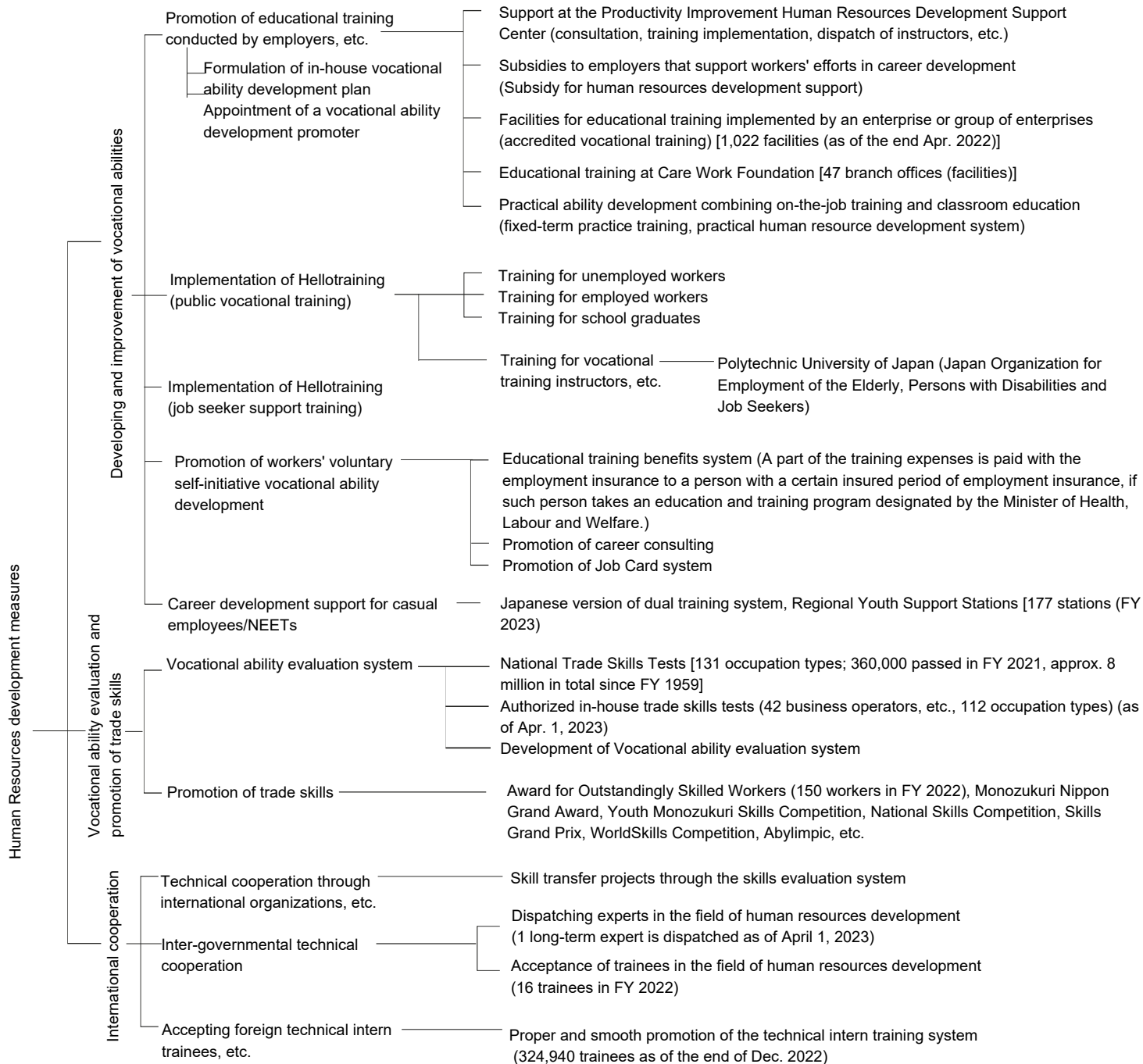


# [6] Human Resources Development

## 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 (237 facilities)

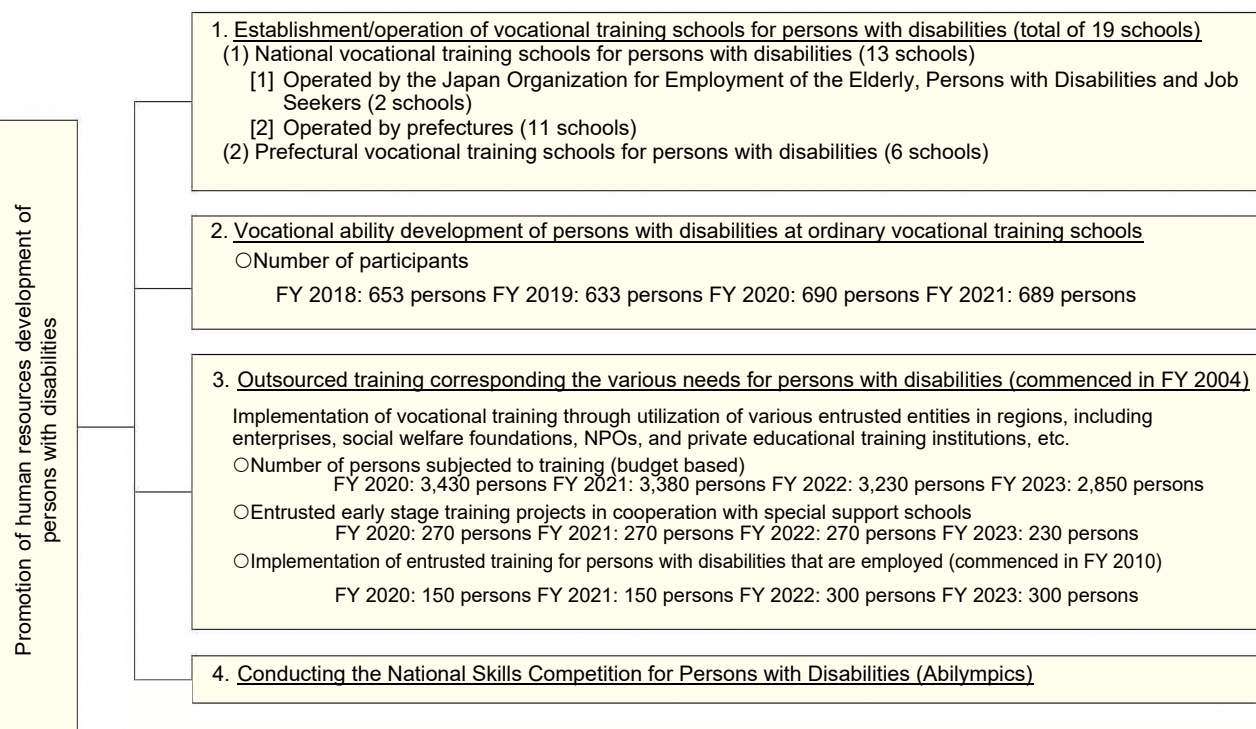
| Category                                                  | Type of Vocational training                                                                                                                                                                                      | Establishing entity                                                                                        | Number of facilities |
|-----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------|
| Polytechnic Colleges                                      | Advanced vocational training for senior high school graduates, etc. (specialized course)<br>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<br>Prefectures | 1<br>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<br>Municipalities                                                                              | 145<br>1             |
| Vocational Training Schools for Persons with Disabilities | Vocational training according to the ability and aptitude of persons with disabilities                                                                                                                           | The government (Note)<br>Prefectures                                                                       | 13<br>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.<br>As of April 1, 2023 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.<br>As of April 1, 2023, 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)             | 4,825         | 100,543   | 390,241   | 345,409   | 9,966            | 88,407           | 30,032      | 2,993        | 972,416    |
|                                            | 121,471       | 3,831,980 | 9,580,682 | 4,313,728 | 19,987           | 265,874          | 972,843     | 328,797      | 19,435,372 |
| Number of persons passed (persons)         | 1,993         | 30,086    | 111,227   | 173,410   | 235              | 23,126           | 26,375      | 1,584        | 368,036    |
|                                            | 32,631        | 1,560,784 | 3,185,242 | 2,066,046 | 499              | 71,842           | 904,216     | 184,124      | 8,005,384  |
| Percentage of persons passed the tests (%) | 41.3          | 29.9      | 28.5      | 50.2      | 2.4              | 26.2             | 87.8        | 52.9         | 37.8       |
|                                            | 26.9          | 40.7      | 33.2      | 47.9      | 2.5              | 27.0             | 92.9        | 56.0         | 41.2       |

Source: Based on the research by Director-General for Human Resources Development, Ministry of Health, Labour and Welfare  
Upper row: FY2021, lower row: accumulative total (FY1959-FY2021)

- (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                                   | "Monozukuri 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.<br>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 Monozukuri Skills Competition                                                  | The Youth Monozukuri (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.                                                                                                                                                                                                                                              |
| 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 first WorldSkills Competition was held in Spain in 1950, aiming to promote vocational training and improve skill levels in participating countries through international competition among skilled young workers (in principle, those aged 22 or younger), as well as encourage international exchange and friendship. It is biennially held at present. Japan has been participating in the Competition since FY1962.                                                                                                                                                                                                                                                         |
| National Skills Grand Prix                                                           | This is a skills competition for first-class workers with particularly outstanding skills, and has been held annually since 1981 with the aim to further improve their skills, improve their status and promote their skills. However, since 2002 it has been held biannually.                                                                                                                                                                                                                                                                                                                                                                                                     |
| 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.                                                                                                                                                                                                                                                                                 |
| Monozukuri 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-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

#### 1. Objectives of the projects

It aims to provide employment support for young persons (aged 15 to 49 and not employed) who have difficulties to be employed, so that they can have a fulfilling working life and become human resources who will support the future of Japan, in cooperation with local public organizations. Local public organizations implement measures based on regional conditions, such as providing free rental of facilities where support stations are located, providing tax exemptions, and publicizing support stations in local public organization newsletters.

#### 2. The overview of the activities etc.

##### Implementing entities

The Prefectural Labor Offices entrust NPOs and other private organizations with the operation of such facilities. As of FY 2023, there are 177 facilities (established in all prefectures).

##### Details of support

- Prepare the individual support plans based on the details of the consultation with the career consultants.
- Implement various programs based on the individual needs of users, including communication training, business etiquette training, and job hunting seminars.
- Online individual consultations are also available.
- Implement outreach supports in collaboration with high schools, Hello Works and other relevant organizations, such as identifying dropouts who wish to work and sending staff to visit their schools and homes (support in collaboration with schools).
- Implement work experience programs by combining OJT and OFF-JT. After the completion of the experience, support for finding work including at the workplace where such work experience was implemented.
- Implement intensive training programs, including residential training to support improving lifestyle, developing communication skills, and learning business etiquette.
- Provide follow-up consultations toward settling in and advancing at the workplace after employment.
- Build a network with regional relevant organizations (welfare organizations, etc.) and collaborate (mutual referring as needed).



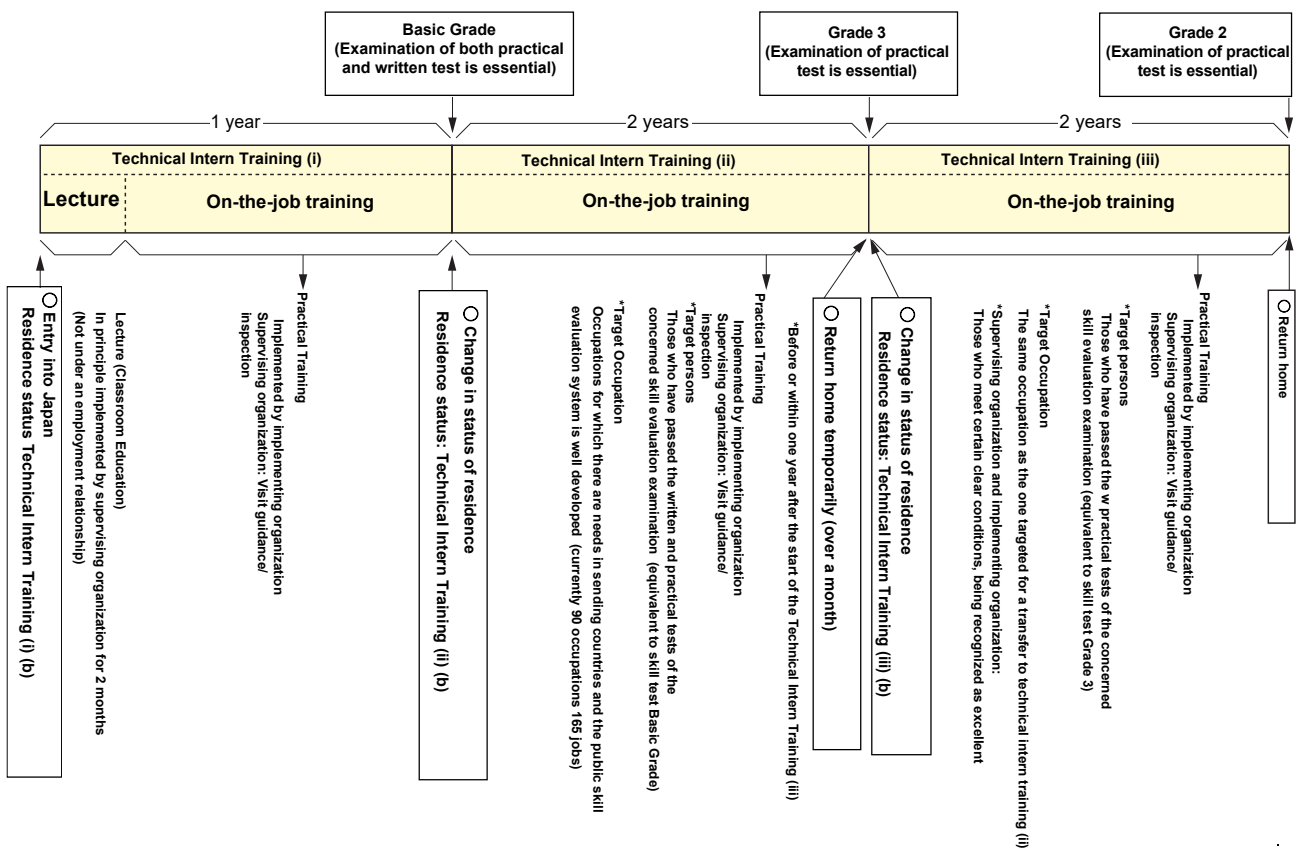
# Technical Intern Training Program

## 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.

In addition, the “Act on Proper Technical Intern Training and Protection of Technical Intern Trainees” (Act No. 89 of 2016), which includes the strengthening of management and supervision systems as well as the expansion of systems, has been enforced since November 1, 2017. The Act introduces systems for approving technical intern training plans and for authorizing management organizations, etc., as well as establishes Organization for Technical Intern Training as the authorized corporation, which implements on-site inspections of management organizations, etc., and provides support for technical interns, such as consultation and assistance, in order to strengthen the management and supervision system and protect technical interns. Technical interns receive Japanese language and legal training for two months in principle upon entering Japan, and are able to receive training for a maximum of five years with the goal of acquiring skills equivalent to the basic level of the Trade Skills Test in the technical intern training (i) (first year), the third level of the Trade Skills Test in the training (ii) (second and third years), and the second level of the Trade Skills Test in the training (iii) (fourth and fifth 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    | 2022    |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Total | 151,482 | 155,214 | 167,641 | 192,655 | 228,589 | 274,233 | 328,360 | 410,972 | 378,200 | 276,123 | 324,940 |

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.