
Analysis of the Support System for Job Seekers: Relation of Training Implementation Agencies' Activities and Trainees' Job Seeking Success

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The Support System for Job Seekers, launched in fiscal 2011, differs from previous public vocational training programs in that it offers occupational training and job-seeking support to job seekers with minimal work experience. This article analyzes the relationship between the activities of institutions that provide vocational training and support for job seekers, and success rate of trainees seeking employment.

In the System's basic course, in which trainees acquire the basic skills common to many jobs, recruiting and leading participants in joint briefing sessions held outside of training implementation agencies appears to be correlated with higher rates of success in securing employment. However, in practical training courses where trainees acquire practical skills required in specific jobs, factors correlated with job seeking success include mechanisms for trainees to seek job opportunities, such as establishment of personnel who develop potential job offers for trainees, as well as mechanisms to provide explanations and information about the labor market in the region or industry, and partnerships with other institutions.

I. Introduction

The Support System for Job Seekers, officially established in 2011 as a follow-up to emergency employment measures implemented after the global financial crisis of 2008, differs from vocational training programs for unemployed persons carried out in Japan thus far, in that it is geared toward job seekers who have no work experience and are not covered by employment insurance.

This article will first of all give an outline of the Support System for Job Seekers. Next, it will examine training implementation agencies, which provide vocational training and support for job seekers, based on the results of a questionnaire administered by the Japan Institute for Labour Policy and Training (JILPT) in 2012. Finally, it will analyze and discuss the impact on job seekers' success rates of training implementation agencies' activities and their relationships with other institutions.

II. Outline of the Support System for Job Seekers

The global financial crisis of 2008 (known in Japan as "Lehman Shock" after the collapse of the investment bank Lehman Brothers) had a significant and wide-ranging impact on employment in Japan, particularly in the manufacturing sector. With regard to non-regular employees, who already faced challenges in terms of job security, there were

rising concerns over increasing long-term unemployment. To address these concerns, the government of Japan in the first supplementary budget of fiscal 2009 established the Emergency Human Resources Development and Employment Support Fund, used to fund the Emergency Human Resources Development Program launched in July 2009. This program provided enhanced vocational training and subsidies under the Training and Livelihood Support Benefit Plan to people unable to collect unemployment insurance, specifically because they have been repeatedly engaged in short-term, non-regular employment and are unqualified to collect job-seekers' allowance benefits, or the term of these benefits has already expired, or they were self-employed and have gone out of business. The Training and Livelihood Support Benefit Plan provides a monthly allowance (¥100,000 per month for single persons, ¥120,000 per month for those with dependent family) while they are undergoing vocational training, if they are unable to collect employment insurance and meet certain conditions.¹

This Emergency Human Resources Development Program was intended from the start to be a temporary program lasting through fiscal 2011, after which its role would be inherited by the permanent Support System for Job Seekers going into effect on October 1, 2011, which provides vocational training, financial assistance, and job-seeking support to "specific job seekers" such as "the long-term unemployed, new graduates seeking employment, young people in the NEET (Not in Employment, Education, or Training) category, and heads of single-parent households."

The Support System for Job Seekers offers two types of training courses, a basic course in which trainees acquire the basic skills common to many jobs (business etiquette, business communication, business document preparation, Information Technology (IT) skills, etc.), and practical courses in which trainees acquire practical skills required in specific jobs. Both courses can be completed in a period of three to six months.

There are four conditions for eligibility that "specific job seekers" must meet to receive job-seeker support and training: they must (i) have applied for employment at the Public Employment Security Office, (ii) not be covered by or qualified to receive employment insurance, (iii) be willing and able to work, and (iv) be judged by the Public Employment Security Office as needing vocational training or other support. While these "specific job seekers" are undergoing job-seeker support and training, they are provided with a ¥100,000 monthly "educational training fee" plus an allowance for transportation from their place of residence to the training site.²

¹ Conditions include: (i) Must be the primary earner in the household (based on previous year at time of application), (ii) At time of application, projected individual income for that year must be ¥2 million or less, and projected household income must be ¥3 million or less, (iii) Total household assets must equal ¥8 million or less, (iv) Must not own any land or buildings other than current residence, (v) Must not have received allowances from the central government, etc. through dishonest means over the last three years.

² However, to receive this stipend, beneficiaries must meet certain conditions such as: (i) Beneficiary's individual monthly income must not exceed ¥80,000, (ii) Total household income must not

Between October 2011, when the Support System for Job Seekers was launched, and June 2015, a total of 82,953 people completed the basic course and 207,927 completed one of the practical courses, for a total of 290,880 people.

III. Status and Activities of Training Implementation Agencies

1. Training Implementation Agencies and Accredited Vocational Training Incentives

The parties engaged in providing training and support to beneficiaries of the Support System for Job Seekers include corporations, independent business owners, various types of vocational schools, vocational training agencies, social welfare agencies, and non-profit organizations. Here, these are referred to collectively as “training implementation agencies.” These agencies and the individual training courses they conduct must meet certain “certification criteria”³ related to curriculum content, trainees’ performance, and trainees’ employment status, among others. The independent administrative institution Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers (JEED) evaluates whether these criteria are being met and gives certification, after which trainees for each course are recruited through the Public Employment Security Office.

Training implementation agencies are provided with “certified vocational training incentives” paid for by employment insurance to encourage smooth and effective implementation of training. The incentive program consists of “basic incentives” and “additional incentives,” with the former being ¥60,000 per trainee per month in the basic course and ¥50,000 per trainee per month in the practical courses. For training implementation agencies that offer practical courses, additional incentives are calculated based on the employment status of trainees, with ¥20,000 per trainee per month paid when 60% or more of trainees have found employment⁴ three months after the course ends, and ¥10,000 per trainee per month when between 35% and 60% of trainees have found employment three months after the course ends.

exceed ¥250,000 per month (¥3 million per year), (iii) Must attend all days of training, or even if there is an unavoidable reason for absence must attend at least 80% of days.

³ Certification criteria are stipulated in the Ministry of Health, Labour and Welfare’s Directive of July 25, 2011 entitled “Regulations for

Enforcement of the Vocational Training, etc. under the Support System for Job Seekers.”

⁴ Criteria for designation as “employed,” used for determining additional incentive payouts, are (i) beneficiary has become a general insuree under the employment insurance system or (ii) beneficiary is running a business covered by employment insurance.

2. Current Status and Activities of Training Implementation Agencies as Seen in The Results of a Questionnaire Survey

In November and December 2012, the Japan Institute for Labour Policy and Training administered a questionnaire survey to training implementation agencies that play a central role in the Support System for Job Seekers. The survey target consisted of implementation agencies that conducted all the training courses completed between April and September 2012, and responses were received from 1,376 agencies (valid response rate: 53.7%). Here, let us examine the status and activities of these agencies based on the questionnaire results⁵ shown below.

Of organizations that operate training implementation agencies, corporations account for 66.6%, businesses other than corporations (limited corporations and individual business operators) for 18.9%, and vocational or other schools for 6.5%. In terms of area, the education-related projects implemented by organizations have been focused on “office equipment (computer and word processor operation)” (28.8%), followed by “medicine, nursing, long-term care and welfare” (14.3%) and “IT-related” (7.6%). With regard to whether the organization had experience carrying out public vocational training for national or prefectural governments, 33.6% are currently performing it, 50.4% have no experience doing so, and 12.4% have performed such training in the past but are not currently doing so. Number of employees at training implementation agencies were: 5–9 employees (32.9%), 10–19 employees (25.1%), and 1–4 employees (19.1%), indicating that the majority of agencies are small-scale. At approximately 60% of the agencies, a majority of employees are non-regular employees (part-time, entrusted or contract employees, workers dispatched from other organizations, individual contractors, etc.)

With regard to the content of advance preparations for implementation of training, common responses were: “preparation or modification of the training location or equipment used” (62.4%), “improvement of framework for counseling of trainees” (62.3%), “training, for instructors already employed at the site, in performing job-seeker support and training” (59.9%), and “having employees already working at the training site obtain career consultant certification” (55.5%).

As for the content of support for job seekers, the most common response was “guidance in having the correct mentality toward finding a job and working” at 90.8%, closely followed by “collecting and offering specific information about potential employers” (86.5%), and then “providing explanations and information about the labor market in that region or industry” (64.5%) and “observation of actual workplaces” (64.5%). With regard to the career counseling agencies are supposed to offer trainees during job-seeker support and training, a majority (73.8%) carried it out three times for each trainee.

The frequency with which workers from each agency were dispatched to the Public

⁵ For detailed information about the questionnaire survey, see pages 13–70 of “Results of Survey on the Support System for Job Seekers” compiled by JILPT in 2015.

Employment Security Office was, in order of most common response: “approximately once a month” (26.5%), “once every two or three months” (23.8%), and “two or three times a month” (21.3%).

Asked about institutions other than the Public Employment Security Office with which agencies exchange information or form partnerships aimed at securing employment for trainees, temporary employment agencies (47.3%) and private-sector companies (other than placement agencies and temporary employment agencies (47.1%) were both cited by nearly half of respondents, followed by placement agencies (19.8%), industry associations in specific fields (13.4%), and regional employers’ associations such as chambers of commerce or commercial and industrial organizations (11.6%). On the question of whether they assigned staff specifically to the development of job offers for trainees, 43.1% of agencies responded that they did, and 49.2% that they did not.

IV. Activities of Training Implementation Facilities and Employment Status of Trainees

This section contains an analysis of the relationship between trainees’ employment status and the circumstances of training courses, the actions of training implementation agencies in running and managing courses, and the support training implementation agencies provide to job seekers.

Information on trainees’ employment status is derived from the Ministry of Health, Labour and Welfare’s Implementation Status Report and Data Tabulation on Job-Seeker Support and Training (referred to below as the “Implementation Status Report”). This report monitors the circumstances of each individual training course and matches results with the questionnaire survey data outlined in the preceding section, enabling analysis of correlations between agencies’ implementation and management of courses and support for job seekers, and the employment outcomes after training has been completed. Of the 2,026 training courses completed between April and September 2012 and covered by the questionnaire, the analysis in this section incorporates data on 1,673 courses for which responses can be matched to data in the Implementation Status Report.

With regard to the circumstances of trainees after implementation of training, this section focuses specifically on their employment status. The Implementation Status Report records the employment status of trainees three months after completion, and this status can be analyzed from a variety of angles. This section applies two benchmarks to trainees’ employment: the first is the percentage of trainees who are employed three months after training ends, which will be referred to below as the “employment rate.” Here the term “employment” is used without distinguishing between fixed-term and indefinite, or between regular and non-regular employment. The second is the percentage of trainees who have secured employment contracts with no fixed term, and will be referred to as the “non-fixed-term employment rate.” Securing such employment can be seen as a more stable

Table 1. Trainees' Employment Rate, by Course Field

	n	Under 50%	Between 50% and 75%	75% and above
Basic Course	556	21.6	47.8	30.6
Practical Courses				
Information Technology (IT)	138	28.3	50.7	21.0
Sales, retail and office work	272	36.0	46.7	17.3
Medical administration	131	19.1	59.5	21.4
Long-term care and welfare	261	3.1	34.9	62.1
Design	116	16.4	56.9	26.7
Construction	35	22.9	51.4	25.7
Hairdressing and beauty	73	15.1	34.2	50.7
Other	91	29.7	47.3	23.1

Notes: 1. Data on courses for which there was no response are omitted from the tabulation. The gray cells contain statistically significant figures (Chi-squared test: $p < .05$). This table is intended to examine the discrepancies between fields of practical courses.

2. "Other fields" encompasses both practical courses classified as being in "other fields," and 12 fields that are specified but not listed on this table. The same goes for Table 2.

employment situation than being employed with a fixed-term contract, and by using the non-fixed-term employment rate as a benchmark, it is possible to analyze and consider the degree to which the Support System for Job Seekers is assisting trainees in obtaining steady jobs.

1. Training Course Field and Trainees' Employment Status

Firstly, let us examine the correlations between the contents of each training course and the employment status of trainees. Table 1 shows a cross-tabulation of employment rate by training course field. Here we have calculated the employment rate and divided training courses into three categories: "Under 50%," "Between 50% and 75%," and "75% and above."

It is clear from this table that there are significant disparities in employment rates depending on the course field. Particularly high employment rates are seen in the fields of "Long-term care and welfare" and "Hairdressing and beauty," with employment rates of 75% or above for approximately 60% of courses in the former, and over 50% in the latter. Conversely, relatively low employment rates are seen in the IT field and "Sales, retail and office work." For both of these the percentage of courses with employment rates of 75% or above is only around 20%, and approximately 30% of IT courses and nearly 40% of sales, retail and office work courses have less than half their trainees placed in jobs three months after training ends. For the basic course, approximately 20% of courses have employment

Table 2. Trainees' Non-Fixed-Term Employment Rate, by Course Field

	n	Under 25%	Between 25% and 50%	Between 50% and 75%	75% and above
Basic Course	556	22.5	47.8	25.4	4.3
Practical Courses					
Information Technology (IT)	138	30.4	45.7	22.5	1.4
Sales, retail and office work	272	36.4	41.5	17.6	4.4
Medical administration	131	16.8	54.2	23.7	5.3
Long-term care and welfare	261	5.7	31.4	47.1	15.7
Design	116	20.7	55.2	20.7	3.4
Construction	35	25.7	40.0	25.7	8.6
Hairdressing and beauty	73	5.5	34.2	37.0	23.3
Other	91	28.6	46.2	23.1	2.2

Note: Data on courses for which there was no response are omitted from the tabulation. The gray cells contain statistically significant figures (Chi-squared test: $p < .05$). This table is intended to examine the discrepancies between fields of practical courses.

rates under 50% and around 30% have rates of 75% or above, meaning the basic course tends to have higher rates of employment than the latter two practical courses.

Table 2 shows a cross-tabulation of non-fixed-term employment rate by training course field. Here the highest percentage of courses achieving rates of 75% or above is "Hairdressing and beauty." A relatively high non-fixed-term employment rate is seen in "Long-term care and welfare," as well, with nearly half of courses having non-fixed-term employment rates between 50% and 75%. By contrast, here as well the practical courses in sales, retail and office work and the IT field have a high percentage (30–40%) of courses with non-fixed-term employment rate of under 25%.

For the basic course, around 70% of courses have less than half their trainees placed in non-fixed-term jobs three months after completion, and the remaining 30% or so have more than half of trainees placed.

2. Correlations between Specific Aspects of Course Management and Employment Status

In the questionnaire survey of training implementation agencies, agencies' management of courses is assessed in terms of (1) method of selecting trainees, (2) selection of course instructors, (3) frequency of implementation of tests to verify level of understanding, (4) frequency of administration of questionnaires to monitor trainees' needs, etc., and (5) revision of courses based on trainees' circumstances and needs. Let us examine whether these aspects have an impact on trainees' employment status in way comparable with those of course field and trainee attributes.

Firstly, we will look at the correlation between employment rate and the various

Table 3. Correlations between Aspects of Course Management and Employment Status (Basic Course)

	n	Employment rate		Non-fixed-term employment rate	
		Under 50%	50% and above	Under 50%	50% and above
(1) Method of selecting trainees					
Review of resumes	121	16.5	83.5	66.9	33.1
Written tests	308	20.8	79.2	67.5	32.5
Interview tests	548	21.5	78.5	70.3	29.7
(2) Points emphasized when selecting instructors					
Specialized knowledge and skills	537	22.0	78.0	70.4	29.6
General knowledge and skills	479	21.5	78.5	69.9	30.1
Strong academic background	23	17.4	82.6	69.6	30.4
Youth	6	0.0	100.0	66.7	33.3
Qualifications and/or academic degrees	409	20.3	79.7	69.2	30.8
Extensive work experience in the field	382	21.7	78.3	70.2	29.8
Extensive teaching experience	466	22.5	77.5	70.2	29.8
Communication skills	435	19.5	80.5	69.2	30.8
(3) Frequency of tests					
At the end of every class	40	15.0	85.0	67.5	32.5
At the end of every week of classes	15	20.0	80.0	60.0	40.0
Approximately twice a month	140	16.4	83.6	65.0	35.0
At the end of every month of classes	352	24.7	75.3	73.6	26.4
(4) Frequency of administration of questionnaires					
At the end of every class	50	24.0	76.0	74.0	26.0
Several times (3 times or more) during the course	118	22.0	78.0	64.4	35.6
Once or twice during the course	283	17.7	82.3	71.0	29.0
Never	105	30.5	69.5	73.3	26.7
(5) Revision of courses					
Change in overall approach	332	23.5	76.5	72.0	28.0
Change in amount of time allotted to questions	190	18.9	81.1	72.1	27.9
Implementation of supplementary courses	294	21.1	78.9	68.7	31.3

Note: Data on courses for which there was no response are omitted from the tabulation. For items (1), (2), and (5), course data for agencies not implementing/not emphasizing these aspects is omitted due to space constraints. The gray cells contain statistically significant figures (Chi-squared test: $p < .05$).

aspects as applied in the basic course (Table 3). With regard to (1) method of selecting trainees, the table shows the status of employment rate and non-fixed-term employment rate (percentage of courses with employment rate of 50% or above and with less than 50%, and the corresponding percentages for non-fixed-term employment rate) for courses applying specific methods. For example, for courses selecting trainees by “reviewing resumes,” the percentage of courses with employment rate below 50% was 16.5%, and that of courses

with employment rate of 50% and above was 83.5%, while non-fixed-term employment rate below 50% was 66.9%, with 50% and above non-fixed-term employment rate achieved by 33.1% of courses. Because of space constraints on the table, the corresponding rates for agencies *not* applying each method are not shown, but in cases where there is a statistically significant disparity in the employment rate and/or non-fixed-term employment rate between courses applying a method and those not applying it, the cells containing the figures are marked in gray. None of the cells for “(1) method of selecting trainees” are gray, indicating that there is no statistically significant disparity between courses applying and not applying a given method.

As for (2) Points emphasized when selecting instructors, the employment rate and non-fixed-term employment rate for courses emphasizing each criterion for selection are shown on the table (data for courses *not* emphasizing criteria is omitted.) As with (1) method of selecting trainees, there is no statistically significant disparity in employment rate or non-fixed-term employment rate depending on whether a particular criterion is emphasized, with the single exception of “Communication skills.” Courses emphasizing this as a criterion for selecting instructors have a statistically significant disparity with courses that do not. Although it is not shown on the table, the former has a higher percentage of courses achieving an employment rate of 50% and above than the latter.

For (3) frequency of implementation of tests to verify level of understanding, and (4) frequency of administration of questionnaires to monitor trainees’ needs, etc., the table shows the employment rate and non-fixed-term employment rate for each level of frequency, but there are no statistically significant disparities for these aspects of agencies’ course management.

The same is true of (5) revision of courses based on trainees’ circumstances and needs. Although the table shows the employment rate and non-fixed-term employment rate for each level of frequency (data for courses *not* implementing revisions is omitted), there are no statistically significant disparities for this aspect of agencies’ course management.

The correlations between aspects of practical course management and the employment rate and non-fixed-term employment rate are shown in Table 4, as with the basic course in the above table. There is a statistically significant disparity with regard to selection of trainees, in terms of whether or not resumes were reviewed. However, this disparity, unlike that seen with other aspects of course management, stands out in that the employment rate and non-fixed-term employment rate are lower for courses where resumes are reviewed than for those where they are not.

There is also a statistically significant disparity in the employment rate and non-fixed-term employment rate depending on whether a written test is administered when selecting trainees, with courses that administer a written test having a higher percentage of both employment rate and non-fixed-term employment rate of 50% and above than courses that do not administer one. The other aspect of practical course management for which there is a statistically significant disparity in employment status involves the selection of

Table 4. Correlations between Aspects of Course Management and Employment Status (Practical Courses)

	n	Employment rate		Non-fixed-term employment rate	
		Under 50%	50% and above	Under 50%	50% and above
(1) Method of selecting trainees					
Review of resumes	292	<i>26.0</i>	<i>74.0</i>	<i>71.6</i>	<i>28.4</i>
Written tests	589	18.5	81.5	63.3	36.7
Interview tests	1099	21.2	78.8	64.1	35.9
(2) Points emphasized when selecting instructors					
Specialized knowledge and skills	1063	20.7	79.3	63.8	36.2
General knowledge and skills	899	20.0	80.0	64.0	36.0
Strong academic background	56	23.2	76.8	73.2	26.8
Youth	9	44.4	55.6	88.9	11.1
Qualifications and/or academic degrees	809	<i>18.5</i>	<i>81.5</i>	<i>60.2</i>	<i>39.8</i>
Extensive work experience in the field	939	20.1	79.9	63.5	36.5
Extensive teaching experience	840	20.5	79.5	63.9	36.1
Communication skills	926	20.0	80.0	35.5	64.5
(3) Frequency of tests					
At the end of every class	97	21.6	78.4	54.6	45.4
At the end of every week of classes	63	19.0	81.0	60.3	39.7
Approximately twice a month	337	21.4	78.6	65.9	34.1
At the end of every month of classes	578	21.1	78.9	64.5	35.5
(4) Frequency of administration of questionnaires					
At the end of every class	110	20.9	79.1	56.4	43.6
Several times (3 times or more) during the course	242	21.1	78.9	67.4	32.6
Once or twice during the course	639	21.1	78.9	62.8	37.2
Never	115	21.7	78.3	69.6	30.4
(5) Revision of courses					
Change in overall approach	663	21.4	78.6	64.0	36.0
Change in amount of time allotted to questions	436	22.9	77.1	66.1	33.9
Implementation of supplementary courses	501	19.8	80.2	64.1	35.9

Note: Data on courses for which there was no response are omitted from the tabulation. For items (1), (2), and (5), course data for agencies not implementing/not emphasizing these aspects is omitted due to space constraints. The gray cells contain statistically significant figures (Chi-squared test: $p < .05$). Of these, the figures in italics indicate courses where the implementation of a given aspect of course management leads to poorer employment results than non-implementation.

instructors, with a higher employment rate and non-fixed-term employment rate for those that emphasize “qualifications and/or academic degrees” than those that do not.

The fact that in selecting trainees, practical courses that implement written tests result in higher employment rates than those that do not can be interpreted as indicating that the former more effectively select employable trainees than the latter. However, at many train-

ing implementation agencies the total number of applicants is less than course capacity, and it is difficult to select trainees.⁶ Thus the correlation between implementation of written tests to select trainees, and good or poor employment results, may reflect the fact that these tests are often conducted in practical course fields such as medicine, long-term care and welfare that generally have high employment rates, and where acquisition of much specialized knowledge is required. Tests are implemented in these fields partially to assess whether there is a possibility of the trainee dropping out during the course.

The fact that in terms of selection of instructors, courses that emphasize possession of qualifications or academic degrees have higher employment rates than those that do not, may also reflect disparities in employment status between practical course fields, as may be the case with written test implementation. Among courses that place weight on instructors' "possession of qualifications or academic degrees" are those that can only be implemented by instructors holding a variety of qualifications, and in particular long-term care and welfare courses, which have dramatically higher employment rates than other practical courses, are strongly represented among courses that prioritize possession of qualifications or academic degrees.

3. Correlations between Training Implementation Agencies' Support for Job Seekers and Employment Status

Training implementation agencies' activities that tend to have an impact on trainees' employment status include, in addition to aspects of course management, the various ways in which agencies provide support for job seekers.

Table 5 shows a cross-tabulation of the employment status of trainees taking the basic course and various types of support for job seekers that agencies provide. Among the aspects of "Guidance and encouragement for trainees" on the table, employment rate and non-fixed-term employment rate are shown for courses giving various responses with regard to (1) Number of times career counseling is offered during the training course, (2) When career counseling is offered, (3) Number of times guidance on preparation of resumes and application forms is offered, and (4) Number of times job interview practice is offered. Note that here "number of times" indicates the number of times such support is generally given to each individual trainee during the training course period. With regard to (5) Measures implemented to support job seekers, on the table, the employment rate and non-fixed-term employment rate are shown for various aspects of support for job seekers that agencies offer in conjunction with courses. Because of space constraints on the table, the corresponding rates for agencies *not* applying each method are not shown, but in cases where there is a statistically significant disparity in the employment rate and/or non-fixed-term employment rate between courses applying a method and those not applying

⁶ Refer to the questionnaire tabulation results on pages 29–30 and the record of interviews with training implementation agencies on pages 173–258, "Results of Survey on the Support System for Job Seekers" compiled by JILPT in 2015.

it, the cells containing the figures are marked in gray.

According to Table 5, in terms of items for which there is a statistically significant disparity in employment status, the number of times career counseling is offered (which can be considered a form of guidance and encouragement of trainees) stands out as significant. Omitting “Less than three times” and “10 or more times” responses given by few courses, when “Three times” and “Four to nine times” are compared, a higher percentage of courses giving the latter response have employment rates and non-fixed-term employment rates of 50% or above.

In terms of support for job seekers that falls into the category of “guidance and encouragement for trainees,” there is a statistically significant disparity in the employment rate for courses implemented by agencies that “provide explanations and information about the labor market in that region or industry,” conduct “observation of actual workplaces” or “recruit and lead participants in joint briefing sessions held outside of training implementation agencies,” compared to courses run by agencies that do not. The percentage of courses with employment rates of 50% and above is higher for the former than for the latter. However, the opposite is true for agencies that conduct “industry or corporate briefing sessions with representatives of corporations, etc. invited”: the percentage of courses implemented by these agencies having an employment rate of 50% and above is lower among these agencies than among those that do not conduct such sessions, to a statistically significant degree.

Table 5 shows the employment rate and non-fixed-term employment rate for courses correlated to each category of response for the following “Aspects of efforts to secure employment for trainees”: (1) Presence/absence of personnel in charge of developing potential job offers, (2) Frequency with which agency staff visit the Public Employment Security Office, (3) Number of job offers received from the Public Employment Security Office (per month). For (4) Partnerships with agencies other than the Public Employment Security Office to secure employment for trainees, the employment rate and non-fixed-term employment rate are shown for courses run by training implementation agencies that partner with various types of agencies (data on employment and non-fixed-term employment rates for courses run by agencies that do *not* partner with other agencies is omitted). In cases where there is a statistically significant difference between courses run by training implementation agencies that do have partnerships with other (non- Public Employment Security Office) agencies and those that do not, cells are marked in gray.

Among items for which there is a statistically significant disparity depending on aspects of efforts to secure employment for trainees are partnerships with the non-Public Employment Security Office agencies belonging to the categories “Industry associations for specific industries” and “Temporary employment agencies.” However, the disparities do not follow a single pattern, and for courses run by agencies that partner with temporary employment agencies, while there are a relatively high percentage of courses with a non-fixed-term employment rate of 50% and above, the percentage of courses with an

Table 5. Correlations between Aspects of Agencies' Support for Job Seekers and Employment Status (Basic Course)

	n	Employment rate		Non-fixed-term employment rate	
		Under 50%	50% and above	Under 50%	50% and above
<u>Guidance and Encouragement for Trainees</u>					
(1) Number of times career counseling is offered					
Less than 3 times	9	0.0	100.0	55.6	44.4
Three times	432	24.1	75.9	72.9	27.1
4-9 times	105	14.3	85.7	63.8	36.2
10 or more times	9	11.1	88.9	33.3	66.7
(2) When career counseling is offered					
At regular intervals at the beginning, middle, and end of the course	526	22.4	77.6	70.9	29.1
Concentrated in the beginning and middle of the course	2	0.0	100.0	0.0	100.0
Concentrated in the middle and at the end of the course	22	9.1	90.9	63.6	36.4
Other	6	0.0	100.0	66.7	33.3
(3) Number of times guidance on preparation of resumes and application forms is offered					
1-2 times	130	23.1	76.9	70.8	29.2
3-5 times	372	21.5	78.5	70.7	29.3
6-9 times	42	21.4	78.6	64.3	35.7
10 or more times	5	0.0	100.0	60.0	40.0
(4) Number of times job interview practice is offered					
1-2 times	210	19.0	81.0	68.1	31.9
3-5 times	306	24.2	75.8	72.2	27.8
6-9 times	26	15.4	84.6	61.5	38.5
10 or more times	7	14.3	85.7	71.4	28.6
(5) Measures implemented to support job seekers					
Collecting and supplying information on specific employers	495	22.0	78.0	70.5	29.5
Providing guidance in having the correct mentality toward finding a job and working	528	22.2	77.8	70.3	29.7
Providing explanations and information about the labor market in that region or industry	340	17.9	82.1	70.3	29.7
Observations of actual workplaces	258	17.4	82.6	70.5	29.5
Industry or corporate briefing sessions to which corporate representatives, etc. are invited	198	26.8	73.2	71.7	28.3
Group job interviews to which corporate representatives, etc. are invited	29	27.6	72.4	69.0	31.0
Recruiting and leading participants in joint briefing sessions held outside of training implementation agencies	137	12.4	87.6	68.6	31.4
Recruiting and leading participants in job interviews held outside of training implementation agencies	50	16.0	84.0	72.0	28.0
<u>Aspects of Efforts to Secure Employment for Trainees</u>					
(1) Designation of personnel in charge of developing potential job offers					
Personnel designated	230	19.6	80.4	70.9	29.1
Personnel not designated	298	24.8	75.2	70.1	29.9
(2) Frequency with which agency staff visit the Public Employment Security Office					
Never	68	32.4	67.6	73.5	26.5
About once a year	7	0.0	100.0	57.1	42.9
About once every 6 months	20	10.0	90.0	65.0	35.0
Once every 2 or 3 months	101	20.8	79.2	68.3	31.7
About once a month	124	22.6	77.4	66.9	33.1
2 or 3 times a month	138	25.4	74.6	73.2	26.8
4 or 5 times a month	64	14.1	85.9	76.6	23.4
6-10 times a month	21	4.8	95.2	66.7	33.3
More than 10 times a month	9	22.2	77.8	55.6	44.4

Table 5. (Continued)

	n	Employment rate		Non-fixed-term employment rate	
		Under 50%	50% and above	Under 50%	50% and above
(3) Number of job offers received from the Public Employment Security Office (per month)					
0 offers	176	23.9	76.1	69.9	30.1
1–10 offers	59	13.6	86.4	72.9	27.1
11–100 offers	72	22.2	77.8	68.1	31.9
101–300 offers	39	7.7	92.3	71.8	28.2
301 or more offers	39	20.5	79.5	69.2	30.8
(4) Partnerships with agencies other than the Public Employment Security Office to secure employment for trainees					
Private-sector companies (other than placement agencies and temporary employment agencies)	278	22.7	77.3	72.7	27.3
Regional employers' associations such as chambers of commerce or commercial and industrial organizations	83	16.9	83.1	63.9	36.1
Industry associations in specific fields	104	26.0	74.0	70.2	29.8
Placement agencies	98	24.5	75.5	71.4	28.6
Temporary employment agencies	313	26.2	73.8	74.8	25.2
Private-sector organizations (NPOs, etc.) providing support for job seekers	42	16.7	83.3	76.2	23.8
Do not engage in information exchange or partnership with any other specific agency	88	15.9	84.1	65.9	34.1

Note: Data on courses for which there was no response are omitted from the tabulation. Course data for agencies not implementing aspects of support / not partnering with other agencies is omitted due to space constraints. The gray cells contain statistically significant figures (Chi-squared test: $p < .05$). Of these, the figures in italics indicate courses where the implementation of a given aspect of course management is correlated with *lower* employment rates than non-implementation.

overall employment rate of 50% and above is relatively low.

In terms of reasons why employment results are actually worse when agencies undertake a particular initiative to support job seekers than when they do not, it may be that the initiative in question is being carried out to shore up already low employment rates. The data on Table 5 may reflect the fact that agencies implementing courses where trainees have difficulty securing employment afterward are more proactive about efforts such as inviting corporate representatives, etc. to conduct industry or corporate briefing sessions, or forging partnerships with temporary employment agencies, in an attempt to improve their employment rates.

How do the figures for trainees' employment status correlate with various initiatives undertaken by training implementation agencies in support of job seekers in the case of practical courses? The results are summarized on Table 6.

Examination of the cross-tabulation of the employment rate shows a significantly higher percentage of courses with employment rates of 50% and above when the agencies conducting the courses carry out the following initiatives, compared to agencies that do not: Providing guidance in having the correct mentality toward finding a job and working,

Table 6. Correlations between Aspects of Agencies' Support for Job Seekers and Employment Status (Practical Courses)

	n	Employment rate		Non-fixed-term employment rate	
		Under 50%	50% and above	Under 50%	50% and above
<u>Guidance and Encouragement for Trainees</u>					
(1) Number of times career counseling is offered					
Less than 3 times	21	33.3	66.7	61.9	38.1
Three times	829	21.1	78.9	66.0	34.0
4-9 times	237	21.5	78.5	61.2	38.8
10 or more times	17	5.9	94.1	35.3	64.7
(2) When career counseling is offered					
At regular intervals at the beginning, middle, and end of the course	1056	20.7	79.3	64.4	35.6
Concentrated in the beginning and middle of the course	6	0.0	100.0	50.0	50.0
Concentrated in the middle and at the end of the course	41	34.1	65.9	63.4	36.6
Other	8	12.5	87.5	50.0	50.0
(3) Number of times guidance on preparation of resumes and application forms is offered					
1-2 times	424	19.8	80.2	62.3	37.7
3-5 times	584	22.3	77.7	67.3	32.7
6-9 times	70	20.0	80.0	54.3	45.7
10 or more times	10	10.0	90.0	30.0	70.0
(4) Number of times job interview practice is offered					
1-2 times	549	21.7	78.3	65.4	34.6
3-5 times	488	21.1	78.9	64.1	35.9
6-9 times	45	13.3	86.7	48.9	51.1
10 or more times	13	15.4	84.6	38.5	61.5
(5) Measures implemented to support job seekers					
Collecting and supplying information on specific employers	973	20.2	79.8	63.0	37.0
Providing guidance in having the correct mentality toward finding a job and working	1015	20.2	79.8	63.1	36.9
Providing explanations and information about the labor market in that region or industry	779	18.4	81.6	62.1	37.9
Observations of actual workplaces	790	21.3	78.7	64.8	35.2
Industry or corporate briefing sessions to which corporate representatives, etc. are invited	412	20.1	79.9	61.9	38.1
Group job interviews to which corporate representatives, etc. are invited	119	20.2	79.8	58.0	42.0
Recruiting and leading participants in joint briefing sessions held outside of training implementation agencies	297	15.8	84.2	55.6	44.4
Recruiting and leading participants in job interviews held outside of training implementation agencies	150	10.7	89.3	52.0	48.0
<u>Aspects of Efforts to Secure Employment for Trainees</u>					
(1) Designation of personnel in charge of developing potential job offers					
Personnel designated	509	17.5	82.5	60.9	39.1
Personnel not designated	519	24.7	75.3	68.2	31.8
(2) Frequency with which agency staff visit the Public Employment Security Office					
Never	48	29.2	70.8	66.7	33.3
About once a year	13	23.1	76.9	38.5	61.5
About once every 6 months	38	26.3	73.7	63.2	36.8
Once every 2 or 3 months	272	21.3	78.7	66.5	33.5
About once a month	330	21.8	78.2	63.3	36.7
2 or 3 times a month	235	20.0	80.0	64.7	35.3
4 or 5 times a month	111	17.1	82.9	60.4	39.6
6-10 times a month	27	14.8	85.2	63.0	37.0
More than 10 times a month	27	11.1	88.9	59.3	40.7

Table 6. (Continued)

	n	Employment rate		Non-fixed-term employment rate	
		Under 50%	50% and above	Under 50%	50% and above
(3) Number of job offers received from the Public Employment Security Office (per month)					
0 offers	364	20.9	79.1	60.7	39.3
1–10 offers	198	19.2	80.8	56.6	43.4
11–100 offers	168	23.2	76.8	66.1	33.9
101–300 offers	57	15.8	84.2	68.4	31.6
301 or more offers	95	23.2	76.8	71.6	28.4
(4) Partnerships with agencies other than the Public Employment Security Office to secure employment for trainees					
Private-sector companies (other than placement agencies and temporary employment agencies)	522	19.7	80.3	62.1	37.9
Regional employers' associations such as chambers of commerce or commercial and industrial organizations	97	16.5	83.5	61.9	38.1
Industry associations in specific fields	119	10.1	89.9	40.3	59.7
Placement agencies	226	19.0	81.0	65.5	34.5
Temporary employment agencies	503	18.7	81.3	64.2	35.8
Private-sector organizations (NPOs, etc.) providing support for job seekers	80	15.0	85.0	62.5	37.5
Do not engage in information exchange or partnership with any other specific agency	187	31.0	69.0	72.7	27.3

Note: Data on courses for which there was no response are omitted from the tabulation. Course data for agencies not implementing aspects of support / not partnering with other agencies is omitted due to space constraints. The gray cells contain statistically significant figures (Chi-squared test: $p < .05$). Of these, the figures in italics indicate courses where the implementation of a given aspect of course management is correlated with *lower* employment rates than non-implementation.

providing explanations and information about the labor market in that region or industry, recruiting and leading participants in joint briefing sessions held outside of training implementation agencies, recruiting and leading participants in job interviews held outside of training implementation agencies. In terms of aspects of efforts to secure employment for trainees, there are significantly higher percentages of employment rates of 50% and above when agencies designate personnel in charge of developing potential job offers, and partner with industry associations in a specific field, than when they do not. Also, there is a significantly lower percentage of courses with 50% or higher employment rates when agencies “do not engage in information exchange or partnership with any other specific agency” with regard to securing trainees’ employment, compared to agencies that do engage in information exchange or partnership.

According to Table 6, in terms of initiatives carried out by training implementation agencies, there is a statistically significant disparity in the non-fixed-term employment rate depending on the number of times career counseling, guidance on preparation of resumes and application forms, and job interview practice are generally offered to each trainee during the training period. For all of these, a greater number of times is correlated with a higher

percentage of courses with non-fixed-term employment rates of 50% and above. With regard to (5) Implementation of measures to support job seekers, an aspect of “guidance and encouragement of trainees,” as well, there is a statistically significant disparity in the employment rate depending on whether the following are carried out: Providing guidance in having the correct mentality toward finding a job and working, providing explanations and information about the labor market in that region or industry, recruiting and leading participants in joint briefing sessions held outside of training implementation agencies, and recruiting and leading participants in job interviews held outside of training implementation agencies. For all of these, agencies that implement the measures have a significantly higher percentage of courses with employment rates of 50% and above than those that do not.

Also, under “Aspects of efforts to secure employment for trainees,” with regard to “(4) Partnerships with agencies other than the Public Employment Security Office to secure employment for trainees,” agencies that partner with “industry associations in a specific field” have a significantly higher percentage of courses with non-fixed-term employment rate 50% and above than those that do not, and as with the overall employment rate tabulation, there is a significantly lower percentage of courses with 50% or higher non-fixed-term employment rates when agencies “do not engage in information exchange or partnership with any other specific agency” with regard to securing trainees’ employment, compared to agencies that do engage in information exchange or partnership.

4. Factors Influencing Employment Status

Thus far we have explored, through cross-tabulation analysis, factors that impact the employment status of trainees after job-seeker support and training courses have finished. It is likely that among the factors most strongly influencing this employment status—in addition to the course fields and the trainees’ own attributes, training implementation agencies’ course management, and their various initiatives to support job seekers—are the region where a given agency is located and the circumstances of the labor market. Also, it should be noted that among factors and measures that could potentially influence employment status are those that appear, because of their close relation to other factors, to have a strong impact, but actually do not, such as “points emphasized when selecting instructors,” which by itself is not correlated with significant disparities, but which is related to the training course field, etc.

With this in mind, in this section we will carry out a multivariate analysis, subdivided into “basic course” and “practical courses,” with trainees’ employment rates as the explained variables and the training course circumstances, measures adopted by training implementation agencies, labor market environment and so forth as explanatory variables, and examine various factors’ influence on employment status in each type of course. Whether analyzing the basic course or practical courses, the explained variables are the employment rate and non-fixed-term employment rate, and the variables shown are percentages indicating these rates for each course. Correlations between these explained variables and the var-

ious explanatory variables will be clarified through multiple regression analysis.

Of measures adopted by training implementation agencies, those employed as explanatory variables in the analysis of post-completion employment rates for the basic course (Table 7) are: (i) Number of times career counseling is offered, (ii) Whether the agency carries out support measures for job seekers such as providing explanations and information about the labor market in that region or industry; observation of actual workplaces; group job interviews to which corporate representatives, etc. are invited; recruiting and leading participants in joint briefing sessions held outside of training implementation agencies; and recruiting and leading participants in job interviews held outside of training implementation agencies, (iii) Whether the agency engages in information exchange or partnership with industry associations in specific fields, and (iv) Whether the agency prioritizes qualifications and/or academic degrees, extensive professional experience, and high degree of communicative ability in appointing instructors. Added to the explanatory variables as course-related circumstances are the number of trainees in the course and the percentage of trainees aged 50 and older, and as training implementation agencies-related circumstances, the total number of persons (staff members) in the entire agency. Also used as explanatory variables are the average effective job opening-to-application ratios (2012) for the prefectures where agencies are located, which were selected as indicators of the labor market environment in regions where agencies conduct courses.

The analysis with employment rate as the explained variable shows a significant positive correlation between recruiting and leading participants in joint briefing sessions held outside of training implementation agencies, as a measure to support job seekers, and the employment rate. It can be inferred that agencies' actively seeking to create employment opportunities for trainees, rather than merely collecting information on job openings, contributes to a higher employment rate. On the other hand, there was a statistically significant negative correlation between the employment rate and information exchange or partnership with temporary employment agencies. As outlined in the discussion of the cross-tabulation analysis earlier, this outcome hints at the possibility that training implementation agencies with low employment rates tend to engage in such information exchange or partnership with temporary employment agencies so as to prevent employment figures from declining further.

As for the non-fixed-term employment rate, there is a statistically significant positive correlation with the number of times career counseling is offered. It seems likely that through repeated career counseling, trainees are better able to identify their own strengths, or they become more serious in their endeavors to find work, leading to a higher rate of non-fixed-term employment. Meanwhile, there was a negative correlation with prefectures' effective job opening-to-application ratios. One might think that the higher the effective job opening-to-application ratio is, the higher the non-fixed-term employment rate will be, but in reality regions with higher effective job opening-to-application ratio tend to have higher rates of fixed-term employment, and both trainees and training implementation agencies

Table 7. Multiple Regression Analysis of Employment Rates for Individual Courses (Basic Course)

	Employment rate	Non-fixed-term employment rate
	β	β
(Constant)	***	***
Prefectures' effective job opening-to-application ratios (2012)	-0.066	-0.107 *
Total number of persons (staff members) in agency	-0.004	0.011
Number of trainees in course	-0.076	-0.009
Percentage of trainees aged 50 and older	-0.054	-0.059
Number of times career counseling is offered (standard = 3 or fewer)		
4 or more times	0.072	0.094 *
Training implementation agencies' support measures for job seekers		
Providing explanations and information about the labor market in that region or industry	0.057	-0.005
Observations of actual workplaces	0.024	-0.031
Group job interviews to which corporate representatives, etc. are invited	0.020	-0.011
Recruiting and leading participants in joint briefing sessions held outside of training implementation agencies	0.119 *	0.068
Recruiting and leading participants in job interviews held outside of training implementation agencies	-0.064	-0.062
Information exchange and/or partnership with agencies other than the Public Employment Security Office		
Industry associations in specific fields	0.015	0.052
Temporary employment agencies	-0.097 *	-0.075
Points prioritized when selecting instructors		
Qualifications and/or academic degrees	0.030	0.011
Extensive work experience in the field	-0.004	-0.056
Communication skills	0.078	0.072
N	543	543
Adjusted R-square	0.038	0.016

Notes: 1. For "Number of times career counseling is offered," three or fewer times per trainee during a training course is considered standard, and when it is offered four or more times, a dummy variable with the value of "1" is shown.

2. Among "measures adopted by training implementation agencies to support job seekers," for "information exchange and/or partnership with agencies other than the Public Employment Security Office" and for each of the "points prioritized when selecting instructors," when the item in question is implemented, a dummy variable with the value of "1" is shown.

***p < .001, **p < .01, *p < .05, +p < .10.

placing a priority on finding work as soon as possible tend to be drawn into fixed-term contracts.

However, for both the overall employment rate and the non-fixed-term employment rate, the adjusted R-square (coefficient of determination) value is extremely low, particularly that of the non-fixed-term employment rate. This indicates that in the case of the basic course, trainees' ability to secure employment is significantly affected by factors other than training implementation agencies' course management and measures in support of job seekers. These factors may include trainees' own attitudes or behavior, which were not assessed by this survey, or the manner in which the Public Employment Security Office approaches trainees, and in similar future surveys and analyses of employment outcomes, these factors ought to be taken into consideration.

Of support measures adopted by training implementation agencies, those employed as explanatory variables in the analysis of post-completion employment rates for the practical courses (Table 8) are: (i) Number of times career counseling is offered, (ii) Number of times guidance on preparation of resumes and application forms is offered, (iii) Number of times job interview practice is offered, (iv) Presence or absence of staff specifically in charge of developing potential job offers, (v) Adoption of measures to support job seekers such as providing guidance in having the correct mentality toward finding a job and working, providing explanations and information about the labor market in that region or industry, observation of actual workplaces, group job interviews to which corporate representatives, etc. are invited, recruiting and leading participants in joint briefing sessions held outside of training implementation agencies, recruiting and leading participants in job interviews held outside of training implementation agencies, and (vi) Whether the agency engages in information exchange or partnership with industry associations in specific fields in relation to trainees' employment. Also, among agencies' measures related to course management, those selected as additional explanatory variables were (i) Whether review of documents such as resumes and/or written tests were conducted during the process of selecting prospective trainees and (ii) Whether the agency prioritizes qualifications and/or academic degrees, in appointing instructors. Added to the explanatory variables are total number of persons at business location (reflecting the circumstances of the agency), the number of trainees in the course and the percentage of trainees aged 50 and older (reflecting the character of the course), and the effective job opening-to-application ratio for the prefecture where the agency is located, as a benchmark of the labor market environment in the region. These are the same explanatory variables applied to the basic course, but in analyzing the practical courses, the course field and the percentage of female trainees in the course were added as well.

Examination of the analysis results reveals that in the case of practical courses, the content of training courses has a statistically significant correlation with employment status. The long-term care and welfare field has a statistically significant positive correlation with both overall employment rate and non-fixed-term employment rate, and the medical admin-

Table 8. Multivariate Analysis (Multiple Regression Analysis) of Courses and Employment Status (Practical Courses)

	Employment rate	Non-fixed-term employment rate
	β	β
(Constant)	***	***
Prefectures' effective job opening-to-application ratios (2012)	0.028	0.006
Total number of persons at business location	0.000	0.019
Number of trainees in course	-0.022	0.026
Course field (standard = Other)		
Information Technology (IT)	-0.026	-0.041
Sales, retail and office work	-0.125 *	-0.047
Medical administration	0.066	0.139 **
Long-term care and welfare	0.360 ***	0.357 ***
Design	0.095	0.02
Construction	0.044	0.096 **
Hairdressing and beauty	0.143 **	0.241 ***
Percentage of trainees aged 50 and older	-0.053	-0.036
Percentage of female trainees in the course	0.022	-0.047
Number of times career counseling is offered (standard = 3 or fewer)		
4 or more times	0.041	0.036
Number of times guidance on preparation of resumes and application forms is offered (Standard = 1-2)		
3-5 times	0.040	0.023
6 or more times	0.024	0.073 +
Number of times job interview practice is offered (Standard = 1-2)		
3-5 times	-0.009	0.017
6 or more times	0.062	0.082 *
Designation of personnel in charge of developing potential job offers	0.054 +	0.047
Training implementation agencies' support measures for job seekers		
Providing guidance in having the correct mentality toward finding a job and working	0.055 +	0.025
Providing explanations and information about the labor market in that region or industry	0.014	0.059 +
Group job interviews to which corporate representatives, etc. are invited	0.036	0.042
Recruiting and leading participants in joint briefing sessions held outside of training implementation agencies	0.080 *	-0.014
Recruiting and leading participants in job interviews held outside of training implementation agencies	0.025	0.037

Table 8. (Continued)

	Employment rate	Non-fixed-term employment rate
Information exchange and/or partnership with agencies other than the Public Employment Security Office		
Industry associations in specific fields	0.009	0.057 +
Do not engage in information exchange or partnership with any other specific agency	-0.083 **	-0.078 *
Method of selecting trainees		
Review of documents such as resumes when selecting trainees	-0.029	-0.047
Written tests administered when selecting trainees	0.035	-0.012
Agency prioritizes qualifications and/or academic degrees in appointing instructors	0.042	0.036
N	915	915
Adjusted R-square	0.220	0.221

Notes: 1. For “Guidance on preparation of resumes and application forms is offered,” and “Guidance on job interviews,” one or two times per trainee during a training course is considered standard, and when it is offered 3–5 or six or more times, a dummy variable with the value of “1” is shown.

2. As for the variables corresponding to “Designation of personnel in charge of developing potential job offers,” “measures adopted by training implementation agencies to support job seekers,” and “information exchange and/or partnership with agencies other than the Public Employment Security Office,” and “Whether the agency prioritizes qualifications and/or academic degrees, in appointing instructors,” when the item in question is implemented, a dummy variable with the value of “1” is shown.

***p < .001, **p < .01, *p < .05, + p < .10.

istration and construction fields have significant positive correlations with non-fixed-term employment rate. The hairdressing and beauty course is also positively correlated with higher overall and non-fixed-term employment rates. These findings underscore the fact that it is relatively easy to secure work in these fields (long-term care and welfare, medical administration, construction, hairdressing and beauty). Meanwhile, courses in sales, retail and office work are negatively correlated to employment rate, and appear to be the practical courses least likely to lead to employment.

Of support measures adopted by training implementation agencies, those with a statistically significant positive correlation to the employment rate are: Designation of personnel in charge of developing potential job offers, providing guidance in having the correct mentality toward finding a job and working, and recruiting and leading participants in joint briefing sessions held outside of training implementation agencies. Conversely, there is a statistically significant negative correlation between the employment rate and having no other agency with which to exchange information or form partnerships in relation to train-

ees' employment. Designation of personnel in charge of developing potential job offers, utilizing joint briefing sessions held off agency premises, and exchanging information or forming partnerships with some other agency to secure employment for trainees are all measures that facilitate the matching of trainees and job offers, and the outcomes of these measures can be seen in the actual employment results. Meanwhile, providing guidance in having the correct mentality toward finding a job and working can cause trainees to adopt a positive stance and assuage their anxieties, encouraging them to find employment.

As for the non-fixed-term employment rate, there are statistically significant correlations with both guidance on preparation of resumes and application forms and job interview practice being offered six or more times to each trainee during the course, as well as with information and explanations about the labor market in the community or industry; partnership and exchange of information relating to trainees' employment with industry associations in specific fields; and having no other agency with which to exchange information or form partnerships in relation to trainees' employment. This last is negatively correlated with the non-fixed-term employment rate, and all of the others are positively correlated.

The above findings of the analysis of the non-fixed-term employment rate appear to reflect the following: (i) It is easier for training implementation agencies to obtain information on job opportunities leading to non-fixed-term employment when they exchange information and form partnerships with industry associations in specific fields, (ii) It is easier for trainees to locate job opportunities leading to non-fixed-term employment when training implementation agencies offer explanations and information about the labor market in the community or industry, and (iii) Having many sessions of guidance on preparing resumes and application forms and undergoing job interviews enables trainees to gain more opportunities for non-fixed-term employment.

V. Conclusion

With regard to the Support System for Job Seekers, which has a different target group than conventional training for people lacking employment, this article has focused on the training implementation agencies that play a central role in the system's implementation, and has sought to gain a picture of these organizations and their activities, and to analyze how individual agencies achieve the system's goal of securing employment for trainees.

For the basic course, which aims to impart fundamental skills applicable to a wide range of fields, the analysis revealed that recruiting and leading participants in joint briefing sessions held outside of training implementation agencies is correlated with higher rates of success in securing employment. However, in a model where employment rates after completion of the basic course are the explained variables and measures adopted by training implementation agencies, course circumstances, etc. are the explanatory variables, the coefficient of determination is extremely low, and to effectively analyze and consider factors impacting employment status as pertains to the basic course, it is necessary to pay adequate

attention to factors outside the scope of agencies' activities, such as trainees' attitudes and behavior and the manner in which the Public Employment Security Office approaches trainees.

Meanwhile, regarding the practical courses, which encompass both basic skills and hands-on skills applicable to specific fields, there is considerable diversity depending on the course field. Employment rates were relatively high in the fields of long-term care and welfare, medical administration, construction, and hairdressing and beauty. However, even when controlling for the influence of the course's field, there are other factors that contribute to improved employment rates, including measures to secure job opportunities for trainees such as designation of personnel in charge of developing potential job offers and recruiting and leading participants in joint briefing sessions held outside of training implementation agencies, as well as providing information and explanations about the labor market in the community or industry and giving a generous amount of guidance on preparation of resumes and application forms and practice with job interviews.

Also, when we examine exchange of information and formation of partnerships related to trainees' employment, it is apparent that training implementation agencies having no other agency with which to exchange information or form partnerships have lower employment rates, whereas practical courses run by agencies that exchange information and partner with industry associations in a specific field have higher rates of non-fixed-term employment. Practical courses are aimed at imparting specialized knowledge and skills in specific fields, and employers in these fields have a strong need to hire and utilize personnel over the long term. For this reason, training implementation agencies can more effectively match employers' needs with trainees when they actively engage in information exchange and form partnerships with industry associations in these fields.