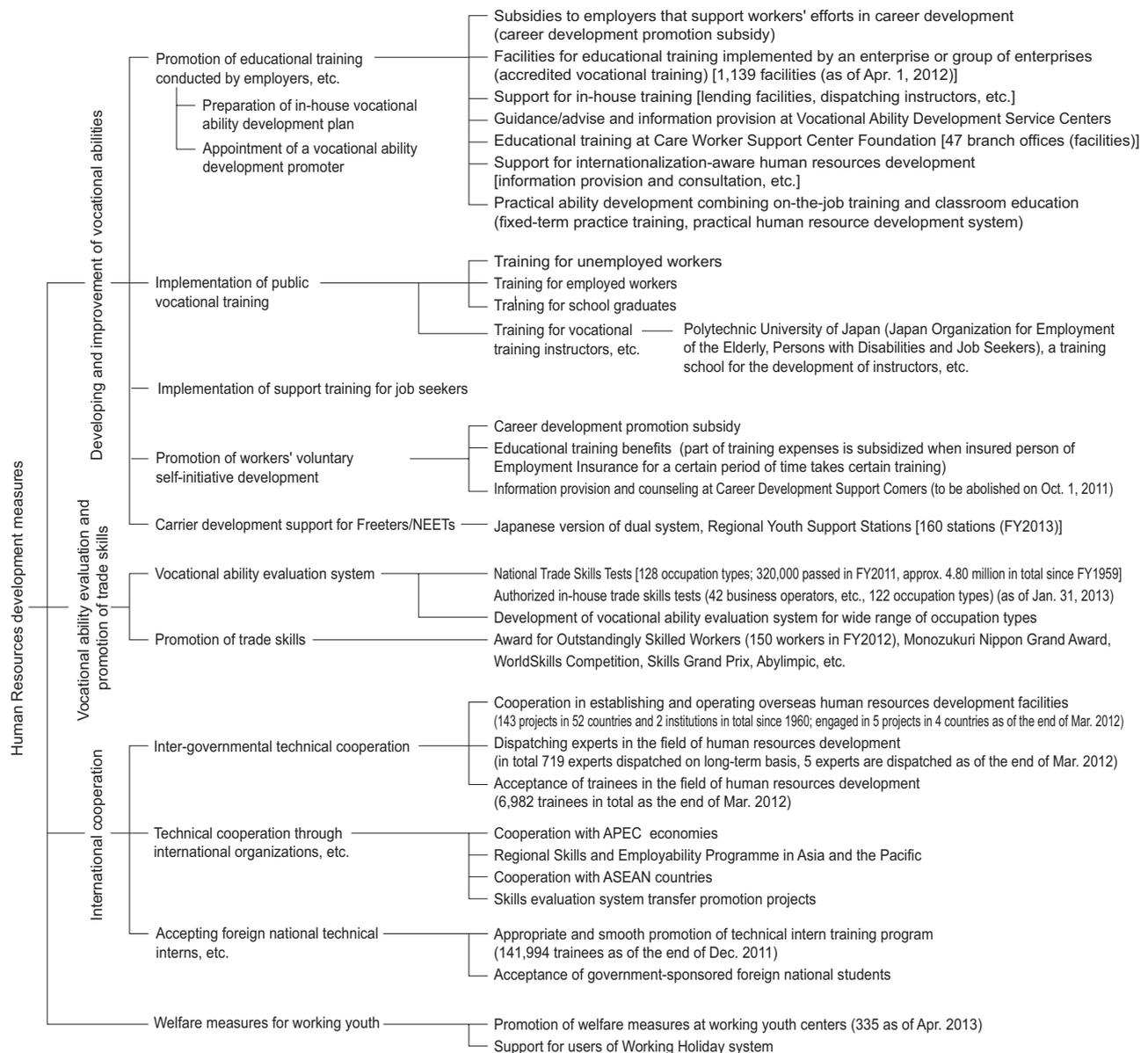


# [6] Human Resources Development

## Human Resources Development Measures

### Overview Structure of Human Resources Development Measures



(Note) The Job Card system is being implemented in promoting the transition to stable employment of job seekers, students, and workers, etc. via fostering their occupational aspirations and clarifying any issues through careful career consultations using Job Card, providing them with the opportunity to take practical vocational training (vocational ability development programs), and then compiling the results of the evaluations made by training institutions along with their work histories, etc. as Job Card.

## Public Vocational Training

### Overview

### Outline of 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 (261 facilities)

Category	Type of Vocational training	Establishing entity	Number of facilities
Polytechnic Universities	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 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 13
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	61
Advanced Polytechnic Centers	Advanced and innovative vocational training in production-related fields mainly for middle-career engineers	Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers	[1]
Polytechnic Schools	Vocational training for junior and senior high school graduates, unemployed workers, and employed workers, etc.	Prefectures Municipalities	156 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).

## 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 January 31, 2013, skill tests are conducted for 128 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 January 31, 2013, 122 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 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

### 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)	4,121	83,321	355,547	295,856	183	35,397	7,114	781,539
	72,933	2,953,211	6,219,942	1,714,734	3,020	416,250	280,635	11,660,725
Number of persons passed (persons)	762	32,416	96,861	147,829	174	33,439	3,698	315,179
	20,612	1,263,241	2,279,583	785,920	2,786	394,323	158,377	4,904,842
Percentage of persons passed the tests (%)	18.5	38.9	27.2	50.0	95.1	94.5	52.0	40.3
	28.3	42.8	36.6	45.8	92.3	94.7	56.4	42.1

Source: Human Resources Development Bureau, MHLW  
Upper figures: FY2011, lower figures: cumulative total (FY1959-2011)

## Promotion of Skills

### Overview

### Promotion of Skills

Measures	Outline
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.
Abilitylympics (National Vocational Skills Contest for the Disabled Persons)	The Abilitylympic 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.

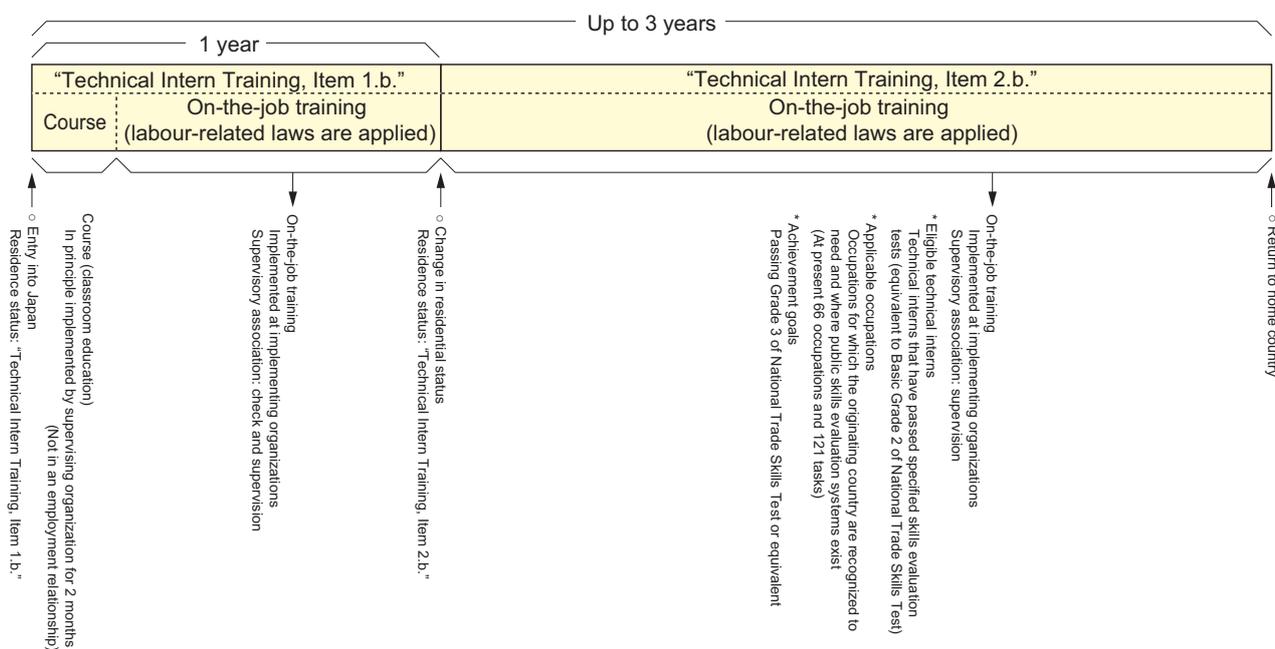
# Technical Intern Training Program

## Overview

The Technical Intern Training program was created in 1993 as a new system for transferring trade skills to foreign people. The program was revised by the revised "Immigration Control and Refugee Recognition Act" that was promulgated on July 15, 2009, and with the current program having come into force from July 1, 2010.

The program enables technical interns to acquire technologies and skills, etc. in an employment relationship after entering into Japan with the residential status of "Technical Intern Training, Item 1.b." and receiving training for a certain period of time (a program that enables the acquisition of technologies and skills, etc. while working). Those that passed certain skills tests (equivalent to the Basic Grade 2 of National Trade Skills tests) and are deemed to be willing to acquire further practical skills, etc. can change their residential status to "Technical Intern Training, Item 2.b." and stay in Japan for up to 3 years, including the period "Technical Intern Training, Item 1.b.". At present 67 occupations and 124 tasks are applicable to "Technical Intern Training, Item 2.b.".

### 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)

	2007	2008	2009	2010	2011
Total	177,119	191,816	175,002	150,088	141,994

Source: “2012 Immigration Control”, Immigration Bureau, Ministry of Justice

(Note) The Technical Intern Training program was revised by the revised "Immigration Control and Refugee Recognition Act" that was promulgated on July 15, 2009, and with the current program having come into force from July 1, 2010.

The figures for the period of 2003 through to 2009 indicate the total number of registered foreign nationals with the residential status of "Trainee" and those of "Designated Activities (Technical Intern Training)", as under the former program.

The figures for 2010 indicate the total number of registered foreign nationals with the residential status of "Designated Activities (Technical Intern Training)", "Technical Intern Training, Item 1.b." and "Technical Intern Training, Item 2.b.".

The figures for 2011 indicate the total number of registered foreign nationals with the residential status of "Technical Intern Training, Item 1.b." and "Technical Intern Training, Item 2.b.".

# Vocational Independence Support for the Youth, including NEETs, etc.

## Overview

### Regional Youth Support Station Projects

<Points and purposes>

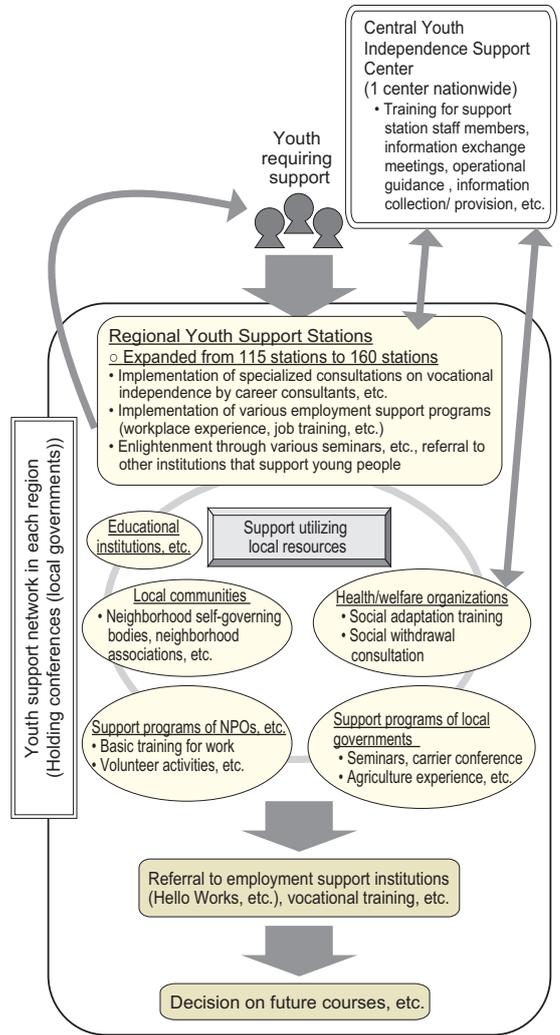
Support for the vocational independence of young people, including NEETs, etc. requires comprehensive support being provided in a constant individual manner according to the situation they are in. In consideration of this and in cooperation with local governments a network of local institutions that can support young people has been established and operation of "Regional Youth Support Stations" commenced upon as bases for its activities.

- "Regional Youth Support Stations" (known as "Support Stations") were established in cooperation with local governments in thereby providing support for the vocational independence of young people, including NEETs, etc.  
(92 stations in FY2009 → 100 in FY2010 → 110 in FY2011 → 116 in FY2012 → 160 in FY2013)
- Provision of specialized consultations according to the situation young people are in, implementation of appropriate referrals to respective support institutions as the core entity within the network in local areas
  - \* Total visitors: 273,858 persons (FY2009), 364,288 (FY2010), 454,675 (FY2011), 505,210 (FY2012)
  - \* Number of those who decided their future courses: 4,660 (FY2009), 6,742 (FY2010), 12,165 (FY2011), 14,713 (FY2012)

**<FY2013 Project Plan (Outline)>**

- **Consultation support projects at Youth Support Stations**
  - Implementation of specialized consultations regarding vocational independence by career consultants, etc.
  - Implementation of various employment support programs (workplace experience, etc.)
  - Enlightenment through various seminars, etc., and referral to other institutions that support young people
- **Program to support collaboration between Youth Support Stations and schools (new)**
  - Out-reach for students (visiting support)
  - Reinforcement of support for school dropouts, etc. through information sharing between Youth Support Stations and schools, etc.
  - Re-education support for those with long periods of non-attendance at schools, etc.
- **Intensive training program projects for young unemployed, etc. (new)**
  - Intensive implementation of daily life support, etc. and on-the-job training, including training-camp-style.
  - Acquisition of basic abilities through on-the-job training
  - Support for obtaining basic qualifications
  - Acquisition of basic knowledge on job-search activities

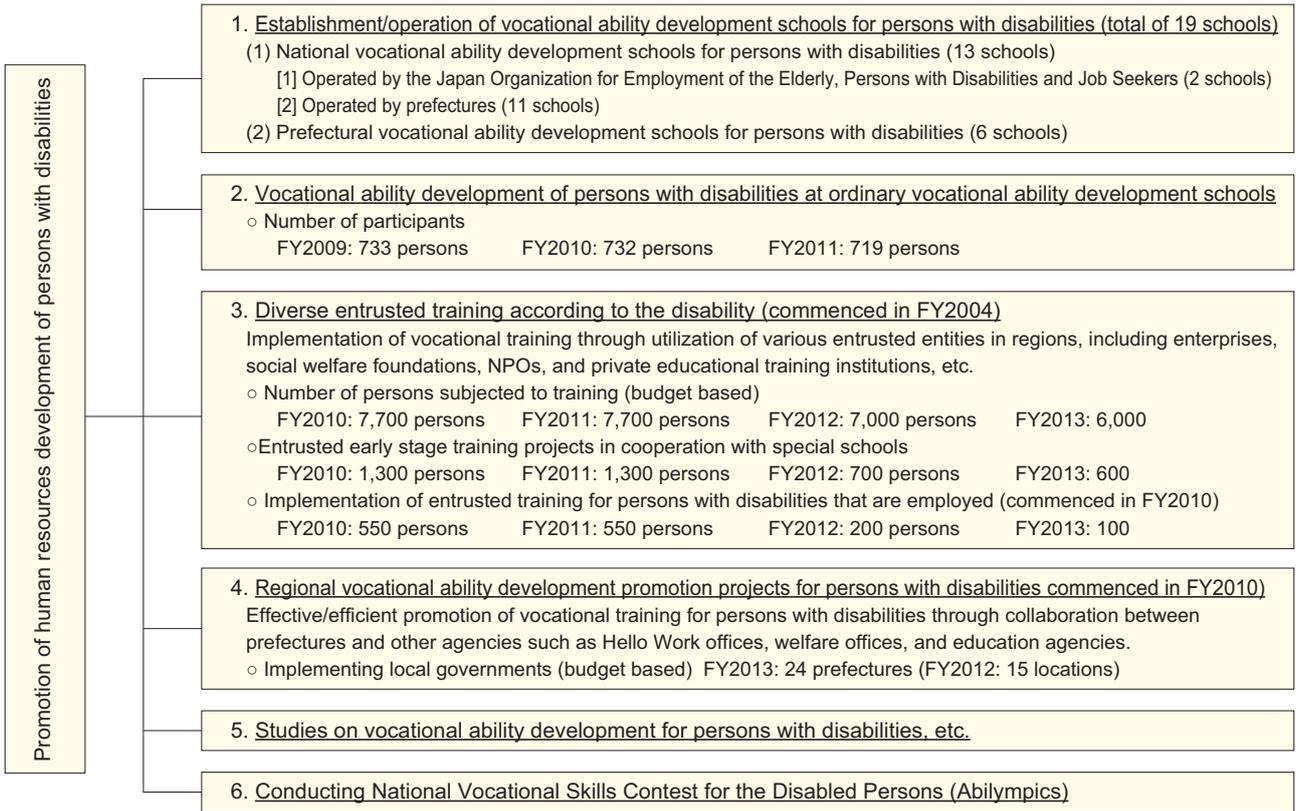
### Vocational independence support for the youth through utilizing networks



# Vocational Ability Development for Persons with Disabilities

## Overview

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



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

#### (1) Support for individual voluntary human resources 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.
- Securement and improvement of human resources through the development of ability improvement systems for career consultants, etc.
- Active promotion of utilizing Job Card that can serve as effective tools in career consultations

#### (2) Support for human resources 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.