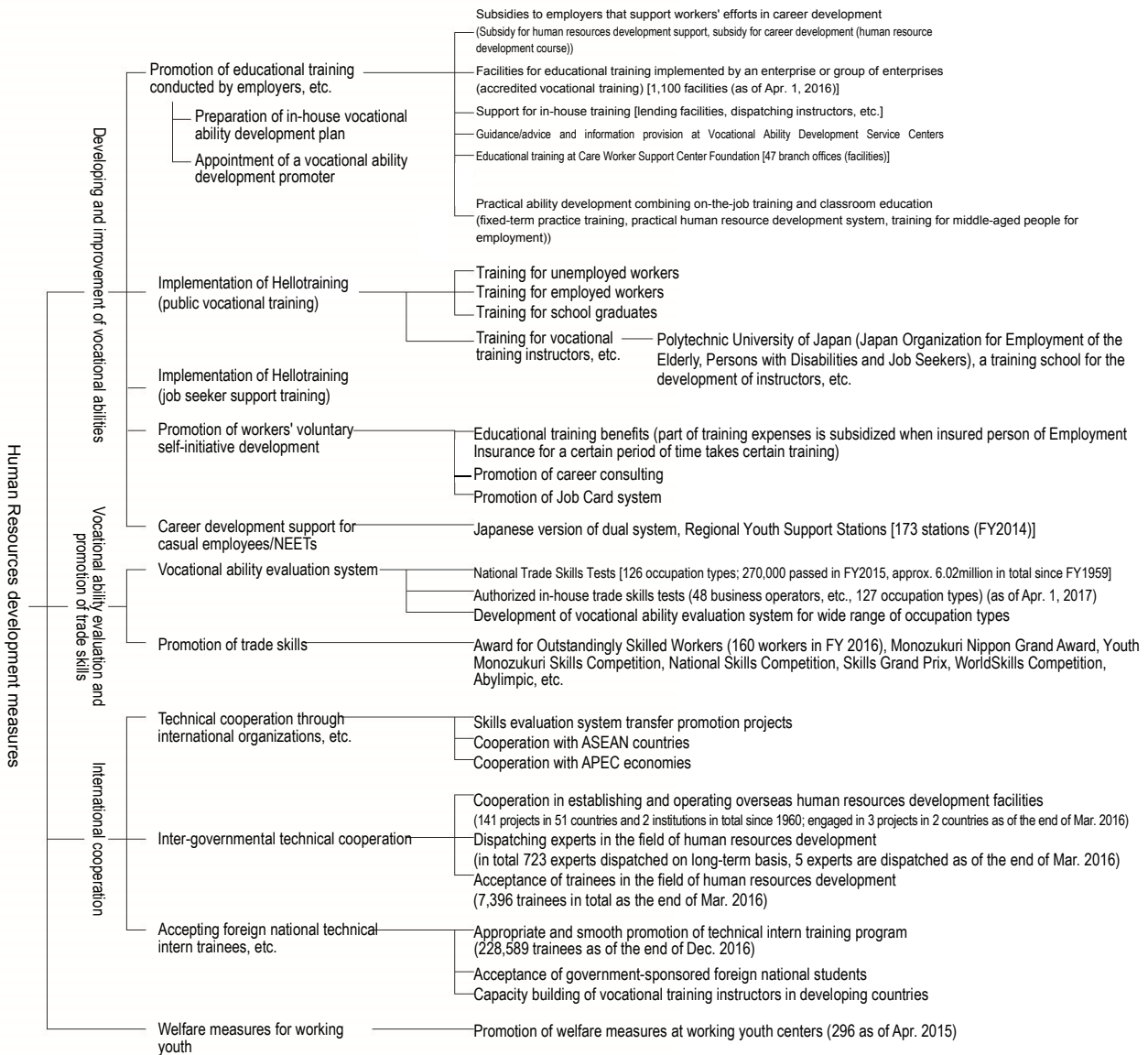


[6] Human Resources Development

Human Resources Development Measures

Overview

Structure of Human Resources Development Measures



Hellotraining (public vocational training)

Overview

Outline of Hellotraining (public vocational training)

1. Outline

The government and prefectures are obliged to “provide vocational training for workers who intend to change their jobs and other persons who need special assistance for the development and improvement of their vocational abilities” (Article 4-2 of the Human Resources Development Promotion Act). In consideration of this provision, public human resources development facilities are established to provide various types of vocational training to meet individual worker's needs.

2. Eligible persons

Unemployed workers, employed workers, and graduates

3. Public human resources development facilities (242 facilities)

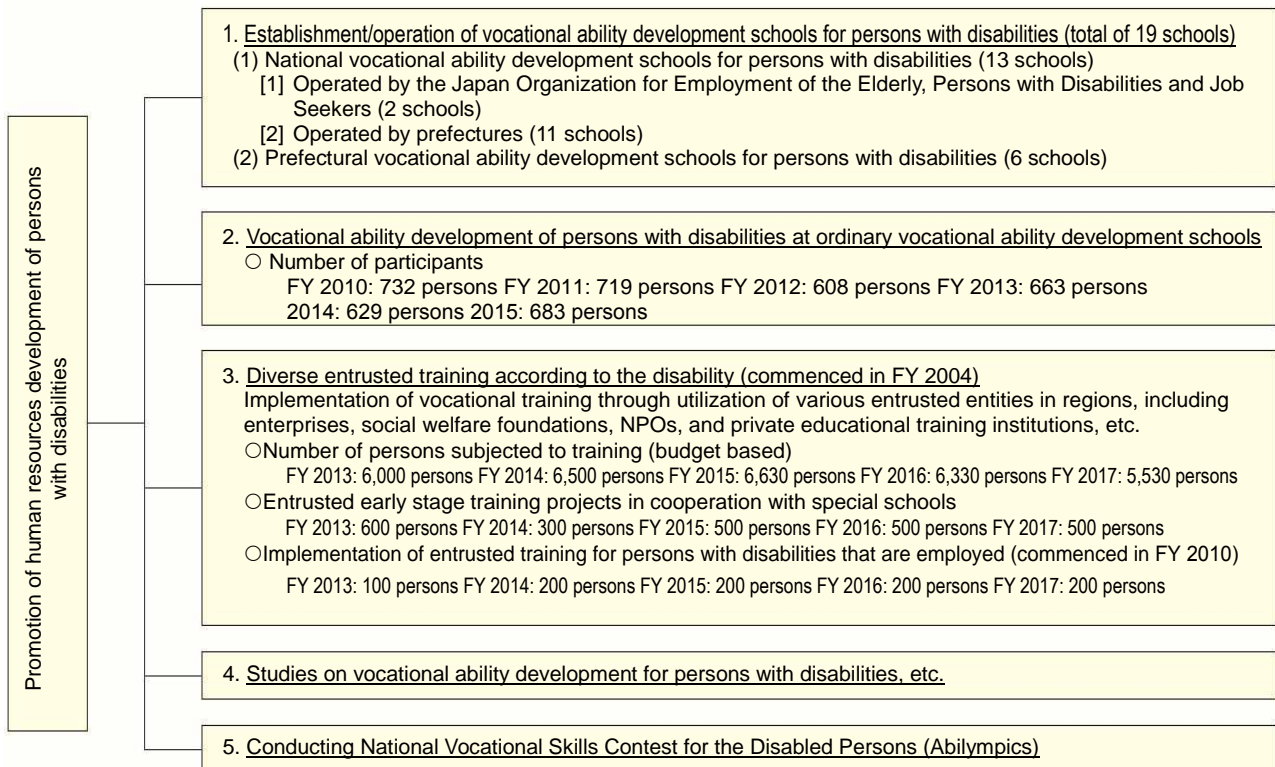
Category	Type of Vocational training	Establishing entity	Number of facilities
Polytechnic Colleges	Advanced vocational training for senior high school graduates, etc. (specialized course) More advanced, specific and practical vocational training for those who finished advanced course (applied course)	Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers	10
Polytechnic Junior Colleges	Advanced vocational training for senior high school graduates, etc. (specialized course)	Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers Prefectures	1 14
Polytechnic Centers	Short-term vocational training for unemployed workers and employed workers	Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers	46
Polytechnic Schools	Vocational training for junior and senior high school graduates, unemployed workers, and employed workers, etc.	Prefectures Municipalities	150 1
Polytechnic Schools for Persons with Disabilities	Vocational training according to the ability and aptitude of persons with disabilities	The government (Note) Prefectures	13 6

(Note) The operation has been entrusted to Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers (2) and prefectures (11).

Vocational Ability Development for Persons with Disabilities

Overview

Outline of Human Resources Development Administration for Persons with Disabilities



Promotion of National Trade Skill Testing and Certification

Overview

Promotion of Vocational Ability Evaluation System

Name of system	National Trade Skills Testing system	In-house trade skills test
Outline	The government tests workers' skills based on standards and officially certifies them.	The Minister of Health, Labour and Welfare authorizes in-house trade skills tests which are regarded necessary to promote skills development.
Skills and occupations, etc. covered	Common trade skills widely used in enterprises across the country, and occupations in which a large number of workers are engaged. As of April 1, 2017, skill tests are conducted for 126 occupations including machining and building carpentry by grade, namely Special Grade, Grade 1, Grade 2, and Grade 3 (for some skills, there is single grade).	Particular trade skills used in-house are subjected. As of April 1, 2017, 127 occupations (48 enterprises, etc.) including food processing and automobile parts management, etc. are authorized.
Type of certification	A person who passed the test is given a certificate either in the name of the Minister of Health, Labour and Welfare (for Special Grade, Grade 1, and single grade) or the prefectural governors or the head of designated test organization (for Grades 2 and 3), and is given a title "Certified Skilled Worker".	Authorized in-house trade skills tests can be labeled as "authorized by the Ministry of Health, Labour and Welfare".
Eligible applicants	Persons who have practical experiences in principle.	Workers employed by enterprises conducting authorized in-house trade skills tests

Grade	Outline of skills test
Special Grade	The level of skills that managers or supervisors of each tested occupation must have, and the level of knowledge related to the skills
Grade 1	The level of skills that advanced skilled workers of each tested occupation must have, and the level of knowledge related to the skills
Grade 2	The level of skills that intermediate-level skilled workers of each tested occupation must have, and the level of knowledge related to the skills
Grade 3	The level of skills that elementary-level skilled workers of each tested occupation must have, and the level of knowledge related to the skills
Basic Grade 1	The skills required to carry out basic works of the tested occupation, and the level of knowledge related to the skills
Basic Grade 2	The essential skills required to carry out basic works of the tested occupation, and the level of knowledge related to the skills
Single Grade	The level of skills that advanced skilled workers of each tested occupation must have, and the level of knowledge related to the skills

Name	Vocational ability evaluation standards
Outline	Standards that specify the ability levels required for each trade, occupation, and duty for enabling evaluation of vocational abilities of workers using common criteria.
Occupations, etc. covered	Broad range of trades is covered as well as cross-cutting clerical occupations such as accounting and personnel management, etc.
Evaluated persons	Workers/job seekers (who should be evaluated depends on evaluators using evaluation standards)
Evaluation methods	The government formulates model standards for the respective industries. These standards can be customized by the individual enterprise. Evaluation methods used may be continuous observations or written examinations.

Detailed Data

Statistics of National Trade Skills Tests

	Special Grade	Grade 1	Grade 2	Grade 3	Basic Grade 1	Basic Grade 2	Single Grade	Total
Number of applicants (persons)	4,603	87,355	326,289	230,940	98	48,423	8,436	706,144
	91,468	3,293,210	7,586,929	2,664,267	3,429	577,150	310,117	14,526,570
Number of persons passed (persons)	541	30,508	81,391	112,763	89	45,004	4,385	274,681
	24,962	1,391,594	2,624,160	1,255,363	3,160	544,167	174,254	6,017,660
Percentage of persons passed the tests (%)	11.8	34.9	24.9	48.8	90.8	92.9	52.0	38.9
	27.3	42.3	34.6	47.1	92.2	94.3	56.2	41.4

Source: Based on the research by Director-General for Human Resources Development, Ministry of Health, Labour and Welfare
Upper row: FY2015, lower row: accumulative total (FY1959-FY2015)

Promotion of Skills

Overview

Promotion of Skills

Measures	Outline
Young Skilled Workers Development Support Projects	" <i>Monozukuri</i> meisters (experts in manufacturing)", who have excellent skills and experience, are sent to enterprises, industrial organizations, and educational training institutions to provide young skilled workers with hands-on instructions using competition tasks of skills competitions, etc. In order to develop society's respect for skills, efforts through originality and ingenuity of concerned parties in regions, including provision of opportunities to acquire skills through utilization of skilled workers, etc., are further promoted.
Youth <i>Monozukuri</i> Skills Competition	The Youth <i>Monozukuri</i> (or manufacturing-related) Skills Competition has been held annually since FY2005 and is open to anyone aged 20 or younger that is currently studying at a human resources development institution, an accredited vocational training institution, or a technical high school. The Competition was designed to set targets for any such young people and increase their skills to get the opportunities of employment.
National Skills Competition	The National Skills Competition has been held annually since FY1963 with the aim of providing skilled young workers (23 or younger in principle) in Japan with aspirational goals via use of a proficiency level competition and thus appealing to the importance and necessity of skills to the general public widely in developing a positive social feeling of respect for having obtained a skill.
WorldSkills Competition	The WorldSkills Competition was first held in Spain in 1950 and at present is held once every two years with the aim of promoting vocational training and developing worker skills in participating countries and promoting international goodwill and exchanges through holding an international skills competition among young skilled workers (22 or younger in principle). Japan has been participating in the Competition since FY1962. In November 2007 the "39th WorldSkills Competition" and "7th International Abilitylympics", an international skills competition for persons with disabilities, were held simultaneously for the first time in Japan (Shizuoka pref.) under the title of the "International Skills Festival for All, Japan 2007".
National Skills Grand Prix	The Skills Grand Prix has been held annually since FY1981 and at present has been held once every two years since FY2002 as a skills competition in which skilled workers with advanced grades of skills, 1st grade, etc., can participate with the aim of further advancing their proficiency levels and promoting their social status and skills.
Award for Outstandingly Skilled Workers	This award has been granted to outstandingly skilled workers annually since FY1967 with the aim of developing a social feeling of respect for skills and thus improving the status of skilled workers and their proficiency levels, while also developing the positive social feeling of enabling young people to become skilled workers who have pride and hope in and are devoted to their work.
<i>Monozukuri</i> Nippon Grand Award (Prime Minister's Commendation)	The award has been granted to individuals, groups, or organizations engaged in " <i>Monozukuri</i> " (manufacturing), which supported the development of industries and culture and made such a great contribution to the public wealth of Japan, that have had outstanding achievements (once every two years) since FY2005 and with the aim of ensuring a succession to the next generation of the technologies and skills involved in " <i>Monozukuri</i> " via praising their achievements.
Award for Human Resource Development from the Minister of Health, Labour and Welfare	This award is granted to offices, organizations, or individuals that are recognized to have made an outstanding achievement in promoting the accredited vocational training and National Trade Skills Tests that serve as a model to others and to offices and organizations that have been recognized to have made an outstanding achievement in promoting trade skills which serve as a model to others with the aim of contributing to the promotion of accredited training, national trade skills testing, and trade skills, and thereby to the advancement of technology levels, and disseminating/enlightening the purpose of the Human Resources Development Promotion Act.
Abylympics (National Vocational Skills Contest for the Disabled Persons)	The Abylympic has been held since 1972 with the aim of promoting the vocational ability development of persons with disabilities and in enabling them to participate in society with confidence and pride as skilled workers and also facilitating the employment of persons with disabilities through raising public awareness and understanding of them.

Career Development Support

Overview

Promotion of Career Development Support throughout Working Life

- Progress made in a prolonged work life and the diversity of work styles, etc. have made the provision of support for career development throughout a person's vocational life, according to the characteristics of the individual, in addition to enhanced/improved vocational training and ability-oriented labour market development, necessary in thereby promoting the development/improvement of vocational abilities of workers in a step-wise and systematic manner, and thus leading to the greater security and development of human resources and improved productivity, etc.

(1) Support for individual voluntary human resources development

- Effective utilization of education and training benefits, etc.
- Quality assurance of career consultants through legalized national qualification and registration system.
- Improvement of the environment in which workers can have opportunities of career consulting at certain points through their working lives.
- Active promotion of utilizing Job Card system.

(2) Support for human resources development of workers by enterprises

- Promote more effective utilization of subsidy for supporting human resources development and the certified vocational training system, and development of human resources acting as promoters of career development within the company.
- Further effective use of training for employed workers implemented according to the individual needs of small- and medium-sized enterprises and a training instructor dispatch system, etc. to make the vocational training available that is difficult to implement within enterprises due to the lack of facilities, training instructors, or funds, etc.

Support for vocational lives of young people including NEETs etc.

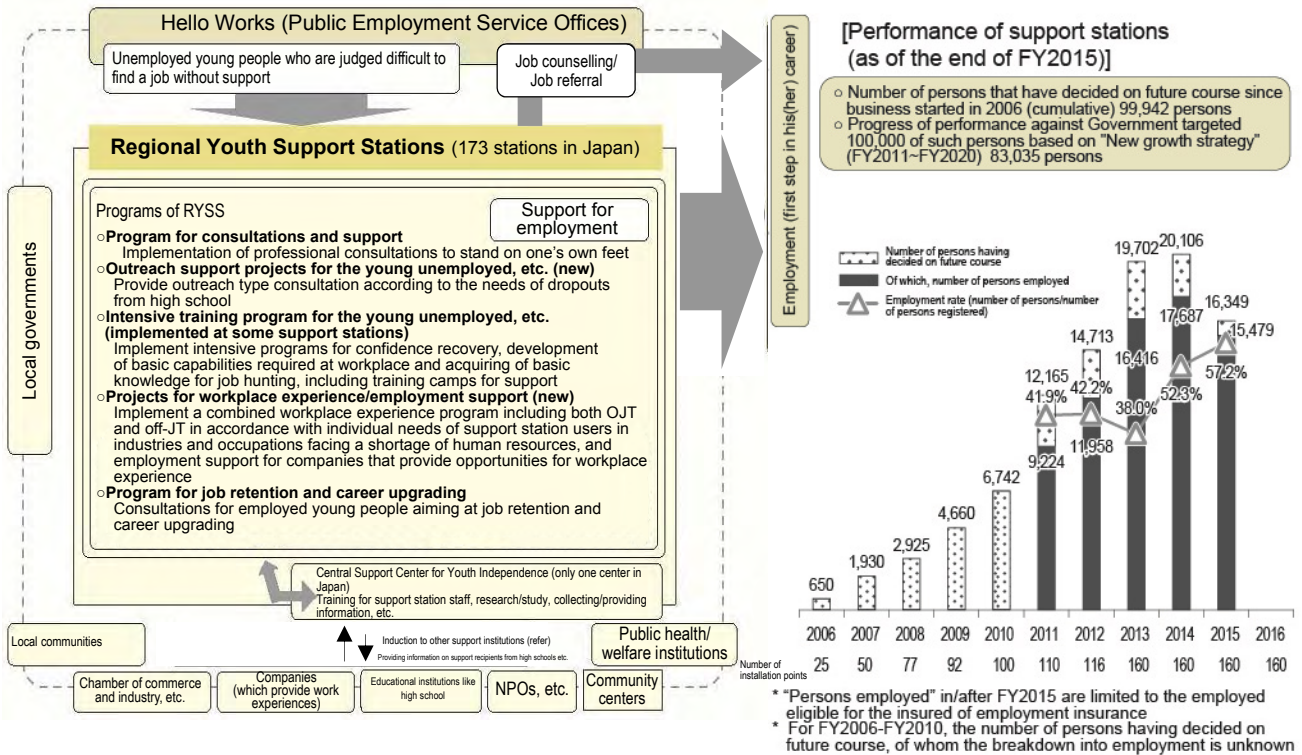
Overview Regional Youth Support Stations

- o Despite the fact that the number of young people is on a downward trend, in recent years the number of NEETs*¹ remains high at about 600,000.
- o Support for employment of these people is important, not only because it broadens their career possibilities, but it also keeps them from depending on public assistance in the future and nurtures them as supporters of the regional society by making them economically independent and next bearers of the country's industries.
- o To this end, at "Regional Youth Support Stations"² in collaboration with local governments*³, consultations by professionals for vocational lives, follow-up support for job retention and career upgrading and intensive training program for Neets are provided, in order to help them to lead a fulfilling vocational life and become supporters of the country's future.
- o Further, in "Japan's Plan for Dynamic Engagement of All Citizens" (decided by the Cabinet on June 2, 2016), it was described that each related institution including support stations should work on supporting employment and independence for the young unemployed. In particular, enhanced collaboration is required with relevant organizations such as schools to implement unbroken support for dropouts from high school, taking into account that high schools and support stations are supposed to cooperate in implementing outreach type of employment support for the dropouts.

*1 "NEETs" is defined as people aged 15 to 34 who are not in the labor force that are neither homemakers nor attending school.

*2 From FY 2006 on: The services are provided by NPOs and other types of organizations, who have experiences and know-how in supporting young people. Those aged 15-39 are eligible.

*3 Collaboration includes financial support from local governments.



Technical Intern Training Program

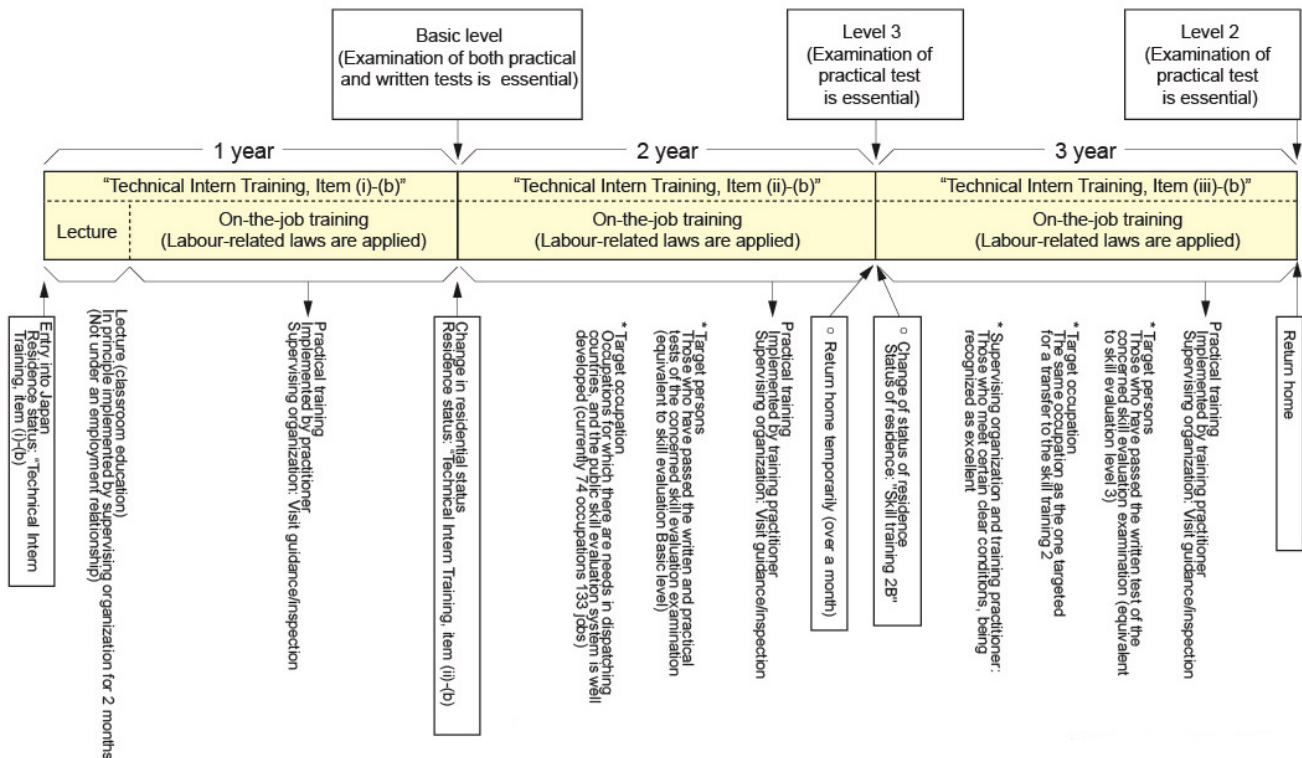
Overview

Founded in 1993 as a mechanism for transferring skills to foreigners. Since July 2010, labor laws such as the Labor Standards Law have been applied to the technical intern immigrants even in the first year.

Under the current system, when they enter Japan, courses on Japanese and laws/regulations are given for two months in principle. They learn skills in Japan for three years at the longest, aimed at mastering the skills equivalent to the skill test level 2 in the skill training 1 (the first-year skill training) and the skills equivalent to the skill test level 3 in the skill training 2 (the second- and third-years).

Also, under the new system based on the "Implementing Technical Intern Training in Foreign Nation and the Protection of Technical Intern Trainees", only the best practitioners meeting certain requirements can receive the skill training 3 (the fourth- and fifth-year), making possible practical training for up to 5 years.

Outline of Technical Intern Training (supervisory organization type)



Changes in the number of foreign technical interns

(Unit: person, as of the end of each year)

	2012	2013	2014	2015	2016
Total	151,482	155,214	167,641	192,655	228,589

Source: "Residents Alien Statistics (Now-defunct registered foreign nationals statistics) Table." Ministry of Justice

(Note) The figures in the table indicate a total of foreign nationals residing in Japan with the statuses of residence of "Technical Intern No. 1" and "Technical Intern No. 2"