

Ministry of Health, Labor and Welfare Public Notice No. 320

The Standards etc. Stipulated by the Minister with Jurisdiction over the Business in Consideration of the Circumstances Pertaining to the Specific Occupations and Operation Prescribed in the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees Regarding the Occupation ‘Care worker’ shall be as follows, and shall be applied from November 1, 2017.

9, 29, 2017

The Standards etc. Stipulated by the Minister with Jurisdiction over the Business in Consideration of the Circumstances Pertaining to the Specific Occupations and Operation Prescribed in the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees Regarding the Occupation ‘Care worker’

(Standards for the Content of the Technical Intern Training)

Article 1 The standards provided for in The Public Notice as prescribed in Article 10, paragraph (2), item (viii) of the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Ordinance of the Ministry of Justice and Ordinance of the Ministry of Health, Labour and Welfare No. 3 of 2016; hereinafter referred to as “Ordinance”) pertaining to the occupation ‘Care worker’ shall be as follows.

- (i) The technical intern trainee shall meet the requirements listed respectively in (a) or (b), according to the category of technical intern training listed in the following (a) or (b).
  - (a) Technical intern training (i): Persons who passed N4 of the Japanese Language Proficiency Test (meaning the Japanese Language Proficiency Test implemented by the Japan Foundation and Japan Educational Services and Exchanges (referring to the juridical person established as the Japan Educational Services and Exchanges on March 1, 1957); the same shall apply in (b)), or other persons with equivalent or greater competence.
  - (b) Technical intern training (ii): Persons who passed N3 of the Japanese Language Proficiency Test, or other persons with equivalent or greater competence.
- (ii) The post-entry lectures shall come under all of the following items.

- (a) The total number of hours of lectures of the subjects listed in Article 10, paragraph (2), item (vii)(b)(1) of the Ordinance (hereinafter referred to as “subject of Japanese language” in this item) is 240 hours or more, and with regard to the educational contents listed in the middle column of Appended Table 1, the lectures take the number of hours listed in the right-hand column of the same Table as the standard; provided, however, that if a technical intern trainee takes lectures on the subject of Japanese language in the pre-entry lectures (referring to the pre-entry lectures prescribed in item (vii)(c) of the same paragraph; hereinafter the same shall apply in this item), some of the hours of lectures on the subject of Japanese language in the post-entry lectures may be exempted depending on the educational content and the number of hours of lectures of the subject of Japanese language that the technical intern trainee took in the pre-entry lectures.
- (b) Notwithstanding (a), in the case of technical intern trainees who meet the requirements listed in (b) of the preceding item, the total number of hours of lectures in the subject of Japanese language is 80 hours or more, and with regard to the educational contents listed in the middle column of Appended Table 2, the lectures take the number of hours listed in the right-hand column of the same Table as the standard; provided, however, if the technical intern trainee has taken lectures on the subject of Japanese language in the pre-entry lectures, some of the number of hours of lectures on the subject of Japanese language in the post-entry lectures may be exempted depending on the educational content and the number of hours of lectures of the subject of Japanese language that the technical intern trainee took in the pre-entry lectures.
- (c) The lectures on the subject of Japanese language shall be given by a person who completed a course relating to Japanese language education at a university (excluding junior colleges) or a graduate school based on the School Education Act (Act No. 26 of 1947), and graduated from the same university or completed the course of the graduate school, or other persons with equivalent or greater competence.
- (d) The educational content and the number of hours of the subjects listed in Article 10, paragraph (2), item (vii)(b)(4) of the Ordinance (hereinafter referred to as “subjects of knowledge contributing to the acquisition, etc. of skills, etc.” in this item) are greater than those specified in Appended Table 3; provided, however, that if the technical intern trainee takes lectures on

subjects of knowledge contributing to the acquisition, etc. of skills, etc. in the pre-entry lectures, some of the number of hours of lectures on the subjects of knowledge contributing to the acquisition, etc. of skills, etc. in the post-entry lectures may be exempted depending on the educational content and the number of hours of lectures of the subjects of knowledge contributing to the acquisition, etc. of skills, etc. that the technical intern trainee took in the pre-entry lectures.

- (e) The lectures on subjects of knowledge contributing to the acquisition, etc. of skills, etc., should be given by a person with experience of giving lectures relating to the content of education in the field of 'Caregiving' of Appended Table 4 of the Ordinance on Designated Schools for Certified Social Workers and Certified Care Workers (Ordinance of the Ministry of Health, Labour and Welfare No. 50 of 1987) as a teacher of the school or training institution provided for in Article 40, paragraph (2), item (i) to item (iii) of the Certified Social Worker and Certified Care Worker Act (Act No. 30 of 1987), or other persons with equivalent or greater expert knowledge and skills.

(Standards of the Structure for Conducting Technical Intern Training)

Article 2 The standards provided for in the Public Notice as prescribed in Article 12, paragraph (1), item (xiv) of the Ordinance pertaining to the occupation 'Care worker' shall be as follows.

- (i) One or more of the technical intern training instructors (meaning the technical intern training instructor prescribed in Article 7, item (v) of the Ordinance; the same shall apply in the following item) shall be a person who is qualified as a certified care worker, or other persons with equivalent or greater expert knowledge and skills.
- (ii) One or more technical intern training instructors shall be appointed for every five technical intern trainees.
- (iii) The establishment conducting the technical intern training shall come under all of the following sub-items.
  - (a) It engages in the work of caregiving, etc. (excluding work that provides services in the residence of the users).
  - (b) Three years or more have passed since its setting up.
- (iv) It does not have technical intern trainees engage in work providing services in the residence of users.
- (v) If an implementing organization is to have a technical intern trainee work a

night shift or other work with a small number of workers, or work requiring responses in the event of an emergency, it shall take necessary measures to ensure the safety, etc. of the users.

(Number of Technical Intern Trainees)

Article 3 The number provided for in the Public Notice as prescribed in Article 16, paragraph (3) of the Ordinance pertaining to the occupation ‘Care worker’ shall be as specified in each of the items according to the category of the technical intern trainees listed in the following items; provided, however, that the total number of technical intern trainees at the establishment that is to conduct the technical intern training (hereinafter simply referred to as “establishment” in this Article) shall not exceed the total number of full-time care workers (hereinafter referred to as “full-time care workers” in this Article) whose main work is the caregiving, etc. of the establishment.

- (i) Individual-enterprise-type technical intern training (excluding those provided for in the following item): The number of technical intern trainees (i) shall be the number obtained by multiplying the total number of full-time care workers at the establishment by one-twentieth; and the number of technical intern trainees (ii) shall be the number obtained by multiplying the total number of full-time care workers at the establishment by one-tenth.
- (ii) Individual-enterprise-type technical intern training (limited to the individual-enterprise-type technical intern training prescribed in Article 16, paragraph (1), item (ii) of the Ordinance) or supervising-organization-type technical intern training: The number of technical intern trainees (i) shall be the number specified in the right-hand column of the following Table according to the category of the total number of full-time care workers of the establishment listed in the left-hand column of the same Table; and the number of technical intern trainees (ii) shall be the number obtained by multiplying the number specified in the right-hand column of the same Table by two.

Total number of full-time care workers at the establishment	Number of technical intern trainees
300 staff or more	One-twentieth of the total number of full-time care workers at the establishment
Between 201 and 300 staff	15 trainees
Between 101 and 200 staff	10 trainees

Between 51 and 100 staff	6 trainees
Between 41 and 50 staff	5 trainees
Between 31 and 40 staff	4 trainees
Between 21 and 30 staff	3 trainees
Between 11 and 20 staff	2 trainees
10 staff or less	1 trainees

2. Notwithstanding the provisions of the preceding paragraph, in the case of individual-enterprise-type technical intern training, if the applicant is a person conforming to the standards of Article 15 of the Ordinance, and in the case of supervising-organization-type technical intern training, if the applicant is a person conforming to the standards of the same Article, and in addition, the supervising organization is a person conforming to the standards set forth under Article 5, item (ii), the number specified in the Public Notice of Article 16, paragraph (3) of the Ordinance pertaining to the occupation ‘Care worker’ shall be the number specified in each item according to the category of technical intern training listed in each of the following items; provided, however, that the total number of technical intern trainees of the establishment shall not exceed the total number of full-time care workers of such establishment.

(i) Individual-enterprise-type technical intern training provided for in item (i) of the preceding paragraph: The number obtained by multiplying the total number of full-time care workers at the establishment by one-tenth with regard to technical intern trainees (i); the number obtained by multiplying the total number of full-time workers of the establishment by one-fifth with regard to technical intern trainees (ii); and the number obtained by multiplying the total number of full-time care workers of the establishment by three-tenths with regard to technical intern trainees (iii).

(ii) Technical intern training listed in item (ii) of the preceding paragraph: The number obtained by multiplying the number specified in the right-hand column of the same Table by two with regard to technical intern trainees (i) according to the category of the total number of full-time care workers at the establishment listed in the left-hand column of the Table of the same item; and the number obtained by multiplying the number specified in the right-hand column of the same Table by four with regard to technical intern trainees (ii); and the number obtained by multiplying the number specified in the right-hand column of the same Table by six with regard to technical intern trainees (iii).

(Non-Profit Organizations in Japan)

Article 4 The juridical person provided for in the Public Notice prescribed in Article 29, paragraph (2) of the Ordinance pertaining to the occupation ‘Care worker’ shall be organizations falling under any of the following items.

- (i) The organization prescribed in Article 29, paragraph (1), items (i) to (iv), item (vii) or item (viii) of the Ordinance.
- (ii) A nationwide organization (including its branches) whose purpose includes contributing to the development of long-term care, medical care or social welfare and which is composed of businesses operators engaging in long-term care or medical care.

(Standards Relating to Implementation of the Duties of Supervising Organizations)

Article 5 The standards provided for in the Public Notice as prescribed in in Article 52, item (xvi) of the Ordinance pertaining to the occupation ‘Care worker’ shall be as follows.

- (i) An officer or employee who has certain experience or knowledge with regard to the skills, etc. to be acquired, etc. prescribed in Article 52, item (viii) of the Ordinance shall fall under any of the following.
  - (a) A person who has experience of engaging in the work of caregiving, etc. for five years or more, and has the qualification of a certified care worker.
  - (b) A person who is deemed to have equivalent or greater expert knowledge and skills as the person listed in (a).
- (ii) In cases of conducting supervision of technical intern training (iii), the organization is deemed to meet a high standard with regard to the ability to execute an audit of the status of implementation of the supervising-organization-type technical intern training, and other work, having comprehensively evaluated past achievements pertaining to the occupation ‘Care worker’ with regard to the matters listed in Article 31, item (i) and item (ii) of the Ordinance.

Appended Table 1 (Relating to Article 1, item (ii)(a))

Subjects	Educational content	No, of hours
Japanese language	General Japanese language	100
	Listening comprehension	20
	Reading comprehension	13

	Writing	27
	Pronunciation	7
	Conversations	27
	Compositions	6
	Japanese language in Caregiving	40
Total		240

Appended Table 2 (Relating to Article 1, item (ii)(b))

Subject	Educational content	No, of hours
Japanese language	Japanese pronunciation	7
	Conversation	27
	Compositions	6
	Japanese language in Caregiving	40
Total		80

Appended Table 3 (Related to Article 1, item (ii)(d))

Subject	Educational content	No, of hours
Knowledge that contributes to the acquisition, etc. of skills, etc.	Foundational Caregiving I · II	6
	Communication skills	6
	Care for mobility	6
	Care for meals	6
	Care for excretions	6
	Care for dressing and disrobing	6
	Care for bathing and bodily cleanliness	6
Total		42