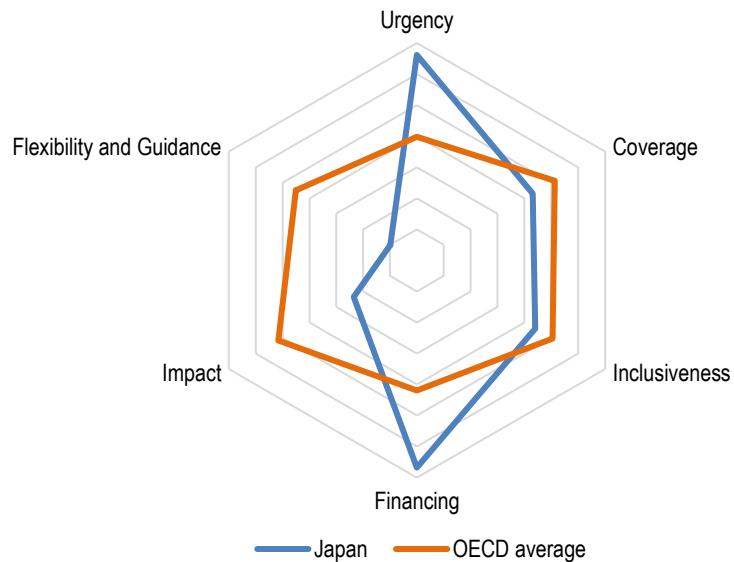


JAPAN



Financial instruments

Name of policy (Original)	一般教育訓練給付
Name of policy (English)	General Education and Training Benefits
Short description	Assistance with self-development is provided through the education and training benefits scheme for general education and training purposes.
Year of introduction	1998
Objective	Supporting employees' proactive capacity development efforts or medium- to long-term career development and promoting employment stability and reemployment.
Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Are eligible persons who have been enrolled in the Employment Insurance for at least 3 years (or at least 1 year in the first instance) may receive benefits for an amount equivalent to 20% of the cost of attending and completing an education and training course designated by the Minister of Health, Labour and Welfare (including tuition and admission fees). The cap amount for the benefit is 100,000 yen.
Number of beneficiaries	90,776 people in the fiscal year 2019.
Cost	3,515 million yen in fiscal year 2019.
Most relevant webpage - in English	https://www.mhlw.go.jp/english/
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/jinzaikaihatsu/kyouiku.html

Name of policy (Original)	専門実践教育訓練給付
Name of policy (English)	Specialist Practical Education and Training Benefits

Short description	An education and training benefits scheme for specialist practical education and training was introduced in October 2014.
Year of introduction	2014
Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Are eligible workers who enrolled in the Employment Insurance for at least 3 years (or at least 2 years in the first instance) and who attend the specialist and practical education and training courses designated by the Minister of Health, Labour and Welfare can be provided with subsidies for an amount equivalent to 50% of the cost of course attendance (including tuition and admission fees), up to a maximum of 400,000 yen per year (with an additional amount equivalent to 20% for those who have obtained qualifications and have been employed (or continue to be employed) as insured of employment insurance, etc., up to a maximum of 160,000 yen).
Number of beneficiaries	71,648 beneficiaries in fiscal 2019.
Cost	10,315 million yen in fiscal 2019.
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/kouyou_roudou/jinzaikaihatsu/kyouiku.html

Name of policy (Original)	特定一般教育訓練給付
Name of policy (English)	Specified General Education and Training Benefits
Short description	An education and training benefits scheme for prompt re-employment and early career development was newly introduced in 2019.
Year of introduction	2019
Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Are eligible workers who enrolled in the Employment Insurance for at least 3 years (or at least 1 years in the first instance) and who attend the training courses designated by the Minister of Health, Labour and Welfare, which are deemed to contribute to rapid re-employment and have a strong career improvement effect, can be provided with subsidies for an amount equivalent to 40% of the cost of course attendance (including tuition and admission fees), up to a maximum of 200,000 yen per year.
Number of beneficiaries	126 beneficiaries in fiscal 2019
Cost	12 million yen in fiscal 2019
Most relevant webpage - in original language	https://www.mhlw.go.jp/content/000571212.pdf

Name of policy (Original)	求職者支援制度
Name of policy (English)	Support System for Job Seekers
Short description	The scheme is intended to provide employment support to help jobless people find their jobs through vocational training to acquire new occupational abilities and skills for free of charge (except for expenses for the purchase of textbooks) at designated job-seekers training centers or public vocational training facilities.
Year of introduction	2011
Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Eligible workers who have applied for a job at a public employment security office and are not a recipient of employment insurance can be provided with subsidies for an amount of 100,000 yen per month while attending free vocational training. The beneficiary must meet all of several conditions, including: (1) income of 80,000 yen per month or less; (2) total household income of 250,000 yen per month or less (3 million yen per year); (3) total household assets of 3 million yen or less; (4) not owning any land or real estate other than the present abode; (5) attendance on all of the training days (at least 80% of attendance are necessary when the beneficiary skips part of the training days due to circumstances beyond their control); (6) no other person in the same household receiving these benefits

	at the same time; and (7) not having received any specific benefits through deception or other dishonest acts over the past three years.
Number of beneficiaries	21,021 in fiscal 2019
Cost	15.8 billion yen in fiscal 2019
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/kouyou_roudou/kouyou/kyushokusha_shien/index.html

Name of policy (Original)	人材開発支援助成金
Name of policy (English)	<p>Subsidy to Support Human Resource Development</p> <p>Part of the cost (training expenses or wages) of occupational skill development activities within companies is provided to the Employment Insurance-applied operators when they give employees at least 10 or 20 hours of training according to an approved plan.</p> <ol style="list-style-type: none"> 1. Subsidy scheme for specified training courses <p>Off-Job training</p> <ul style="list-style-type: none"> • <u>Training subsidy</u>: 45% of the training cost for SMEs; 30% for large corporations (herein after referred to as LCs). Note: When the productivity requirement is met, 60% for SMEs and 45% for LCs • <u>Wage subsidy</u>: 760 yen per hour per person for SMEs; 380 yen per hour per person for LCs. Note: When the productivity requirement is met, 960 yen for SMEs and 480 yen for LCs <p>On-Job Training</p> <ul style="list-style-type: none"> • <u>Training subsidy</u>: 665 yen per hour per person for SMEs; 380 yen per hour per person for LCs. Note: When the productivity requirement is met, 840 yen for SMEs and 480 yen for LCs <ol style="list-style-type: none"> 2. Subsidy scheme for General training courses <p>Off-JT</p> <ul style="list-style-type: none"> • <u>Training subsidy</u>: 30% for the training cost. Note: When the productivity requirement is met, 45% • <u>Wage subsidy</u>: 380 yen per hour per person. Note: When the productivity requirement is met, 480 yen. <ol style="list-style-type: none"> 3. Subsidy scheme for non-regular workers <p>Off-Job training</p> <ul style="list-style-type: none"> • <u>Training subsidy</u>: Actual training cost are paid according to the number of training hours (with a maximum amount). • <u>Wage subsidy</u>: 760 yen per hour per person for SMEs; 475 yen per hour per person for LCs. Note: When the productivity requirement is met, 960 yen for SMEs and 600 yen for LCs <p>On-Job Training</p> <ul style="list-style-type: none"> • <u>Training subsidy</u>: 760 yen per hour per person for SMEs; 665 yen per hour per person for LCs. Note: When the productivity requirement is met, 960 yen for SMEs and 840 yen for LCs <ol style="list-style-type: none"> 4. Subsidy Scheme for training leave <ul style="list-style-type: none"> • A fixed amount of 300,000 yen (When the productivity requirement is met, 360,000 yen) for introducing a system to grant training leaves is provided after certain requirements are met. • A fixed amount of 200,000 yen and 6,000 yen per day per person (When the productivity requirement is met, 240,000 yen and 6,000 yen per day per person) for introducing a long-term education and training leave scheme.
Short description	

Year of introduction	2001
Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Firms
Number of beneficiaries	56,663 in fiscal 2019
Cost	87,361 million yen in fiscal 2019
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/kouyou_roudou/kouyou/kyufukin/d01-1.html

Name of policy (Original)	人材開発支援助成金（障害者職業能力開発コース）
Name of policy (English)	Subsidy to Support Human Resource Development (Grants for Human Resources Development for Persons with Disabilities)
Short description	<p>There are two types of schemes to develop vocational ability for people with disabilities.</p> <ul style="list-style-type: none"> • Subsidies for establishing or refurbishing workplace facilities that are designed for persons with disabilities. • Subsidies for operating workplace facilities designed for persons with disabilities <p>Amounts of subsidies</p> <ul style="list-style-type: none"> • A grant for 75% of expenses (to a maximum of 50 million yen) is paid to the employer who develops workplace facilities for disabled persons (up to 10 million yen for remodelling). • A grant of 4/5 or 3/4 of the operation cost (to a maximum of 170,000 or 160,000 yen/month per disabled person) for managing workplace facilities for disabled persons, including personnel and textbook expenses.
Year of introduction	2015
Objective	Improve career prospects for persons with disabilities
Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Firms
Number of beneficiaries	15 facilities in fiscal 2018.
Cost	635 million yen in fiscal 2019.
Most relevant webpage - in original language	https://www.mhlw.go.jp/content/000559967.pdf

Name of policy (Original)	人材開発支援助成金（建設労働者確保育成コース）
Name of policy (English)	Subsidy to Support Human Resource Development (Grants for Securing and Developing Skilled Construction Workers)
Short description	<p>1. Accredited Training Courses</p> <p>Part of the operating cost of training and a fixed amount of 3,800 yen (when the productivity requirement is met, 4,800 yen) per day as part of wages are provided when SME operators or operators bodies in construction businesses provide their construction workers accredited vocational trainings under the Human Resources Development Promotion Act.</p> <p>Note: "Part of the operating cost" means one-sixths of the total training cost of training courses accredited by prefecture governments for subsidies.</p> <p>2. Skill Development Courses</p> <p>70% or 75% (85% or 90% when the productivity requirement is met) of the operating cost of training and a fixed amount of 7,600 yen or 8,550 yen (9,350 yen or 10,550 yen when the productivity requirement is met) per day as part of wages are provided when firms in construction give skill development training to construction workers or provide skill development training through subsidised training facilities to construction workers.</p>
Year of introduction	2013
Objective	Targeting skills necessary for construction-related jobs

Operated/managed by	Ministry of Health, Labour and Welfare
Target groups	Are eligible construction-related firms
Number of beneficiaries	118,507 people for wages subsidy in fiscal 2019
Cost	2,186 million yen for wages subsidy in fiscal 2019 2,457 million yen for the operating cost of training in fiscal 2019
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/koyou/kensetsu-kouwan/kensetsu-kaizen.html

Name of policy (Original)	雇用調整助成金
Name of policy (English)	Labour Adjustment Subsidy
Short description	The subsidy covers part of the absence allowance and wages (2/3 of wages for SMEs (1/2 of wages for others) and additional 1,200 yen per worker per day) for employers who are forced to reduce their business activities for economic reasons, and who try to maintain the employment of their workers through absence from work and training. Note: During the period when the special measures for Employment Adjustment Subsidy due to Covid-19 are applied, companies will receive 4/5 of wages for SMEs and 2/3 of wages for other companies. In addition to this, an additional amount of 2,400 yen per day per worker for SMEs and 1,800 yen per day per worker for other companies will be paid.
Year of introduction	1981
Operated/managed by	Ministry of Health, Labour and Welfare
Cost	4,292 million yen in fiscal 2019 Note: The cost is the overall amount executed (Labour Adjustment Subsidy includes payment not directly related to vocational training)
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/koyou/kyufukin/pageL07.html

Name of policy (Original)	労働移動支援助成金
Name of policy (English)	Labour Mobility Support Subsidy
Short description	1. Subsidy for hiring people who were forced to leave their old jobs. The government provides subsidy for employers who early hire people forced to leave their jobs due to restructuring as a regular worker with an open-ended term to help part of the cost incurred from providing them with training. The amount of the subsidy differs according to the types of training. <ul style="list-style-type: none">• Off-the-job training: 900 yen (up to a maximum of 1,100 yen) per hour per person + 300,000 yen (up to a maximum of 500,000 yen) for training expenses.• On-the-job training: 800 yen (up to a maximum of 1,000 yen) per hour per person. 2. Subsidy for hiring people who are transferred from former employers. A part of the cost of training is paid to the employers that commission the vocational training for the re-employment of people forced to leave their jobs due to restructuring. <ul style="list-style-type: none">• Two-thirds of the commissioned costs of the training (up to 300,000 yen)
Year of introduction	2014
Operated/managed by	Ministry of health, labour and welfare
Cost	797 million yen in fiscal 2019 Note: The cost is the overall amount executed (Labour Mobility Support Subsidy includes payment not directly related to vocational training)
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000082805.html https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/koyou_roudou/koyou/kyufukin/roudou_idou.html

Education and training leave

Name of policy (Original)	職業能力開発促進法
Name of policy (English)	Human Resources Development Promotion Act
Short description	The Human Resources Development Promotion Act stipulates that employers should support the skill development of their employees by granting them paid education and training leave, long-term study leave and leave for job searching activities. According to the 2018 employer survey of human resources development, around 10% of employers have introduced a system of education and training leave.
Operated/managed by	Ministry of Health, Labour and Welfare
Most relevant webpage - in English	http://www.japaneselawtranslation.go.jp/law/detail/?id=1854&vm=&re=&new=1
Most relevant webpage - in original language	https://elaws.e-government.go.jp/document?lawid=344AC0000000064_20191214_501AC0000000037

Career guidance

Name of policy (Original)	キャリア形成サポートセンター
Name of policy (English)	Career Development Support Centre
Short description	The Career Development Support Centre provides comprehensive support for career development and vocational skills development through career consulting, using the Job Card and Self Career Dock System, a national skills development scheme. Employees can receive career guidance free of charge.
Year of introduction	2020
Operated/managed by	A Company commissioned by the Ministry of Health, Labour and Welfare
Most relevant webpage - in original language	https://carisapo.mhlw.go.jp/

Name of policy (Original)	ハロー トレーニング
Name of policy (English)	Hello Training
Short description	Hello training is a public system where one can acquire the vocational skills and knowledge necessary to get the job one wants.
Operated/managed by	Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers, prefectural governments, and commissioned private education and training institutions, etc.
Most relevant webpage - in original language	http://course.jeed.or.jp/onestop/search.asp?value=return

Public awareness campaigns

Name of policy (Original)	人材開発促進月間
Name of policy (English)	Human Resources Development Month
Short description	The Ministry of Health, Labour and Welfare, aimed promoting of promotion and skills development and improvement of human resources, "Human Resources Development Promotion Month". During this period, national and prefectural governments hold events that appeal to the technological capabilities that have supported the Japanese economy, such as awards for "excellent technicians".

	In addition to these efforts, during the Promotion Month, the Ministry requests business owners' organisations to further promote human resource development in companies and various measures related to human resource development tailored to the needs of business owners, such as support measures that lead to improved labour productivity. Actively publicise and publicise support measures.
Objective	Aimed at the promotion of skills development and improvement of human resources
Target groups	Employers who offer skills development opportunities for their employees, etc.
Operated/managed by	Ministry of health, labour and welfare
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/houdou/0000181205.html

Name of policy (Original)	グッドキャリア企業アワード
Name of policy (English)	Good Career Company Award
Short description	To present awards to companies that have made exemplary efforts to support the career development of their employees, and to widely disseminate their philosophy and the content of their efforts.
Objective	To promote and establish the importance of career development support in society
Target groups	Employers who offer skills development opportunities for their employees
Operated/managed by	Ministry of Health, Labour and Welfare
Most relevant webpage - in original language	https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/c_award.html