

2 Employment Measures for Young People

As well as reinforcing employment support for new and recent graduates, it is necessary to implement comprehensive support for young people, in order to ensure that the young people who will be responsible for the future of Japan can work with peace of mind and conviction, and can adequately exercise their abilities and motivation, by such means as promoting support at public employment security offices, aimed at helping “freeters” (part-time workers employed on a casual basis) find regular employment.

Major Employment Measures Aimed at Young People in FY2015

1. Employment support for new and recent graduates

1) Comprehensive support from job placement to establishment in the workplace

“New Graduates Support Hello Work” offices (in 57 locations as of FY2015), specializing in both new and recent graduates, use a national network of job vacancy information to offer vocational counseling and job introductions, as well as holding job placement support seminars and interview sessions.

“Job supporters” are counselors who specialize in supporting students and recent graduates. They are allocated to consultation counters for students at New Graduates Support Hello Work and Hello Work, where they give individual counseling based on a personal employment manager system, provide comprehensive support up to introducing job vacancies and other job placement, and also go out to schools for counseling sessions in collaboration with universities and others.

Besides these, since FY2014, consultation counters offering support for workplace establishment after job placement (among others) have been set up, providing comprehensive support from job placement activities until establishment in the workplace.

2) The “Young Worker Support Declaration” Project

PR and other efforts are positively undertaken for “Young Worker Support Declaration Companies” – small and medium-sized enterprises that actively hire and train young people (under 35 years old) and publish corporate and hiring information in greater detail than ordinary job vacancy information.

2. Promoting a switch to regular employment among “freeters” and other non-regular workers

1) Hello Work support for promoting a switch to regular employment among “freeters” and other non-regular workers

a. For “freeters” and others who wish to take up regular employment, comprehensive support from vocational counseling and job introductions to establishment in the workplace is provided using a personal employment support manager system.

b. Since FY2012, “Young Hello Work” (28 locations as of FY2015), “Young Support Corners” and others have been set up as support centers in many areas with particularly high populations of freeters (212 locations as of FY2015). Among other services, these provide pre-consultation upon initial use, preparation of employment plans aimed at hiring as regular employees, vocational guidance and introductions, and employment support seminars for freeters.

2) Implementing meticulous employment support at Job Cafes

“Job Cafes” operated by prefectural authorities are centers that provide one-stop employment-related services for young people. They offer aptitude assessment, counseling, seminars and other services in accordance with local circumstances. (110 locations in 46 prefectures as

of FY2015)

- 3) Employment support through the utilization of subsidy systems, such as the trial employment system

The switch to permanent employment is promoted by a system of “trial employment” (maximum 40,000 yen, maximum three months per person), whereby companies offer employment for three months on a trial basis following an introduction by Hello Work.

3. **Enhancement of vocational independence support for NEETs and other young people**
“Regional Youth Support Station” project

Regional Youth Support Stations will be set up all over the country as bases for employment support of NEETs and other young people. Among other services, these will provide expert advice and workplace experience designed to build vocational independence, and support for

workplace establishment and upgrading after taking up employment.

4. Preparation of legislation

“Draft Act for the Promotion of Youth Employment”

To create an environment in which the young people who will shoulder the next generation can improve their vocational ability while gathering experience in stable employment situations and tackle their work with motivation, Act for the Promotion of Youth Employment was submitted to the Diet in September 2015. Going under the full title of the “Act for Partial Amendment of the Youth Labor Welfare Act, etc.”, this legislation will comprehensively establish measures and others to assist young people in choosing suitable occupations and in developing and improving their vocational ability.