

Children's Rainbow Center Newsletter

Rainbow Times

Introduction of Personnel Development Systems in the field of Children's Social Welfare in Japan

The Child Abuse Prevention Act enacted in 2000 states that national and local governments will work to improve the expertise of support workers dealing with child abuse and neglect cases. In addition, the 2016 partial amendment of the Child Welfare Act, etc., added legal regulations aimed at ensuring that expertise, such as indicating improvements to be made in the expertise of child guidance centers and municipalities, compulsory training for Child Social Workers, and so on. Efforts to improve expertise have also been initiated in the field of social care. Many children in need of social care are facing serious and complicated issues, and with the scaling down of residential care units, improvement of staff expertise is increasingly required. Also, since FY2015, there have been indications of rising staff distribution standards and improved treatment of staff, but securing and developing personnel is an urgent issue at each facility. Personnel development systems have been considered by various councils for the last several years, and the following reports have been issued.

★National Council for Children's Homes, <http://www.zenyokyo.gr.jp/whatsnew.htm#02> (Japanese)

"Revision - Training System for Children's Homes - Guidelines for Personnel Development" March 2017

★National Council of Infant Homes, <http://www.nyujiin.gr.jp/> (Japanese)

"Revision - Training System for Infant Homes - Guidelines for Personnel Development in Response to Down-Scaling" March 2015

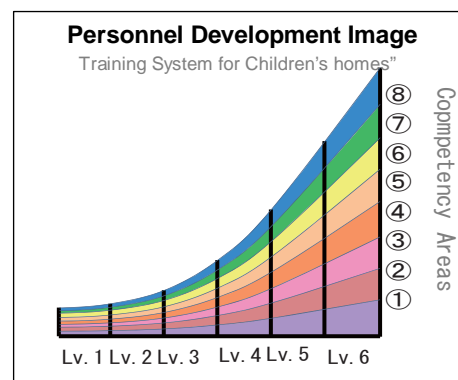
★National Council for Maternal and Child Living Support Facilities, <http://zenbokyoku.jp/outline/shiryuu.html> (Japanese)

"Training System for Maternal and Child Living Support Facilities - Guidelines for Training Personnel to Support Single-Parent Families" March 2017

Personnel Development Strategies

The level of what they learn becomes highly advanced and specialized as staff follow the upward career path of pre-recruitment(Lv.1), new recruit (Lv.2 ; 1 to 3 years after entry), mid-level (Lv.3; 4th to 6th year, or equivalent business experience and training history), advanced (Lv.4; 7th year, or equivalent business experience and training history), "Core Staff" (Lv.5; advanced staff who have finished the Core Staff Training Course) and Superintendent(Lv.6) The area of personnel development differs slightly depending on the characteristics of each type of facility (See Below)

The competency areas of personnel development in each type of facility



Children's Homes	Infant Homes	Maternity and Child Living Support Facilities
①Fundamental personnel development ②Attributes and Ethics ③Child advocacy ④Knowledge ⑤Child support techniques ⑥Team approach and Multi- disciplinary Working ⑦Family Support ⑧Support for Foster parents/family homes	①To grow up and to bring up ②Attributes and Ethics ③Child Advocacy ④Special Knowledge ⑤Professional Care Technics ⑥Team Approach and Small-scale Care ⑦Parent Support ⑧Multi-disciplinary Working ⑨Foster Parent Support	①Improvement of Expertise ②Attributes and Ethics ③Advocacy ④Special Knowledge ⑤Support for Mothers and Children ⑥Internal Team Approach ⑦Multi-disciplinary working ⑧Community Support for Mothers and Children(Outreach)

It is important for the staff to have in mind their own future image. The training system itself will become a guidepost for staff that confirms their future direction, and will be one way of providing support in times of anxiety. Training can add value in one's workplace. It will encourage staff to do good performance and create a positive work environment.