

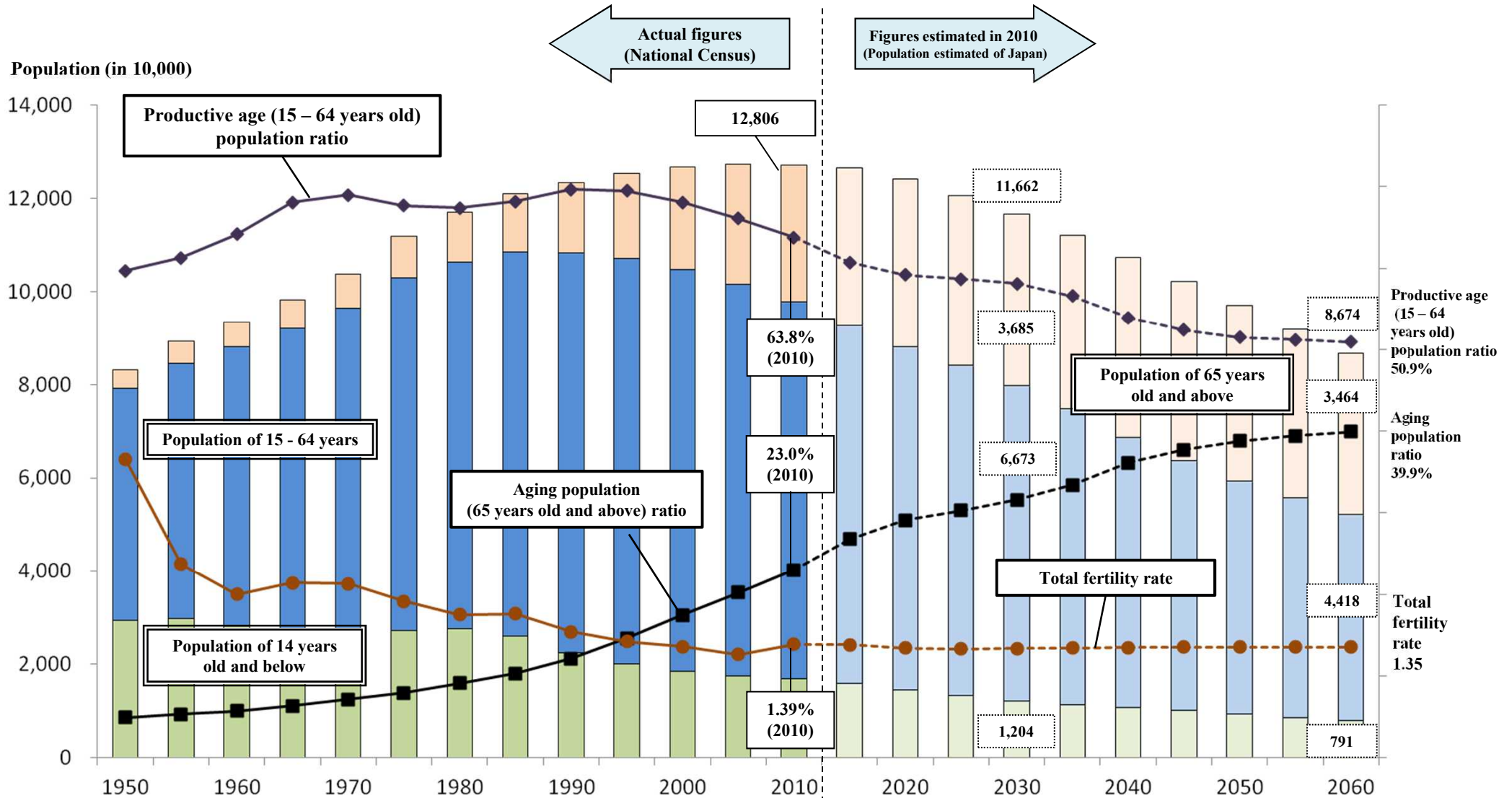


# Employment Measures for Young People

Ministry of Health, Labour and Welfare

# Demographic Changes in Japan

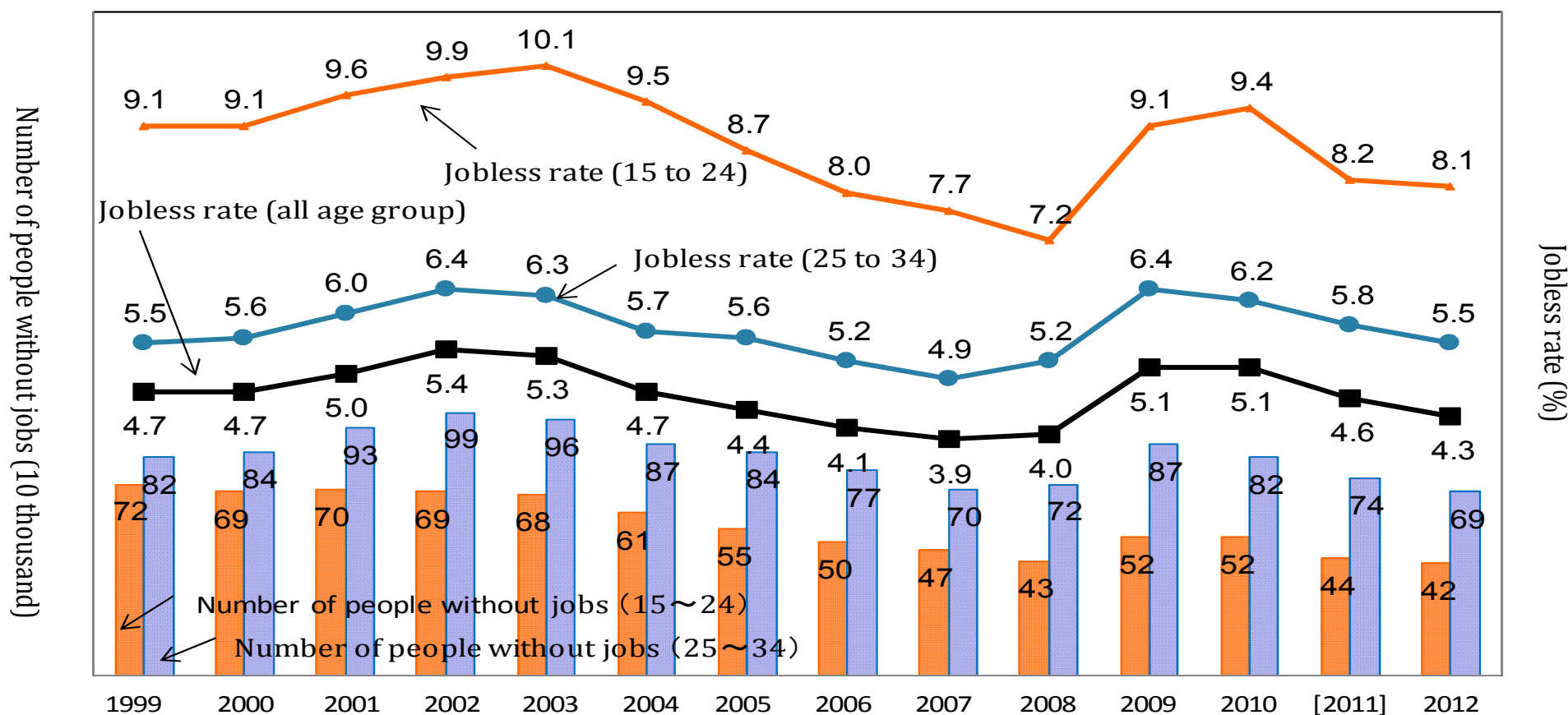
○ Japan's population remains roughly unchanged recently and has entered into a decreasing phase. It is projected that by 2060, the total population will drop below 90 million while the aging population ratio will be about 40%.



Sources: Ministry of Internal Affairs and Communications *National Census and Population Statistics*, National Institute of Population and Social Security Research *Future Population Projections for Japan (January 2012 estimate): Moderate-range Projects for Births and Deaths* (Each year's population is as of October 1) Ministry of Health, Labour and Welfare *Population Survey Report*

# Jobless rate and number of people who are without jobs in the young labour force

- Although the jobless rate among young people under 24 years old improved for five consecutive years starting from 2003, this rate deteriorated in 2009. However it did improve by 0.1 percentage point year on year in 2012, decreasing to 8.1%.
- For the 25 to 34 age group, the jobless rate was 5.5% in 2012, a 0.3 percentage point improvement year on year.



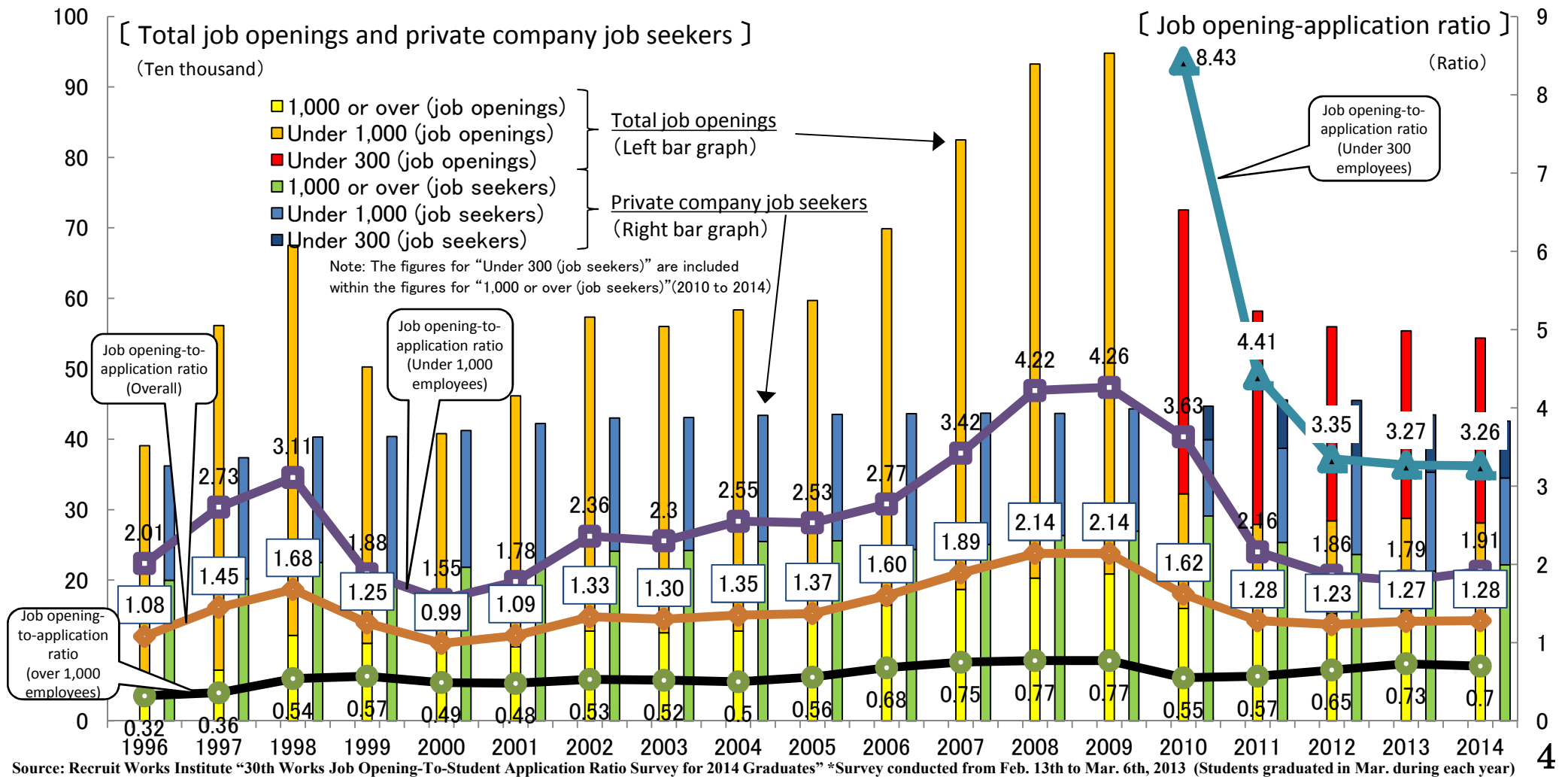
Source: Ministry of Internal Affairs and Communications, Statistics Bureau "Labour Force Survey (Basic Totals)"

Note1: Annual average of jobless rate and number of people who are without jobs.

Note2: Figures covering from March through August 2011 for whole Japan were missing due to the damage caused by the Great East Japan Earthquake. Therefore, figures in [ ] (2011) are supplementary-estimated figures (Referential figures).

# Job opening-to-graduating student application ratio by number of workplace employees

- The job opening-to-application ratio is higher for small and medium businesses than for large businesses
  - The March 2014 job opening-to-student application ratio for companies with 1,000 or over employees is 0.70, 1.91 for companies with under 1,000 employees, and 3.26 for companies with under 300 employees.
- The total number of university job openings for the March 2014 graduates is approximately 554,000 and is decreasing (down 1.9% year on year).
- While the number of private company job seekers is decreasing (down 2.0% year on year), that of students who seeks jobs for large companies with 1,000 or over employees is increasing (up 4.1% year on year).



# Job placement support for new university graduates and previous graduates

## Detailed support by “job supporters”

Hello Work and New Graduates Support Hello Work work together with schools to provide detailed support by “job supporters”(\*)

[Number of job finders] FY 2010 (September 2010 to March 2011) **59,903 finders** FY 2011 **163,133 finders** FY 2012 **193,562 finders**

\*928 staffs (beginning of FY 2010) → 1,753 staffs (economic initiative on September 10, 2010) → 2,003 staffs (economic stimulus package on August 10, 2010) → 2,103 staffs (primary supplemental budget in FY 2011) → 2,203 staffs (tertiary supplemental budget in FY 2011) → 2,300 staffs (FY 2012) → 2,300s staff (FY 2013)

[Key activities]

- Developing job offers for new and previous graduates (developed job offers for **198,326 positions** during FY 2012)
- Support provided through staff responsible for individual students (regularly providing job offer information, consultations on the selection of locations to apply to and how to conduct job-hunting activities, consultations on entry sheet and resume preparation, interview instructions)
- With staff responsible for individual schools, provide support based on needs of schools through consultations and job placement support seminars at schools



[Consultation at New Graduates Support Hello Work] [Guiding high school students at a company]

### ○ Pre/Post Graduation Concentrated Support provided through the cooperation of the Ministry of Education, Culture, Sports, Science and Technology and the Ministry of Economy, Trade and Industry (program launched in FY 2010)

With the cooperation of the school, towards the end of the graduation year Hello Work and New Graduates Support Hello Work provide guidance to students without tentative job offers aimed at finding a position by graduation. Students are invited to job centers by job supporters over the telephone and provided with individual support, and concentrated interview meetings are held as well.

**33,286 job finders** in FY 2010 (from Jan. to Mar. 2011), in addition, **19,815 graduates** found jobs from Apr. to the end of Jun. with concentrated support after graduation.  
**38,971 job finders** in FY 2011 (from Jan. to Mar. 2012), in addition, **24,663 graduates** found jobs from Apr. to the end of Jun. with concentrated support after graduation.  
**40,951 job finders** in FY 2012 (from Jan. to Mar. 2011), in addition, **19,755 graduates** found jobs from Apr. to the end of Jun. with concentrated support after graduation.

### ○ Promotion of approach to guardians of students

Labour Bureaus have sent notification with message to the guardians of students encouraging them not to give up on the job search, to consider small and medium-sized companies as well, and to remind them to actively use the services offered by New Graduate Support Hello Work and Hello Work. **178,550 documents** were sent in FY 2012

### ○ Working together with local youth support stations to provide job placement support for NEETs and other young people!

Working together with local youth support stations, job supporters provide support by doing casework with NEETs and other young people that are unprepared for employment.

## New Graduates Support Hello Work established to provide job-placement support in all the prefectures in Japan!

New Graduate Support Hello Work established in all the prefectures in Japan as a specialized form of Hello Work that is easier for job hunting students and previous graduates to use (started in September 24, 2010; 57 locations as of April 1, 2013).

[Number of users in total]

FY 2010 (September 2010 to March 2011) **228,952 users** FY 2011 **580,414 users** FY 2012 **709,648 users**

[Number of job finders]

FY 2010 (September 2010 to March 2011) **30,485 finders** FY 2011 **75,041 finders** FY 2012 **94,173 users**



[View of New Graduates Support Hello Work]

[Main types of support provided]

- Providing abundant job offer information, job introduction, and matching with small and medium-sized companies through a nationwide network
- Implementation of vocational aptitude test and various guidance and seminars useful in job-hunting activities
- Support provided through staff responsible for individual students (regularly providing job offer information, consultations on the selection of locations to apply to and how to conduct job-hunting activities, consultations on entry sheet and resume preparation, interview instructions)
- Psychological support provided by a clinical psychologist

## Diffusing policy to treat graduates that have completed school within the last three years as new graduates

Guidance on Ensuring Employment Opportunities for Young People based on the Employment Measures Law was revised on November 15, 2011. With this revision, **treating graduates that have completed school within the last three years as new graduates** was included as a measure that should be implemented by employers. Labour Bureaus and Hello Work are taking steps to let employers know of this revision.

\*Article 7 of the Employment Measures Law that stipulates employers shall make efforts to ensure employment opportunities for young people, while the Guidance on Ensuring Employment Opportunities for Young People stipulates the specific measures that should be taken by employers.

## Support for matching new graduates and small and medium-sized companies

Hello Work holds employment explanation meetings and job placement interview meetings so that new graduates can directly meet with the human resources staff members of small and medium-sized companies to directly learn about the types of jobs available and the associated benefits, and then apply for these jobs.

In addition, Hello Work conducts job development support for high school students before recommendations are given through workplace visits, job seminars with corporate management (career discovery program), and workplace experience programs.

Left: employment explanation meeting; middle: career discovery program; right: workplace experience program for high school students



# Support for non-regular employees to get regular employment

- For casual employees, etc., regular employment support by providing vocational training, various seminars, and use of the Trial Employment System, in addition to careful career counseling and job placement, have been implemented.
- Since FY2012, employment support hubs, such as “Hello Work for Young People”, etc. that are specialized in casual employees, have been improved.

## [Hello Work support to casual employees for their regular employment]

Individual support that provides face-to-face assistance for casual employees at Hello Work nationwide has been implemented. Since 2012, “Hello Work for Young People” (3 offices as of April 1, 2013) and “Young People Support Corner” have been established (211 offices nationwide as of April 1, 2013) as support hub offices for the regions where there are especially more casual employees. Pre-consultation at the first visit, creating a job plan for regular employment, employment counseling and referral, and employment assistance seminars for casual employees are provided.

## [Support by Job Cafés]

Aptitude tests, counseling, seminars, job placement, etc. are provided at the centers (Commonly called Job Cafés) that provide one-stop employment services for young people in response to local circumstances, mainly run by prefectural governments.

[108 centers in 46 prefectures as of April 1, 2013] (40 prefectures have Hello Work side by side)

Hello Work counter specialized in casual employees



## [Employment promotion by financial incentive systems such as the Trial Employment System, etc.]

Regular employment is encouraged by utilizing the "Trial Employment System" (40,000 yen per person, up to 3 months), that gives companies opportunities to test their new employees, who are introduced by Hello Work, for three months.