

## 2 Employment Measures for Young People

As well as reinforcing employment support for new and recent graduates, for whom the employment environment is forecast to be harsh, 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 FY2013

#### 1. Employment support for new and recent graduates

- Using School and University Graduate Job Supporters

(1) Providing employment support that focuses on high school and university graduates in an integrated manner, and promoting their matching with small and medium-sized enterprises

(i) School and University Graduate Job Supporters, whose numbers were doubled in FY2010 under the Contingency Fund for Responses to the Economic Crisis and Regional Revitalization and the supplementary budget, will continue to be deployed in branches of Hello Work; they will cooperate in the organization of job interview sessions, by such means as securing details of vacancies, as well as making visits to corporate briefing sessions organized by universities, in order to undertake consultations in regard to job search activities.

(2) Support aimed at looking for employment while still at school, involving guardians as well

(i) In collaboration with schools, lectures will be held on the significance of working and job search activities while still at school, involving guardians as well; in addition, corporate briefing sessions involving local companies will be held within high schools and information will be proactively disseminated to relevant parties.

- Using the New Graduate Employment Support Headquarters and New Graduate Support Hello Work branches

(1) Using the New Graduate Employment Support Headquarters and New Graduate Support Hello Work branches

(i) In order to implement effective employment support based on the actual situation in the region in question, efforts will be made to seek the utilization of the “New Graduate Employment Support Headquarters”, which consists of relevant individuals from Hello Work, local government, the labor sector, business circles and schools, and to implement employment support for new and recent graduates in collaboration with related local organizations.

(ii) Efforts will be made to publicize the New Graduate Support Hello Work branches, which specialize in employment opportunities for new and recent graduates; further efforts will be made to promote their utilization, in order to support the employment of new and recent graduates.

(2) The “Young Worker Support Company Declaration” Project

(i) This provides positive PR and others for “Young Worker Support Companies”. These are small and medium enterprises that have established a certain system for labor management, advertise vacancies for young people, positively hire and train

young people (below the age of 35), and actively announce corporate data and hiring information in more detail than normal information on job vacancies.

## **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

(i) Thorough, consistent support for “freeters” wishing to find regular employment, based on a case worker system that operates from the initial career consultation and employment referral, through to the individual becoming settled at their workplace.

(ii) Since FY2012, “Young Hello Work” (Tokyo, Aichi, Osaka), “Young Support Corners” and others have been set up as support centers in many areas with particularly high populations of freeters (211 locations). 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. (108 locations in 46 prefectures)

(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**

• Expansion of “Community Youth Support Stations”

Expansion of number of “Community Youth Support Stations,” which serve as local centers of support for NEETs and other young people, strengthening of network functions in collaboration with educational institutes, etc., and active encouragement of young people and their parents or guardians.