Leaflet for Care Service Providers on Employment of Foreign Care Workers

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?

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.

<table>
<thead>
<tr>
<th>System</th>
<th>Description</th>
<th>Contact and Telephone Number</th>
<th>HP</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPA</td>
<td>Employment of Certified Care Worker Candidates under Economic Partnership Agreement (EPA)</td>
<td>Japan International Corporation of Welfare Services (JICWELS) Acceptance Support for Foreign Professionals Department</td>
<td>03-6206-1138</td>
</tr>
<tr>
<td>Nursing Care</td>
<td>Consultation on all matters regarding foreign students aiming to become a Certified Care Worker</td>
<td>Japan Association of Training Institutions for Certified Care Workers, Helpline for International Students to Become Certified Care Workers</td>
<td>0120-07-8505</td>
</tr>
<tr>
<td>Technical Intern Training</td>
<td>Employment of foreigners using the Technical Intern Training Program (technical intern trainee)</td>
<td>Organization for Technical Intern Training (OTIT) Call Center</td>
<td>03-3453-8000</td>
</tr>
<tr>
<td>Specified Skilled Worker</td>
<td>Employment of foreigners with “Specified Skilled Worker (i)” status of residence</td>
<td>Japan International Training Cooperation Organization (JITCO) Technical Intern Training Program</td>
<td>03-4306-1160</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>System</th>
<th>Description</th>
<th>Contact and Telephone Number</th>
<th>HP</th>
</tr>
</thead>
<tbody>
<tr>
<td>EPA</td>
<td>Employment of Certified Care Worker Candidates under EPA</td>
<td>Japan International Corporation of Welfare Services (JICWELS) Acceptance Support for Foreign Professionals Department</td>
<td>03-6206-1138</td>
</tr>
<tr>
<td>Nursing Care</td>
<td>Consultation on all matters regarding foreign students aiming to become a Certified Care Worker</td>
<td>Japan Association of Training Institutions for Certified Care Workers, Helpline for International Students to Become Certified Care Workers</td>
<td>0120-07-8505</td>
</tr>
<tr>
<td>Technical Intern Training</td>
<td>Employment of foreigners using the Technical Intern Training Program (technical intern trainee)</td>
<td>Organization for Technical Intern Training (OTIT) Call Center</td>
<td>03-3453-8000</td>
</tr>
<tr>
<td>Specified Skilled Worker</td>
<td>Employment of foreigners with “Specified Skilled Worker (i)” status of residence</td>
<td>Japan International Training Cooperation Organization (JITCO) Technical Intern Training Program</td>
<td>03-4306-1160</td>
</tr>
</tbody>
</table>

*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**

- **Employment of Certified Care Worker Candidates under Economic Partnership Agreement (EPA)**
  - Foreign Care Worker: care worker with "Nursing Care" status of residence; care worker or certified care worker candidate under EPA; Japanese, such as foreign care worker employed as certified care worker; or technical intern trainee.
  - Graduation 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. Requirements at time of entry for Indonesia/Philippines: about N5, Vietnam: N3.
  - Yes: Acceptance support by JICWELS.
  - Yes: After obtaining certified care worker qualification, can engage in home-visit services by providers satisfying certain conditions.

- **Employment of foreigners who graduated a certified care worker training school in Japan and have “Nursing Care” status of residence**
  - Certification as care worker.
  - Permanent employment is possible.
  - Depending on the person.
  - Some schools require about N2 level.
  - N/A.
  - N/A.

- **Employment of foreigners using the Technical Intern Training Program (technical intern trainee)**
  - Eligible to take examination if practical requirements, etc. are met.
  - 5 years maximum.
  - 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.

- **Employment of foreigners with “Specified Skilled Worker (i)” status of residence**
  - Eligible to take examination if practical requirements, etc. are met.
  - 5 years maximum.
  - 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.

---

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

<table>
<thead>
<tr>
<th>Level</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>N1</td>
<td>Ability to understand Japanese used in a variety of circumstances</td>
</tr>
<tr>
<td>N2</td>
<td>Ability to understand Japanese used in everyday situations, and in a variety of circumstances to a certain degree</td>
</tr>
<tr>
<td>N3</td>
<td>Ability to understand Japanese used in everyday situations to a certain degree</td>
</tr>
<tr>
<td>N4</td>
<td>Ability to understand basic Japanese</td>
</tr>
<tr>
<td>N5</td>
<td>Ability to understand some basic Japanese</td>
</tr>
</tbody>
</table>

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

---

Leaflet for Care Service Providers on Employment of Foreign Care Workers

Issued in March 2019 | Published by Mitsubishi UFJ Research and Consulting Co., Ltd.

This Leaflet was prepared as part of the FY2018 MHLW subsidy for research study “Research on Establishment of Acceptance Environment for Foreign Care Workers.”