

**Vocational Rehabilitation of
Persons with Disabilities in Japan
- Current Situation of Employment Support
for Persons with Disabilities -**

Monday, 30 JUNE, 2008
At JEED Head Office, Takeshiba, Tokyo

Yoshihiko NONAKA

Development section chief

Vocational Rehabilitation Center

NIVR (National Institute of Vocational Rehabilitation)

JEED (Japan Organization for Employment
of the Elderly and Persons with Disabilities)



**VOCATIONAL REHABILITATION
of PERSONS WITH DISABILITIES
in JAPAN**

**- Current Situation of Employment Support
for Persons with Disabilities -**

Monday, 30 JUNE, 2008

At JEED Head Office

Yoshihiko NONAKA

BOYS BE AMBITIOUS

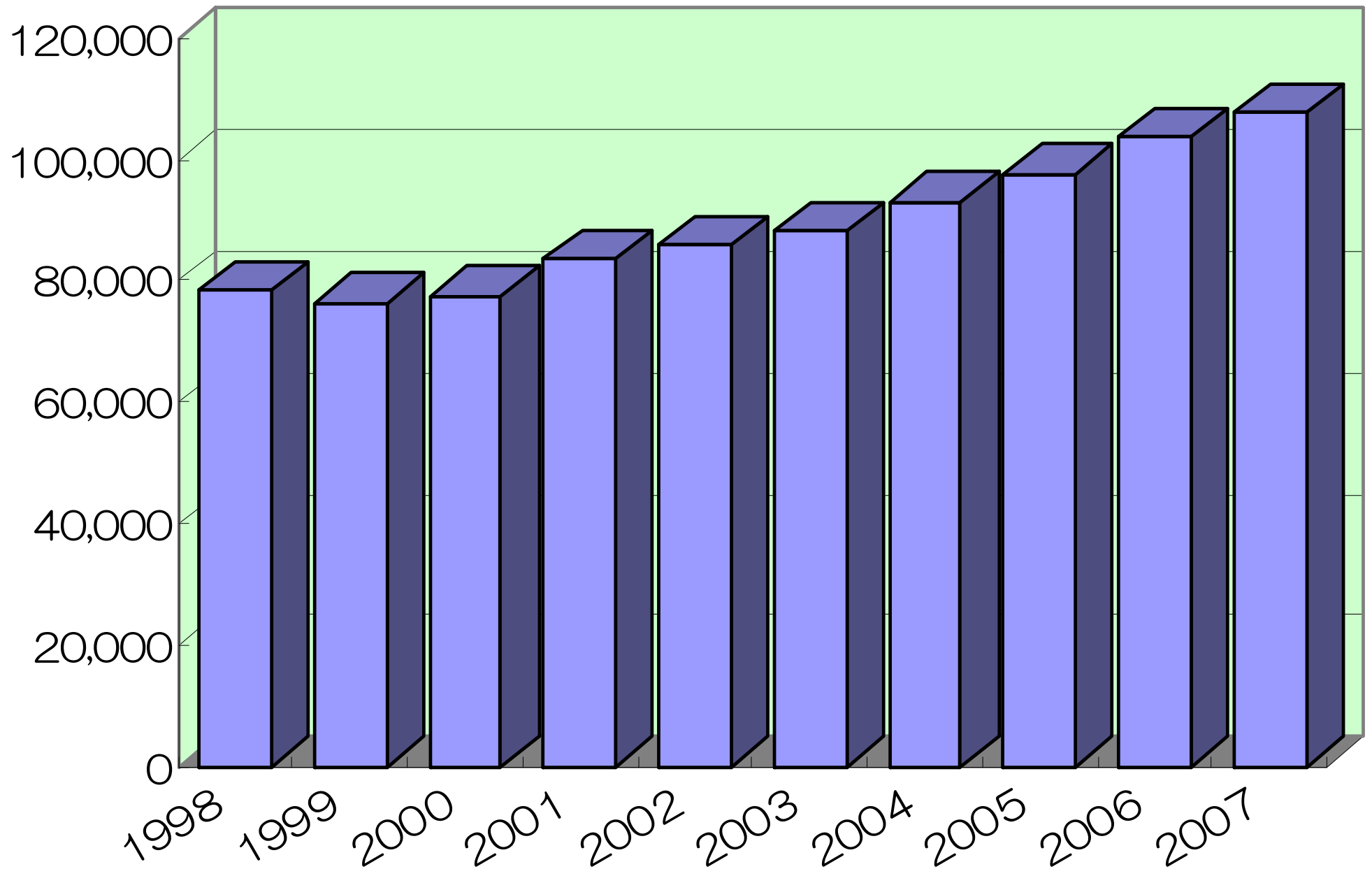
CONTENTS

1. OUTLINE of VOCATIONAL REHABILITATION in JAPAN
2. VOCATIONAL REHABILITATION SERVICES in JAPAN

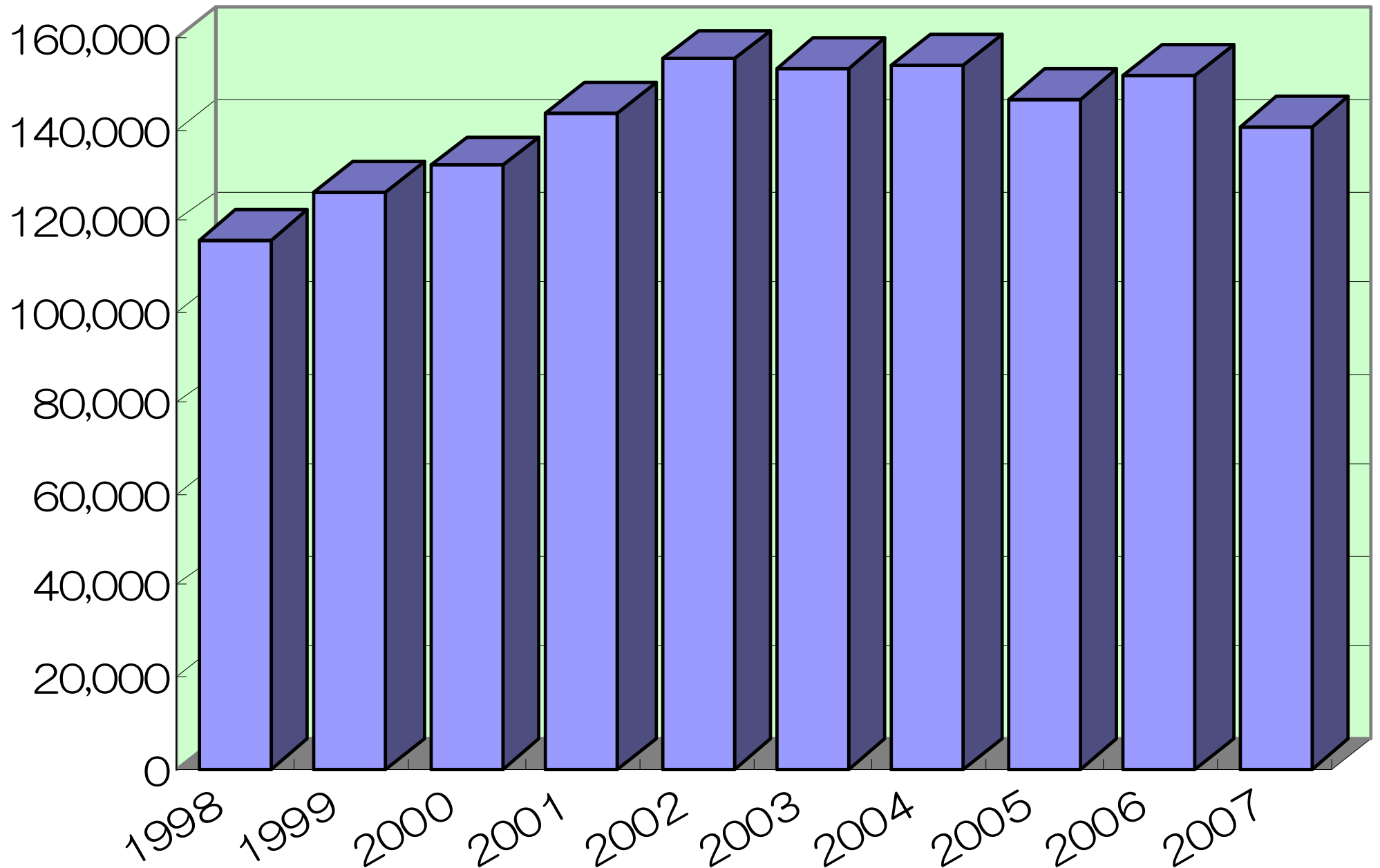
Number of New Job Seekers, Effective Job Seekers, and Employed (PWDs Total)

Year	New Job Seekers	Effective Job Seekers	Employed
1998	78,489	115,848	26,653
1999	76,432	126,254	26,446
2000	77,612	131,957	28,361
2001	83,557	143,777	27,072
2002	85,996	155,180	28,354
2003	88,272	153,544	32,885
2004	93,182	153,984	35,871
2005	97,626	146,679	38,882
2006	103,637	151,897	43,987
2007	107,906	140,791	45,565

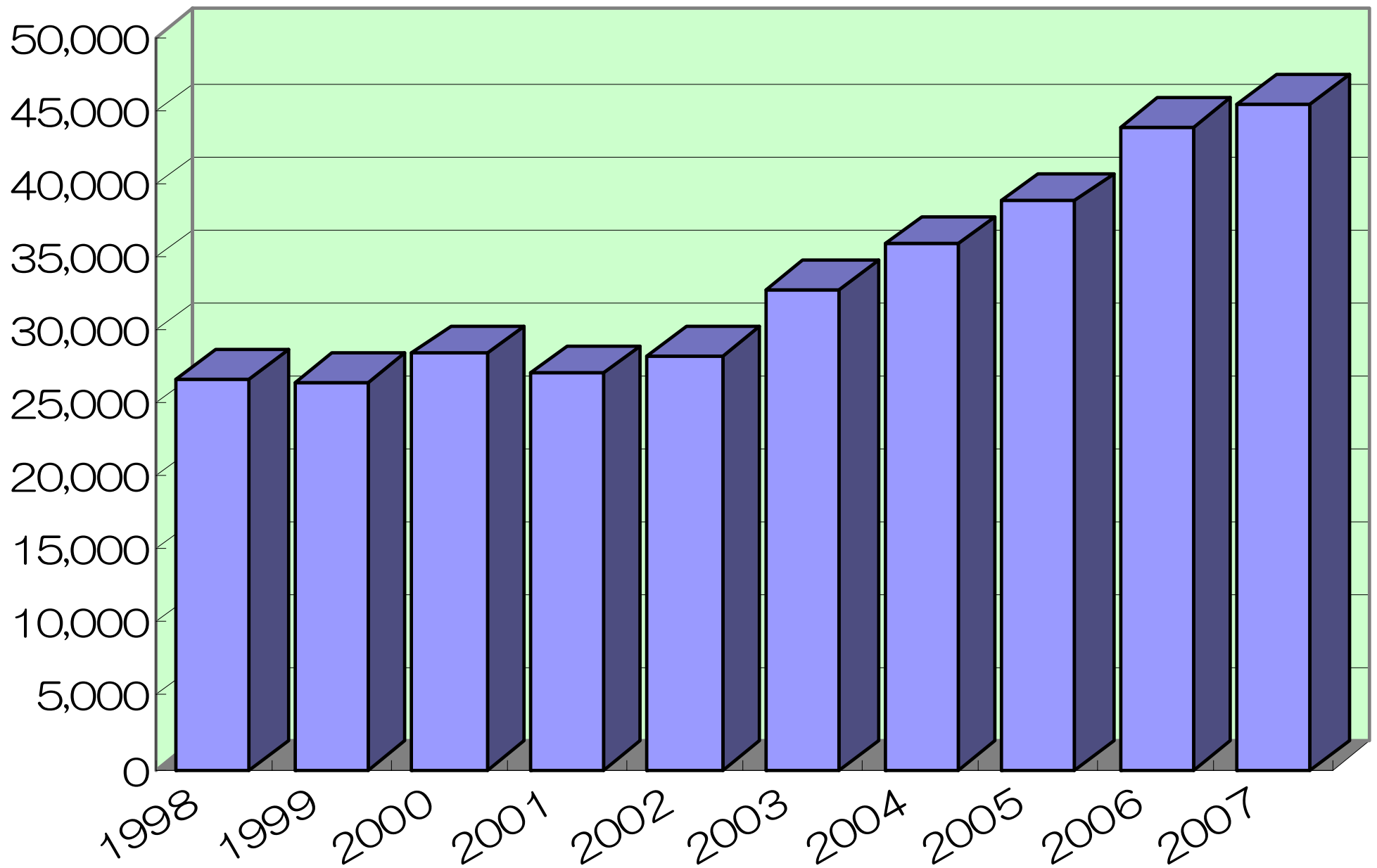
New Job Seekers (PWDs Total)



Effective Job Seekers (PWDs Total)



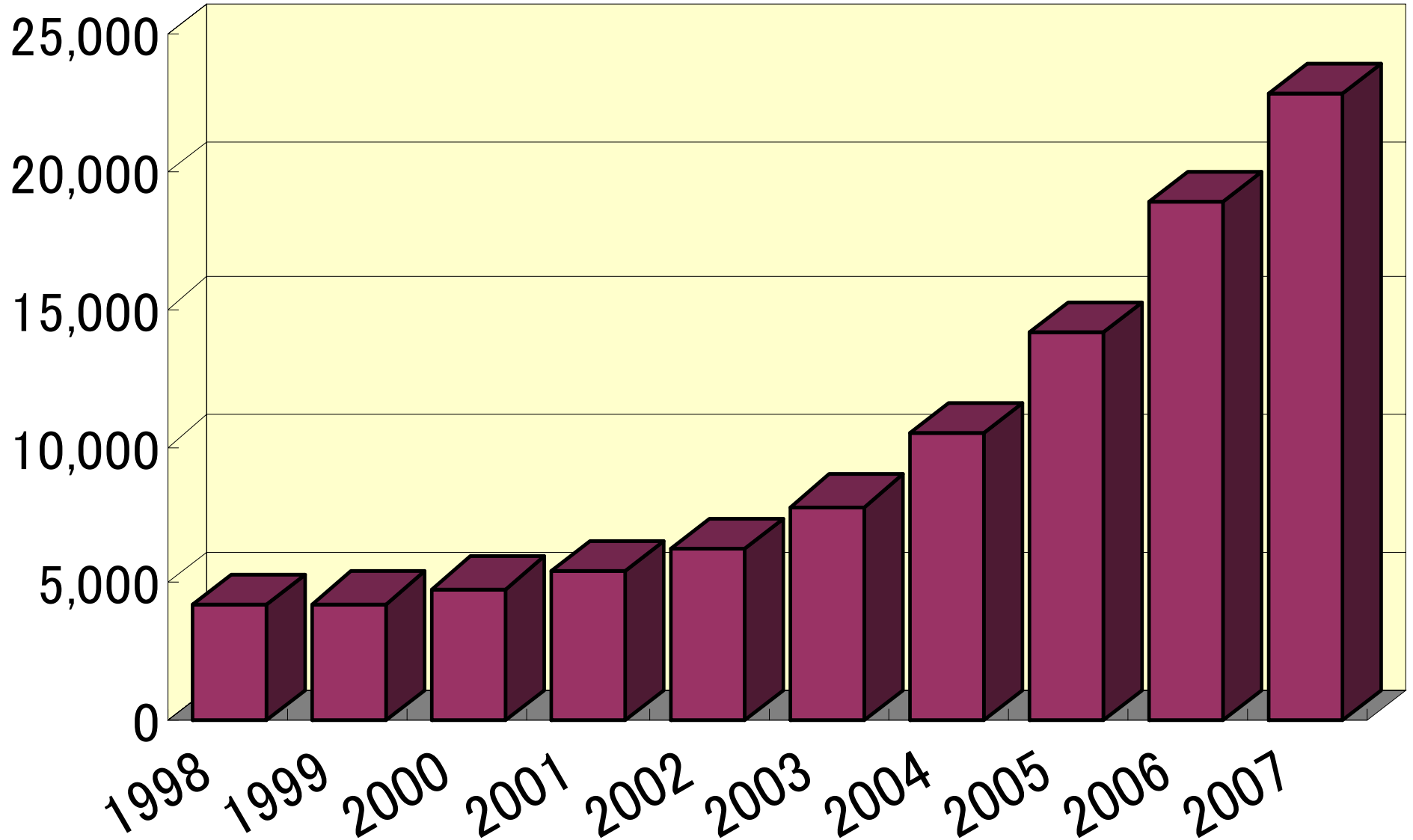
Employed (PWDs Total)



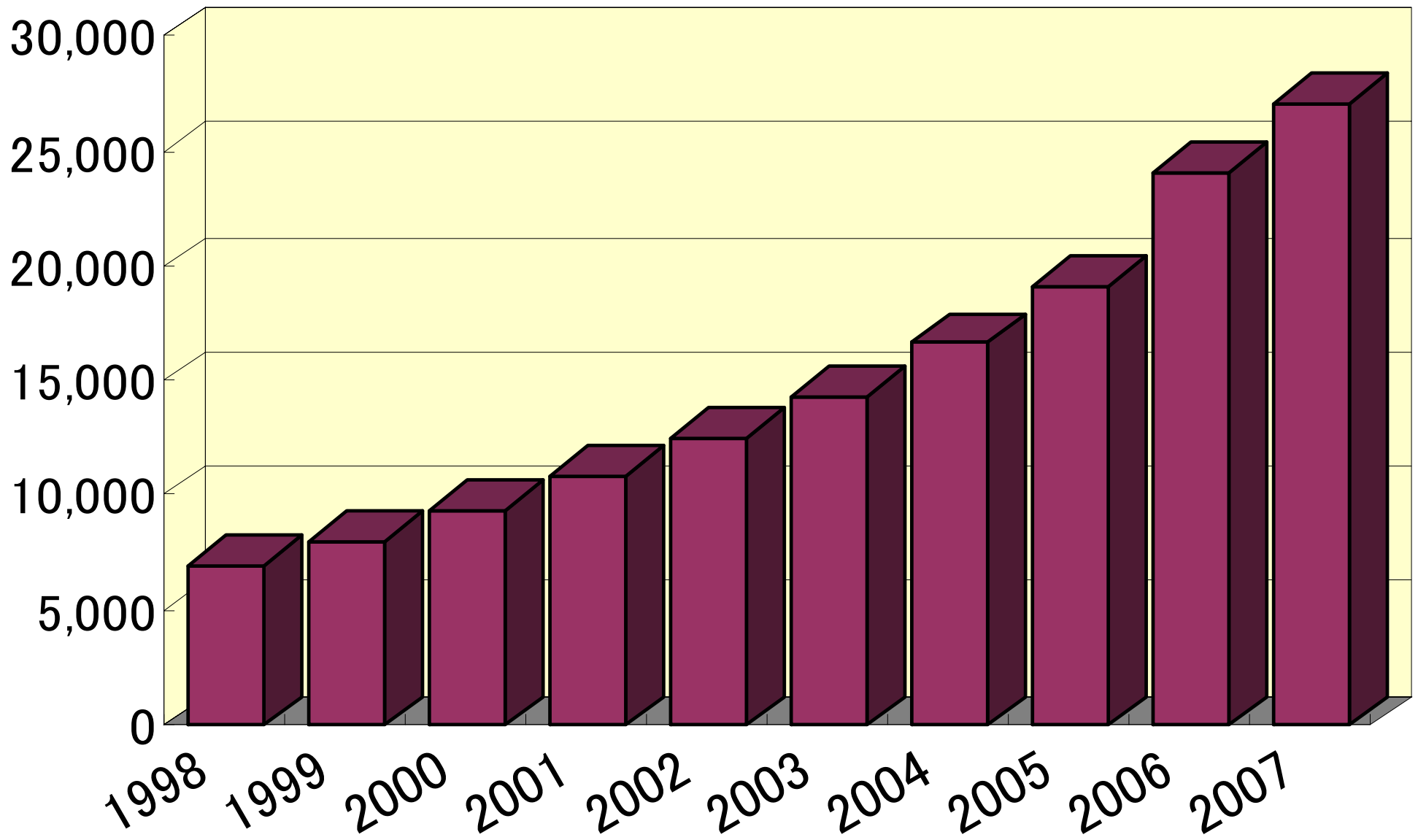
Number of New Job Seekers, Effective Job Seekers, and Employed (Persons with Mental Disabilities)

Year	New Job Seekers		Effective Job Seekers		Employed	
	Count	Percentage	Count	Percentage	Count	Percentage
1998	4,235	5.40%	6,955	6.0%	1,360	5.1%
1999	4,255	5.57%	8,040	6.4%	1,384	5.2%
2000	4,803	6.19%	9,342	7.1%	1,614	5.7%
2001	5,386	6.45%	10,885	7.6%	1,629	6.0%
2002	6,289	7.31%	12,553	8.1%	1,890	6.7%
2003	7,799	8.84%	14,333	9.3%	2,493	7.6%
2004	10,467	11.23%	16,667	10.8%	3,592	10.0%
2005	14,095	14.44%	19,149	13.1%	4,665	12.0%
2006	18,918	18.25%	24,092	15.9%	6,739	15.3%
2007	22,804	21.13%	27,101	19.2%	8,479	18.6%

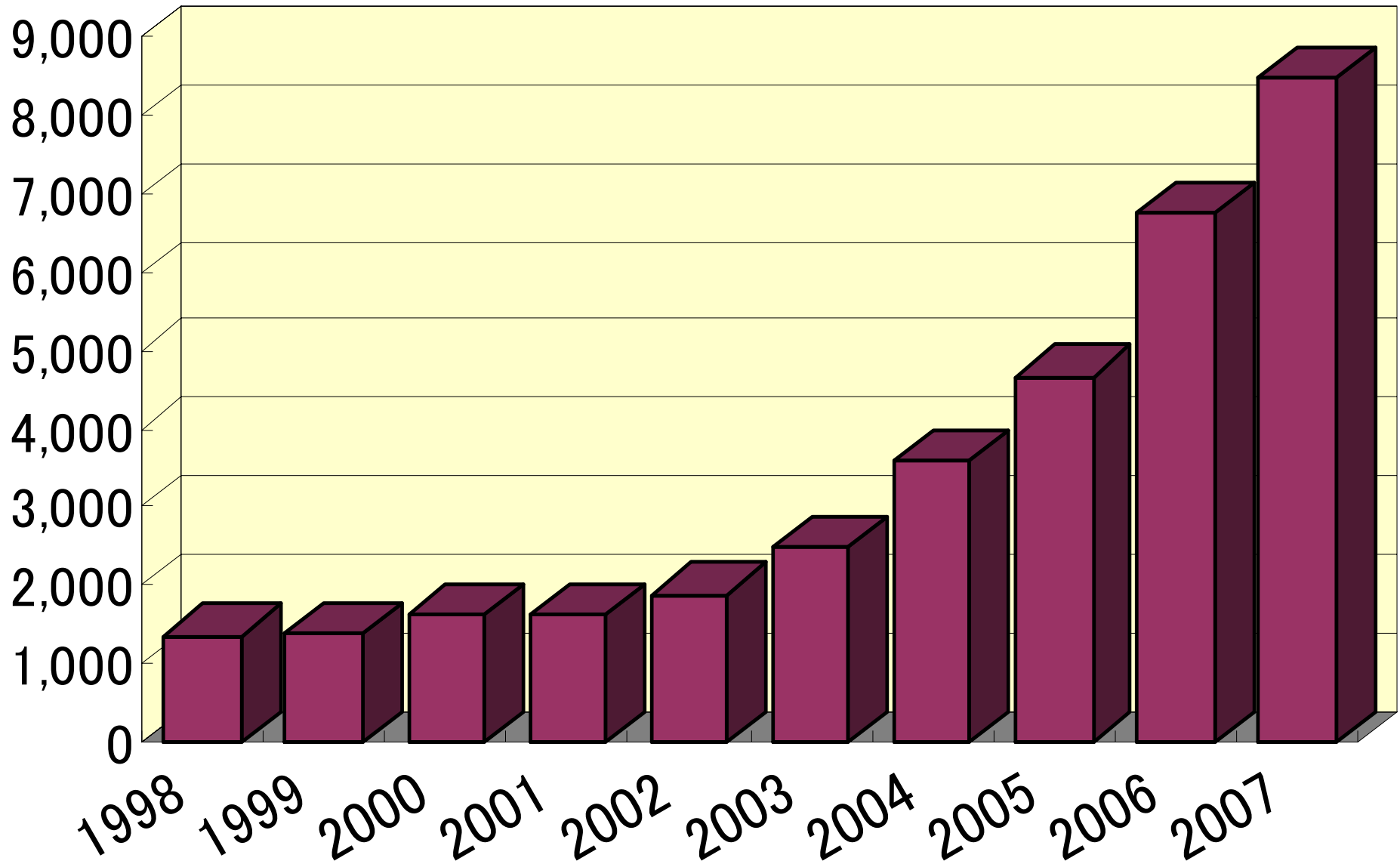
New Job Seekers (Persons with Mental Disabilities Total)



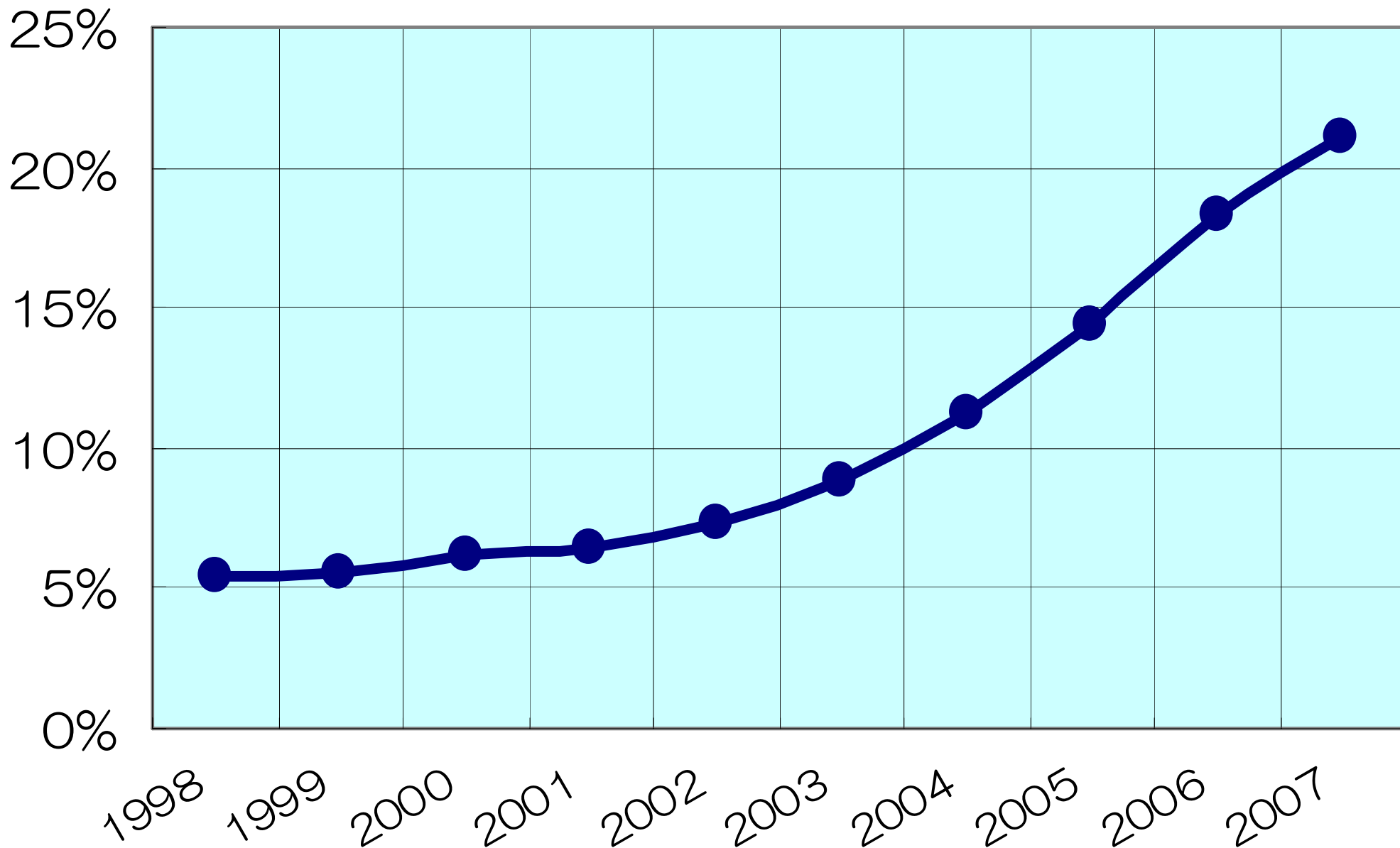
Effective Job Seekers (Persons with Mental Disabilities)



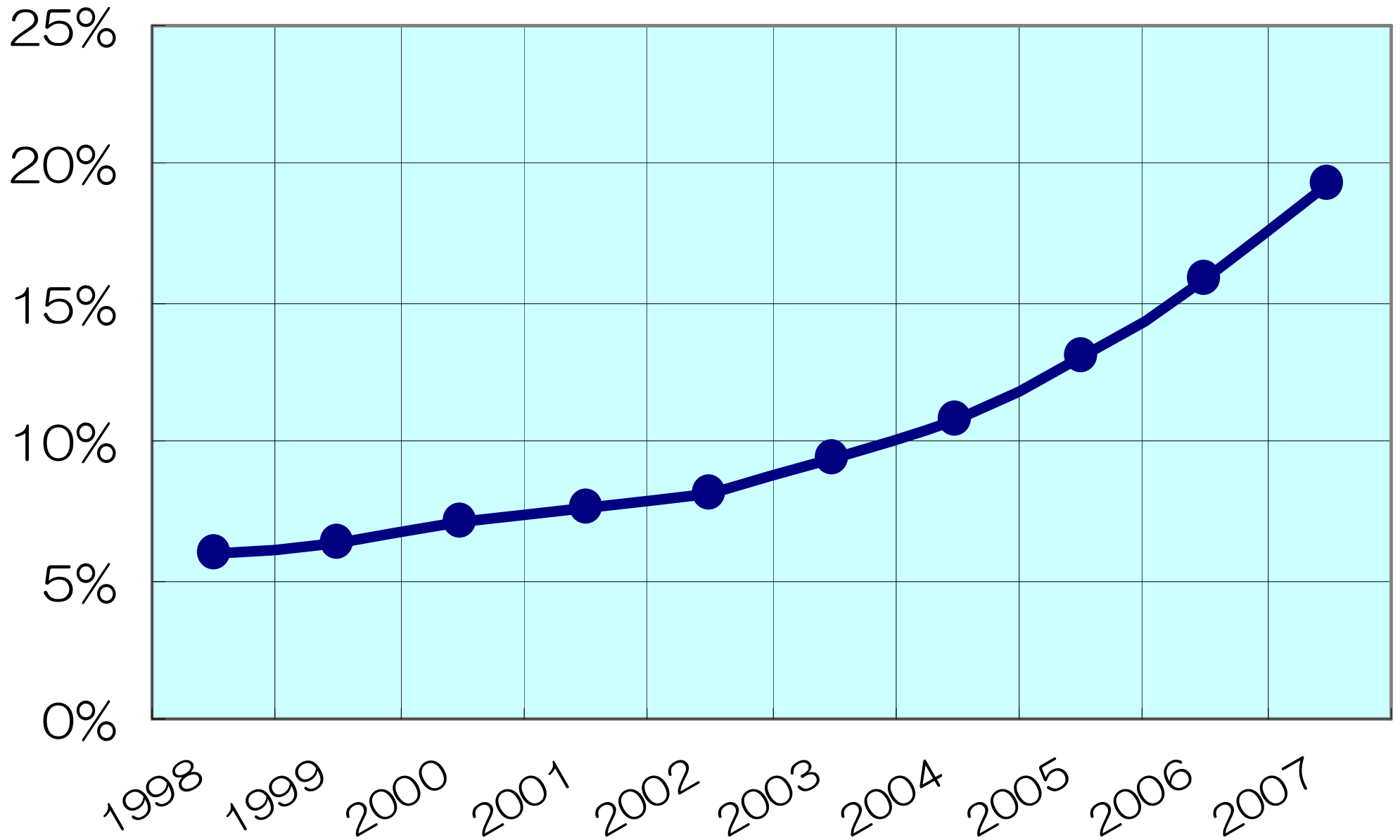
Employed (Persons with Mental Disabilities)



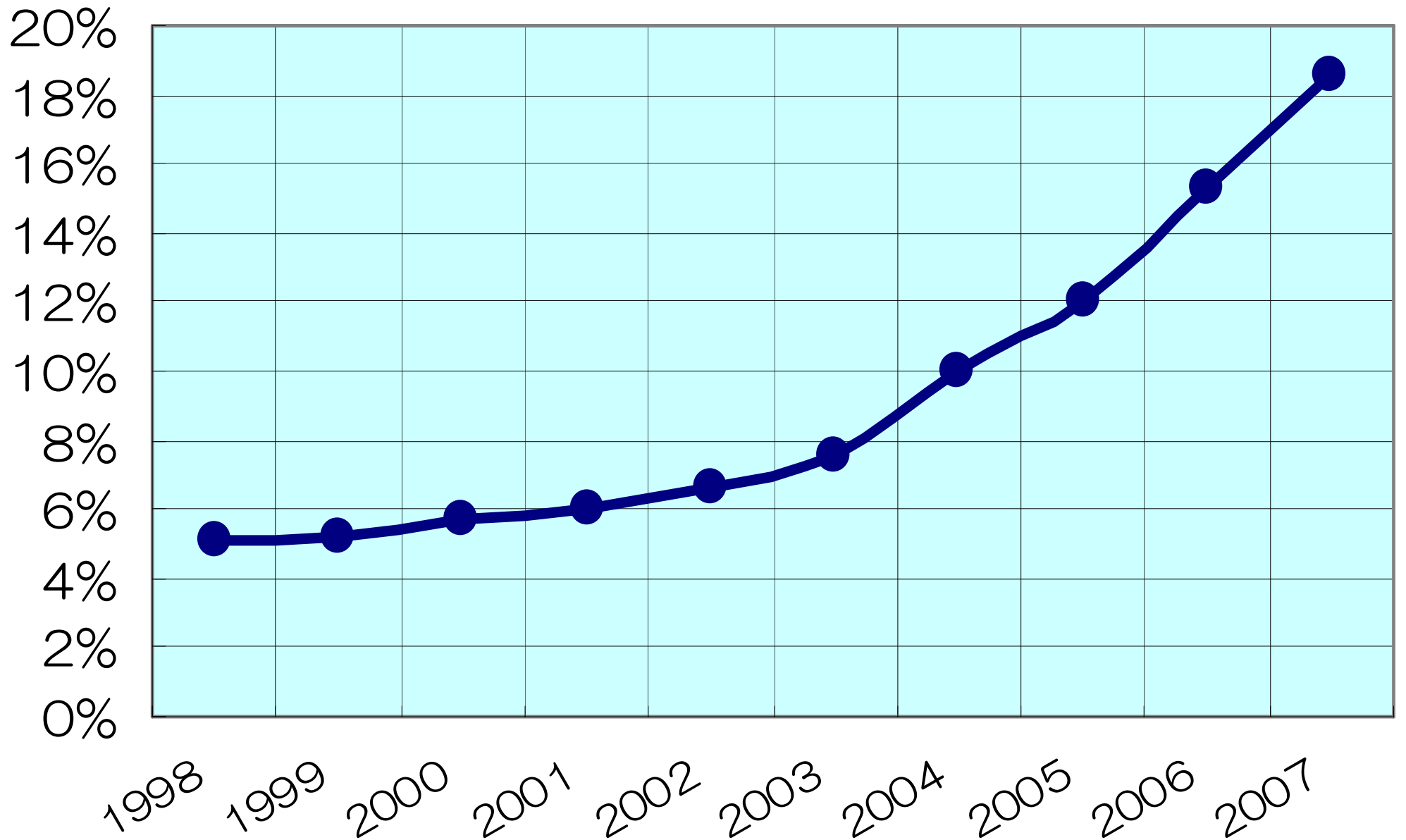
Percentage of Persons with Mental Disabilities in New Job Seekers



Percentage of Persons with Mental Disabilities in Effective Job Seekers



Percentage of Persons with Mental Disabilities in Employed



Japanese System of Employment of PWDs

The Pyramid of the Basic Laws and Institutions for Persons with Disabilities

**Promotion of Comprehensive Support Measures
for Persons with Disabilities**

**Fundamental Policy for Employment Measures for
Persons with Disabilities**

Basic Programme for Persons with Disabilities

Law for Employment Promotion, etc., of the Disabled

The Basic Law for Persons with Disabilities

The Constitution of Japan

Japanese System of Employment of PWDs

```
graph TD; A[Japanese System of Employment of PWDs] --- B[Employment Quota System]; A --- C[Levy and Grant System];
```

**Employment
Quota
System**

**Levy and
Grant
System**

System of Employment Measures for Persons with Disabilities

Employment measures for persons with disabilities should be comprehensively promoted for developing a society in which all persons with or without disabilities can take up occupations according to their individual capabilities and aptitudes.

Basic Programme for Persons with Disabilities/Revised Programme for Persons with Disabilities

Fundamental Policy for Employment Measures for Persons with Disabilities

Promotion of Comprehensive Support Measures for Persons with Disabilities

① Assistance and guidance to employers

- Employment quota system for persons with disabilities
 - Legal quota
 - Private enterprise: Ordinary private enterprise: 1.8%; Special corporation: 2.1%
 - Central/local government: 2.1% (Certain board of education: 2.0%)
 - Guidance to achieve the employment quota by directive to prepare plans for hiring persons with disabilities, etc.
- Assistance to employers through levy and grant system for employing persons with disabilities, etc.
 - Adjustment of the imbalance of the financial burden on employers through levy and adjustment allowance
 - Grants to employers for provision of workplace facilities, etc. for disabled persons, for workplace attendants, for housing/commuting measures, continued employment of persons disabled after entering employment, etc.
 - Assistance with wages through the grant for employment development for hard-to-employ job applicants
- Provision of know-how concerning the employment of persons with disabilities
 - Sharing of good case examples concerning the employment of persons with disabilities and know-how for employment management

② Implementation of detailed vocational rehabilitation and vocational ability development with consideration to the characteristics of disabilities

- Provision of vocational counseling, job referral and workplace adaptation guidance at public employment security offices according to the situation of persons with disabilities
- Implementation of specialized vocational rehabilitation such as vocational evaluation at vocational centers for persons with disabilities (operated by Japan Organization for Employment of the Elderly and Persons with Disabilities)
 - Provision of physical support for workplace adaptation by job coaches
- Promotion of diversified and effective vocational ability development of persons with disabilities
- Integrated promotion of employment and living support in local areas
- Strengthening of cooperation with related agencies including medical and welfare institutions

③ Educational activities concerning the employment of persons with disabilities

- Promotion of employers' employment-related initiatives by trial employment of persons with disabilities
- Implementation of activities to promote employment of persons with disabilities
- Implementation of publicity/educational activities in cooperation with organizations of/for persons with disabilities

Employment Measures For Persons with Disabilities in Japan

Overview of the Law for Employment Promotion, etc. of Persons with Disabilities

Measures should be taken to focus on:

- ① The establishment of measures for vocational guidance, vocational training and job referral for persons with disabilities and **promotion of vocational rehabilitation** designed to foster their vocational independence
- ② **An employment quota system** whereby the legal obligations to employ persons with physical or intellectual disabilities
- ③ **A levy and grant system** designed to financially support the employment of persons with physical, intellectual or psychiatric disabilities

Overview of the Basic Programme for Persons with Disabilities

© Programme period

2003-2012 (basic direction of the government's measures for persons with disabilities determined for 10 years starting 2003)

© Programme concept

A cooperative society in which all persons with or without disabilities can mutually respect their personalities and individualities should be developed.

© 4 cross-cutting perspectives

- Promotion of a barrier-free society

- User-oriented support

- Development of measures in accordance with diversity of disabilities

- Promotion of comprehensive and effective measures

Basic Programme for Persons with Disabilities

◎ New/priority measures

○ Employment and work

- Conditions should be developed to enable persons with disabilities to contribute to the society through working to their full content.
- Employment system
 - Consideration of inclusion of persons with psychiatric disabilities in the scope
 - Phase out of the exclusion rate system
- Active utilization of the special subsidiary system
- Promotion of diverse employment and working patterns such as short-time working and working at home
- Promotion of employment taking advantage of IT
- Study of methods to consider the achievement of disability employment rate, etc. in government and public demand
- Support of the organization/inauguration of business by persons with disabilities
- Vocational rehabilitation linked with health/welfare and education
- Effective use of private educational institutions, etc. for vocational ability development
- Protection of human rights in workplaces

Five-Year Plan for the Implementation of Priority Measures

(Revised Programme for Persons with Disabilities)

© Priority measures and their performance goals

○ Securing of employment/work

The targets to achieve through trial employment, workplace adaptation aid providers (job coaches), use of grants, provision of vocational training, etc. are to increase the number of annual job placements at Hello Work, or PESO offices to 30,000 by fiscal 2007 and the number of employed persons with disabilities to 600,000 in the survey on the actual employment situation of persons with disabilities for fiscal 2008.

Fundamental Policy for Employment Measures for Persons with Disabilities

1. Improvement of guidance in order to achieve the employment quota
2. Further extension of assistance and guidance to employers
3. Employment maintenance, dismissal prevention and enhancement of reemployment measures
4. Securing employment opportunities and jobs for persons with severe disabilities
5. Promotion of employment measures for persons with psychiatric disabilities
6. Promotion of diverse employment and working patterns
7. Education and publicity concerning disability employment
8. Promotion of research and development
9. Cooperation among the relevant institutions
10. Promotion of international exchange and cooperation

Promotion of Comprehensive Support Measures for Persons with Disabilities

Issues of vocational rehabilitation measures

Promotion of measures according to changes in economic climate and workplaces

Strengthening of links between employment and health/welfare

Improvement of employment measures for persons with psychiatric disabilities

Future direction of vocational rehabilitation measures

Expansion of employment including vocational areas for persons with disabilities

Improvement of comprehensive support measures for persons with disabilities

Promotion of employment of persons with psychiatric disabilities

Employment Quota System

Employment Quota System for PWDs

Based on the “Law for Employment Promotion, etc. of Persons with Disabilities,” private enterprises and central and local governments must employ the number or more corresponding to the following ratio (legal employment ratio) of persons with physical or intellectual disabilities.

© Current legal disability employment quota

<Private enterprise>

Ordinary private enterprise: 1.8% (with 56 or more regular workers)

Special corporation, etc.: 2.1% (with 48 or more regular workers)

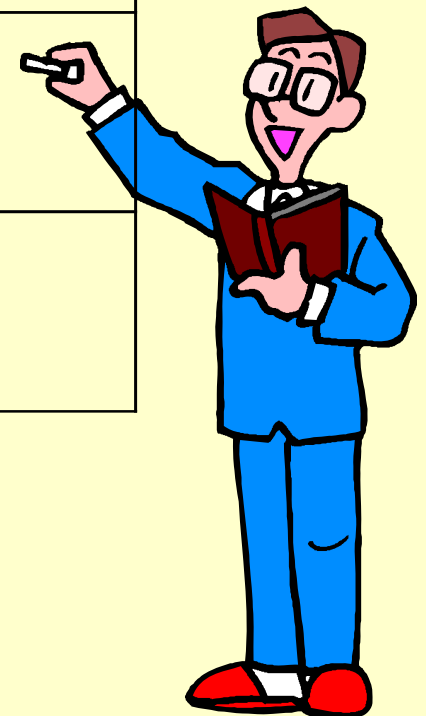
<Central or local government>

Central or local government: 2.1% (with 48 or more staff members)

Prefectural board of education, etc.: 2.0 % (with 50 or more staff members)

Who is eligible for

	Physically	Intellectually	Mentally	Others
Vocational Rehabilitation Services	○	○	○	○
Quota Scheme	○	○	△	×
Levies and Adjustment Allowance	○	○	△	×
Grants	○	○	○	×



Employment Quotas and Actual Employment Rates of Persons with Disabilities

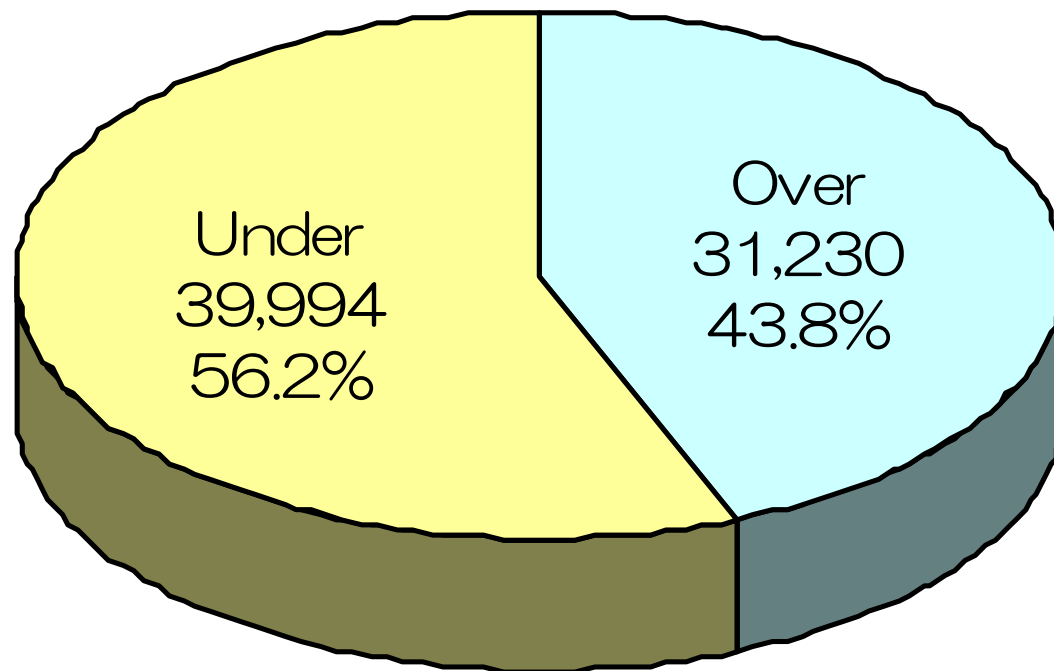
(As of 1 June 2007)

		Employment Quotas	Actual Employment Rate
Private enterprises	General private enterprises	1. 8%	1. 55%
	Government affiliated corporations	2. 1%	1. 97%
Government and local governments	Government bodies		2. 17%
	Prefectural bodies	2. 1%	2. 42%
	Municipal bodies		2. 28%
	Prefectural boards of education	2. 0%	1. 55%

Source: Ministry of Health Labour and Welfare

Ratio of Private Enterprises Over Legal Employment Rate (1 June, 2007)

71,224
(Regular Employees 56 or More)

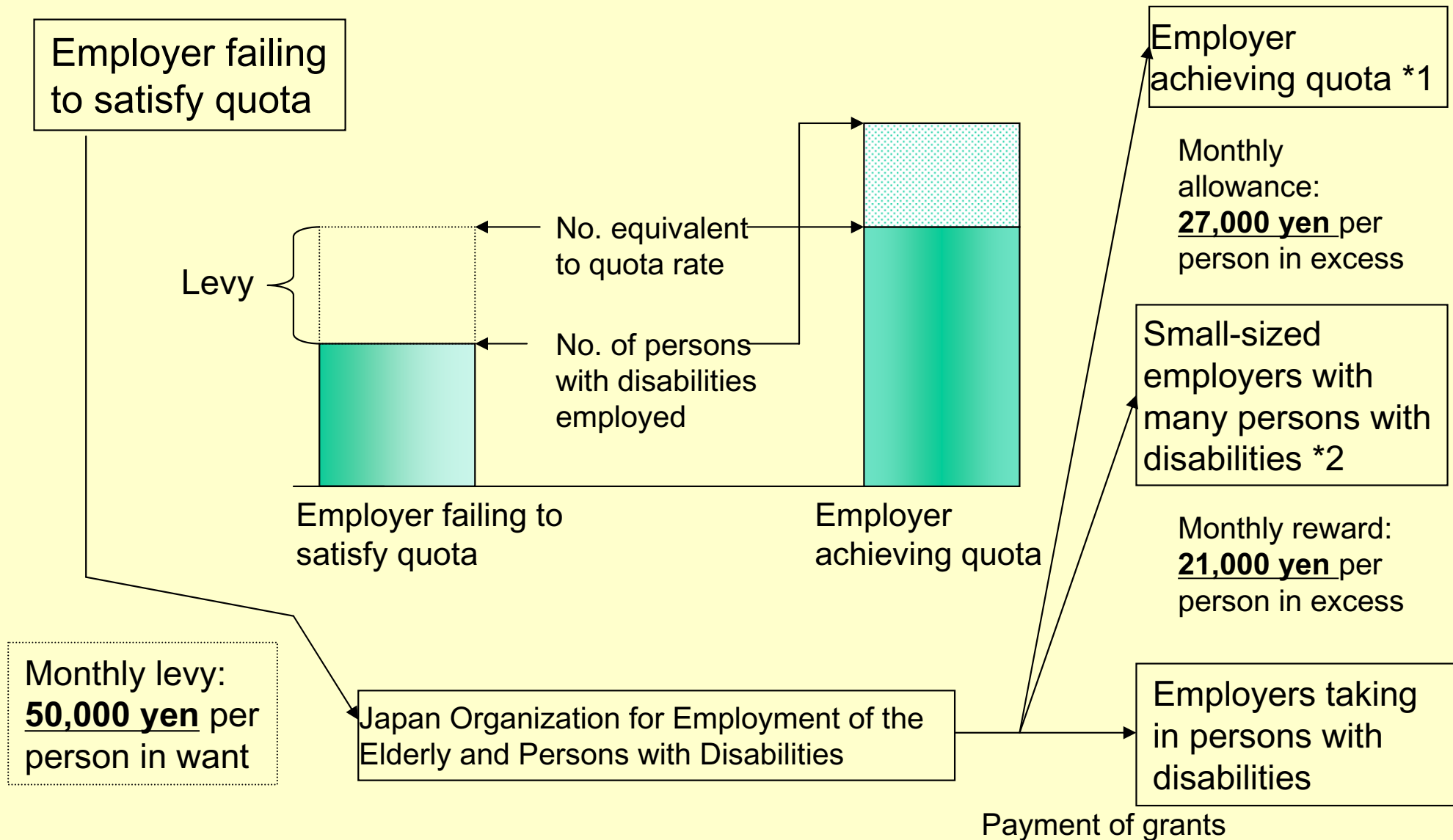


Levy and Grant System

Levy and Grant System for Employing Persons with Disabilities

In this system, levies are collected from those enterprises (with 301 or more regular workers) failing to satisfy the quota rate for paying adjustment allowances and rewards to employers that have achieved the quota rate and to provide grants to promote the employment of persons with disabilities for the purpose of totally improving the level of the employment of persons with disabilities as well as alleviating the economic burden on employers accompanying the employment of persons with disabilities.

Overview of the levy and grant system



*1: 301 or more regular workers

*2: Employers with 300 or less regular workers employing persons with disabilities in excess of whichever is greater of equivalent to 4% of regular workers or 6 persons

Grants for Promoting the Employment of Persons with Disabilities

- © Grant under the levy and grant system for employing persons with disabilities
 - Grants are paid to employers who improve facilities and equipment for employing persons with disabilities or assign workplace attendants for the employment management of persons with severe disabilities.
- © Grant for continued employment of persons with disabilities
 - Grant for provision of workplace facilities, etc. for persons with disabilities after entering employment
 - Grant for job adaptation of persons with severe disabilities after entering employment
- © Grant for employment development for hard-to-employ job applicants

2. VOCATIONAL REHABILITATION SERVICES in JAPAN

**Various Assistance
for Employment of PWDs**

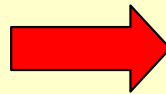
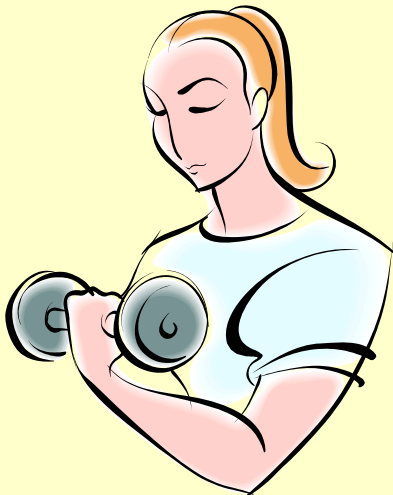
Various Assistance for Employment of PWDs

- **Workplace Adaptation Training**
- **Support through Job Coaches**
- **Trial Employment Program**
- **Employment Management Support**
- **Lending of Technical Aids to Support Employment of PWDs**
- **Reference Services for Employing PWDs**
- **Counselling and Seminars on Employment**
- **Grants, etc.**

Paradigm Change in Vocational Rehabilitation

Before..

Training



Present and Future

Personal Support



**VOCATIONAL
REHABILITATION
SERVICES by LVCP**

Local Vocational Centers for Persons with Disabilities (47 prefectures)

Located in each of the country's 47 prefectures, these centers form the core of the local vocational rehabilitation network, working in close contact with bodies such as public employment offices to provide vocational rehabilitation services according to local needs.

In addition, support using job coaches to help both persons with disabilities and their employers has been implemented. Comprehensive training and study courses for these job coaches are also conducted in cooperation with the National Institute of Vocational Rehabilitation.

VOCATIONAL REHABILITATION SERVICES by LVCP

★ Services for Persons with Disabilities

Vocational Evaluation & Guidance

Work Preparation Support

OA Training Courses, etc.

Assessment of Persons with Intellectual and Severe Intellectual Disabilities

★ Services for Persons with Disabilities and for Employers

(1) Job Coaches

Support offered by job coaches

Training of Job Coaches

(2) Support for Persons with Mental Disabilities to Return to their Workplace (Re-work)

★ Services Provided for Employers

★ Implementation of Support through Local Vocational Rehabilitation Networks

What is Job Coach ?



Job Coaching (from JEED Home Page)



Job Coaching (from Annual Report)



Job Coaching (from Annual Report)

Job Coach is

- Origin :

Supported Employment (USA,
since 1986)

More than 300,000 PWDs work
under Support of Job Coaches

Job Coach's Spirit is

- Work Not in Institutions, But **in Open Labour Market**
- Not Only for Slightly or Moderately Disabled Persons, But Also **for Severely Disabled Persons**

Where are Job Coaches ?

Job Coaches in

- Local Vocational Rehabilitation Centers for PWDs (LVCP)
- Rehabilitation Institutions for PWDs
- Enterprises

What Job Coaches Do ?

Support Offered by Job Coaches

The aim of dispatching job coaches is to promote the employment (and ensure continued employment) of intellectually and mentally challenged persons who have encountered problems in adapting to employment and to the workplace. Job coaches provide challenged persons and their employers with direct specialist advice, before and after employment, based on the characteristics of the disability in question.

(from JEED Home Page)

Job Coaches Do.....

Type 1 : Support only in Work
Place

Type 2 : Support in Community
⇒ Coordinate Community
Services

Job Coaches Do.....

Support PWDs for Adjustment
to ...

1. Work
2. Living with Work
3. Environment

Job Coaches Do.....

Support for

1. PWDs

2. Employers (Co-workers)

3. Family Members of PWDs

Process of Job Coaching....

- 1. Assessment of PWDs**
- 2. Finding Jobs**
- 3. Assessment of workplace**
- 4. Job Matching**
- 5. Everyday Support in workplace**
- 6. Contract on Employment**
- 7. Continuing Support**
- 8. Follow Up**
- 9. Fading....Making “Natural Support”**

When Job Coaches Support ?

Job Coaches Support.....

1	Before	Placement	
2		Placement	After
3	Before	Placement	After

Who Become Job Coaches ?

Job Coaches are.....

- LVCP
 - More than 1 year experience
- Rehabilitation Institutions for PWDs
 - Officers of Institutions
- Enterprises
 - Employees of Enterprises

What Job Coaches Must Learn
Before Starting Support ?

Job Coaches of LVCP Must Have.....

1. 5 Days On-the-job training in LVCP
2. 4 Days Seminar in NIVR

Job Coaches Must Learn.....

1. Basic Knowledge on Disabilities, Vocational Rehabilitation, etc.
2. How to Support PWDs
3. Job Duty Analysis
4. Task Analysisand so on

Who Are Clients of Job Coaching ?

Clients of Job Coaching Are...

Job Coach Scheme Covers All Disabled
Individuals Who Require Support of
Job Coaches

But Actually,

80 % : Intellectually Disabled Persons

10 % : Persons with Psychiatric Disease

10 % : Others

Is Job Coaching Really Useful ?

Yes,

80 % of Clients of Job
Coaching stay in workplace 6
months after finishing Job
Coaching Program by LVCP

Optimism is needed,
Pessimism must be Avoided
in Rehabilitation.



Hidehiko HACHIYA
(Honorable President of
The Japanese Association of
Psychiatric Rehabilitation)

Doumo Arigatou Gozaimasita
Thank you very much.



Mata aimashou
See you again!

Address

NONAKA Yoshihiko

National Institute of

Vocational Rehabilitation

**3-1-3, Wakaba, Mihama-ku, Chiba city, Chiba pref.
Japan 261-0014**

E-mail: Nonaka.Yoshihiko@jeed.or.jp