

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.

Subsidy items

Detail 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.
	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
	⑤Vocational Training with accredited practical training	Training with OJT , which is accredited by the Minister of MHLW
	⑥Voluntary HRD Course	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

**Subsidy for wage:
JPY800/hour**

Subsidy for cost: 1/2

※⑤There's a subsidy for implementing OJT for the Vocational Training combined with accredited training (JPY 600 /hour)

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

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

② Medical, social welfare, public health related 1,346
(social worker, nursery teacher)

③ Professional 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)

⑤ IT related 591
(programming, CAD, web design)

⑥ Sales 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)

⑨ Others 580
(post graduate course)

Promotion of career consulting provisions 832 M JPY (FY2013)

○ 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.

○ 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

① Implementing Job Card courses 102M JPY

- How to fill in Job Card and effective way to utilize

② HRD of career consultants 24M JPY

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

③ R&D 11M JPY

- Reporting on research about ability standard, roles of career consultant

Promotion of career supporting enterprises 670M JPY

① Consultation, 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

