Promotion of Vocational Rehabilitation Services

Local Vocational Centers for Persons with Disabilities and Large Region Vocational Centers for Persons with Disabilities provide vocational rehabilitation* services to meet the various needs of persons with disabilities and employers in order to promote the employment and employment security of disabled individuals.

*In the Law for Employment Promotion of Persons with Disabilities, “vocational rehabilitation” is defined as taking the measures stipulated in the law, including vocational guidance, vocational training, and employment placement, for promoting vocational independence of persons with disabilities (Article 2, Paragraph 7).

Local Vocational Centers for Persons with Disabilities under JEED Prefectural Offices (47 Prefectures)

Providing vocational counselors for persons with disabilities and working in close cooperation with related bodies such as public employment offices (Hello Work), Employment and Life Support Centers for Persons with Disabilities, hospitals, and special needs schools, these centers serve as core vocational rehabilitation facilities in each prefecture by offering vocational rehabilitation services based on local needs.

1 Services for Persons with Disabilities

Vocational Evaluation & Guidance

The centers elicit individual employment desires, evaluate vocational capability, and provide consultation and guidance. Based on this process, the centers create a Vocational Rehabilitation Plan according to individual conditions, including support content and assistance methods for adjustment to the workplace.

Work Preparation Support

Support is provided to understand and improve vocational challenges required for employment or work adjustment, to acquire vocational knowledge, and to improve social skills.

Personalized curricula based on the individual situation are prepared by combining “support by utilizing work practice in simulated employment scene”, “work preparation lecture curriculum”, “self-reliance support curriculum (for persons with mental disabilities)” and “work support curriculum (for persons with developmental disabilities)”. After work preparation support, the centers move on to employment placement through Hello Work, the support by job coaches, etc.

Assessment of Persons with Intellectual and Severe Intellectual Disabilities

The centers determine if individuals have intellectual disabilities that are targeted for employment measures under the employment quota system, as well as assess the severity of their disabilities.

2 Services for Employers

The centers implement various kinds of support services associated with the employment of persons with disabilities, which include assisting their new employment, helping workers adjust to their current workplaces and improve their careers, and helping those on sick leave return to work. The centers analyze the needs of employers regarding the disability employment and problems in employment management, and also provide information and consultation for employing persons with disabilities. According to their needs, the centers create Employer Support Plans and systematically provide professional assistance.
Support Offered by Job Coaches

In order to assist persons with intellectual disabilities and persons with mental disabilities in smoothly adjusting to the workplace, the centers dispatch job coaches to workplaces to provide direct and professional support to such persons and their employers based on individual disability traits.

Comprehensive Employment Support for Persons with Mental Disabilities

In cooperation with attending physicians, the centers provide professional and comprehensive support for employers and persons with mental disabilities in order to satisfy the various needs of new employment, returning to work, and continuation of employment.

Support for Returning to Work

The following support is provided to promote a smooth return to work for persons with mental health problems that have been on leave.

1 Coordination for returning to work

Through consultations involving the person with mental health problems, his/her employer, and an attending physician, assistance is provided to reach a consensus among the three parties regarding the process and goals of returning to work.

2 “Re-work support” (Support for returning to work)

Based on the Re-work Support Plan, the centers use work practice and lectures to provide persons with mental health problems with the support required to improve their capacity to adapt, including life rhythm reorganization, improvement in concentration and endurance, health control, and stress management. The centers provide support also to employers for developing the environment to accept these workers (creation of a re-work plan, education of supervisors and coworkers, etc.).

The experience of working at the place to which the persons with mental health problems will return (rehabilitation work) is then prepared as a “warm-up” to support returning to work.

Employment Promotion Support and Support for Continued Employment

In order for persons with mental disabilities to move forward smoothly with employment and work adjustment, the centers provide work preparation support and work adjustment guidance based on the Vocational Rehabilitation Plan, which is designed according to individual circumstances. In order for employers to move forward smoothly with the employment and continuation of employment of persons with mental disabilities, the centers provide advice and assistance regarding employment management including recruitment planning, along with work adjustment guidance. According to their needs, the centers provide support by job coaches and follow-up services in order to promote the continuation of stable employment.

Advice and Assistance related to Vocational Rehabilitation for Relevant Local Institutions

As the core institutions for vocational rehabilitation services in each region, services are provided in close cooperation with Hello Work and the employment support institutions concerned.

The centers provide technical advice and assistance related to vocational rehabilitation, including ways of formulating support plans and implementing support as well as methods of coordinating with other organizations, to relevant institutions such as Employment and Life Support Centers for Persons with Disabilities and work transition support providers.

In addition, the centers promote acquisition of necessary basic knowledge and skills for implementing effective vocational rehabilitation by offering a Basic Employment Support Course to work transition support providers and employees responsible for employment support at welfare agencies and organizations related to medical care.

Furthermore, the centers, through these efforts, promote the establishment of a common recognition of employment support for persons with disabilities in order to improve the local vocational rehabilitation networks.

Training of Job Coaches

As part of the job coach training program, the centers conduct on-the-job training at business establishments as well as case study. (See p.10.)
Large Region Vocational Centers for Persons with Disabilities/ Vocational Ability Development Centers

With assigned vocational counselors and vocational training instructors for persons with disabilities, these centers provide vocational rehabilitation services, including vocational evaluation, guidance and training in cooperation with medical rehabilitation facilities.

The National Vocational Rehabilitation Center for Persons with Disabilities and the National Kibi-Kogen Vocational Rehabilitation Center for Persons with Disabilities actively take in persons with disabilities from large regions throughout the country who require special support for vocational training, including persons with mental disabilities, developmental disabilities, and higher brain dysfunctions (hereinafter referred to as “persons with special support needs”), and implement pioneering vocational training.

Based on the results of such activities, these centers compile manuals and other documents of vocational training content, teaching techniques, etc. for persons with special support needs. With the aim of raising the overall level of vocational training, they distribute these documents to other vocational ability development facilities through exchange meetings for instructors of ability development for persons with disabilities, etc. In addition, they engage in assistance for establishing and operating training courses for persons with special support needs, etc.

National Vocational Rehabilitation Center for Persons with Disabilities (Saitama Prefecture)

In cooperation with the National Rehabilitation Center for Persons with Disabilities located next to the facility, this Center conducts vocational evaluation, guidance and training through a unified system with vocational counselors and vocational training instructors for persons with disabilities.

**Vocational training fields:**
Machinery, electric/electronic engineering, architectural drafting, information processing, office business, sales/logistics, and hotel service

National Kibi-Kogen Vocational Rehabilitation Center for Persons with Disabilities (Okayama Prefecture)

In cooperation with the Kibi-Kogen Medical Rehabilitation Center, which is under the jurisdiction of the Japan Labour Health and Welfare Organization and located on the same premises, this Center also conducts vocational evaluation, guidance, and training through a unified system with vocational counselors and vocational training instructors for persons with disabilities.

**Vocational training fields:**
Machinery, electric/electronic engineering, information processing, office business, clerical work/sales/logistics, and cooking assistance/restaurant service

▲ Operation of access software (Information Accessibility Course for Persons with Visual Disabilities.)

▲ Packing operation (Clerical Work/Sales/Logistics Course)