

Chapter 5 Training for Human Resources Who Will Be Responsible for Supporting the Growth of Children and Young People

Section 1 Training for Diverse Human Resources and Entities in Local Communities

1 Securement of private-sector collaborators

(Volunteer probation officers)

- The Ministry of Justice (MOJ) is making efforts to secure candidates for volunteer probation officers from a wide range of generations and fields and is working to enhance trainings for the volunteer officers.

(Facilities and organizations related to offenders rehabilitation)

- MOJ is proactively promoting the activities conducted by offender's rehabilitation facilities, the Women's Associations for Rehabilitation Aid, the Big Brothers and Sisters Movement (BBS), and cooperative employers, while respecting initiative and independence of each entity.

(Human Rights Volunteers)

- MOJ appoints people from a wide range of generations and fields to work as Human Rights Volunteers and provides various kinds of training for all of them to gain knowledge regarding human rights for children and young people.

(Child welfare volunteers)

- Child welfare volunteers provide assistance, support, and instructions for the lives of children and pregnant and nursing mothers, while making efforts to acquire professional expertise on child welfare through training.

(Maternal and child health promoters)

- Maternal and child health promoters are conducting support for child-rearing and awareness-raising activities to promote maternal and child health in their own ways in accordance with regional situations, such as publicizing maternal and child health programs through home visits, asking if there are any problems, and working in coordination with health checkups and various kinds of workshops.

(Juvenile police volunteers)

- The police commission juvenile police volunteers to wide range of generations and broad fields to prevent juvenile delinquency and promote the sound development of juveniles, and aim to diversify human resources and activities.

2 Peer counseling and support from members of the same or adjacent generations

- The Cabinet Office is holding training sessions for young leaders with the aim of training diverse human resources who will be responsible for supporting the growth of children and training young people in the local communities.
- Youth education facilities including the National Institution for Youth Education are providing training sessions focusing on persons such as leaders of youth-related organizations.

Section 2 Development and Securement of Human Resources with Higher Levels of Expertise

1 Development of human resources who coordinate support by leveraging their comprehensive knowledge

- For further promotion of the future efforts of children's and youth development support activities in the local community, the Cabinet Office held workshops with the participation of parties including private sector organizations related to support for the development of children and young people.

2 Improvement of the capacity and ability of teachers

(1) Improvement of the capacity and ability of teachers

- The Ministry of Education, Culture, Sports, Science and Technology (MEXT) is making efforts to improve training for teachers in order to develop teachers with practical leadership skills who can properly address various school issues which have become complicated and diversified.

(2) Evaluation of Personnel

- The “Local Public Service Act” (Act No. 261 of 1950) was revised in 2014. Moreover, the personnel evaluation system was introduced from FY 2016 instead of the conventional service record determination.
- MEXT has been providing instructions about human resource management utilizing the evaluations of teachers and all boards of education, and has been making efforts to implement and improve the personnel evaluation system after amending the act by all the boards of education.

(3) Class organization and allocation of teachers

- MEXT is aiming at the optimization of the scale of the class which is the basic group learning activities and school life. Moreover, it is also aiming at the maintenance of the education condition to secure the teachers; condition which is required to perform education activities smoothly.

3 Medical and health care professionals

- The Ministry of Health, Labour and Welfare (MHLW) specifies that clinical resident training hospitals and university hospitals with 20 or more quota of clinical resident trainees shall provide clinical training programs aimed for clinical resident trainees who want to be pediatricians or obstetricians in the future. The education and training program for nurses, public health nurses and midwives provide support for children and young people the contents of them include school health, maternal and child health, and child health nursing.

4 Child welfare professionals

- MHLW is making efforts to improve training for child welfare officers, officers specializing in child psychology, and officials responsible for child-family counseling.

5 Specialists in adolescent psychology

- MHLW is providing training focused on doctors, public health nurses, nurses, psychiatric social workers, and clinical psychologists to develop specialists who can respond to mental health issues in adolescence.
- MOJ is improving training systems for its technical officials who work for juvenile classification homes to systematically develop them as psychology-related specialists.

6 Professionals in the area of juvenile guidance and the treatment of juvenile delinquents

(Juvenile guidance officials)

- The police are establishing Juvenile Support Centers, which support juvenile delinquents in their rehabilitation and child victims, as a specified organization dealing with juvenile problems and to which juvenile guidance officials are being deployed by the police.

(Instructors of MOJ at juvenile training schools)

- MOJ is improving training systems for its instructors at juvenile training schools to impart professional knowledge and skills.

(Instructors of MOJ at juvenile classification homes)

- MOJ is working to further enhance various kinds of training to its instructors at juvenile classification homes. This training is regarding applying systematically the treatment technique which can effectively utilize support to young people admitted to juvenile classification homes in various situations.

(Probation officers)

- MOJ is working to further enhance various kinds of trainings to contribute to the improvement of probation officers’ abilities necessary for the treatment of juvenile delinquents.