

# From Welfare to Employment

## Initiatives of Kanagawa Hello Work (Public Employment Security Office)

Monday, November 25, 2024

Shigeru Fujieda,  
Director, Kanagawa Labour Bureau

**Welcome to Kanagawa!**

**Welcome to Kawasaki!**



**Yokohama**



**Kotoku-in  
(Temple)**



**Odawara Castle**



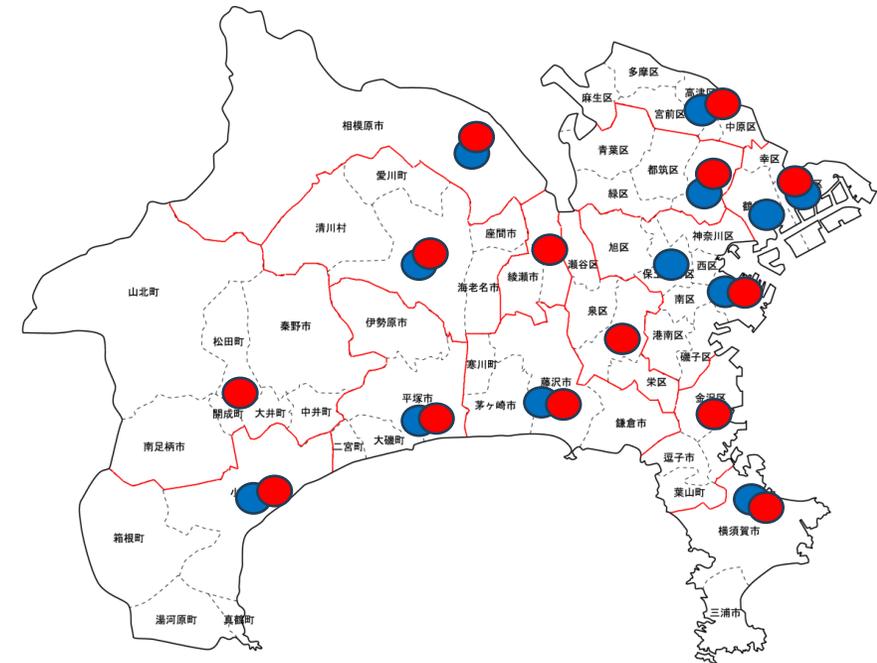
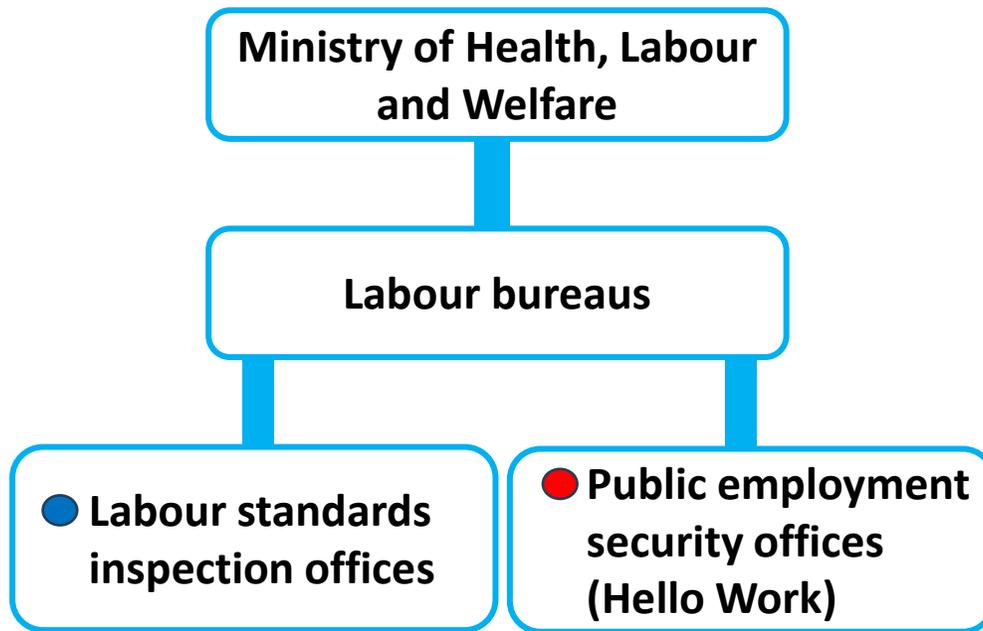
**Mt. Fuji**



**Kawasaki Daishi  
(Temple)**

# Kanagawa Labour Bureau

- Labour bureaus are local administrative bodies under the direct jurisdiction of the Ministry of Health, Labour and Welfare, and are located in all 47 prefectures in Japan.
- The Kanagawa Labour Bureau has jurisdiction over 12 labour standards inspection offices and 14 public employment security offices (Hello Work) in Kanagawa Prefecture. It formulates operational policies and manages budgets and personnel.

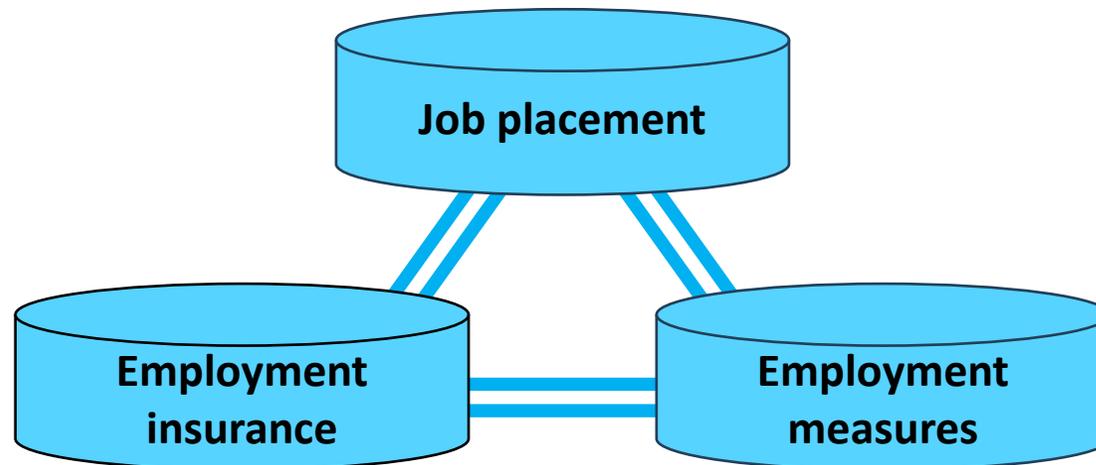
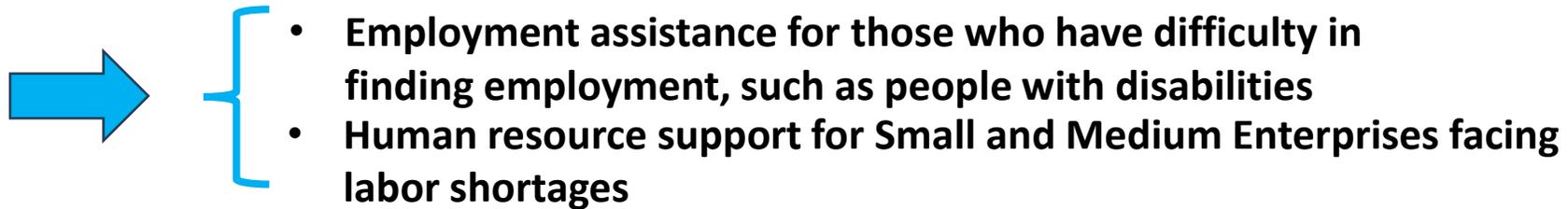


\* Labour bureaus, labour standards inspection offices, and Hello Work are national agencies, and all employees are national public servants

# Public employment security offices (Hello Work)

Hello Work is an integrated provider of 3 services:

- (1) job placement,
- (2) unemployment insurance (insurance benefits for the unemployed), and
- (3) employment measures (support for companies through the provision of guidance and subsidies, etc. based on law)



# Public employment security offices (Hello Work)

## Hello Work Kawasaki



Exterior



Interior entrance



Job consultation/placement services



Consultation services for parents



Job search terminals



New jobs board

# Need for “From Welfare to Employment”

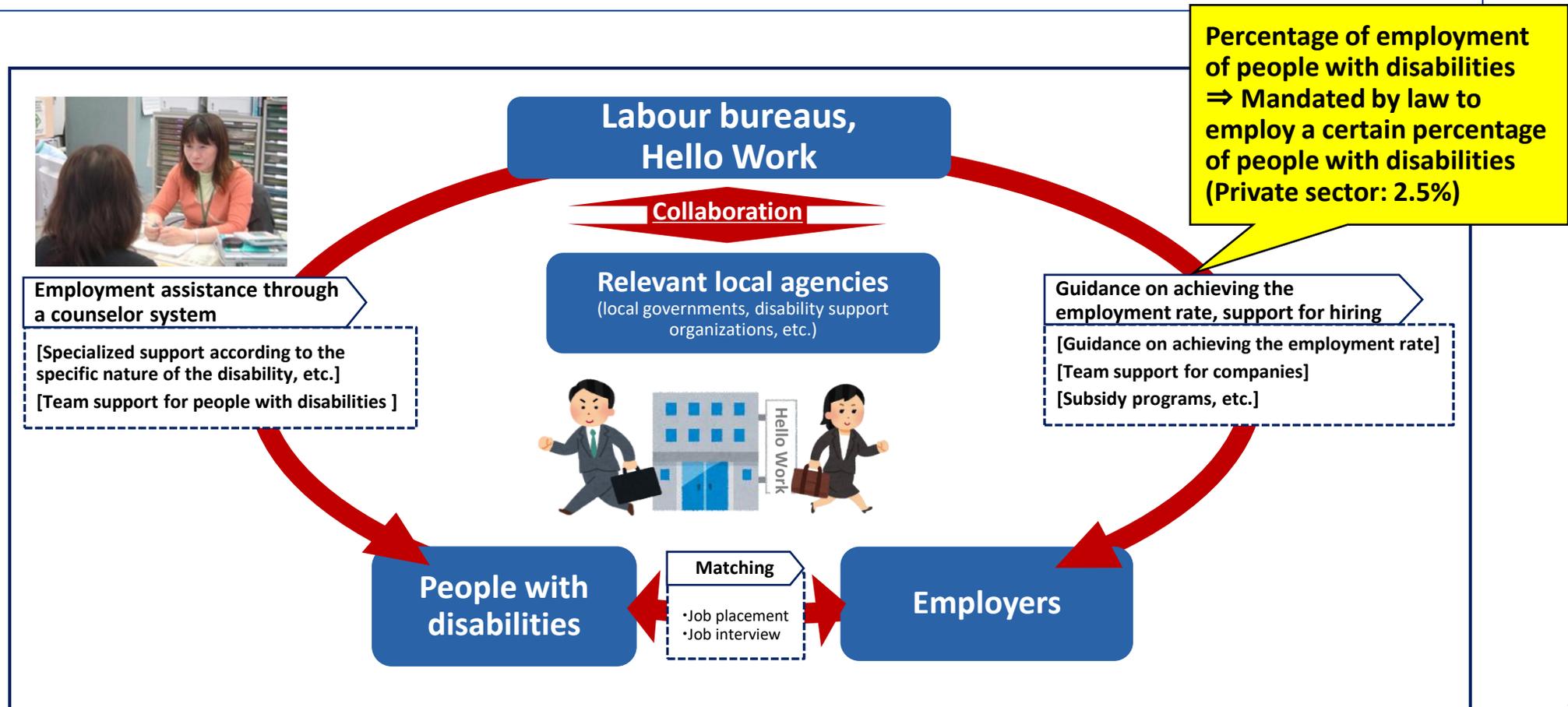
- In order to maintain and develop an economy and society amid a rapidly shrinking population due to a declining birthrate and aging society...  
we must increase the number of “supporters” in society, by creating an environment in which diverse people (including women, the elderly, and people with disabilities) can fully demonstrate their eagerness and abilities.
- People who were previously eligible for welfare services (including people with disabilities and welfare recipients) are also encouraged to play an active part according to their eagerness and abilities.
- Therefore, it is important for Hello Work (which is responsible for job placement and employment measures) to work in collaboration with local governments that are responsible for providing disability welfare services and welfare assistance benefits.

⇒ **From Welfare to Employment**

- But, the increase in the number of “supporters” is a collateral effect.
- The primary objective is **self-fulfillment through participation in society and a real sense of fulfillment and happiness.**

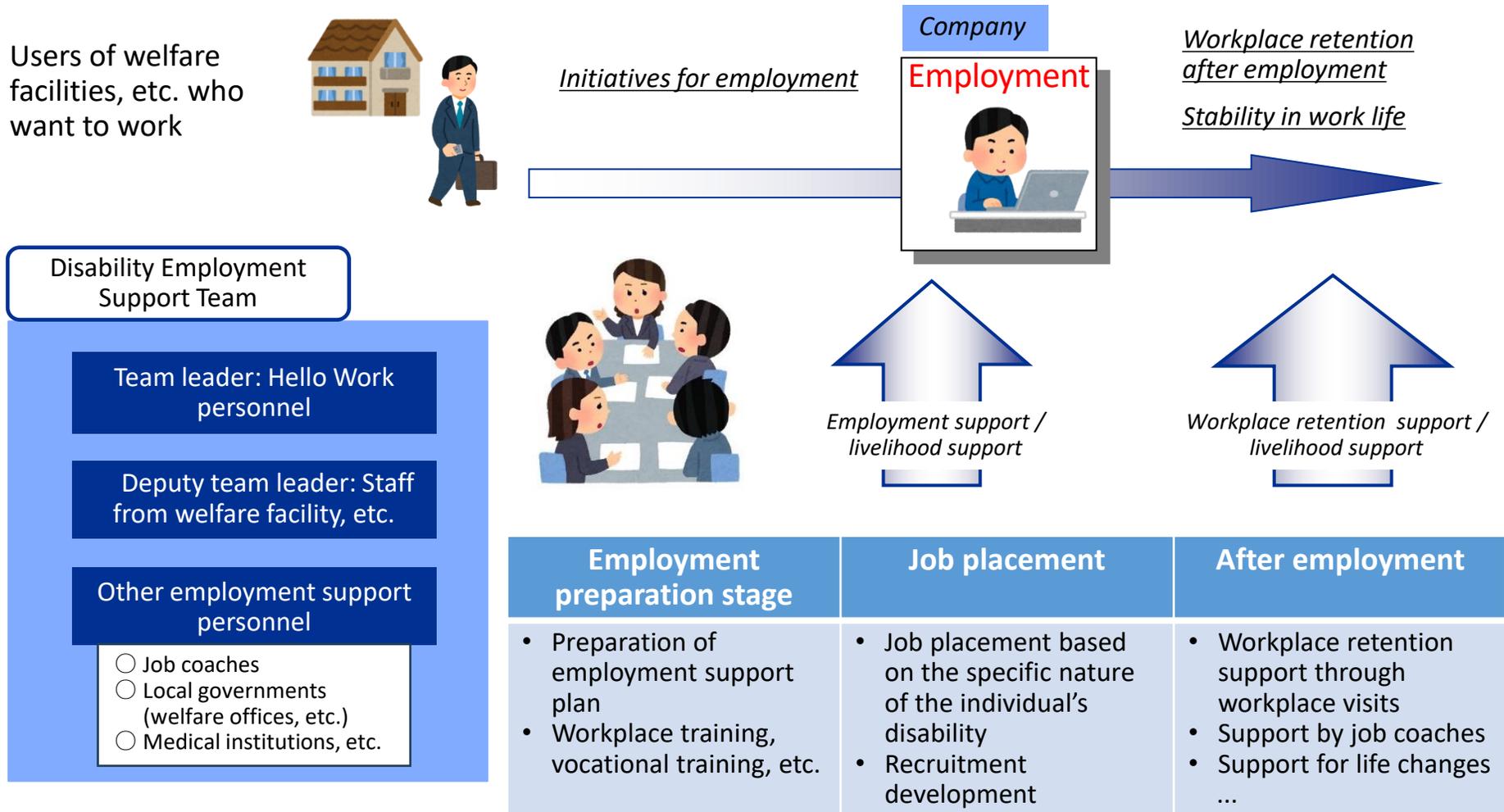
# Facilitating employment of people with disabilities at Hello Work

- Provide specialist job consultation and job placement services for people with disabilities, and provide assistance for post-employment retention.
- Provide guidance to employers on achieving the statutory employment rate, and provide support (through subsidies, etc.) for hiring and helping people with disabilities to settle in the workplace.
- In both cases, work in collaboration with relevant local agencies, and where necessary, form “support teams.”



# Team support for people with disabilities

Hello Work personnel, staff from welfare facilities, and other employment support personnel form a team and provide personalized integrated support to people with disabilities who want to work, from employment to workplace retention

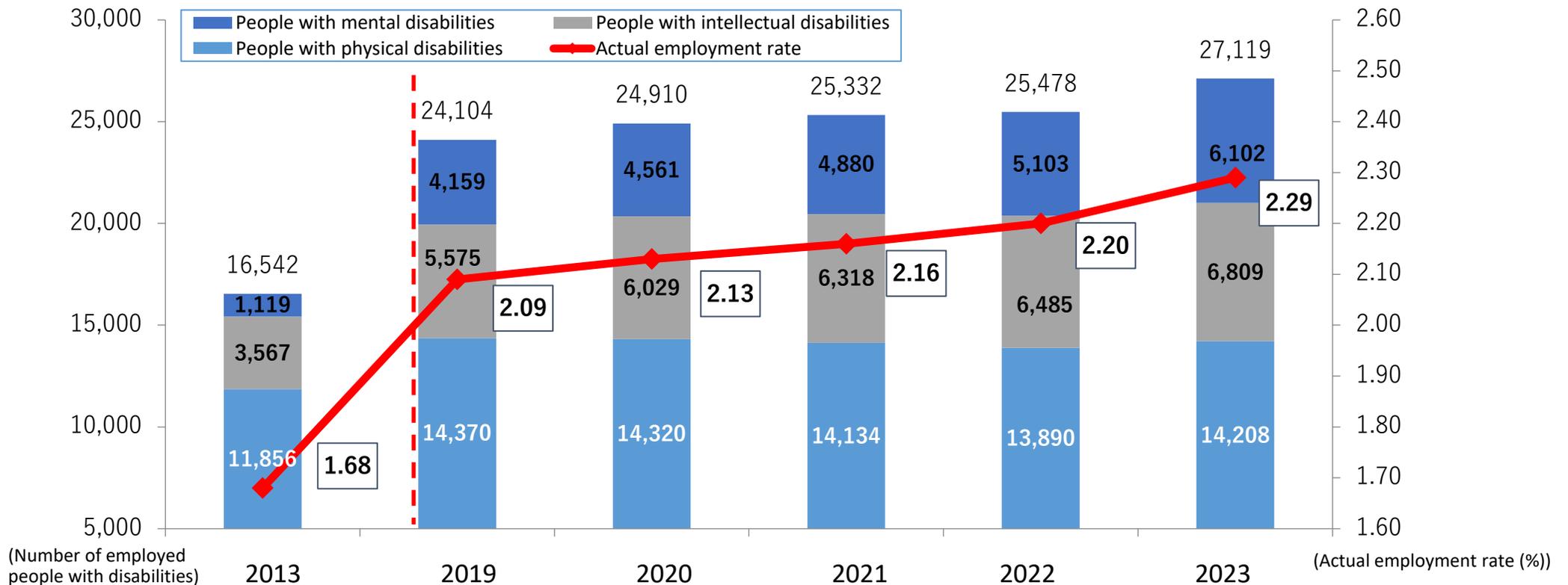


# Employment of people with disabilities in the private sector <Kanagawa Prefecture>

Employment of people with disabilities has increased by 60% in 10 years.

In particular, employment of people with mental disabilities has increased more than 5-fold in 10 years.

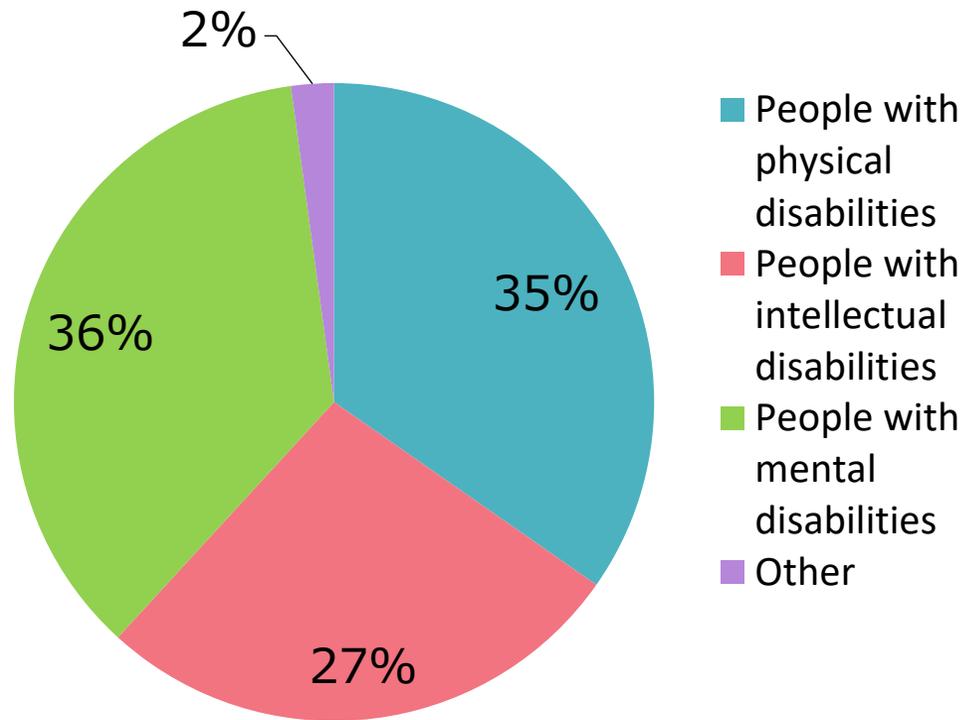
<Actual employment/employment rate of persons with disabilities among companies in Kanagawa Prefecture>



# Distribution of employment by type of disability <Kanagawa Hello Work>

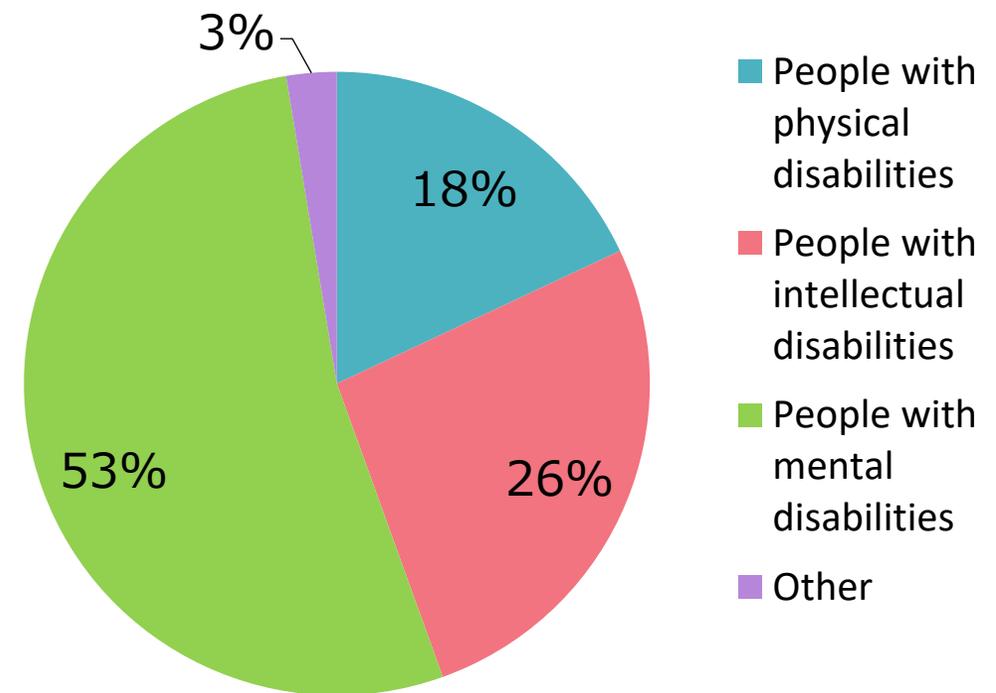
FY2013

Total cases: 2,714



FY2023

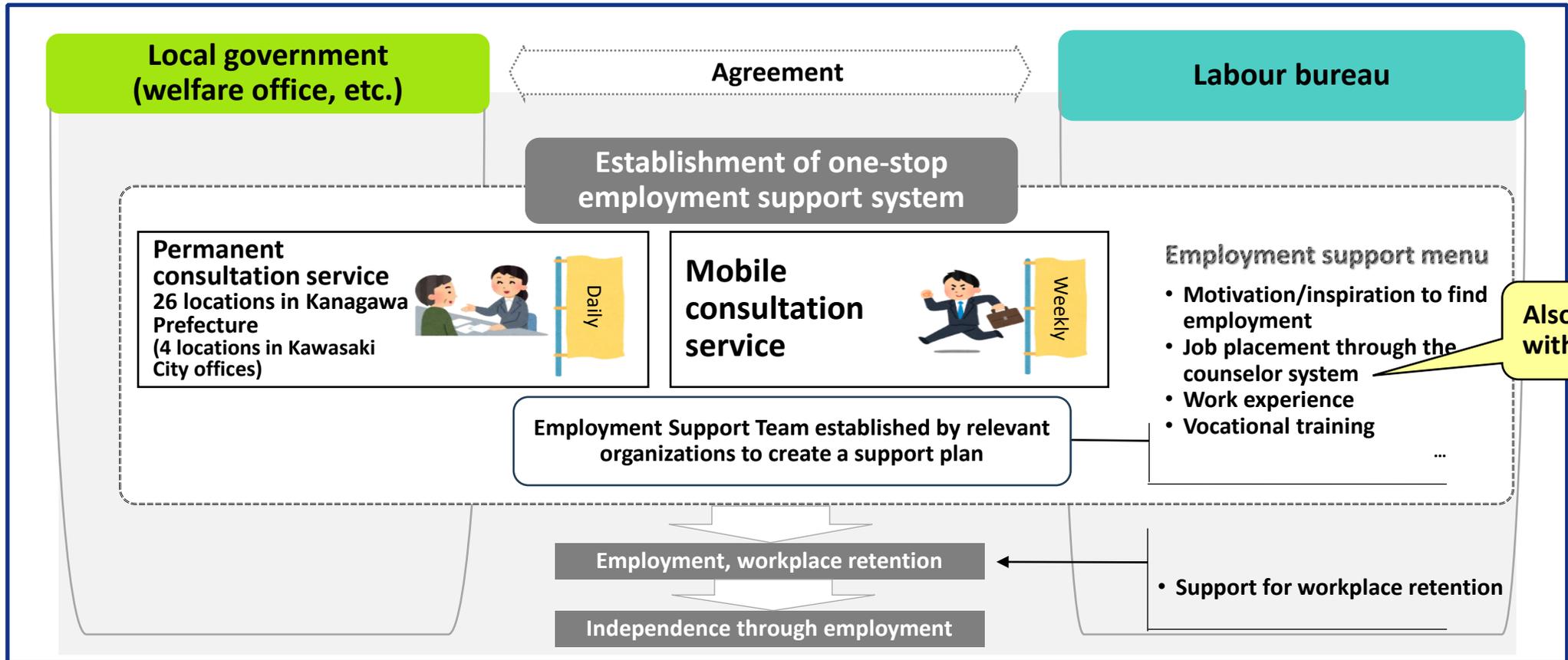
Total cases: 4,656



# Employment assistance for welfare recipients, etc.

Labor bureaus and local governments sign agreements to establish one-stop consultation services to facilitate independence through employment for welfare recipients, etc.

⇒ Provide detailed support based on the person's actual lifestyle and health conditions, etc.



# Support provided by Kawasaki City and Hello Work

Support is provided to welfare recipients (approximately 1,800 households) and other persons in need in the applicable areas. Every year, approximately 500 people make use of this service to look for employment (employment rate: 60–70%).

## Consultations for employment/independence support from Kawasaki City welfare (actual results)

	FY2021		FY2022		FY2023	
	Recipients of support	Employment secured	Recipients of support	Employment secured	Recipients of support	Employment secured
Tajima	210	135	225	162	215	151
Saiwai Ward	205	110	202	128	201	131
Tama Ward	192	88	212	118	185	132
Miyamae Ward	209	124	182	114	181	125
Total	816	457	821	522	782	539

## Other initiatives in cooperation with local governments

- Job interview fairs for people with disabilities and welfare recipients, etc. are held in cooperation with Kanagawa Prefecture, Yokohama City, and Kawasaki City.
- Every year, the Governor of Kanagawa Prefecture and the Director of the Kanagawa Labour Bureau visit business organizations to request their collaboration in securing employment opportunities for young people and people with disabilities, etc.
- In particular, Kanagawa Prefecture has established the “Kanagawa Charter for a Society Living Together in Harmony” and is committed to the social participation of people with disabilities.
- The Labour Bureau and Hello Work will continue to cooperate with Kanagawa Prefecture in promoting “From Welfare to Employment” and the creation of workplaces where we “work together.”



**I hope that these three days of discussion prove fruitful for you all.**

**Thank you for your kind attention.**