Support for Employers Concerning Disability Employment

1 Training Courses for Qualification of Vocational Life Consultants for Persons with Disabilities

Under the Law for Employment Promotion of Persons with Disabilities, enterprises employing 5 or more persons with disabilities are required to appoint a vocational life consultant who will offer advice and guidance to disabled workers on all aspects of vocational life. JEED conducts training courses for this qualification.

2 Provision of Information, Counseling and Support for Employers

1 Manuals and Other Materials

Manuals and collection of successful cases introducing expertise in employment management of persons with disabilities are distributed, and DVDs are available for rent. These materials are also published on website.

“Reference Materials (handbooks, manuals, etc.)”:
http://www.jeed.or.jp/disability/data/handbook/index.html (Japanese)

2 Reference Service for Disability Employment

A website has been created to introduce successful cases of disability employment gathered from companies that are taking inventive and positive approaches to employ persons with disabilities and cases of providing reasonable accommodation.

“Reference Service for Successful Cases of Disability Employment”:
http://www.ref.jeed.or.jp/ (Japanese)

3 Information on Home-based Employment and Work

In order to promote home-based work for persons with severe disabilities, JEED has introduced cases of working at home and organizations supporting home-based work on the following website.

“Challenge Home Office” (Supporting Home-based Work):
http://www.challenge.jeed.or.jp/ (Japanese)

4 Promotion of Assistive Technology at Work

JEED is helping to spread the use of equipment and software that support persons with disabilities in their work through its website and other media. JEED also lends assistive equipment free of charge to employers and employers’ organizations for a fixed period of time. At the time of lending, counseling services are available to ensure that equipment appropriate for their workplace environments and their workers’ disability traits is chosen. Lending of the equipment is handled through the JEED headquarters or on the following website.

“Assistive Technology at Work”:
http://www.kiki.jeed.or.jp/ (Japanese)

5 Counseling and Support by Disability Employment Experts

At the Central Information Center for Disability Employment (Sumida-ku, Tokyo), Disability Employment Experts, who have experience of working at private companies, provide counseling and support on employment management as well as utilization of assistive technology at work, according to business scale and industrial characteristics.

Central Information Center for Disability Employment:
E-mail: syougai-soudan@jeed.or.jp

Support for Employers Based on Support Plans

Local Vocational Centers for Persons with Disabilities provide systematic support for specific problems in employment management to employers who are planning to employ persons with disabilities and employers who are already employing disabled workers. The centers create a Support Plan for Employers based on an analysis of individual employer’s needs and problems in employment management for disabled workers and provide support, including job coaches as well as periodic follow-up services. (See p. 6.)