Welfare Human Resources

Overview Structural Chart for Securing Welfare Human Resources National Centers for Social Service Human Resources/manpower banks for welfare services (*) • National Centers for Social Service Human Resources have been established within every prefectural Council of Social Welfare. Manpower banks for welfare services have been established as branch offices of National Centers for Social Service Human Resources in some prefectural Councils of Social Welfare. More community-oriented free job placement services and publication/enlightenment activities are being implemented in cooperation with National Centers for Social Service Human Resources. The provision of job placement services They are all free Application for Free Job placement services Persons willing to be by providing anyone wishing to find with Application for employment recruitment placement services implemented via a The provision of human resource placement services through work in welfare, including anyone wishing to engage in welfare, anyone employed at welfare job placement providing business operators with information on job seekers etc. license from the Minister of Health, wishing to work if given the opportunity upon application for recruitment, including recruitment of Information Information to do so, and anyone wishing to utilize personnel needed in the creation of social welfare service. welfare facilities/offices, provision/ provision/ Labour and Welfare in facilities or to fill a vacancy or add additional staff members, their qualifications and experience in . Human resource accordance with Article welfare, etc., with recruitment recruitment involving maternity leave or child care leave, and . Job placement 33 of the Employment placement information upon them applying for a recruitment of workers in various types of employment such as Security Act iob placement. part-time workers, etc. Information sessions on welfare workplaces/ Training/consultations on information provision at joint job-interviews developing human resources etc Persons with experience of • Information sessions on welfare workplaces enable the staff members that are actually engaged in Maintaining the provision of quality welfare working at welfare facilities, Consultation welfare to provide explanations on welfare facilities and welfare work, for example in-home welfare services requires securing capable welfare human resources as well as their services, in thus helping to reduce any anxiety the participants feel about the work and lead them to Social active employment. adaptation and improving their quality. Joint job-interviews enable participants to take part in interviews at the welfare facilities/offices that are Training/consultations are provided to Advice Participation actually recruiting staff. managers on securing the various Both these occasions allow consultations on how to acquire qualifications and employment in welfare to welfare human resources needed, take place improving the treatment of staff and work systems in promoting the workplace Seminars for potential qualified persons, etc. adaptation of staff members, and the • The provision of the latest information on trends at welfare workplaces and practical lectures and training ideal human resource development and Participation) for anyone with qualifications in the welfare field, including certified care workers, certified social management, etc. workers, and nursery teachers, etc. Anyone with experience in working at welfare facilities, or that have not engaged in any related work after acquiring qualifications, and anyone willing to work at welfare etc. Training/consultations on Persons interested workplaces via utilization of their qualifications are all provided with employment support. quality improvements/ facilities, in welfare career advancement of workers Participation/ Visiting facilities/workplace experience Improving the specialties and advancing Participation Consultatio working at welfare • The provision to anyone "interested in welfare" or "willing to engage in welfare work" with the opportunity the careers of those working at welfare facilities is considered important in to actually visit facilities or experience the work of welfare staffs, etc. in addition to training and lectures. providing improved welfare services For anyone "willing to engage in welfare work", in particular, arrangements can also be made for them to visit and experience the facilities/offices that they are actually considering working at. Training by level/job type, etc. is provided Advice Persons who want to know etc. in cooperation with professional organizations and other training Sendina about welfare facilities, implementation entities. Publication/enlightenment of welfare work information In addition, consultations are also The provision of information on welfare work not only to anyone willing to be employed but also to the provided on an individual basis with Persons regard to qualification acquisition and public through offering "delivery lectures" at schools for high-school students, conducting "introductory courses in welfare" for residents, and producing various pamphlets, etc. changing jobs, etc. Cooperation/ Information provision Japan Association of Hello Works Welfare-related Social welfare Certified Care Workers (public employment Universities Councils by business type Japanese Association of security offices) (Facility managers) · Junior colleges Certified Social Workers and other job placement Welfare training schools Japanese Nursing agencies · High schools Association (Nurse centers) and other professional organizations

Detailed Data

Number Regular Worker-Equivalent Workers at Social Welfare Facilities by Job Type and Facility Type

(As of October 1, 2009)

	Total	Public assistance facilities	Welfare facilities for the elderly	Support facilities for persons with disabilities,	Nursing care homes for persons with physical	Facilities for persons with mental retardation	Social rehabilitation facilities for persons with mental	Social participation support facilities for persons with	Women's protection facilities	Child welfare facilities (excluding day-care	Day-care centers	Welfare facilities for fatherless	Other social welfare facilities, etc.
		iaciiiles		etc.	disabilities	retardation	disorders	physical disabilities	iduillies	centers)		families	etc.
		1)	2)	3)	4)	4)	4)	5)		1)			1)
	Number of workers (persons)												l
Total	771,616	6,311	49,247	37,121	16,002	49,450	3,614	3,028	405	72,946	446,272	266	86,954
Heads of facilities	40,193	219	3,924	2,182	567	2,190	566	229	29	4,206	21,779	26	4,275
Persons in charge of service management	2,131			1,425	101	563	42						
Living instructors/support staffs, etc. 6)	74,228	797	7,416	18,112	1,993	26,935	1,077	377	142	13,465		11	3,902
Vocational/work instructors	13,697	108	131	2,541	1,446	8,007	621	99	17	215		5	507
Therapists	4,761	6	130	362	320	24	36	114	4	3,161		_	604
Physical therapists	1,531	2	38	142	159	8	_	40	-	1,015		_	125
Occupational therapists	1,196	2	28	123	95	5	36	37	-	784		_	87
Other therapists	2,034	2	64	97	66	11	_	38	4	1,362		_	391
Psychological/vocational aptitude evaluators	82			32	18	20	13						
Doctors	3,355	34	165	130	90	208	46	13	6	1,129	1,469	_	66
Public health nurses, midwives, nurses	30,141	394	3,498	1,584	1,169	1,438	61	99	21	8,351	5,638	1	7,885
Psychiatric social workers	1,691	16	29	832	3	25	743	1	-				43
Nursery teachers	348,038								-	14,635	331,849	4	1,550
Living support instructors for children	594									594		_	
Child welfare staffs	10,055									10,055		_	
Maternal and child instructors	576									576		_	
Care workers	81,678	3,190	16,466	4,712	7,245	462	13	202	4				49,383
Nutritionists	12,824	203	2,089	644	362	1,208	24	9	22	1,286	5,995	-	983
Cooks	69,673	649	5,616	1,587	1,003	3,546	33	43	71	4,294	47,924	14	4,894
Officer clerks	29,608	467	4,997	1,888	994	3,462	235	604	41	3,490	7,712	91	5,627
Other staffs	48,294	227	4,788	1,090	691	1,362	107	1,237	48	7,489	23,906	113	7,237

(Note) 1) Public assistance facilities do not include medical facilities for persons requiring public assistance. Child welfare facilities do not include midwifery homes and children's recreational facilities. Other social welfare facilities, etc. do not include free or low cost medical facilities.

²⁾ Welfare facilities for the elderly do not include special nursing homes for the elderly, long-term care day service centers for the elderly, and short-term admission facilities for the elderly.

³⁾ Refers to "support facilities for persons with disabilities", "local activity support centers", and "welfare homes" that are support facilities for persons with disabilities, etc. prescribed in the Services and Supports for Persons with Disabilities Act.

⁴⁾ Denotes facilities prescribed in the former laws then in force (Act on Welfare of Physically Disabled Persons, Act on Welfare of Mentally Retarded Persons, and Act on Mental Health and Welfare for the Mentally Disabled) in accordance with the transitional measures of the Services and Supports for Persons with Disabilities Act.

⁵⁾ Refers to "welfare centers for persons with physical disabilities (Type A)", "welfare centers for persons with physical disabilities (Type B)", "rehabilitation centers for persons with disabilities", "Prosthetic device manufacturing facilities", "guide dog training facilities", "braille libraries", and "information provision facilities for persons with hearing disabilities" that are social participation support facilities prescribed in the Act on Welfare of Physically Disabled Persons.

⁶⁾ Living instructors/support staffs, etc. include living instructors, living support staffs, and children's self-reliance support specialists, but only living instructors are included for public assistance facilities and women's protection facilities.

⁷⁾ The number of workers indicates that of surveyed job types in subject facilities. Job types other than those surveyed are indicated as "...".