

Welfare Support Order No.4 of 9,29,2017
Elderly Order No.2 of 9,29,2017
9, 29, 2017

To: The Prefectural Governor
Cabinet Office / Designated City Mayor
Regional Welfare (Branch) Director-General

Director-General of the Social Welfare and War Victims' Relief Bureau, Ministry of Health, Labour and Welfare

Director-General of the Health and Welfare Bureau for the Elderly, Ministry of Health, Labour and Welfare

(Official seal omitted)

Regarding “The Standards etc. Stipulated by the Minister with Jurisdiction over the Business in Consideration of the Circumstances Pertaining to the Specific Occupations and Operation Prescribed in the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees Regarding the Occupation ‘Care worker’”

On this day, the “Ministerial Ordinance for Partial Amendment of the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees” (Ordinance of the Ministry of Justice and the Ordinance of Ministry of Health, Labor and Welfare No.5 of 2017) was promulgated, and the occupation ‘Care worker’ will be added to the subject occupations of the technical intern training program from November 1, 2017.

In addition, there is a system in the “Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees” (Ordinance of the Ministry of Justice and the Ordinance the Ministry of Health, Labor and Welfare No. 3 of 2016; hereinafter referred to as “Ordinance”) following amendment pursuant to the “Ministerial Ordinance for Partial Amendment of the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees” (Ordinance of the Ministry of Justice and the Ordinance the Ministry of Health, Labor and Welfare No. 1 of 2016) where with regard to the specific occupations and work that may be designated by the Minister of Justice or the Minister of Health, Labour and Welfare, the minister with jurisdiction over the business may stipulate requirements specific to the occupation or work through a Public Notice with regard to the standards, etc. for accreditation of the technical intern training plans; and therefore, “the Standards etc. Stipulated by the Minister with Jurisdiction over the Business in Consideration of the Circumstances Pertaining to the Specific Occupations and Operation Prescribed in the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees Regarding the Occupation ‘Care worker’” (Public Notice of

the Ministry of Health, Labour and Welfare No. 320 of 2017) were publicly notified on this day as follows, and are to be applied from November 1 of this year.

Therefore, please see below for the interpretation, application, etc. of the ordinances and notices for the occupation ‘Care worker’. In addition, with respect to the local governments, please ensure that you disseminate this information to each town under your jurisdiction, as well as businesses and related organizations, etc.

Details

Section 1. Standards for Accreditation of the Technical Intern Training Plans

(i) Standards for the Content of the Technical Intern Training

1. Regarding the Technical Intern Trainees

- (1) Experience, etc. of engaging in the same kind of work (Article 10, paragraph (2), item (iii)(e))

With regard to “the technical intern trainee has experience of engaging in the same kind of work in a foreign country as the work the trainee intends to engage in while in Japan, or there are special circumstances necessitating the technical intern trainee engage in the supervising-organization-type technical intern training” provided for in Article 10, paragraph (2), item (iii)(e) of the Ordinance, this shall be in accordance with the operation of the technical intern training program itself, but the following persons are examples.

- Persons who have experience of engaging in caregiving of elderly persons or persons with disabilities for their daily activities, functional training or medical treatment, etc. in a care facility for elderly persons or persons with disabilities, or in their home, etc. in a foreign country.
- Persons who have completed a nursing course in a foreign country or who are qualified as nurses
- Persons who have been approved, etc. as a care worker by a foreign government

- (2) Japanese Language Proficiency Requirements (Article 1, item (i) of the Public Notice)

- ① The “other persons with equivalent or greater competence” provided for in Article 1, item (i)(a) of the Public Notice shall be the following persons:

- Persons who have passed N3, N2 or N1 of the Japanese Language Proficiency Test (meaning the Japanese Language Proficiency Test implemented by the Japan Foundation and Japan Educational Services and Exchanges; the same shall apply hereinafter).
- Persons who passed levels 3, 2, or 1 of the Japanese Language Proficiency Test conducted up until March 31, 2010.
- Persons who scored 350 or more in the E-F level test of the J. TEST (Test of Practical Japanese) (meaning the J. TEST (Test of Practical Japanese) implemented by the Japan Language Examination Association or scored 400 or more in the A-D level test.
- Persons who have passed levels 4, 3, 2, or 1 of the Japanese language NAT-TEST

(meaning the Japanese NAT-TEST implemented by Senmon Kyoiku Publishing Co., Ltd.; the same shall apply hereinafter).

In addition, those persons who have been certified by a foreign government or related organization as having equivalent or greater competence than the abovementioned persons may be added.

② The “other persons with equivalent or greater competence” provided for in Article 1, item (i)(b) of the Public Notice shall be the following persons:

- Persons who passed N2 or N1 of the Japanese Language Proficiency Test
- Persons who passed levels 2 or 1 of the Japanese Language Proficiency Test conducted up until March 31, 2010
- Persons who scored 400 or more in the A-D level test of the J. TEST Test of Practical Japanese.
- Persons who passed levels 3, 2, or 1 of the Japanese language NAT-TEST.

In addition, those persons who have been certified by a foreign government or related organization as having equivalent or greater competence than the above mentioned persons may be added.

2. Post-entry Lectures (Article 1, item (ii) of the Public Notice)

(1) Subject of Japanese language (Article 1, item (ii) (a) to (c) of the Public Notice)

① The matters included in the educational content listed in the middle column of Appended Table 1 and Appended Table 2 of the Public Notice shall be as follows.

- General Japanese: ① Grammar (word grammar, sentence grammar), ② vocabulary (context, paraphrasing, usage), treatment expressions, ④ pronunciation, ⑤ accurate listening, ⑥ writing based on the topic
- Listening comprehension: ① utterances, ② immediate responses, ③ understanding of tasks, ④ understanding of key points, ⑤ summary understanding
- Reading comprehension: ① Content understanding, ② information retrieval
- Writing: ① Kanji character reading, ② writing
- Pronunciation: ① Meter ② emphasis, ③ intonation
- Conversations: ① Situational expressions, ② sentence endings
- Compositions: ① Sentence composition, ② suitable expressions
- Japanese language in Caregiving: ① Vocabulary such as body parts, ② vocabulary and voice tone depending on the caregiving setting

② The “other persons with equivalent or greater competence” provided for in Article 1, item (i)(c) of the Public Notice shall be the following persons:

- Persons who earned at least 26 credits in a subject related to Japanese language education at a university (excluding junior colleges) or a graduate school based on the School Education Act (Act No. 26 of 1954) and graduated from the same university, or completed the course of the graduate school.
- Persons who passed the Japanese Language Teaching Competency Test conducted by the Japan Student Services Association (meaning the juridical person established as the

Japan Student Services Association on March 1, 1957).

- Persons who have a bachelor's degree and completed training on Japanese language education deemed to be suitable (limited to courses of at least 420 unit hours (one unit time being 45 minutes)).
 - Persons who completed a course related to Japanese language education at a foreign university or graduate school equivalent to a university (excluding junior colleges) or graduate school based on the School Education Act and graduated from the same university, or completed the course of the graduate school.
 - Persons with a bachelor's degree, who have experience of working for one year or more as Japanese language teaching staff at the Japanese language education institution given in Appended Table 1, Appended Table 2 or Appended Table 3 of the Public Notice Specifying the Japanese Language Educational Institutions, etc. Pursuant to the Provisions of the Standards Pertaining to the Status of Residence of "Student" Set Forth under the Ministerial Ordinance Providing for the Criteria in Article 7, Paragraph (1), Item (ii) of the Immigration Control and Refugee Recognition Act on a day within three years of the date of the application for accreditation of the technical intern training plan, and moreover, who have not actually left the position of Japanese language teaching staff of the relevant Japanese language education institution.
- (2) Subject of knowledge that will contribute to the acquisition of skills etc. (Article 1, item (ii)(d) or (e) of the Public Notice)
- ① The matters to be included in the educational content given in the middle column of Appended Table 3 of the Public Notice are as follows.
- Foundational caregiving I and II: ① Foundational caregiving I (role of the care worker, the care worker ethics, securing of safety in caregiving and risk management, safety of the care worker, care process, maintenance of dignity in care and support for self-reliance), ② Foundational caregiving II (Understanding of the mechanism of the body, understanding people who need care (understanding of the elderly, understanding of dementia, understanding of disabilities))
 - Communication skills: ① Significance and purpose of communication, ② basic techniques of communication, ③ type-specific communication
 - Care for mobility: ① Significance and purpose of mobility, ② basic care (physical position changes, movement (walking, transportation using wheelchairs, etc.)), ③ points to note on mobile assistance and accident prevention
 - Care for meals: ① Significance and purpose of the meals, ② basic care for meals, ③ points to note on meal assistance and accident prevention
 - Care for excretions: ① Significance and purpose of excretions, ② basic care (portable toilets, bedpans and urinary equipment, diapers, etc.), ③ points to note on excretion assistance and accident prevention
 - Care for dressing and disrobing: ① Significance and purpose of dressing and disrobing, ② Care for basic dressing and disrobing ③ Points to note on dressing

and disrobing assistance and accident prevention

- Care for bathing and bodily cleanliness: ① Significance and purpose of bathing and body cleanliness, ② basic bathing care (special bathtubs, chair baths, general bathtubs, etc.), ③ methods of body washing other than bathing (foot baths, hand washing, body washing), ④ prevention of bedsores, ⑤ points to note on bathing and body cleanliness, and accident prevention

② The “other persons with equivalent or greater knowledge and experience” provided for in Article 1, item (ii)(e) of the Public Notice with regard to instructors for subjects of knowledge contributing to the acquisition, etc. of skills etc. shall be the following persons.

- Persons who have experience of teaching any of the subjects of Foundation of Caregiving and Welfare, Communication skills, Living support skills, Care process, or Care general practices as specified in Attached Table 5 of the Ordinance on Designated Schools for Certified Social Workers and Certified Care Workers (Ordinance of the Ministry of Education, Culture, Science and Technology and Ordinance of the Ministry of Health, Labour and Welfare No. 2 of 2008) as a teacher of the upper secondary school or lower secondary school provided for in Article 40, paragraph (2), item (iv) of the Certified Social Worker and Certified Care Worker Act (Act No. 30 of 1987).
- Persons who have experience of teaching any of the subjects of Foundational Caregiving I or II, Communication skills, Living support skills I or II, or Care process I to III provided for in Appended Table 5 of the Ordinance on Designated Schools for Certified Social Workers and Certified Care Workers (Ordinance No. 50 of the Ministry of Health, Labour and Welfare of 1987) as a teacher of the school or training facility provided for in Article 40, paragraph (2), item (v) of the Certified Social Worker and Certified Care Worker Act.
- Persons who have experience of teaching any of the subjects of Foundational Caregiving, Communication skills in caregiving, or Mechanism of the mind and body, and Living support skills provided for in the Table of the Standards Provided for by the Minister of Health, Labour and Welfare Prescribed in Article 22-23, Paragraph (2) of the Ordinance for Enforcement of the Long-Term Care Insurance Act (Public Notice of the Ministry of Health, Labor and Welfare No. 71 of 2012) in the Initial Training Program for Care Workers Provided for in Article 22-23, paragraph (1) of the Ordinance for Enforcement of the Long-Term Care Insurance Act (Ordinance No. 36 of the Ministry of Health, Labour and Welfare of 1999).
- Persons who have experience of teaching any of the subjects of Foundation of Caregiving and Welfare, Communication skills, Living support skills, Care process or Care general practices Provided for in the Table of Article 2, item (ii) of the Standards Provided for by the Minister of Health, Labour and Welfare Prescribed in the Table of Article 2, Item (ii) of the Supplementary Provisions of the Ordinance on Designated Schools for Certified Social Workers and Certified Care Workers as a teacher of the

upper secondary school or lower secondary school provided for in any of the items of Article 2, paragraph (1) of the Certified Social Worker and Certified Care Worker Act.

(3) Exemption of Hours

- ① The “some of the hours . . . may be exempted” provided for in Article 1, item (ii), (a), (b) or (d) of the Public Notice means, in the same manner as the handling of the technical intern training itself, that with regard to the pre-entry lectures (meaning the pre-entry lectures provided for in Article 10, paragraph (2), item (vii) (c) of the Ordinance; hereinafter the same shall apply), when lectures are given that are equivalent to the lectures on the subject of Japanese language or the subject of knowledge contributing to the acquisition, etc. of skills, etc., to be given in the post-entry lectures, and such number of hours is one-half or more of the total number of hours prescribed in the Public Notice with regard to each respective subject, a maximum of one-half of the total number of hours provided for in the Public Notice as the overall number of hours for such subject may be exempted from the post-entry lectures.

Even with regard to the number of hours for each educational content, all or some of the hours specified in the Public Notice with regard to the post-entry courses may be exempted with an upper limit of the number of hours for each educational content in the lectures for each subject in the pre-entry lectures.

- ② In order for the lectures for the subject of Japanese language given in the pre-entry lectures to be recognized as being equivalent to the lectures for the subject which are to be given in the post-entry lectures, it is necessary for the educational content stipulated in the Public Notice to be given by the persons in the following (a) or (b).
- a. Persons given in Article 1, item (ii) (c) of the Public Notice
 - b. Persons who have graduated from a foreign university or completed a course of a foreign graduate school, and who have experience of working for one year or more as Japanese language teaching staff at a Japanese language education institution in a foreign country on a day within three years of the date of the application for accreditation of the technical intern training plan, and moreover, who have not actually left the position of Japanese language teaching staff of the relevant Japanese language education institution.
- ③ In order for the lectures for the subject of knowledge contributing to the acquisition, etc. of skills, etc. given in the pre-entry courses to be recognized as being equivalent to the lectures for the subject which are to be given in the post-entry lectures, it is necessary for the educational content stipulated in the Public Notice to be given by the persons in Article 1, item (ii) (e) of the Public Notice.

(ii) Structure to Conduct the Technical Intern Training (Article 2 of the Public Notice)

1. Technical intern training instructors (Article 2, item (i) of the Public Notice)

The “other persons with equivalent or greater expert knowledge and skills” provided for in Article 2, item (i) of the Public Notice shall be the following persons:

- In addition to having at least five years' experience with regard to the skills, etc. which the instructor is to have the trainees acquire, persons who have engaged in the work of caregiving, etc. for at least three years, and have completed the practical training course, and are deemed to be suitable as a technical intern training instructor by the applicant.
- Persons with the qualification of a nurse or assistant nurse.

2. Establishment Conducting Technical Intern Training (Article 2, Item (iii) (a) of the Public Notice)

The “work of caregiving, etc.” provided for in Article 2, item (iii)(a) and Article 5, item (i)(a) of the Public Notice refers to the “work of caregiving, etc.” provided for in Article 40, paragraph (2), item (v) of the Certified Social Worker and Certified Care Worker Act, and where it is deemed such persons engaged in the “work of caregiving, etc.” with regard to approval of the qualification to take the certified care worker exam. Specifically, it is as is shown in Attachment 1.

3. Night Shift Work, etc. (Article 2, item (v) of the Public Notice)

Since night shift work involves a smaller number of staff working than during the daytime, there is a need to pay particular attention to the safety of the users, and since the burden on both the mental and physical aspects of the technical intern trainees is large, when assigning technical intern trainees to night shift work, etc. it is necessary to take measures to ensure the safety of the users and protection of the technical intern trainees.

Section 2 Standards Relating to Implementation of the Work of the Supervising Organizations (Article 5 of the Public Notice)

The “other persons deemed to have equivalent or greater expert knowledge and skills as the persons given in (a)” provided for in Article 5, item (i)(b) of the Public Notice shall be the following persons:

- Persons qualified as nurses or assistant nurses who have practical work experience of five years or more.
- Persons who have experience of working for three years or more as the facility head or administrator of a facility or place of business that engages in work of caregiving, etc.
- Persons qualified as long-term care support specialist who have experience of engaging in the work of caregiving, etc. for five years or more.

Advisors for preparation of the technical training plans, who meet the requirements specified in Article 5, item (i) of the Public Notice can be either full-time or part-time.

Section 3. Treatment in Terms of the Placement Standards for Technical Intern Trainees

1. Treatment of the Placement Standards in Terms of the Fees in long-term care facilities, etc.

The technical intern trainees of the occupation ‘Care worker’, who come under the following ① or ② shall be deemed employees, etc. with regard to the placement standards of employees, etc. pursuant to the laws and regulations.

- ① Persons for whom six months have passed since the day of commencing the training at the establishment which is conducting the technical intern training

- ② Persons who passed the N2 or N1 level of the Japanese Language Proficiency Test (Level 2 or 1 in the case of examinations conducted up until March 31, 2010)

2. Treatment of Placement Standards in Terms of the Medical Fees

With regard to the placement standards for nursing assistants in cases where a technical intern trainee of the occupation ‘Care worker’ engages in the work of caregiving for medical treatment at a hospital or clinic as a nursing assistant, such technical intern trainee may be included in the calculation of staff.

Section 4. Others

For the acceptance of technical intern trainees in the occupation ‘Care worker’, with regard to the “Preparatory Meeting to Add the Occupation ‘Care worker’ to the Technical Intern Training Program” which is supposed to be transferred to the Business Council provided for in Article 54, paragraph (1) of the “Act on Proper Implementation of Technical Intern Training and Protection of Technical Intern Trainees” (Act No. 89 of 2016) after the enforcement of the same Act, as is shown in Attachment 2, “Guidelines Relating to the Acceptance of Technical Intern Trainees in the Occupation ‘Care worker’” have been formulated, based on which, further efforts to properly implement the technical intern training of the occupation ‘Care worker’ shall be implemented.

Object facilities

Facilities and Services	Code
Facilities / services under the Child Welfare Law	
Designated development support medical institutions	1
Child development support	2
After school day services	3
Facilities for children with disabilities	4
Child development support center	5
Visiting services to day care centers	6
Facilities / services of the Law on Comprehensive Support for the Daily Lives and Social Lives of Persons with Disabilities	
Short-stay service	7
Support facilities for persons with disabilities	8
Care for daily life in medical facilities	9
Care for daily life	10
Group home with aid (group home)	11
Rehabilitation service	12
Transition support for employment	13
Continued employment support	14
Welfare home	15
Temporary day support	16
Community life support centers	17
Facilities and services of the Law on Social Welfare for the Elderly and Long-Term Care Insurance Law	
1 st day-care services	18
Day service center for the elderly	19
Outpatient day long-term care (including designated medical outpatient day long-term care)	20
Community-based outpatient day long-term care	21
Outpatient preventive day long-term care	22
Outpatient day long-term care for dementia patients	23
Outpatient preventive day long-term care for dementia patients	24
Short-term admission facility for the elderly	25
Short-term admission for daily life long-term care	26
Short-term admission daily life long-term care for preventive long-term care	27
Intensive care home for the elderly (long-term care welfare institution for the elderly)	28
Multifunctional long-term care in small group homes	29
Combined multiple service	30
Communal daily long-term care for dementia patients	31
Preventive communal daily long-term care for dementia patients	32
Long-term care health facilities	33
Outpatient rehabilitation service	34
Outpatient preventive rehabilitation service	35
Short-term admission for recuperation	36

Short-term admission for recuperation for preventive long-term care	37
Daily life long-term care for the elderly in a specified facility	38
Daily preventive long-term care a for the elderly in a specified facility	39
Daily life long-term care for a person admitted to a community-based specified facility	40
Facilities related to Public Assistance Law	
Relief facilities	41
Rehabilitation facility	42
Other social welfare facilities	
Community welfare center	43
Settlement house day care services business	44
Independent Administrative Institution National Center for Persons with Severe Intellectual Disabilities, Nozominosono	45
Hansen's disease sanatorium	46
Atomic bomb victim nursing home	47
Atomic bomb survivor day service program	48
Short-stay program for atomic bomb survivors	49
Work accident special nursing home business	50
Hospital or clinic	
Hospital	51
Clinic	52

Guidelines Relating to the Acceptance of Technical Intern Trainees in the Occupation 'Care worker'

Preparatory Meeting to Add the Occupation 'Care worker' to the Technical Intern Training Program

Formulated on 9,29, 2017

In the technical intern training program for the occupation 'Care worker', the particular requirements are given in "The Standards etc. Stipulated by the Competent Minister for the Business in Consideration of the Circumstances Pertaining to the Specific Occupations and Operation Prescribed in the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees Regarding the Occupation 'Care worker'" (Public Notice of the Ministry of Health, Labour and Welfare No. 320 of 2017; hereinafter referred to as "Public Notice"), and in order to further proceed with measures for proper implementation of technical intern training for the occupation 'Care worker', the following guidelines have been established by this Council showing the points to bear in mind when accepting technical intern trainees for the occupation 'Care worker', as well as the ideal measures that should be carried out by the implementing organizations.

1. Points to bear in mind relating to the acceptance of technical intern trainees in the occupation 'Care worker'

- The technical intern training program plays an important role in Japan's international contributions as a program aiming to transfer skills, etc. to the developing regions etc. and to cooperate with "human resource development" to lead its economic development. In accepting technical intern trainees from the occupation 'Care worker', it is not intended for this to be a response to the shortage of human resources, but international cooperation through the transfer of skills, etc. to the developing regions etc. through human resource development in accordance with the intent of the technical intern training program. The implementing organizations and supervising organizations should implement the technical intern training appropriately based on the above.
- In addition, in the "Basic Policy for the Asia Health and Wellbeing Initiative" (decision of the Headquarters for Healthcare policy, July 29, 2016), one of the major pillars is the training of quality caregiving resources in Asia and promotion of their circulation, and Asia is regarded as a place where technical intern trainees will be able to play an active role after their return home in Asia's potential elderly-related markets. Implementing organizations shall implement technical intern training so that technical intern trainees will be able to play an active role as core human resources in the elderly-related market of their home countries after their return home.

2. Points to bear in mind with regard to the Japanese language skills of technical intern trainees

(1) Japanese language proficiency requirements

- Implementing organizations and supervising organizations shall set the ideal Japanese

language proficiency level at “N3” for the first year (time of entry into Japan), and in order to ensure the technical intern trainees smoothly transition to their work in the second year, shall strive to ensure the trainees enter Japan with a higher level of Japanese language proficiency. Specifically, the following measures will be taken.

- Encourage the independent learning of the technical intern trainees before they enter the country by utilizing the “Japanese independent learning support tool (WEB contents)” developed by the government.
- Foster technical intern trainee candidates, who have Japanese proficiency of about N3 by cooperating with the local Japanese language educational institutions.

(2) Japanese language learning during the period of training

- In order for technical intern trainees to be able to proceed smoothly with the training and to meet the Japanese proficiency requirement at the time of the second year transition, it is important that Japanese language learning is continued even after the start of the training. For this reason, implementing organizations should utilize the following programs developed by the government to improve the Japanese language learning environment of the technical intern trainees, and strive to continuously improve the Japanese language proficiency of the technical intern trainees by utilizing the “Japanese independent learning support tool (WEB contents)” and encouraging the independent learning of the technical intern trainees.

- Standard programs used for learning Japanese conducted by implementing organizations
- Common text of ‘Japanese language in Caregiving’
- Manual for Japanese language learning instructors at the implementing organization
- Learning program specific to listening comprehension

(More information on each program is available on the Ministry of Health, Labor and Welfare website).

- Particularly, when accepting technical intern trainees who have not reached the N3 level, implementing organizations should place Japanese language experts as Japanese language learning instructors. In cases where it is difficult to place them with the implementing organization, it is desirable for the supervising organization to take measures such as periodic visits and consultations by Japanese language education experts.

3. Matters to bear in mind about post-entry lectures

- Implementing organizations and supervising organizations shall implement post-entry lectures for the four subject, (1) Japanese language, (2) Knowledge of general life in Japan, (3) Information necessary to legally protect the technical intern trainee, and (4) Knowledge that contributes to the acquisition, etc. of skills, etc. in Japan, and the total number of hours is one-sixth or more (one-twelfth or more in cases of having conducted pre-entry lectures) of the total number of scheduled hours of technical intern training (i) (Article 10, paragraph (2), item (vii) of the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees Regarding the Nursing Care Profession (Ordinance of the Ministry of Justice and Ordinance of the Ministry of Health, Labour and Welfare No. 3 of 2016)).
- With regard to the occupation ‘Care worker’, certain requirements are imposed on the

instructors of the subjects of Japanese language, and Knowledge that contributes to the acquisition, etc. of skills, etc. in Japan(Introduction of Caregiving)(Public Notice Article 1, item (ii)(c) and (e)), and in addition to the prescribed requirements, with regard to instructors who are in charge of Japanese language teaching, it is preferable to have those who have experience of teaching foreign nationals, and with regard to instructors who are in charge of Introduction of Caregiving, to have those who have a teaching background of three years or more.

4. Points to bear in mind about the implementation of training

(1) About night shift work, etc.

- If an implementing organization is to have a technical intern trainee work a night shift or other work with a small number of workers, or work requiring responses in the event of an emergency (hereinafter referred to as “night shift work, etc.”), it shall take necessary measures to ensure the safety of the users and to protect the technical intern trainees (Article 2, item (v) of the Public Notice). For this reason, implementing organizations are specifically required to take the following measures in cases where they have technical intern trainees work night shift work, etc.
 - Have the number of care workers other than the technical intern trainees (mainly technical intern training instructors) necessary for the instruction and technical intern trainees do the work together.
 - * If there is a establishment that is integrally operated within the same premises as the establishment where the technical intern trainee is assigned, it is possible to arrange a structure where workers other than the technical intern trainees (mainly technical intern training instructors) can be assigned there at the same time.
 - In addition, from the perspective of the safety of the users and avoiding the burden on the physical and mental health of the technical intern trainees, it is also possible to limit the night shift work, etc. to technical intern trainees in their second year onwards depending on the judgment of the establishment.
- In addition, even in the abovementioned cases, taking into consideration the burden on both the physical and mental health of the technical intern trainees and the impact on the training, it is recommended to give consideration to implementing the night shift work within an appropriate range, and encouraging the technical intern trainees to take paid annual holidays.

(2) About the technical intern training instructors

- The implementing organizations should encourage technical intern training instructors take training courses for the ‘Care worker’ technical intern training instructors* so that the technical intern training instructors are able to implement appropriate instruction.
 - * Training courses for the ‘Care worker’ technical intern training instructors
 - ... Training courses which are implemented for the purpose of having technical intern training instructors understand their role as a “advisors” of “technical intern training”, and acquire the knowledge and skills to be able to conduct effective technical intern training according to the technical intern training program in order to ensure a system in which skills can be properly transferred (implemented by the Ministry of Health, Labor and Welfare budget in FY2017).

【Content of the training program】

Subject name	No. of hours	Goals and Main content
Role of the technical intern training instructors	2.5	<ul style="list-style-type: none"> ○ Understanding the technical intern training program to play roles required of technical intern training instructors · Significance of the transfer of skills · Protection of the human rights of the technical intern trainees etc. ○ Understanding the Labor Standard Act as well related acts and regulations
Theory of the skills to be transferred and teaching methods	1.5	<ul style="list-style-type: none"> ○ Understanding the “nursing care” which is the subject of the technical intern training · About the Required work, Related work, Peripheral work etc. ○ Understanding the points of the skills to be transferred and the instruction
Methods and development of technical intern training		<ul style="list-style-type: none"> ○ Understanding the preparation of the technical intern training plan and the methods of instruction · Preparing the technical intern training plans and training programs etc.
Responding to issues in training guidance	2.25	<ul style="list-style-type: none"> ○ Points to bear in mind when accepting technical intern trainees · Facing the way of the technical intern trainee · Points to bear in mind about communication · Understanding lifestyles and culture · About Japanese language learning support etc.
Comprehension test	0.75	<ul style="list-style-type: none"> · Implementation and explanation of Comprehension test
Total	7.0	

5. Points to bear in mind about ensuring equivalent treatment

- The implementing organizations and supervising organizations should proceed with the following measures in order to secure treatment for the technical intern trainees that is equivalent to the treatment for Japanese nationals.
 - Ensure thorough explanations are given so that technical intern trainees are able to understand Japan’s unique wage structure such as bonuses and allowances, and taxes.
 - Encourage employers to voluntarily publish their wage regulations for more effective securing of equivalent treatment.

6. Others

(1) About the health management of the technical intern trainees

- The implementing organizations and supervising organizations should conduct health checkups for the technical intern trainees prior to them entering the country, and should endeavor to manage the health of the technical intern trainees by providing health guidance and health counseling after they have entered the country.

(2) About the mental health care of the technical intern trainees

- Establishments which have been permitted a fixed number of two or more technical intern trainees are advised to accept two or more technical intern trainees from the perspective of the mental health care of the technical intern trainees. An establishment that accepts only one technical intern trainee should work together with neighboring establishments that are accepting technical intern trainees so as to establish a forum for interactions between the technical intern trainees and local community, and strive to ensure the mental health care of the technical intern trainees.
- In addition, strive to prepare an environment where technical intern trainees are able to maintain high motivation and work on their training through preparing opportunities where the living guidance instructors of whom there are supposed to be one or more for each establishment conducting the technical intern training (Article 12, paragraph (1), item (iii) of the Ordinance) take the lead to regularly have meetings with the technical intern trainees, and talk specifically about the purpose in coming to Japan and the technical intern trainee's future, and in addition, respond to queries about living or work from the technical intern trainees.

(3) Mutual Understanding

- There are differences in the country characteristics, sense of values, views of religion, etc. between Japan and the country sending the technical intern trainees, and so the implementing organizations and supervising organizations should be aware of these differences and strive for mutual understanding with the technical intern trainees. In addition, if the technical intern trainees believe in a religion, the implementing organizations and supervising organizations should give due consideration to the religious beliefs of the technical intern trainees, such as providing information on access to religious facilities.
- The implementing organizations and supervising organizations should proactively arrange opportunities for interactions with the local community such as enabling the technical intern trainees to take part in local activities and volunteer activities, so that the technical intern trainees are able to smoothly adjust to the workplace and acquire Japanese lifestyle habits.

End