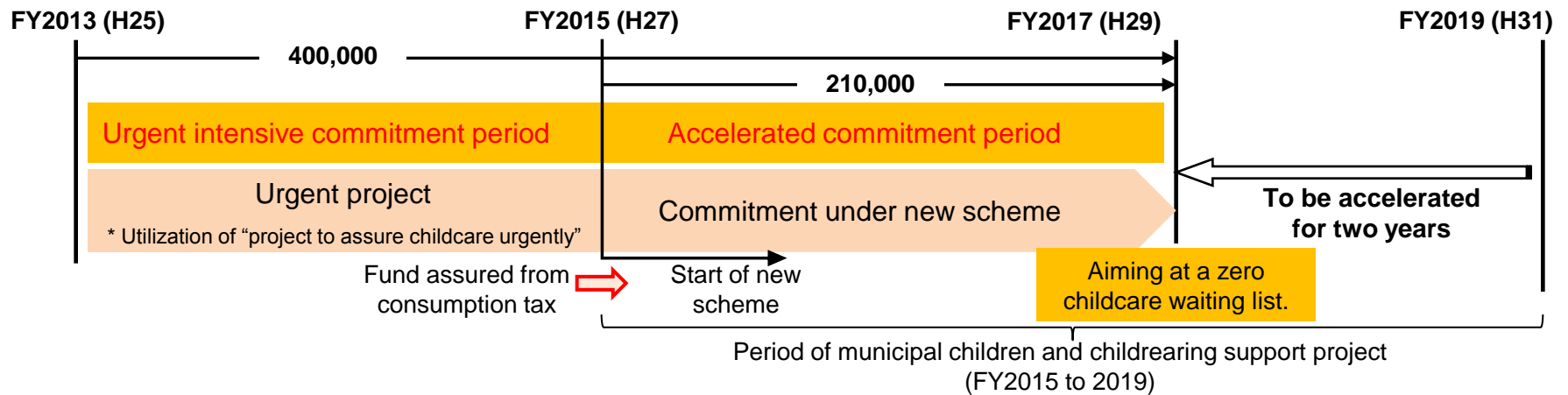
- As of April 1, 2014, 21,371 children are on the waiting list (downward for four consecutive years).
- The number of children of earlier ages (0 to 2 years old) on the waiting list is 18,062 accounting for 84.5%.
- As of April 1, 2014, admission of nursery schools increased by 46,905 from the previous year and the number of children going to nursery schools increased by 47,232 from the previous year.
- The number of municipalities having a childcare waiting list is 338 (about 19.4% of total 1,742).  
98 municipalities have 50 or more children on the waiting list, of which 97 municipalities participate in the “acceleration plan for reducing wait-listed children.”  
59 municipalities have 100 or more children on the waiting list, of which 58 municipalities participate in the “acceleration plan for reducing wait-listed children.”
- In urban areas (\*), 16,746 children are on the waiting list accounting for 78.4%.
- (\*) Seven prefectures consisting of the Metropolitan area (Saitama, Chiba, Tokyo and Kanagawa) and Kinki Region (Kyoto, Osaka and Hyogo), government-designated cities and core cities
- The government aims to achieve the zero childcare waiting list by the end of 2017 in accordance with the “acceleration plan for reducing wait-listed children.”

Trend of the Number of Children on Waiting List and Capacity of Nursery Schools



# Acceleration Plan for Reducing Wait-listed Children

- ◇ In two years from FY2013 to 2014, the childcare capacity increased to cover 191 thousand more children whereby the target to develop facilities to cover 200 thousand will almost be achieved during the urgent intensive commitment period.
- ◇ Hereafter, we will continue our commitment according to the progress of childcare waiting list measures of each municipality aiming at a zero childcare waiting list by the end of 2017.



## Support package: five pillars

Municipality

- (1) Lease method and nursery school development using national land ("box")
- (2) Recruitment of supportive nursery teachers ("human")
- (3) Aid to small-sized nursery businesses to cover operation cost
- (4) Support to unauthorized nursery facilities aiming at authorization
- (5) Support to nursery facilities within places of business

The number of nursery teachers newly needed in Japan by the end of 2017 is 69 thousand.

Given the expected service amount of municipal plans under the new children and childrearing support scheme, the number of nursery teachers newly needed nationwide is estimated according to the regional circumstances and the efforts to further improve childcare quality after enforcement of the new children and childrearing support scheme.

- ▶ For steady implementation of the “Acceleration Plan for Reducing Wait-listed Children,” the government will take various measures to recruit nursery teachers and take as many supportive measures as possible for local municipalities.
- ▶ Aim to recruit nursery teachers needed by the end of 2017
- ▶ To satisfy the needs for nursery teachers in 2018 onward, we continue recruiting nursery teachers.

- ☆ Promotion of semiannual nursery teacher test [Development of human resources]
- ☆ Improvement of work conditions of nursery teachers [Support to continuing work and improvement of the workplace environment]
- ☆ Support to nursery teacher training facilities promoting students to work in nursery schools [Development of human resources]
- ☆ Economic aid to candidates studying for a nursery teacher examination [Development of human resources]
- ☆ Provision of enhanced support for reemployment of ex-nursery teachers in the nursery teacher and nursery school support center [Support for reemployment]
- ☆ Consideration for exemption of those who have a national welfare license from some of the nursery teacher examination subjects [Development of human resources]
- ☆ Steady implementation of “four pillars” which are the bases for nursery teachers recruitment measures

## Four pillars

### I Development of human resources

- Efforts to make the nursery teacher license readily obtainable
- Say how attractive the nursery teacher job is and foster momentum of prospective nursery teachers
- Improve the expertise of nursery teachers as a national license.

### II Support of continuing work

- Support trainings to prevent separation from work.
- Promote utilization of subsidies to continue employment.

### III Support for reemployment

- Positive use of the nursery teacher and nursery school support center
- Project to enhance matching of nursery teachers

### IV Improvement of workplace environment

- Improvement of work conditions
- Efforts to improve employment management
- Enhanced cooperation between nursery schools and the nursery teacher and nursery school support center

➡ The “review meeting for nursery teacher recruitment measures” will be newly established to investigate measures to recruit nursery teachers continuously and to verify the effectiveness in some municipalities.

# Efforts to recruit nursery teachers under the nursery teacher recruitment plan

[FY2013]

[FY2017]

Number of nursery teachers newly needed

69 thousand

Natural increase of  
20 thousand

463 thousand

Number of nursery teachers working in nursery schools

378 thousand

378 thousand

Recruitment of 69 thousand

Measures to recruit nursery teachers under the acceleration plan (2013–)  
49 thousand

New efforts under the nursery teacher recruitment plan  
20 thousand

Development of new childcare human resources by use of exceptional scheme for kindergarten teachers, support to obtain a nursery teacher license and financial loan for study

25 thousand

Promotion of measures to prevent separation from work, such as improvement of work conditions, training of childcare businesses and improvement of employment management of nursery schools.

15 thousand

Enhanced locating of potential nursery teachers, by providing support for employment in the nursery teacher and nursery school support center and conducting a project to enhance matching at Hello Work

9 thousand

+

○ Promotion of semiannual nursery teacher test 8 thousand

○ Improvement of work conditions of nursery teachers  
○ Support to nursery teacher training facilities promoting students to work in nursery schools

○ Economic aid to candidates studying for a nursery teacher examination

12 thousand

○ Provision of enhanced support for reemployment of ex-nursery teachers in the nursery teacher and nursery school support center

# Flow to recruit nursery teachers under the nursery teacher recruitment plan

FY2013

FY2014

FY2015

FY2016

FY2017

## Measures to recruit nursery teachers under the accelerating plan

- Development of new childcare human resources by use of the exceptional scheme for kindergarten teachers, support to obtain a nursery teacher license and financial loan for study
- Promotion of measures to prevent separation from work, such as improvement of work conditions, training of childcare businesses and improvement of employment management of nursery teachers
- Enhanced locating of potential nursery teachers, by providing support for employment in the nursery teacher and nursery school support center and conducting a project to enhance matching at Hello Work

\*Support to obtain a nursery teacher license, etc. will be in effect in FY2014 or 2015 onward one by one.

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## New efforts under the nursery teacher recruitment plan

- Promotion of semiannual nursery teacher test
- Improvement of work conditions of nursery teachers
- Support nursery teacher training facilities promoting students to work in nursery schools
- Economic aid to candidates studying for a nursery teacher examination
- Provision of enhanced support for reemployment of ex-nursery teachers in the nursery teacher and nursery school support center

+

## Consideration of further efforts at the “review meeting for nursery teacher recruitment measures”

- Consideration of career-up scheme for childcare workers
- Consideration of commonalization of the nursery teacher training courses and the nursery teacher examination subjects with other national licenses
- Consideration of effective measures to find potential nursery teachers

Recruit the 69000 needed nursery teachers

# Measures to recruit nursery teachers under the nursery teacher recruitment plan

- Promotion of a semiannual nursery teacher test [Development of human resources]
- Improvement of the work conditions of nursery teachers [Support to continuing work and improvement of workplace environment]
- Support to nursery teacher training facilities promoting students to work in nursery schools [Development of human resources]
- Economic aid to candidates studying for a nursery teacher examination [Development of human resources]
- Provision of enhanced support for reemployment of ex-nursery teachers in the nursery teacher and nursery school support center [Support for reemployment]
- Consideration for exemption of those who have a national welfare license from some of the nursery teacher examination subjects [Development of human resources]
- Steady implementation of “four pillars” which are the bases for nursery teacher recruitment measures

## I Development of human resources

- Efforts to make the nursery teacher license readily obtainable
  - Use of an exceptional scheme for those who have a kindergarten teacher license to obtain a nursery teacher license
  - Economic aid to the insured of unemployment insurance who take a lecture at a nursery teacher training facility designated by the Minister of Health, Labour and Welfare
  - Financial loan for studying for a nursery teacher job
- Say how attractive the nursery teacher job is and foster momentum of prospective nursery teachers
  - Support for employment of unemployed persons with no nursery teacher license (Job training project and public job training)
- Improvement of expertise of nursery teachers as a national license
  - Development and enhancement of current nursery teachers by promoting practical training and providing training to students

## II Support for continuing work

- Support of training to prevent separation from work
  - Training for new nursery teachers
  - Training to assure childcare quality
  - Recruitment of replacement staff due to participation in training
  - Promotion to use subsidies for training to prevent separation from work
- Promotion to use subsidies for continuing work
  - Publicity of subsidies to keep staff through work environment improvement
  - Publicity of subsidies to support continuation of work

## III Support for reemployment

- Positive use of the nursery teacher and nursery school support center
  - Job placement and consulting service for potential nursery teachers, etc.
  - Practical training before reemployment, etc.
- Project to enhance matching of nursery teachers
  - Enhancement of services to fill the childcare jobs available at Hello Work.
  - Support for employment by affiliation of Hello Work and prefectures
  - “Lecture of nursery teachers’ experiences in the workplace” (tentative title)

## IV Improvement of Workplace Environment

- Efforts to improve employment management
  - Training of managers
  - Creation and distribution of the collection of successful cases and employment management manual
  - Preparation of checklist to understand the status of employment management
  - Publicity of subsidies for improvement of the work environment
- Enhancement of affiliation of the nursery schools and the nursery teacher and nursery school support center

# Specific Nursery Teacher Recruitment Measures (1)

## **[New] [Promotion of semiannual nursery teacher test]**

- Will strive to conduct the nursery teacher examination twice a year instead of no less than once a year as prescribed now.
- If the “regional nursery teacher” system now under discussion is established, we will promote it positively and promote the second examination for such nursery teachers in prefectures which are in the National Strategic Special Zones.
- The government will support the prefectures that will conduct the nursery teacher examination twice a year as much as possible .

## **[New] [Improvement of work conditions of nursery teachers]**

- Will improve the work conditions according to years of service and years of experience at the official price after enforcement of the new children and childrearing support scheme.

## **[New] [Support to nursery teacher training facilities promoting students to work in nursery schools]**

- Will give financial aid for employment promotion to designated nursery teacher training facilities that make positive efforts to promote its graduating students to work in a nursery school (by conducting an inspection tour of the nursery school, social event with current nursery teachers and regular sessions for employment in a nursery school, etc.)

## **[New] [Economic aid to candidates studying for a nursery teacher examination]**

- Will give financial aid to those who will take a nursery teacher examination for a part of the cost to study for the examination (i.e. cost to take a lecture course).

## **[New] [Provision of enhanced support for reemployment of ex-nursery teachers in the nursery teacher and nursery school support center]**

- Will promote ex-nursery teachers to register with the nursery teacher and nursery school support center, understand from time to time whether or not they desire to be reemployed and give careful support for reemployment by providing information about training for reemployment and job opportunities.
- Will horizontally develop effective efforts to support reemployment.
- Will promote the use of the nursery teacher and nursery school support center through the public awareness activity, by holding a symposium or on-site consultation at a customer attraction facility.

## **[New] [Consideration for exemption of those who have a national welfare license from some of the nursery teacher examination subjects]**

- Will consider exempting those who have a national welfare license from some courses at a designated nursery teacher training facility and some subjects of the nursery teacher examination.

# Specific Nursery Teacher Recruitment Measures (2)

[Steady implementation of “four pillars” which are the bases for nursery teacher recruitment measures]

## I Development of Human Resources

### ○ Efforts to make the nursery teacher license readily obtainable

- Use of an exceptional scheme for those who have a kindergarten teacher license to obtain a nursery teacher license
- Will give financial aid to childcare workers without a nursery teacher license working in a nursery school or unauthorized childcare facility and those who have a kindergarten teacher license to cover the cost to take a lecture course at a designated nursery teacher training facility.
- Will give financial aid to the insured of unemployment insurance who meets certain requirements to cover the cost to take a lecture course at a nursery teacher training facility designated by the Minister of Health, Labour and Welfare.
- Will loan the study fund to those in a designated nursery teacher training facility.

### ○ Say how attractive the nursery teacher job is and foster momentum of prospective nursery teachers



Will promote the use of a job training project or a public job training (nursery teacher course) (\*) and promote unemployed people to enter the childcare field.

- \* Job training project: Project for job training under the Act to Support Self-Reliance of Needy People (for needy people who have a recent poor working experience)
- \* Public job training: Entrusted training mainly for the beneficiaries of unemployment insurance (two years of a nursery teacher course)

### ○ Improvement of expertise of nursery teachers as a national license

- Will promote affiliation of nursery schools and designated nursery teacher training facilities to provide practical training to students.



Will publicize the trainings conducted by prefectures and childcare associations to raise the motivation to continuously improve childcare skills after obtaining a nursery teacher license.



# Specific Nursery Teacher Recruitment Measures (3)

## II Support for Continuing Work

### ○ Support of training to prevent separation from work

- Training to new nursery teachers on how to handle a gap between pre-employment expectation and real world (reality shock) and for response to parents and other services.
- Training to nursery teachers, etc. to improve childcare quality

New

Will give financial aid at an official price under the new children and childrearing support scheme for employment of staff replacing a nursery teacher participating in training. Also, we will continue to give aid for employment of staff replacing a nursery teacher participating in training provided by the prefecture.

Publicize

Will promote the use of the “subsidy to SMEs for improvement of the work environment (\*)” available when nursery schools, etc. institutionalize a training for nursery teachers, etc. or a training for managers, both to prevent nursery teachers from leaving.

\* The title will be changed to the “subsidy to support long-term employment” (tentative title) in FY2015.

### ○ Promotion to use subsidies for continuing work

Publicize

Will promote the use of the “subsidy to SMEs for improvement of the work environment (\*)” available when efforts are made for long-term employment through improvement of work environment by employing an assessment and treatment system and a health promotion system.

\* The title will be changed to the “subsidy to support long-term employment” (tentative title) in FY2015.

Publicize

Will promote the use of various other subsidies (\*) to help continuation of work by showing specific examples of utilization.

\* Subsidy to support short-time work for childrearing, subsidy to SMEs for balancing work and family life, subsidy for career progression, and subsidy to promote career development

- Will publicize by posting on the MHLW website and placing leaflets for subsidies at relevant agents.

# Specific Nursery Teacher Recruitment Measures (4)

## III Support for Reemployment

### ○ Positive use of the nursery teacher and nursery school support center

- Job placement and consulting service by the nursery teacher and nursery school support center for potential nursery teachers, etc.
- Will provide training for childcare practices for those interested in reemployment as a nursery teacher to return to the workplace.



Aim to establish a nursery teacher and nursery school support center in all prefectures.

### ○ Project to enhance matching of nursery teachers

- Will promote matching by working on both employers and job applicants, so that an employer may offer conditions making visitors at Hello Work feel easy to apply for and an applicant may understand actual workplace situations.
- Will promote the recruitment of childcare human resources by enhancing the affiliation between Hello Work and prefectural municipalities.



Will conduct the “lecture of nursery teachers’ experience in the workplace” (tentative title) to ease anxiety of any applicant who is hesitating due to unemployment for a certain period or any other reason and to give an opportunity for an employer to personally appeal to applicants.

### ○ Promotion of positive use of newly built information announcement system






Will promote those who have a nursery teacher license to work by promoting positive use of the information on nursery teachers and childcare workers (i.e. number of separating workers and average years of service) under the information announcement system to be implemented under the new children and childrearing support scheme.

# Specific Nursery Teacher Recruitment Measures (5)


## IV Improvement of Workplace Environment

### ○ Efforts to improve employment management

- Will train the nursery school managers (e.g. directors) for the employment management to help prevent the separation of nursery teachers and other staff.
-  Will prepare the collection of successful employment management cases at nursery schools and the employment management manual specialized in nursery schools and will distribute the same to the nursery schools, etc.
-  Nursery businesses themselves will produce a checklist to understand the status of employment management of nursery schools, etc.
-  Will promote the use of the “subsidy to SMEs for improvement of the work environment (\*)” available when efforts are made for improvement of the work environment by employing an assessment and treatment system, training system and health promotion system.

\* The title will be changed to the “subsidy to support long-term employment” (tentative title) in FY2015.

### ○ Enhancement of affiliation of the nursery schools, etc. and the nursery teacher and nursery school support center

-  Will enhance the affiliation between the nursery businesses and the nursery teacher and nursery school support center by publicizing the role of such a center at a briefing session conducted by the prefectures for nursery businesses.

# Establishment of a “Review Meeting for Nursery Teacher Recruitment Measures”

Will establish a “review meeting for nursery teacher recruitment measures” to discuss various measures to recruit nursery teachers.

Under the “review meeting for nursery teacher recruitment measures,” the municipalities will present their efforts to recruit nursery teachers and the representatives will exchange opinions in order to select and develop the successful cases for recruitment of nursery teachers nationwide and to build a cooperative relationship between the government and the prefectures.

[Agenda at the moment]

- Consideration of a mechanism for childcare workers career progression
  - Will consider a mechanism for childcare supporters and other childcare workers without a nursery teacher license to obtain a nursery teacher license more easily.
  - Will consider a mechanism for nursery teachers working in a nursery school, etc. to be promoted to a chief nursery teacher and a principal according to the years of practical experience, etc.
- Consideration of commonalization of the nursery teacher training courses and the nursery teacher examination subjects with other national licenses
  - Regarding the nursery teacher training courses and the nursery teacher examination subjects which are common to those of other national licenses, we will consider exemption from some credit earning at the training school and from some nursery teacher examination subjects.
- Consideration of effective measures to find potential nursery teachers
  - Will consider effective measures to find potential nursery teachers, such as measures to promote the potential nursery teachers to register with the nursery teacher and nursery school support center.
- Consideration of promoting childcare businesses to improve employment management
  - Will consider to give incentive to the childcare businesses positively committed to improving employment management.