



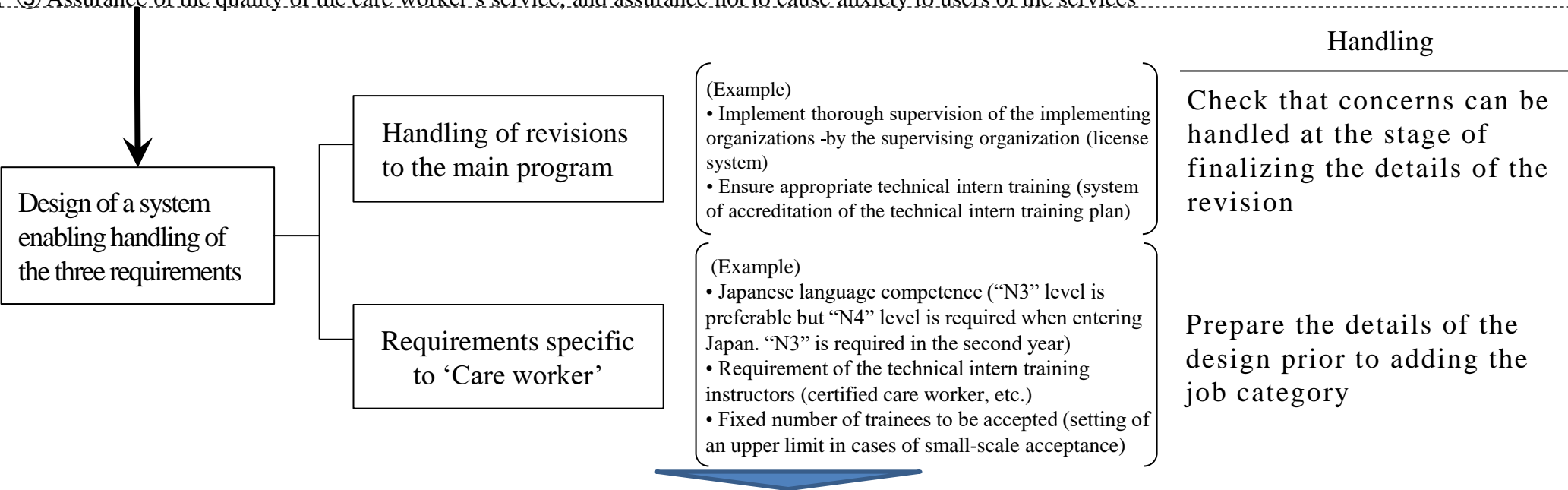
'Care Worker' in Technical Intern Training Program

Social Welfare and War Victims' Relief Bureau
Ministry of Health , Labour and Welfare

Addition of the Care Worker in job category of technical intern training program

【Basic concept】

- The aim in accepting foreign care worker is not to secure care workers, but to respond in accordance with the objective of the program which to transfer skills.
- When adding this job category, because of the need to respond to the various concerns of the specific characteristics of the care worker, this job category was added based on the assurance of the following three requirements.
 - ① Assurance that the care worker does not take on the image of “simple work carried out by foreign nationals”
 - ② With respect to foreign nationals, they are to be accorded the same kind of treatment as a Japanese national would receive, and efforts to improve the treatment and work environment of Japanese workers must not be compromised
 - ③ Assurance of the quality of the care worker’s service, and assurance not to cause anxiety to users of the services



- Proceed with a specific system design so as to respond to the various concerns towards adding a job category. Check that it is possible to handle the various concerns in conjunction with the requirements specific to the care worker at the stage of finalizing the details of revision of the technical intern training program.

Furthermore, add the job category at the same time as the enforcement of the new technical intern training program

Concept of the System Design Pertaining to the Addition of Care Worker

(Interim Report of the Review Committee on the Methods of Acceptance of Foreign Care Worker (February 4, 2015))

1. Clarification of the appropriate content and scope of work subject to transfer

The following work as supported by the acquisition of a steady level of communication skills, respect for human dignity, the principles of caregiving practices, and understanding of the structure of society and the structure of the mind and body is eligible for transfer

- Required work = physical care (care for bathing, meals, toilet support, etc.)
- Related work = support other than physical care (cleaning, washing, cooking etc.), indirect work (keeping of records, passing on of relevant information, etc.)
- Peripheral work = others (management of bulletin board notices such as information)

2. Ensuring the necessary communication skills

- **First year (at the time of entry into Japan), “N3” level is the preferred level but “N4” level is required. In the second year the “N3” level is required**
- **After entering Japan, familiarization with technical terms, dialects and the like through on-the-job- training etc.**

(Reference) “N3”: able to understand Japanese used in everyday situations to a certain extent

“N4”: Able to understand the basic Japanese language (Japanese Language Proficiency Test: implemented by the Japan Foundation and the Japan Educational Exchanges and Services)

3. Establishment of an appropriate official evaluation system

- The organizations that meet the requirements required by the new program of technical intern training are selected for test implementation organization.
- The level of achievement for each year is as follows:

First year: Able to provide basic care according to determined procedures, etc., if given instructions

Second year: Able to provide a certain level of care tailored to the state of the mind and body of the service user if given instructions

Third year: Able to provide a certain level of care tailored to the state of the mind and body of the service user based on the trainee’s abilities and concepts, which are the foundation of caregiving, without instructions.

Fifth year: Able to provide care tailored to the state of mind and body of the service user based on the abilities and concepts, which are the foundation of caregiving, without instructions.

4. Setting of the applicable scope of appropriate implementing organizations of technical intern training

- Facilities where the work of “caregiving” is actually being conducted (facilities which have first-hand experience of the certified care worker national examination) would come within the scope

However, from the perspective of protecting the human rights of technical intern trainees and appropriate residence management, home visit services are not included

- Limited to facilities with a certain level of stable management (in principle, three years have passed since establishment of the facility)

5. Securing of an appropriate technical intern training structure

- Maximum number of trainees to be accepted: in the case of a small implementing organization (the number of full-time staff members being 30 or less), up to 10% of the total number of full-time staff

- Calculation criteria for the fixed number of trainees: the scope of “full-time staff” is limited to “those whose principal work is caregiving”

- Requirement for technical intern training instructors: a care worker, etc. who has experience of working as a care worker for 5 years or more

- Technical intern training plan: required to prepare details for each applicable item of the skills transfer

- Lectures at the time of entry: acquisition of technical terms and basic matters of caregiving

6. Assurance of treatment equivalent to that of a Japanese national

The following measures should be taken in order to thoroughly ensure that “remuneration of an equivalent amount as a Japanese national engaging in the work would receive”.

- At the time of acceptance: confirmation of the wage regulations, etc.

- After acceptance: interviews with the relevant people at the time of a visit for guidance, checking of the wage register, and regular reports to be submitted to the supervising organization

(Implementing organizations that do not comply with the checks by the supervising organization shall not be permitted to implement technical intern training)

7. Implementation of thorough supervision by the supervising organization

- Reinforce the supervision based on the new program through the revision of the technical intern training program itself

Requirements of The Technical Intern Trainee

Common Requirements of The Technical Intern Training program (Extract)

- 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 technical intern training** (**)(only in cases pertaining to supervising-organization-type technical intern training)
- The technical intern trainee plans to engage in work requiring the skills etc. acquired in Japan after returning to his or her home country.

Requirements Specific to ‘Care worker

< Trainees need to meet the following requirements besides the common requirements in TITP >

- The technical intern trainee meets the following requirements. (Japanese language proficiency requirements)

Technical Intern Training (i)	<u>Persons who passed N4 of the JLPT</u> , or other persons with equivalent or greater competence*1.
Technical Intern Training (ii)	<u>Persons who passed N3 of the JLPT</u> , or other persons with equivalent or greater competence*2.

*1 Persons who passed N3, N2 or N1 of the JLPT.

Persons who scored 350 or more in the D-E level test or scored 600 or more in the A-C level test of the J.Test (from May 2019) .
(scored 350 or more in the E-F level test or scored 400 or more in the A-D level test of the former J.Test until March 2019)
Persons who passed level 4,3,2 or 1 of the NAT-TEST..

*2 Persons who passed N2 or N1 of the JLPT .

Persons who scored 500 or more in the D-E level test or scored 600 or more in the A-C level test of the J.Test (from May 2019).
(scored 400 or more in the A-D level test of the former J.Test until March 2019)
Persons who passed level 3,2 or 1 of the NAT-TEST

Requirements of The Implementing Organization

Common Requirements of The Technical Intern Training program (Extract)

- Appointment of the following persons for each place of business
 - “**Technical intern training manager**” (person in charge for the implementation of the technical intern training): a full-time officer or employee who is able to be in the position of supervising the staff involved in the technical intern training and who has completed the course for technical intern training managers within the past 3 years (transitional measures available with regard to the course)
 - “**Technical intern training instructor**” (person responsible for instruction for the technical intern trainees): a full-time officer or employee who **has at least 5 years’ experience with regard to the skills which the trainee is to acquire**
 - “**Living guidance instructor**” (person responsible for everyday living guidance for the technical intern trainees): a full-time officer or employee
- Must not be in excess of the maximum number of technical interns to be accepted.

Requirements Specific to ‘Care worker

< Implementing organizations need to meet the following requirements besides the common requirements in TITP >

- **One or more of the technical intern training instructors** is a person who is qualified as **a certified care worker**, or other persons with equivalent or greater expert knowledge and skills(*nurse, etc.).
 - **One or more technical intern training instructors is appointed for every five technical intern trainees.**
 - The facility conducting the technical intern training engages in the work of caregiving (**excluding work that provides services in the residence of the users**). (See p5)
 - **Three years have passed since the setting up** of the facility conducting the technical intern training.
 - **When assigning technical intern trainees to night shift work** or other work with a small number of workers, **necessary measures to ensure the safety of the users and protection of the technical intern trainees are taken.**
- (*)Specifically, in light of the purpose of the technical intern training program, it is necessary to assign care workers other than the technical intern trainees at the same time.
- **The number of the technical intern trainees at the facility** conducting the technical intern training **must not be in excess of the maximum number** of technical interns to be accepted. (See p6)

Object Facilities

The following facilities/services are the facilities where people can engage in the work of caregiving which is recognized to be practical experience qualifying them for taking national examination of certified care worker (Excluding home-visit services such as Home-visit long-term care) .

Facilities / services under the Child Welfare Law	Intensive care home for the elderly (long-term care welfare institution for the elderly)
Designated development support medical institutions	Multifunctional long-term care in small group homes
Child development support	Combined multiple service
After school day services	Communal daily long-term care for dementia patients
Facilities for children with disabilities	Preventive communal daily long-term care for dementia patients
Child development support center	Long-term care health facilities
Visiting services to day care centers	Outpatient rehabilitation service
Facilities / services of the Law on Comprehensive Support for the Daily Lives and Social Lives of Persons with Disabilities	Outpatient preventive rehabilitation service
Short-stay service	Short-term admission for recuperation
Support facilities for persons with disabilities	Short-term admission for recuperation for preventive long-term care
Care for daily life in medical facilities	Daily life long-term care for the elderly in a specified facility
Care for daily life	Daily preventive long-term care for the elderly in a specified facility
Group home with aid (group home)	Daily life long-term care for a person admitted to a community-based specified facility
Rehabilitation service	Facilities related to Public Assistance Law
Transition support for employment	Relief facilities
Continued employment support	Rehabilitation facility
Welfare home	Other social welfare facilities
Temporary day support	Community welfare center
Community life support centers	Settlement house day care services business
Facilities and services of the Law on Social Welfare for the Elderly and Long-Term Care Insurance Law	Independent Administrative Institution National Center for Persons with Severe Intellectual Disabilities, Nozominosono
1 st day-care services	Hansen's disease sanatorium
Day service center for the elderly	Atomic bomb victim nursing home
Outpatient day long-term care (including designated medical outpatient day long-term care)	Atomic bomb survivor day service program
Community-based outpatient day long-term care	Short-stay program for atomic bomb survivors
Outpatient preventive day long-term care	Work accident special nursing home business
Outpatient day long-term care for dementia patients	Hospital or clinic
Outpatient preventive day long-term care for dementia patients	Hospital
Short-term admission facility for the elderly	Clinic
Short-term admission for daily life long-term care	
Short-term admission daily life long-term care for preventive long-term care	

Number of technical intern trainees

The number of technical intern trainees must not be in excess of the number set according to the total number of full-time staff whose main work is caregiving(full-time care worker)(**maximum is the total number of full-time care worker**) at each facility.

*The number of full-time care workers does not include technical intern trainees ((i), (ii), or (iii))

< supervising-organization-type >

Total number of full-time care workers at the facility	Regular Implementing Organizations		Excellent Implementing Organizations	
	technical intern trainees (i)	technical intern trainees (i), (ii),	technical intern trainees (i)	technical intern trainees (i), (ii), (iii)
1	1	1	1	1
2	1	2	2	2
3 ~ 10	1	3	2	3 ~ 10
11 ~ 20	2	6	4	11 ~ 20
21 ~ 30	3	9	6	21 ~ 30
31 ~ 40	4	12	8	31 ~ 40
41 ~ 50	5	15	10	41 ~ 50
51 ~ 71	6	18	12	51 ~ 71
72 ~ 100	6	18	12	72
101 ~ 119	10	30	20	101 ~ 119
120 ~ 200	10	30	20	120
201 ~ 300	15	45	30	180
301 ~	1/20 of the total number of full-time care workers	3/20 of the total number of full-time care workers	1/10 of the total number of full-time care workers	3/5 of the total number of full-time care workers

*Enterprises that the Minister of Justice and the Minister of Health, Labor and Welfare recognize as having a structure that allows continuous and stable technical intern training is the same.

< individual-enterprise-type >

Regular Implementing Organizations		Excellent Implementing Organizations	
technical intern trainees (i)	technical intern trainees (i), (ii),	technical intern trainees (i)	technical intern trainees (i), (ii), (iii)
1/20 of the total number of full-time care workers	3/20 of the total number of full-time care workers	1/10 of the total number of full-time care workers	3/5 of the total number of full-time care workers

Requirements of The Supervising Organization

Common Requirements of The Technical Intern Training program (Extract)

- A juridical person not for the purpose of profit.
A Chamber of Commerce and Industry,* Chamber of Commerce*, Small Business Association*, agricultural cooperative*, fisheries cooperative association*, vocational training corporation, public interest incorporated association or public interest incorporated foundation, etc.
* Limited to cases where the implementing organization which is supervised is a member of the such supervising organization.
- With regard to guidance on preparing the technical intern training plan from the perspective of having the technical intern trainees acquire the skills, etc. appropriately and effectively, officers or employees who have certain experience or knowledge pertaining to the skills, etc. is to be put in charge.

Requirements Specific to ‘Care worker

< Supervising organizations need to meet the following requirements besides the common requirements in TITP >

- A juridical person not for the purpose of profit.
 - ① **A Chamber of Commerce and Industry,* Chamber of Commerce*, Small Business Association*, vocational training corporation, public interest incorporated association or public interest incorporated foundation.**
* Limited to cases where the implementing organization which is supervised is a member of the such supervising organization.
 - ② **Nationwide organizations (including their branches) where the purpose of the organization includes contributing to the development of long-term care, medical care or social welfare, and which are composed of business operators engaged in long-term care or medical care.**
- With regard to guidance on preparing the technical intern training plan from the perspective of having the technical intern trainees acquire the skills, etc. appropriately and effectively, **officers or employees who have at least five years’ experience of engaging in the work of caregiving, etc. and are qualified as certified care worker**, etc. (*nurses, etc.)
- The supervision of technical intern training (iii) in the ‘Care worker’, and whether or not increase the fixed number for acceptance(**requirements for excellent supervising organization in the ‘Care worker’**) **depends on past performance in the ‘Care worker’.**

* The list of Licensed Supervising organization will be open in the website of OTIT.

Requirements of Post -entry Lectures

- As for the post-entry lectures, the basic operation follow the common rule of the TITP. In addition to the common rule, with regard to ‘Japanese language’ and ‘Introduction of caregiving’, certain requirements are imposed for the number of hours, the educational contents and the teachers. The detail of the requirements is as follows.

Post-entry lecture	
Subject*	Minimum hours
Japanese Language	240
Introduction of Caregiving	42
Necessary Information for Legal Protection	8*
Knowledge of general life in Japan	-
Total*	320*

* Four subjects, and the number of minimum hours of ‘Necessary Information for Legal Protection’ and the total number of hours are prescribed as common rules of TITP. The total number of hours ‘320’ is given as a standard.

Japanese Language	
Educational content	Minimum hours(*)
General Japanese language	90(100)
Listening comprehension	18(20)
Reading comprehension	11(13)
Writing	24(27)
Pronunciation	6(7)
Conversations	24(27)
Compositions	5(6)
Japanese language in Caregiving	36(40)
Total	240

* The number of hours in parentheses is shown as a standard.

Introduction of Caregiving	
Educational content	Minimum hours
Foundational Caregiving	6
Communication skills	6
Care for mobility	6
Care for meals	6
Care for excretion	6
Care for dressing and disrobing	6
Care for bathing and bodily cleanliness	6
Total	42

As for the trainees who passed N3 level test, with regard to ‘Japanese language’, it is necessary to take lectures of ‘Pronunciation’, ‘Conversation’, ‘Compositions’ and ‘Japanese language in Caregiving’(minimum hours are same as the table above) and the total number of Japanese language needs to be 80 hours or more.(Instead of taking ‘Japanese language’ lectures which meet the requirements given in the table above.)

As for Pre-entry Lectures

- As a common rule of TITP, in case pre-entry lectures are given(lectures need to have a program of at least 160 hours a month), the total number of hours of post-entry lectures can be shortened by a month.
- As for the ‘Care worker’, in case ‘Japanese language’ lectures are given for at least 120 hours(in case trainees passed N3, 40hours) in the pre-entry lectures, the total number of hours of ‘Japanese language’ in post-entry lectures can be shortened by half the required hours(120hours) . Besides, in case ‘Introduction of caregiving’ lectures are given for at least 21 hours in the pre-entry lectures, the total number of hours of ‘Introduction of caregiving’ in post-entry lectures can be shortened by half the required hours(21 hours) too.

(As for each educational content, the number of hours of educational content can be shortened by the hours trainees take for in pre-entry lectures.)

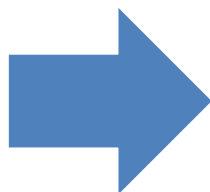
- For shortening hours of post-entry lectures as described above, the educational contents and teachers of pre-entry lectures need to meet the requirements of the post-entry lectures; provided, however, with regard to ‘Japanese language’, the following persons* are approved as Japanese language teachers in pre-entry lectures.

* 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 teacher 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 teacher of the relevant Japanese language education institution.

< Example of Pre-entry lectures(for shortening ‘Japanese language’)>

[Pre-entry]

Educational content	Hours
General Japanese language	70
Listening comprehension	20
Reading comprehension	10
Writing	20
Pronunciation	0
Conversations	0
Compositions	0
Japanese language in Caregiving	0
Total	120



[Post-entry]

Educational content	Hours(*)
General Japanese language	30(100)
Listening comprehension	0(20)
Reading comprehension	3(13)
Writing	7(27)
Pronunciation	7
Conversations	27
Compositions	6
Japanese language in Caregiving	40
Total	120

* The number of hours in parentheses is shown as a standard of post-entry lectures.

Requirements of Post -entry Lectures teacher

Japanese language(*)

- Persons who completed a course relating to Japanese language education at a university or a graduate school , and graduated from the same university or the graduate school
- Persons who earned at least 26 credits in a subject related to Japanese language education at a university or a graduate school and graduated from the same university, or the graduate school.
- Persons who passed the Japanese Language Teaching Competency Test conducted by the Japan Student Services Association
- 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 and graduated from the same university or the graduate school.
- Persons with a bachelor's degree, who have experience of working for one year or more as Japanese language teacher at the Japanese language education institution 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 teacher of the relevant Japanese language education institution.

* This requirement is based on the criteria about Japanese language teacher of the Japanese language education institution in Japan

Introduction of Caregiving

- Person with experience of giving lectures relating to Caregiving as a teacher of the training institution for certified care workers.
- Person with experience of giving lectures relating to Caregiving in the Initial Training Program for Care Workers. etc.

The schedule leading to the reception of the technical intern trainees in 'Care worker' in Japan

Main topics	date
Promulgation of the Ministerial Ordinance for addition of the 'Care worker' and Public Notice for the stipulations of the requirements specific to the 'Care worker'	9.29
The commencement of the application for Supervising organization	10.16
The commencement of the application for accreditation of training plan	11.1

The enforcement of addition of the 'Care worker' : 11.1

Considering a period of time of examination of the contents of the application, technical intern trainees in 'Care worker' will be able to enter Japan about four months after the application for accreditation of training plan.

Japanese proficiency requirements of technical intern trainees of care worker Measures under the “Basic policy on Economic and Fiscal Management and Reform 2018”

Measures under the “Basic policy on Economic and Fiscal Management and Reform 2018”

Technical intern trainees of long-term care work, even if their Japanese proficiency are still “N4” level of the JLPT, shall be allowed to continue staying in Japan until they finish technical intern training (ii), after three years from their entrance to Japan, in case they passed skill evaluation exam and meet any of the following requirements below.

1. They must express their will to learn Japanese continuously for the purpose of the proper mastery of the skills, etc. in care work.
2. They must learn Japanese which is required for the proper mastery of the skills, etc. in care work under the facility where the technical intern training is to be conducted.

(Reference)

“Basic policy on Economic and Fiscal Management and Reform 2018” June 15, 2018, Cabinet Decision

4. Acceptance of new human resources from overseas

(2) Promotion of further acceptance of foreign human resources with the current status of residence

With consideration to the quality of long-term care services and the condition of the relevant countries, the government will consider a system that allows technical intern trainees of long-term care work to continue staying in Japan even if the trainee fails to fulfill the Japanese proficiency requirements after one year from their entrance to Japan.*1

*1 In the present system, “N3” level of the JLPT is required in the second year