

## Employment Measures for Persons with Disabilities

### Overview

### FY2011 Promotion of Employment Support for Persons with Disabilities – Outline of Measures Related to Employment of Persons with Disabilities -

#### I Reinforcement of Instructions to Attain Legally Mandated Employment Quota Ratio and Local Employment Support

1. Promotion of “team support” mainly implemented by Hello Works but in cooperation with relevant local institutions  
The job-matching functions of Hello Works will be strengthened through “team support” that provides consistent support from employment through to workplace adaptation will be promoted via the establishment of “support teams for employment of persons with disabilities” mainly implemented by Hello Works but also in cooperation with the relevant institutions, including local welfare institutions and schools for special needs education, etc., and implementation of “employment guidance”, etc.
2. Implementation of community-based employment support in collaboration between labor and welfare  
Efforts will be made to increase the number of locations where “Employment and Vocational Life Support Centers for Persons with Disabilities” are situated in thereby providing integrated guidance and support both in employment and their daily life in their neighborhoods and with the aim of establishing them in every health and welfare area for people with disabilities (361 as of April 2010), etc.  
(Number of establishments: 282 Centers → 322 Centers)
3. Promotion of trial employment projects for persons with disabilities  
Short-term trial employment projects will be implemented in thus providing business operators with the opportunity to employ persons with disabilities and help persons with disabilities acquire practical abilities and a transition to regular employment.  
(Number of subjects: 9,000 persons)

#### II Enhancement/Reinforcement of Support Measures According to the Characteristics of the Individual Disability and Work Style

1. Implementation of comprehensive employment support according to the characteristics of the individual disability
  - (1) Reinforcement of specialized support for persons with disabilities at Hello Works  
In response to a rapid increase in the number of new job seekers with mental disorders visiting Hello Works “comprehensive supporters for the employment of persons with disabilities (tentative name)” will be placed in thus providing support from raising the awareness of enterprises on employing persons with mental disorders through to follow-ups after employment in addition to conventional counseling for persons with mental disorders, etc.
  - (2) Utilization of subsidies to promote employment of persons with mental disorders, etc.  
Efforts will be made to further promote the employment of persons with mental disorders, etc. and ensure workplace adaptation through utilization of subsidies for enterprises that are making the effort to develop workplaces wherein persons with mental disorders can work more easily, including the development of counseling systems, etc., and those implementing “step-up employment of persons with mental disorders, etc.” with aim of gradually extending their work hours over a certain period of time toward regular employment and with consideration given to the characteristics of the individual disability of the person with the mental disorder, etc.
  - (3) Implementation of comprehensive support projects (individual-oriented re-work programs) for persons with mental disorders, including depression, etc., to return to the workplace  
In order to respond to the needs of persons with mental disorders returning to work the support system will be reinforced at Local Vocational Centers for Persons with Disabilities in thereby implementing support for persons who have been absent from work due to depression, etc. to return to their workplaces.
  - (4) Enhancement/reinforcement of support measures according to the characteristics of the individual disability of persons with developmental disabilities  
The increased need for employment support for persons with developmental disabilities in recent years and number of job seekers with developmental disabilities being expected to increase in the future have resulted in the need for systematic employment support. Efforts will therefore be made to promote and secure employment of persons with developmental disabilities through expansion/reinforcement of support systems for persons with developmental disabilities at Hello Works and provision of subsidies for business operators that employ persons with developmental disabilities and implement the appropriate employment management, etc.
  - (5) Subsidy for employment development for persons with intractable diseases  
Employment of persons with intractable diseases will be supported and issues with their employment management, etc. identified through the provision of subsidies for business operators that employ persons with intractable diseases and implement the appropriate employment management, etc.
2. Promotion of Challenge Employment  
Persons with developmental disabilities and those with mental disorders, etc. will be employed as part-time workers at prefectural labor offices and Hello Works and then the transition to employment at general enterprises, etc. promoted according to their 1 to 3 years of work experience gained there. (Increase from 170 to 370 persons)
3. Promotion of utilization of support systems for working at home  
Utilization of support systems for working at home will be promoted through distributing leaflets on the dissemination of the systems for business operators and local governments and holding seminars that introduce the systems and present the activities of working-at-home support organizations.

#### III Reinforcement of vocational ability development support for persons with disabilities

1. Promotion of flexible and practical vocational training through utilizing private sector entities
2. Reinforcement of local foundation for vocational ability development support
3. Promotion of vocational training for persons with disabilities at public human resources development facilities
4. Promotion of vocational training for persons with developmental disabilities