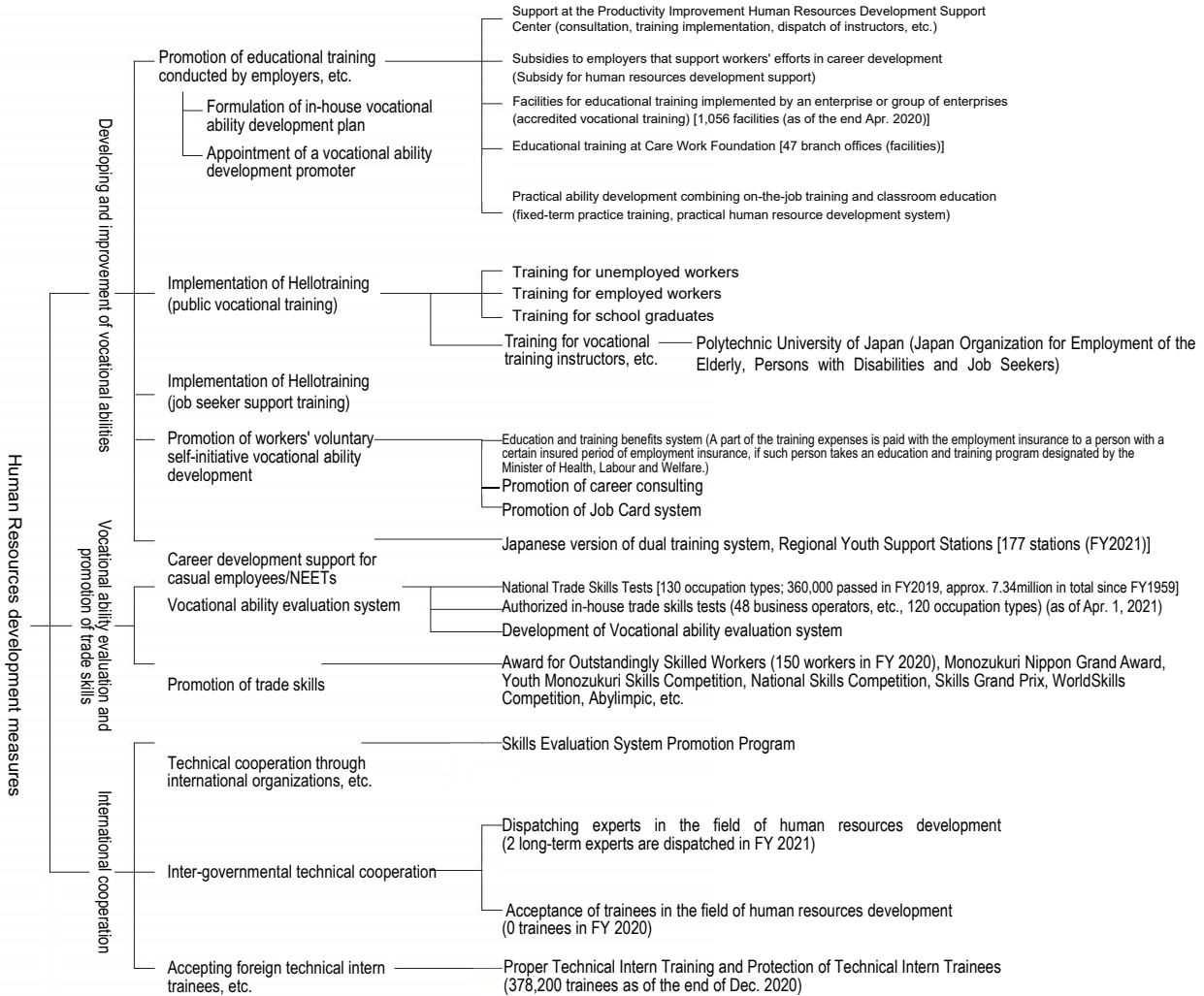


# [6] Human Resources Development

## 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” ((Paragraph 2, Article 4 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 school graduates

#### 3. Public human resources development facilities (238 facilities)

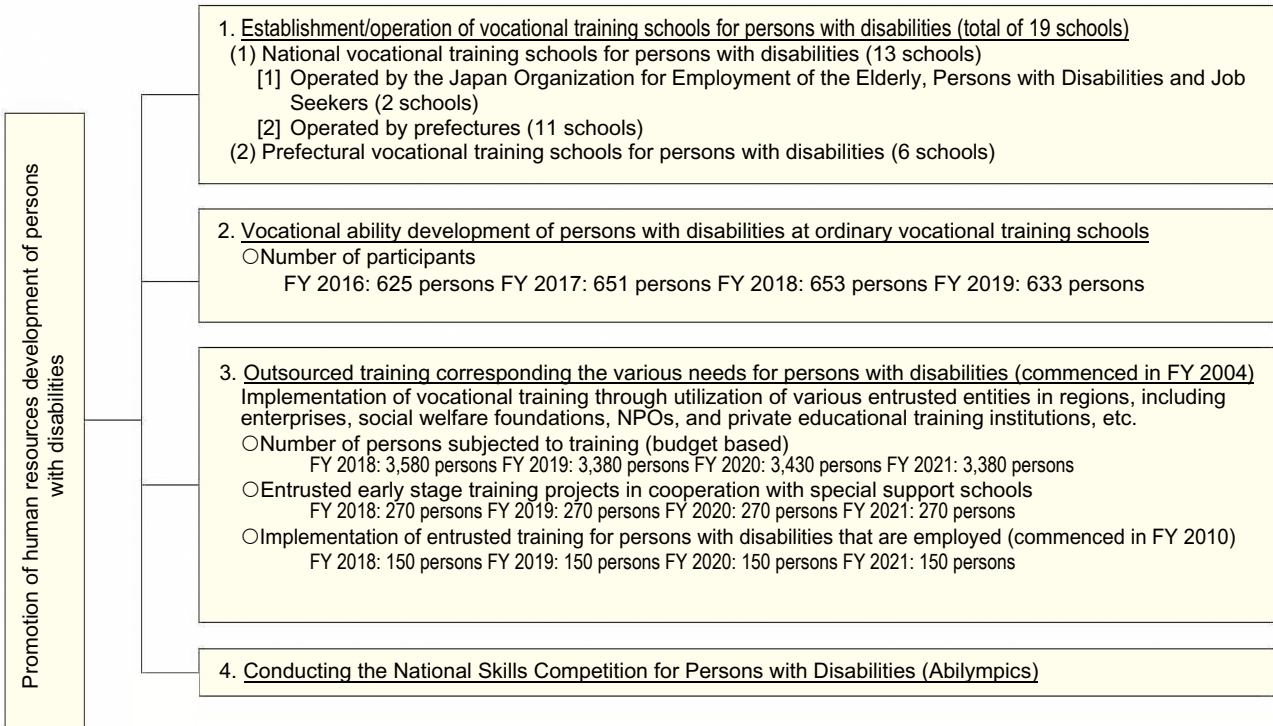
Category	Type of Vocational training	Establishing entity	Number of facilities
Polytechnic Colleges	Advanced vocational training for senior high school graduates, etc. (specialized course) More advanced, specific and practical vocational training for those who finished specialized course (applied course)	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
Vocational Training Schools	Vocational training for junior and senior high school graduates, unemployed workers, and employed workers, etc.	Prefectures Municipalities	147 1
Vocational Training 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).

# Human resources development for Persons with Disabilities

## Overview

## Outline of Human Resources Development Administration for Persons with Disabilities



## Vocational Ability Evaluation

### Overview

### Promotion of Vocational Ability Evaluation System

Name of system	National Trade Skills Testing system	In-house Trade Skills Testing system
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, 2021 skill tests are conducted for 130 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, 2021, 120 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	The 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 the vocational ability evaluation standards)
Evaluation methods	The vocational ability evaluation standards are the standard criteria in the industry, and by customizing it according to the purpose of use of each corporation, they can be used at the various scenes such as reviewing the personnel system, introducing an employee education system, presenting a career path, etc.

### Detailed Data

### Statistics of National Trade Skills Tests

	Special Grade	Grade 1	Grade 2	Grade 3	Any time Grade 2	Any time Grade 3	Basic Grade	Single Grade	Total
Number of applicants (persons)	4,900	96,157	328,805	279,789	1,422	57,560	100,002	2,817	871,452
	112,112	3,670,350	8,917,663	3,742,381	—	110,798	867,321	324,709	17,745,334
Number of persons passed (persons)	670	29,728	92,984	133,234	47	14,922	90,624	1,525	363,734
	29,678	1,516,048	2,995,394	1,772,179	—	32,292	810,104	182,047	7,337,742
Percentage of persons passed the tests (%)	13.7	30.9	28.3	47.6	3.3	25.9	90.6	54.1	41.7
	26.5	41.3	33.6	47.4	—	29.1	93.4	56.1	41.4

Source: Based on the research by Director-General for Human Resources Development, Ministry of Health, Labour and Welfare  
Upper row: FY2019, lower row: accumulative total (FY1959-FY2019)

- (Note) 1. The cumulative numbers of applicants and passed applicants for Level 3 at any time are the values after the mandatory examination (FY 2017) due to the revision of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees.  
2. Regarding the Basic level, the results before FY 2017 include the Basic level 1 and 2.

## Promotion of Skills

### Overview

### Promotion of Skills

Measures	Outline
Young Skilled Workers Development Support Programs	" <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 projects 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 facility, an accredited vocational training facility, 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. *The 15th competition that was planned in 2020 was cancelled due to the situation of COVID-19.
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. *The 58th competition in 2020 was held without audiences to prevent from the spread of COVID-19. Opening and closing ceremonies and competitions were delivered live.
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. *The 46th competition that was planned in 2021 was postponed for a year due to the influence of the spread of COVID-19.
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. *The 31st grand prix in 2020 was held without audiences to prevent from the spread of COVID-19. Opening and closing ceremonies and competitions were delivered live.
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 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. (once every three years)
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.
Human Resource Development Thesis Contest	Awarding excellent thesis on human resources development, aiming encourage to raise their awareness related people and promote human resources development. (Held once every two year)
Vocational Training Material Contest	Awarding excellent vocational training material developed by vocational training instructor implementing public vocational training or accredited vocational training, aiming upgrading of vocational training instructors' ability and technology. (Held once every two year)
Abylimpics (National Skills Competition for Persons with Disabilities)	The Abylimpic 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 for individual voluntary human resource development.
- Quality assurance and development of career consultants through legalized national qualification and registration system.
- Improvement of the environment in which workers can have opportunities of career consulting near them.
- Active promotion of utilizing Job Card system.

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

- Promote more effective utilization of subsidy for human resources development support and the accredited 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.
- Improvement of the environment in which workers can have opportunities of career consulting in the companies periodically through their working lives (Self carrier dock).

# Support for vocational lives of young people including NEETs etc.

## Overview

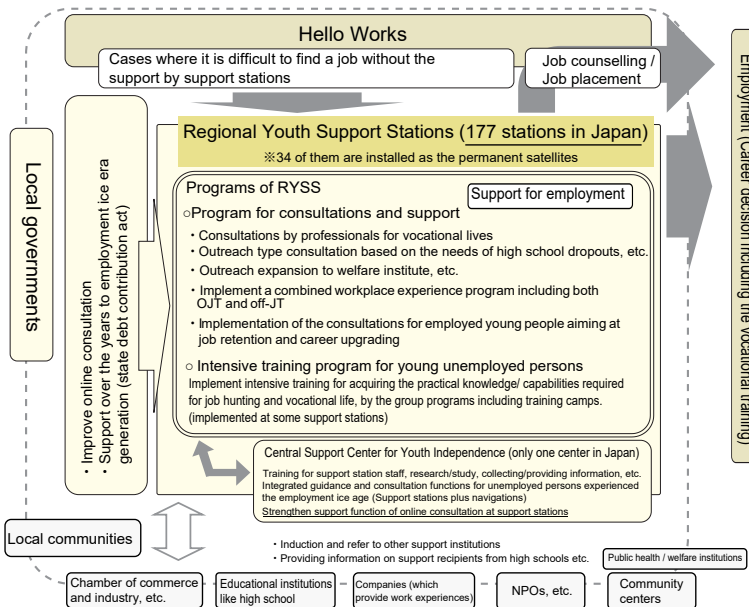
## Regional Youth Support Stations

- o Despite the fact that the number of young people is on a downward trend, the number of young unemployed (NEETs)\*1 has been shifting in the 500,000's and 600,000's. The number of unemployed including so called employment ice age generation reaches about 1.3million.
- o Support for employment of these people is important, not only because it broadens youths' 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 industries in Japan.
- o To this end, at "Regional Youth Support Stations\*2" in collaboration with local governments\*3, consultations by professionals for vocational lives, outreach consultation for high school and welfare institutions, etc., follow-up support for job retention and career upgrading and intensive training program for young unemployed persons are provided, in order to help them to lead a fulfilling vocational life and become supporters of the country's future.
- o In FY 2021, in order to support strongly stable employment of the generation experienced the employment ice age, promote online consultation support as well as provide comprehensively support menus responding to each need for some years.

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

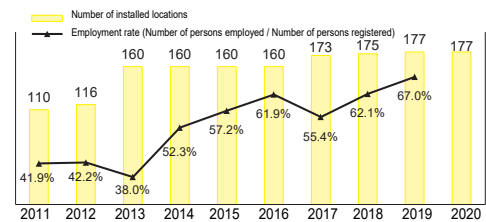
\*2 From FY 2006 on: The services are provided by NPOs and other types of organizations, who have experiences and know-how in supporting young people. Those aged 15-49 are eligible.

\*3 Collaboration includes financial support from local governments.



### [Performance of support stations]

Number of persons having decided on future course	Of which, number of persons employed	Number of persons registered	Employment rate	Total number of utilizations	Number of consultations	Number of participants of seminars, etc.
11,110	10,603	15,815	67.0%	457,293	287,413	169,880



\*Persons employed "in/after FY 2015 are limited to the employed eligible for the insured of employment insurance. Furthermore, from FY 2017, it is limited only when it can be confirmed by the documents that such employment is insured by the employment insurance.

\*From 2018, it is specified as "employment, etc." and it is evaluated including the employment in which the employee is expected to be covered by the employment insurance and the transition to the public vocational training schemes.

# Technical Intern Training Program

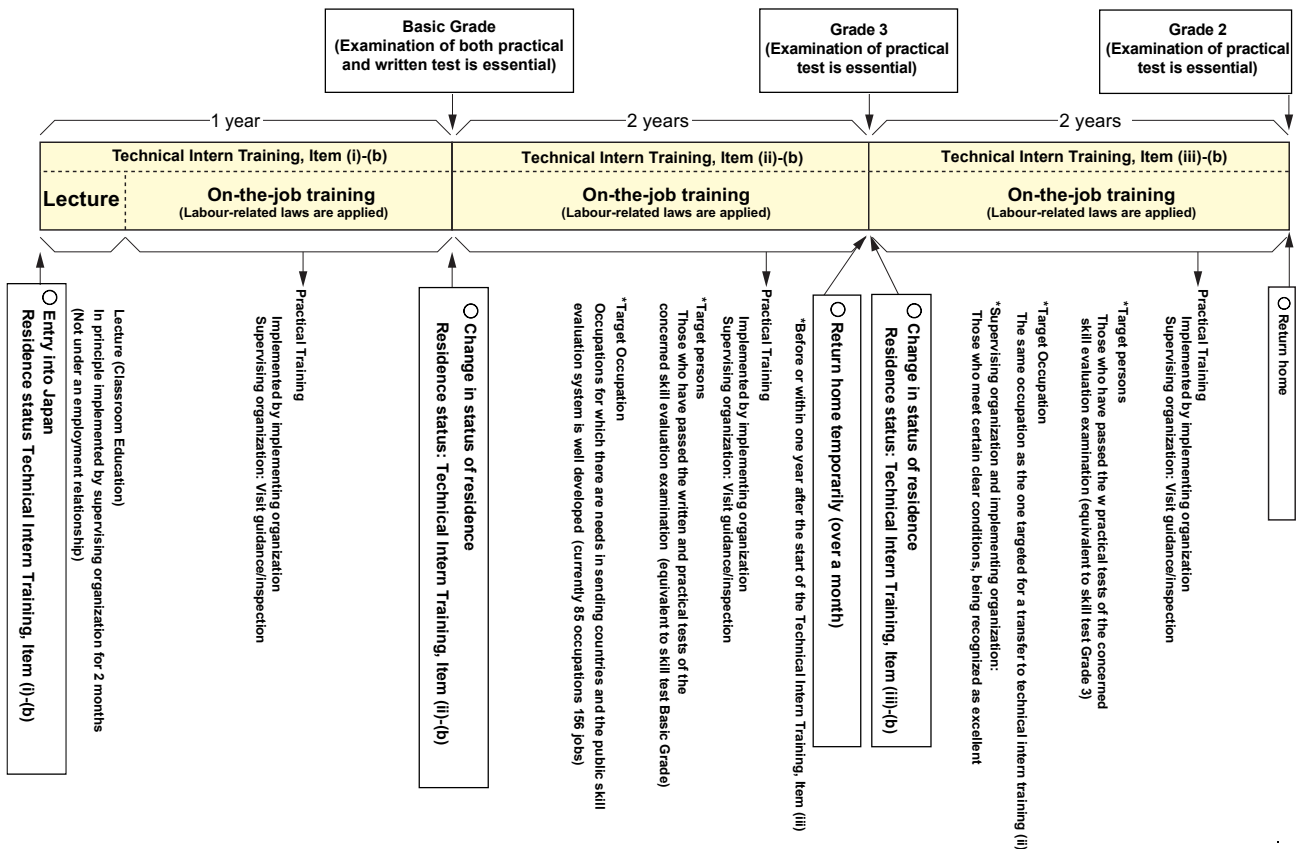
## Overview

Founded in 1993 as a mechanism for transferring skills to foreigners. Since July 2010, labour laws such as the Labour Standards Act have been applied to the technical intern trainees even in the first year.

Under the Technical Intern Training Program, when they enter Japan, courses on Japanese and laws/regulations are given for two months in principle. They learn skills in Japan, aimed at mastering the skills equivalent to the skill test level Basic 2 in technical intern training (i) (the first-year skill training) and the skills equivalent to the skill test level 3 in technical intern training (ii) (the second- and third-years).

Also, under the new system which came into effect on November 1, 2017, based on the "Act on Proper Technical Intern Training and Protection of Technical Intern Trainees", only the best practitioners meeting certain requirements can receive the skill training 3 (the fourth- and fifth-year), aimed at mastering the skills equivalent to the skill test level 2, making possible practical training for up to 5 years.

### Outline of Technical Intern Training (supervising organization type)



### Changes in the number of foreign technical intern trainees

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

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total	151,482	155,214	167,641	192,655	228,589	274,233	328,360	410,972	378,200

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 Training (i)" and "Technical Intern Training (ii)" until 2016.