

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 labor 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.
- The following measures have therefore been promoted in accordance with the 9th Basic Plan for Human Resources Development

(1) Support for individual voluntary ability development

- Effective utilization of education and training benefits, etc.
- Development of an environment in which career consultations can be received at certain points in one's working life, such as when leaving/changing jobs, etc.
- Security and improvement of human resources through the development of ability improvement systems for career consultants, etc.
- Active promotion of Job Card that can serve as effective tools in career consultations

(2) Support for ability development of workers by enterprises

- Further effective utilization of the career development promotion subsidy and accredited vocational training systems, etc. and promotion of the development of human resources that can lead the promotion of career developments within enterprises, etc.
- 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.

(3) Promotion of career education

- The Ministry of Health, Labour and Welfare is actively engaged in promoting systematic career education at all scholastic stages from elementary and secondary education through to determination of future courses and is making the effort to develop/evaluate specialized human resources, including career consultants, etc., who will be the leaders in that education, and promoting effective programs, including programs for those human resources to have workplace experiences, etc., and Job Card, etc.