


Would you like to hire and work with foreign care workers?

Some care service providers are now employing foreigners as care workers. Those providers have commented that the workplace has become cheerful, that it created a sense of unity among staff, and that the education of foreigners led to review of the quality of long-term care.


In addition, communicating the know-how and skills of Japanese long-term care to foreign care workers can lead to international contribution.

Would you like to hire and work with foreign care workers?

Guidebook



“Guidebook for Care Service Providers on Employment of Foreign Care Workers” introduces detailed information and case study on the four systems for employing foreign care workers.



Four Systems for Employing Foreign Care Workers

There are four systems for employing foreign care workers as below. Please refer to the back for comparison of each system.

EPA **Employment of Certified Care Worker Candidates under Economic Partnership Agreement (EPA)**

EPA aims to enhance economic cooperation between Japan and the partner country, accepting certified care worker candidates from Indonesia, Philippines and Vietnam.

Care service providers can employ these candidates.

Requirements
“Graduated/completed nursing school/nursing course”; or “graduated university/tertiary education organization and government certified care worker at home country” *differs by country

Japanese language training (6-12 months) by Japanese language training organization prior to entry and JLPT
*Matching around this time

Entry

Training on Japanese language, etc. by Japanese language training organization (2.5-6 months) after entry

Employment/training by Care Service Provider

4th year from entry
Obtain Certified Care Worker qualification by taking national examination

Continue employment as Certified Care Worker
*No limit to period of residence

Nursing Care **Employment of foreigners who graduated a certified care worker training school in Japan and have “Nursing Care” status of residence**

Foreign students studying at Japanese certified care worker training schools can obtain “Nursing Care” resident status after graduating and obtaining Certified Care Worker qualification.

Care service providers can employ these foreign nationals.

Requirements
(Requirement for entering training school) Pass JLPT N2 or above, or study at Japanese language education organization for six months or longer and can be confirmed to have JLPT N2 equivalent or higher in Japanese language tests, etc. *differs by the school

Entry

Studying at certified care worker training schools (some involve prior Japanese Language School attendance)

Obtain Certified Care Worker qualification

Employment by Care Service Provider (certified care worker training school students may be employed on casual basis)
*No limit to period of residence

Technical Intern Training **Employment of foreigners using the Technical Intern Training Program (technical intern trainee)**

Technical Intern Training Program is a program intended for transferring skills from Japan to other countries, by accepting foreign nationals at Japanese industry for certain period to learn skills and technologies, etc., through OJT.

Care service providers can employ these technical intern trainees.

Requirements
Expected to engage in jobs requiring acquired skills, etc., after returning to home country; has experience in same type of job as long-term care, etc.

Prior local selection by sending organization

Local interview, matching

Local training and Japanese language proficiency tests by sending organization

Entry

Training by supervising organization (two months in principle)

Training (employment) by care service provider

At end of Year 1: Written and practical exam
At end of Year 3: Practical examination
At end of Year 5: Practical examination

Return to home country
*Maximum of 5 year residence

Specified Skilled Worker **Employment of foreigners with “Specified Skilled Worker (i)” status of residence**

“Specified Skilled Worker (i)” is a status of residence for accepting foreign nationals for the purpose of employment, to be implemented from April 2019.

Care service providers can employ foreign nationals who are confirmed to have certain skill level and Japanese language proficiency with tests, etc.

Confirm skill level and Japanese language proficiency with tests, etc.

Entry

Employment by Care Service Provider

Return to home country
*Maximum of 5 year residence

Points to note when hiring foreign care workers

- To make sure that the users are comfortable, foreign care workers should acquire necessary level of Japanese language proficiency.
- Foreign care workers are not source of cheap labor. When foreign care workers are engaged in equivalent labor as Japanese, they should be treated the same.
- Confirm and respect the religion and culture, etc. of each foreign care worker.
- Provide wide range of support including living aspects such as housing support and administrative procedures, in addition to instruction and education on long-term care.
- Pay attention to residency management. Employment that differs from the contents of application at the time of residency period renewal procedure, etc. (different job or hasty transfer between facilities, etc.), is not permitted.
- Understanding by co-workers who work together and provide education is very important. Start hiring activity after providing detailed explanation to the staff.
- When offering scholarship, etc. to foreign students attending certified care worker training schools, etc., demanding employment by the care service provider that offered the scholarship, etc. is not permitted.
- When offering casual employment to foreign students, relevant laws and regulations must be complied with. For example, hours of work must be within 28 hours per week.

Contact List for Employment of Foreign Care Workers

System	Description	Contact and Telephone Number	HP
EPA	Employment of Certified Care Worker Candidates under EPA	Japan International Corporation of Welfare Services (JICWELS) Acceptance Support for Foreign Professionals Department 03-6206-1138	
Nursing Care	Consultation on all matters regarding foreign students aiming to become a Certified Care Worker	Japan Association of Training Institutions for Certified Care Workers, Helpline for International Students to Become Certified Care Workers 0120-07-8505	
Technical Intern Training	Employment of Technical Intern Trainees using the Technical Intern Training Program	Organization for Technical Intern Training (OTIT) Call Center 03-3453-8000	
Technical Intern Training	Employment of Technical Intern Trainees using the Technical Intern Training Program	Japan International Training Cooperation Organization (JITCO) Technical Intern Training Affairs Department, Consultancy Division 03-4306-1160	

*For employment of foreigners with “Specified Skilled Worker (i)” status of residence, contact the Regional Immigration Bureau or District Immigration Office.

Summary of Four Systems for Employing Foreign Care Workers

• In this Leaflet, Foreign Care Worker refers to care workers who are foreign nationals whose native language is not Japanese, such as foreign care worker employed as certified care worker or certified care worker candidate under EPA; foreign national with “Nursing Care” status of residence; student under casual employment; and technical intern trainee.

Does the foreign care worker available for employment have **certified care worker qualification?**

Can the foreign care worker **work permanently?**

Does the foreign care worker have **qualification and study experience in their home country?**

What are the criteria for foreign care workers’ **Japanese language skills?**

Is there **support such as acceptance support organization?**

Is there limitation to **types of services** for employment of foreign care workers?

	Does the foreign care worker available for employment have certified care worker qualification?	Can the foreign care worker work permanently?	Does the foreign care worker have qualification and study experience in their home country?	What are the criteria for foreign care workers’ Japanese language skills?	Is there support such as acceptance support organization?	Is there limitation to types of services for employment of foreign care workers?	
EPA	Employment of Certified Care Worker Candidates under Economic Partnership Agreement (EPA)	N/A However, the aim is to obtain qualification	After obtaining qualification, Permanent employment is possible <small>if qualification is not obtained within certain period, return to home country</small>	Graduate of nursing related school or has government certification as care worker in home country	Vast majority has about N3 level at time of start of employment *3 <small>Requirements at time of entry for Indonesia/ Philippines: about N5, Vietnam: N3</small>	Yes Acceptance support by JICWELS	Yes After obtaining certified care worker qualification, can engage in home-visit services by providers satisfying certain conditions
Nursing Care	Employment of foreigners who graduated a certified care worker training school in Japan and have “Nursing Care” status of residence	Certified Care Worker	Permanent employment is possible	Depending on the person	Some schools *4 require about N2 level	N/A	N/A
Technical Intern Training	Employment of foreigners using the Technical Intern Training Program (technical intern trainee)	N/A Eligible to take examination if practical requirements, etc. are met	5 years maximum *1 *2	Based on the selection criteria of supervising organization	Requirements at time of entry is about N4 level	Yes Acceptance support by supervising organization	Yes No home-visit services
Specified Skilled Worker	Employment of foreigners with “Specified Skilled Worker (i)” status of residence	N/A Eligible to take examination if practical requirements, etc. are met	5 years maximum *1 *2	Depending on the person	Requirements at time of entry: • Certain level of everyday conversation skills for living • Japanese language skills necessary for working in long-term care	Yes Support by registered supporting organization	Yes No home-visit services

*1. Provided, however, status of residence “Nursing Care” can be selected when certification is obtained, enabling permanent employment

*2. Technical intern trainee who completed the third year is exempted from examination for obtaining “Specified Skilled Worker (i)” visa (if the status of residence is changed to “Specified Skilled Worker (i),” maximum period of residence becomes ten years, with technical intern and specified skills visas)

*3. Requirement at time of entry is about N5 for Indonesian and Filipino nationals, but about 90% of Indonesian and Filipino candidates acquire Japanese language skills of about N3 by the time six month Japanese language training is completed after entry (based on FY2018 data).

*4. “Some schools” refer to certified care worker training schools that require minimum Japanese Language Proficiency Test (JLPT) of N2 or confirmation of equivalent of N2 or higher level in Japanese language tests.

Criteria for N1 to N5 in Japanese Language Proficiency Test (JLPT)

Japanese Language Proficiency Test	Criteria
N1	Ability to understand Japanese used in a variety of circumstances
N2	Ability to understand Japanese used in everyday situations, and in a variety of circumstances to a certain degree
N3	Ability to understand Japanese used in everyday situations to a certain degree
N4	Ability to understand basic Japanese
N5	Ability to understand some basic Japanese

Qualification such as “about N4” refers to cases where the individual has passed JLPT N4 or is deemed to have equivalent skills.