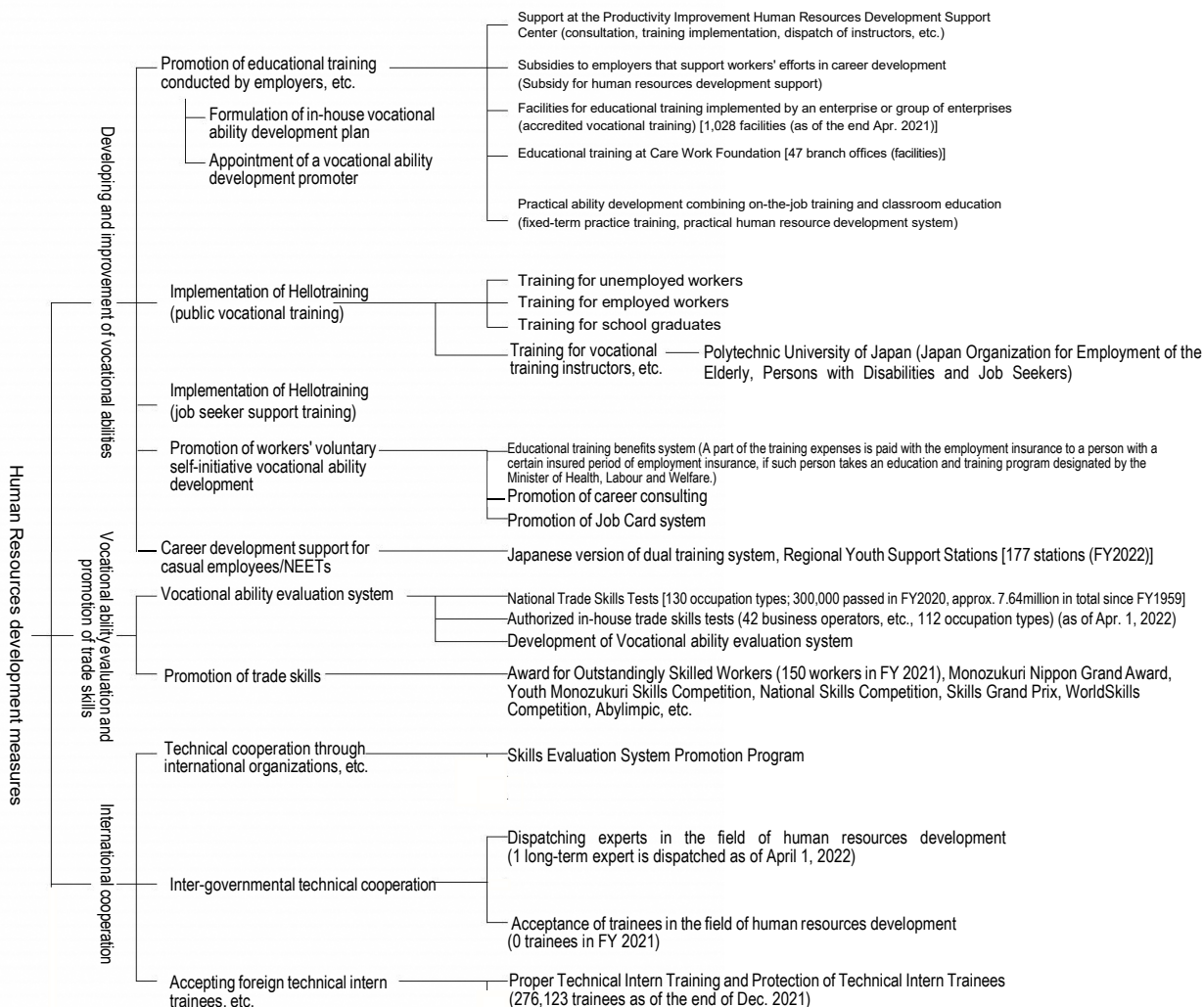


[6] Human Resources Development

Human Resources Development Measures

Overview

Structure of Human Resources Development Measures



Hellogtraining (public vocational training)

Overview

Outline of Hellogtraining (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)

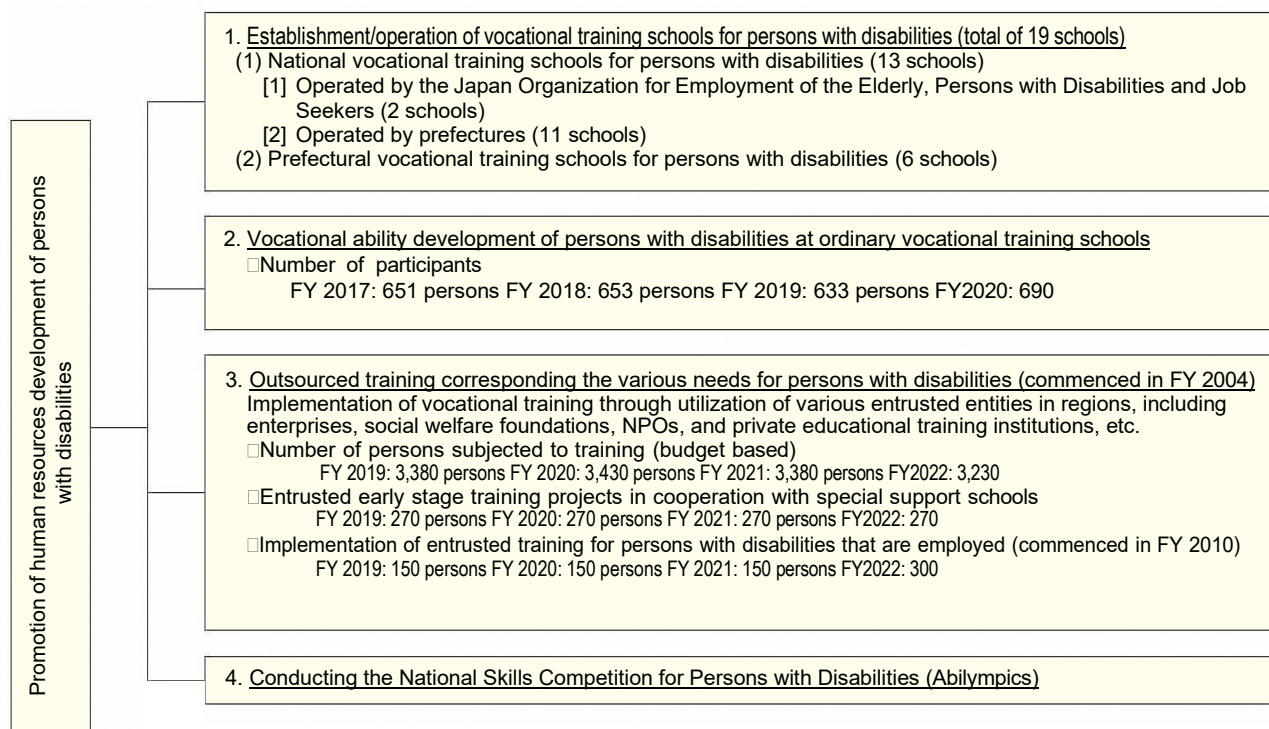
Category	Type of Vocational training	Establishing entity	Number of facilities
Polytechnic Colleges	Advanced vocational training for senior high school graduates, etc. (specialized course) More advanced, specific and practical vocational training for those who finished specialized course (applied course)	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 15
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	145 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, 2022 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, 2022, 112 occupations (42 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)
Usage	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)	4,534	61,087	272,778	225,948	8,599	66,669	75,490	1,095	716,200
	116,646	3,731,437	9,190,441	3,968,329	10,021	177,467	942,811	325,804	18,462,956
Number of persons passed (persons)	960	14,664	78,757	120,307	217	16,424	67,737	493	299,559
	30,638	1,530,698	3,074,015	1,892,636	264	48,716	877,841	182,540	7,637,348
Percentage of persons passed the tests (%)	21.2	24.0	28.9	53.2	2.5	24.6	89.7	45.0	41.8
	26.3	41.0	33.4	47.7	2.6	27.5	93.1	56.0	41.4

Source: Based on the research by Director-General for Human Resources Development, Ministry of Health, Labour and Welfare
Upper row: FY2020, lower row: accumulative total (FY1959-FY2020)

- (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 Grade, the results before FY 2017 include the Basic Grade 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 16th competition in FY 2021 took place as attendance was limited to those who had made an in-advance application to help prevent the further spread of COVID-19. The event was livestreamed.
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 59th competition in FY 2021 took place as attendance was limited to those who were involved in the event to help prevent the further spread of COVID-19. Opening and closing ceremonies and competitions were livestreamed. .
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 FY2020 was held without audiences to help prevent from the spread of COVID-19. Opening and closing ceremonies and competitions were livestreamed.
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 "Monozukuri" (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 "Monozukuri" 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-wide 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 by workers.
- 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 Regional youth support stations are the facilities set up by the Ministry of Health, Labour and Welfare based on the law on the promotion of youth employment to provide assistance to people aged between 15 and 49 who are not working and have difficulty finding employment.
*Prefectural Labour Bureaus entrust private sector entities such as non-profit organizations with the task. There are facilities in 177 locations in FY 2022 (in all prefectures).
- o Local governments take steps suited to local situations such as offering charge-free facilities to set up support stations, giving tax incentives and disseminating information about support stations to the public through PR magazines.

Support services

- Make an individual support plan based on details discussed in counseling sessions
- Provide various support programs based on the needs of individual service users such as communication training sessions, workshops on business manners and job-hunting seminars
- Offer an option of individual online counseling
- Collect information about school dropouts who are seeking jobs in cooperation with relevant organizations such as high schools and Hello Work offices and implement outreach programs by sending support station staff to schools, their homes and other relevant places
- Implement workplace experience programs that incorporate on-the-job training (OJT) and off-the-job training (Off-JT) and provide employment support after the program
- Implement intensive training programs including training camps to help program participants change lifestyles for the better, improve communication skills and learn business manners
- Offer follow-up counseling to support station users who have found employment to ensure that they stay long in the job and help them build their career
- Work together with regional relevant organizations including welfare agencies if needed (referring)

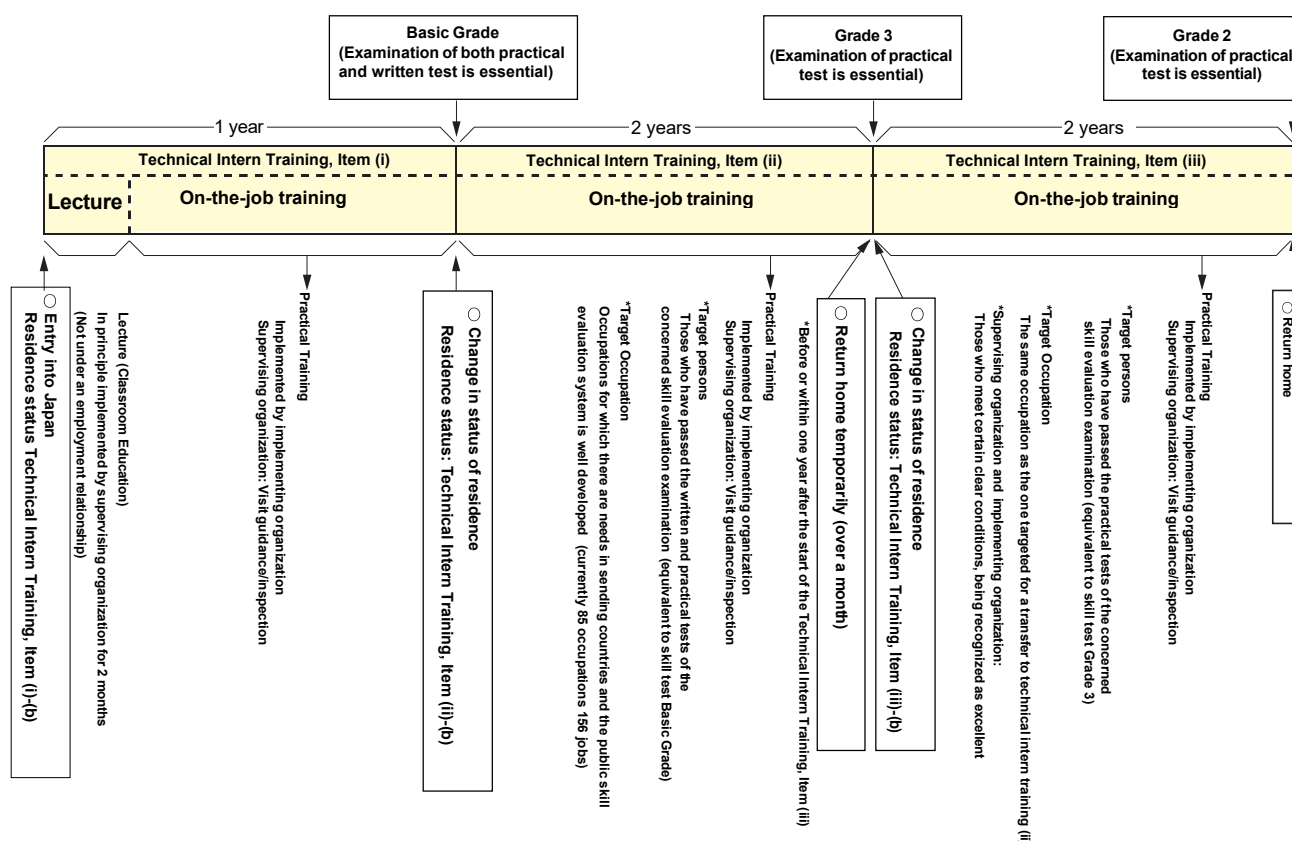
Technical Intern Training Program

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.

The Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Act No.89 of 2016) came into force on November 1, 2017. The act is designed to expand the technical intern training program and reinforce the supervision and management of organizations that train interns. The law prescribes the accreditation system for training plans and the license system for supervising organization. Under the law, the Organization for Technical Intern Training was established as a government- authorized corporation. The organization is working to strengthen the supervision and control system and protect technical intern trainees by conducting on-site inspections at supervising organizations, etc. and providing counseling and assistance services to technical intern trainees. Trainees are required to take a two-month course after entering Japan. The course includes language training and lectures on Japanese laws and regulations. Trainees are expected to set goals to master the skills equivalent to the Basic Grade of the National Trade Skills Test by the time they complete Technical Intern Training (i) in the first year of training, the skills equivalent to the Grade 3 by the time they complete Technical Intern Training (ii) in the second and third year of training and the skills equivalent to the Grade 2 during Technical Intern Training (iii) in the fourth and fifth year. Trainees can stay up to five 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	2021
Total	151,482	155,214	167,641	192,655	228,589	274,233	328,360	410,972	378,200	276,123

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.