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Social care and the value of university trained four years program of care worker in Japan

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Hello! Thank you for having me here today. My name is Hiromi Watanabe, and I am a Professor at Toyo University in Japan. Today, I will be presenting social care in Japan. In addition, I will tell you about the value of well-educated, a four-year university program to train and certify professional care workers. Let's get started!



Japan

http://kantan-net.main.jp/worldmap/world_map_gif.gif

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Toyo University is located in Tokyo.

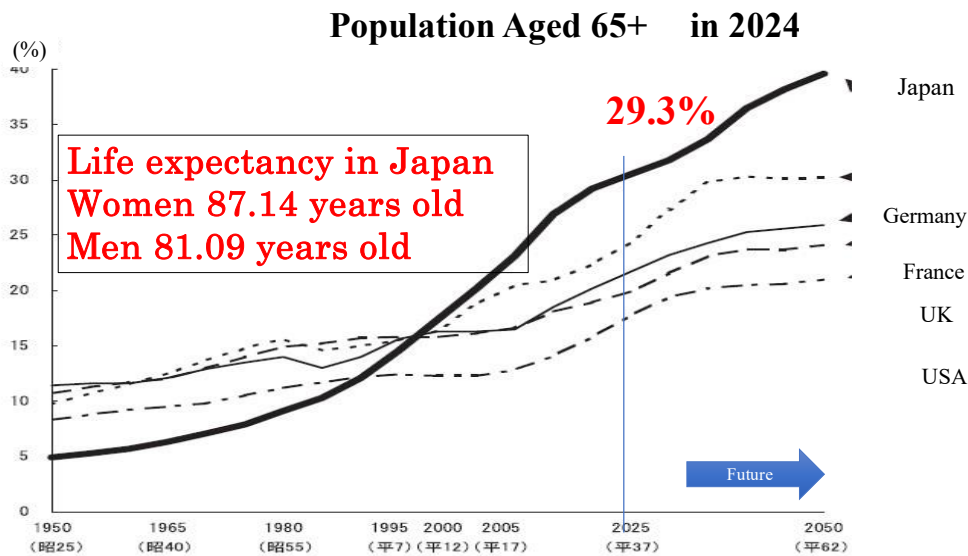
Demographics in Japan / Denmark

	Japan (Aug 2023)	Denmark (2023)
Total population	124 million	5.9million
Elderly population (Aged 65+)	36million	1.2million
Percentage of elderly	29.1%	20.6%
Centenarian(Aged 100+)	92,139	1174

Source: Statistics Bureau of Japan (2023) <https://www.stat.go.jp/data/topics/topi1321.htm>
 Statistics Denmark (2023) <https://www.statbank.dk/FOLK1A>
 Population at the first day of the quarter [Cited 11 Oct 2023]

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The population of Japan in 2023 was 124 million. Elderly population was 36 million.



Source: Statistics Bureau of Japan (2024) <https://www.stat.go.jp/data/topics/topi1420.html>
 Ministry of Health, Labour and Welfare (2024) [chrome-extension://efaidnbmninnibpcapcglclefindmkaj /https://www.mhlw.go.jp/toukei/saikin/hw/life/life23/dl/life23_15.pdf](https://www.mhlw.go.jp/toukei/saikin/hw/life/life23/dl/life23_15.pdf)

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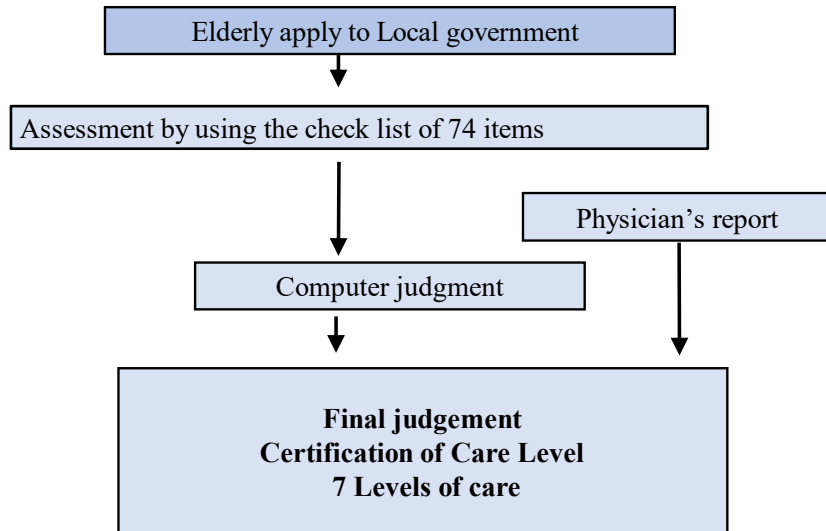
In 2024, the percentage of elderly was 29.3% of the total population. This is the highest percentage in the world.

	Japan	Denmark
Law	Long-term care insurance Law Established in April 2000	Social Service Act
Eligible	Covers elderly people over 65 (in some cases 40-64 years)	Covers people of all ages (including people with disabilities)
Funded	Public insurance premiums 50% + Tax 50%	Tax 100%
Local Government	Insure Do not provide services directly	Local government have accountability to deliver 24-hour home help and home nursing.
Care provider	Private provider (Based on a Business market)	Public provider +private provider (Free choice system)
Payment	User's co-payment -10% of the service cost, insurance covers 90% (Wealthy user's copayment -30% or 20%)	Free of Charge

*Source: Japan: Ministry of Health, Labor and Welfare. 2018. Long-Term Care Insurance System.
Denmark :Et bedre liv 2013 in Aarhus in Denmark*

In Japan, The Long- Term Care Insurance Law (LTCI) was established in 2000. This is the public insurance system. It covers all elderly people over 65 years old. The fund consists of public insurance premiums 50% and Tax 50%. The system is managed by the local governments. You know, Danish local government have accountability to deliver 24-hour home help and home nursing. However, Japanese local government doesn't deliver public home care service directly. LTCI service design is based on the business market. This is the fundamental difference.

Flow of LTCI care Certification

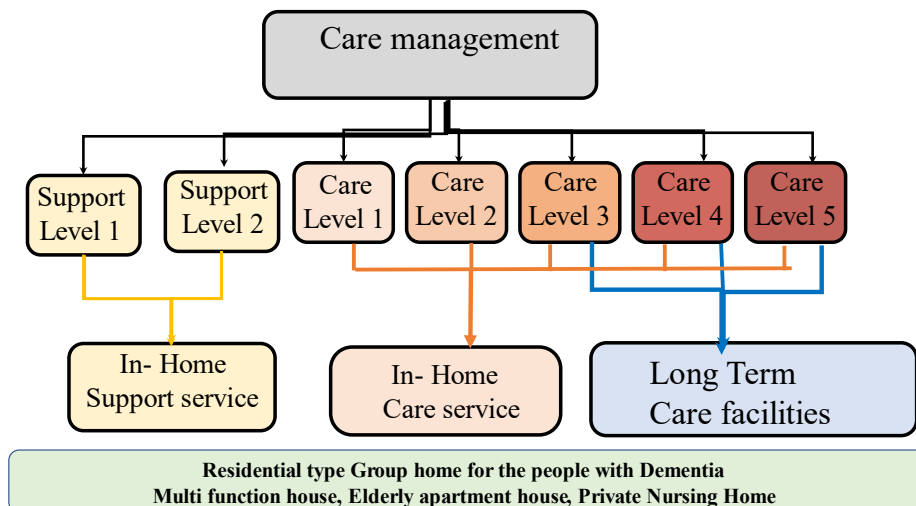


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The flow of LTCI. Elderly apply to the Local government, Assessment and computer judgement have done, then overcome with physician report has done a Final Judgment as care level.

7 levels of care

Nursing homes admit the people who have care level 3, 4, and 5 certification.



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7 levels of care. Support 1, support2, care 1, care 2, care3, care4, care 5.

Care level 3,4, and 5 people can choose long term care at facilities, such as nursing homes.

Medical Health Insurance

Covers all persons living in Japan



★No Registration of GP(General practitioner), family doctor or primary doctor

★Free Choice Medical Doctor, Clinic, Hospital

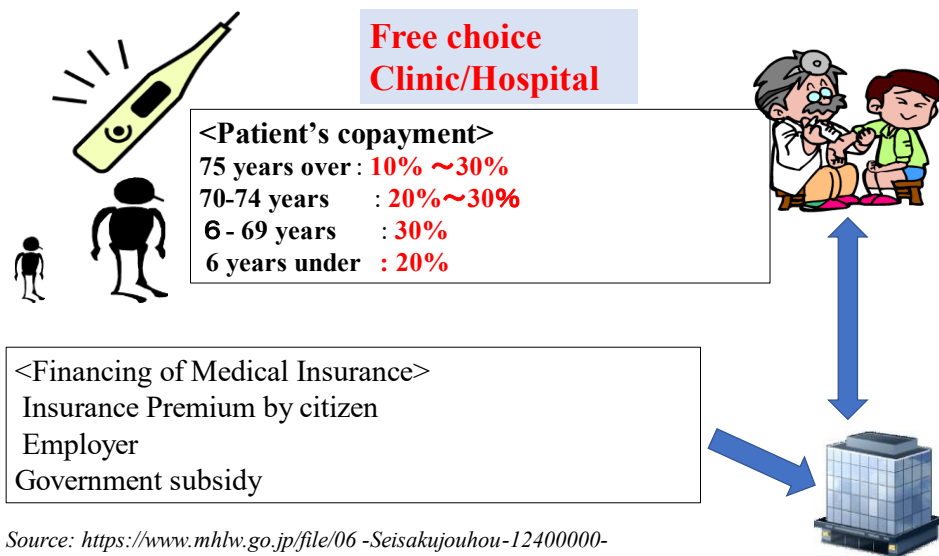
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Medical Health Insurance covers all people living in Japan.

Japanese has no registration of General practitioner or primary doctor.

Japanese can visit free choice hospitals at any time.

Medical Health Insurance system in Japan

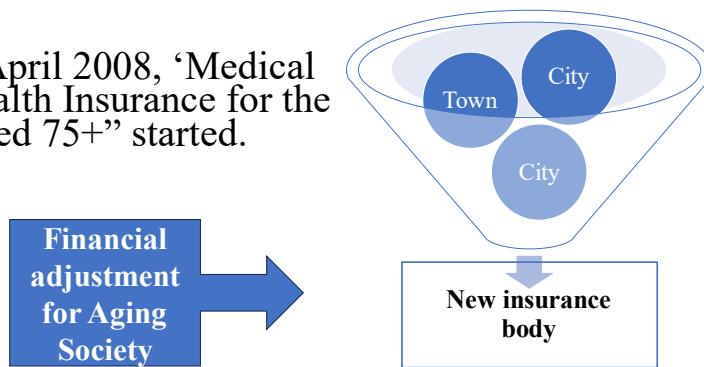


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Co-payments of medical health care expenses are based on age and income.

Medical Health Insurance for the Aged 75 +

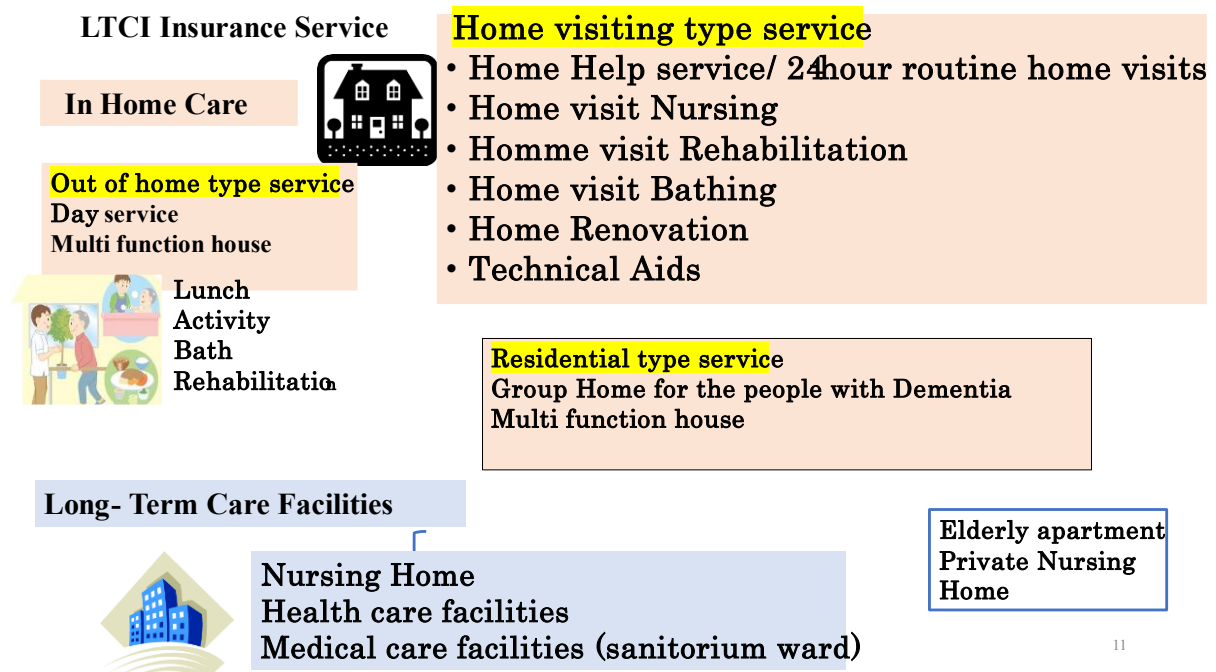
In April 2008, 'Medical Health Insurance for the Aged 75+' started.



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Medical Health Insurance for the Aged over 75 years old and over.

New insurance body adjusts for the Aging Society.

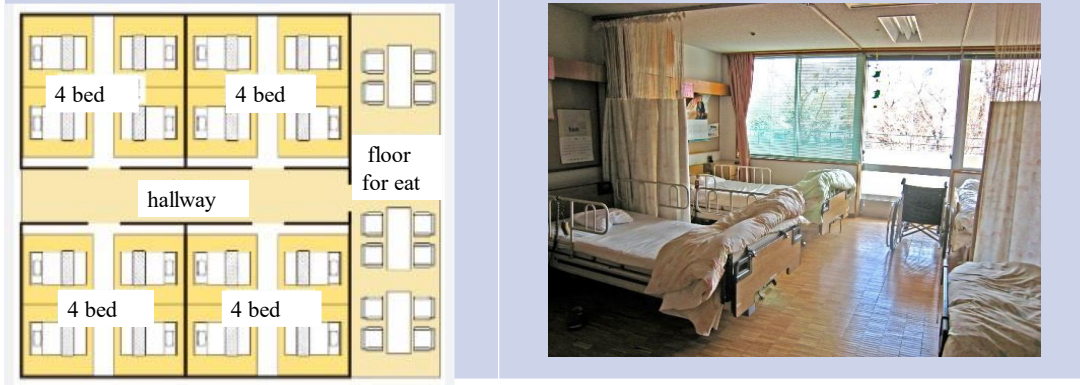


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This slide shows the LTCI services. Home help service, home visit nursing, rehabilitation for the elderly at home. Elderly can use daycare too. LTCI include care facilities and nursing homes. Furthermore, some elderly apartment houses or private nursing homes are covered by LTCI.

General type Nursing home (started in 1963)

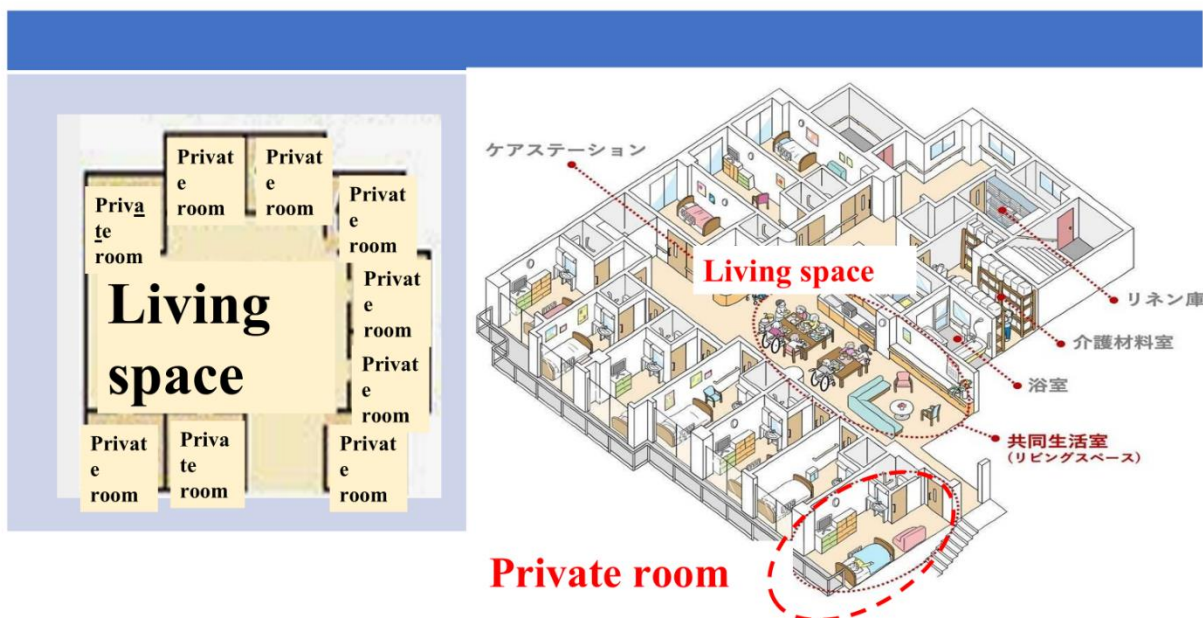
4 person share one bed room.



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The general type nursing home started in 1963. Designed like a hospital. This style is still common in Japan. Two or four elderly share one room.

New Unit type Nursing home (started in 2002)



The New Unit type Nursing home started in 2002. Designed like a home. Resident elderly have their own private rooms. Group living, 10 elderly people in a single unit.

Unit care staffs are in charge of caring in the unit.

General type Nursing Home: Kaminakazato Tsutsuji-so



Tutuji-so is a pioneer of No Physical restraint.

They provide many kinds of wheelchairs for each elderly.



The nurses and care staff cooperate. Their care quality is good.

Source: http://kitajigyo.com/aged_service/kaminakazato/home.html

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This slide shows one of the general type nursing homes, Tutuji-so. This is a pioneer of No Physical restraint. They provide many kinds of wheelchairs for each elderly person. The nurses and care staff cooperate.

New Unit Type Nursing Home: Alicenomori kinoko minamiazabu



<https://kinoko-group.jp/institution/1050/>

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This slide shows one of the new unit type nursing homes, Alicenomori. It is located in the center of Tokyo. The elderly have private room and their own furniture. At this facility, the staff cook meals (breakfast, lunch and dinner) in the kitchen attached to the living room. The aroma of the food and the sound of cooking enriches the living space.

Meals in Nursing homes
Japanese food is served in several small portions



http://kitajigyo.com/aged_service/shimizuzaka/home.html



<https://tokuyo-hikari.egao.or.jp/6700.html>



<https://narihira.camellia-kai.com/2022/11/11/%E3%80%90%E7%89%B9%E9%A4%8A%E3%83%BB%E3%80%91%E5%87%BA%E5%BC%B5%E5%AF%BF%E5%8F%B8%E3%83%AC%E3%82%AF/>

https://www.facebook.com/story.php?story_fbid=1386438458478202&id=265490987239627&m_entstream_source=timeline&_rdr

Meals in nursing homes. Japanese food is served in several small portions.

Bathing in Nursing homes



<https://www.sakaimed.co.jp/>

Japanese love bathing. Special machine bathtubs for bedridden people, chair-type or wooden bathtub.

Mobile Bathing Service for people who live at home



<http://green-town.seesaa.net/article/201151732.html>

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Mobile Bathing Service for people who live at home. Japanese love bathing very much.

Good practice at “Aoi Care”

Open care style with Elderly, families, staff and neighbors



<https://aocare.co.jp/ns/>

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Good practice at “Aoi Care” . Open care style with Elderly people, families, staff and neighbors.

Have you heard about these two types of care ?

“Maid-Servant Syndrome ”

Reference: *Lis Wagner (1994). Innovation in primary health care for elderly people in Denmark*

“Person-Centered”

Reference: **World Health Organization**(2015) WHO global strategy on integrated peoplecentred health services.
WHO: What is people-centred care? <https://youtu.be/pjAvTOdk2Q?si=II-tp4s08MuAetX5>



Have you heard about these two types of care? “Maid-Servant Syndrome Care”

“Person-Centered Care.”

I first heard the term “Maid Servant Syndrome” in the research book written by Lis Wagner in Denmark. Lis Wagner (1994) wrote that care staffs were suffering from a condition known as ‘maid servant syndrome’. She wrote that innovation and de-institutionalization were needed.

WHO(2015) has published strategy on integrated people-centred health and social care. People and family are respected and provided by tailormade service with professionals. It aims to increase the satisfaction of care services. Furthermore, it aims to maintain a sustainable healthcare system by reducing the cost of health and social care services. It is being promoted in various countries around the world.

Two Types of Care

<u>Maid Servant Syndrome Care</u>	<u>Person-Centered Care</u>
Task-centered.	Person / people-centered.
Care workers decide how to provide assistance.	People can control his/her own care.
People become passive.	People become active.
Decline in their daily living abilities. 	Promote self-care and Independence. 

“Maid Servant Syndrome” refers to care workers who only assist the elderly with tasks, leading to task-centered care. This approach often results in uniform care, causing the elderly to become passive because everything is done for them. Consequently, they lose their independence.

In contrast, “Person-centered care” is user-centered. Care workers listen to the elderly, consider their voices, and provide individualized care. This approach allows the elderly to choose and control their own care, making them more active and helping them maintain their self-care.

A:
Feeding assistance,
Help with eating



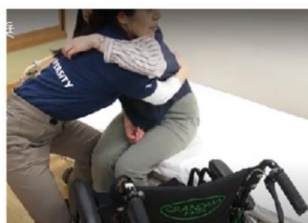
B:
Listen to the person's voice carefully. Promote self-eating as much as possible. Keep trying.



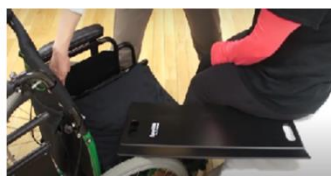
Care Worker A helps the elderly by spoon-feeding them. Care Worker B takes a different approach. B listens carefully to the person's needs, and measures, and adjusts the table height for comfortable eating. Care Worker B supports and promotes self-feeding, encouraging the person to try and try again.

How to Transfer from Bed to Wheelchair

A Risky! Back pain!
lifts manually,
handling the weight



B
1. Use Technical Aids:
① Slide Board
② Wheelchair with Removable Armrests



2. Skill and Knowledge



Safety & Protecting back pain



How to Transfer from Bed to Wheelchair

Care worker A lifts manually, handling the weight. This method is risky, and it can cause back pain for the care worker and the elderly might fall.

Care worker B uses technical aids, such as a sliding board. B has the necessary skills and knowledge. Sliding transfers are safe for the elderly and protect the care worker from back pain.

Person-Centered Care

- Empowers and encourages the client.
- Promotes self-care.
- Acknowledges the client's abilities.
- Adjusts the environment and provides technical aids to support the client's self-care.

Person-centered care empowers and encourages the client, promotes self-care, acknowledges the client's abilities, and adjusts the environment while providing technical aids to support the client's self-care.

Which type of care is more professional?

Maidservant Syndrome

★★★★★ Person-Centered Care

Which type of care is more professional? Yes, person-centered care is professional.

The advantages well-educated, a four-year university program to train and certify professional care workers.

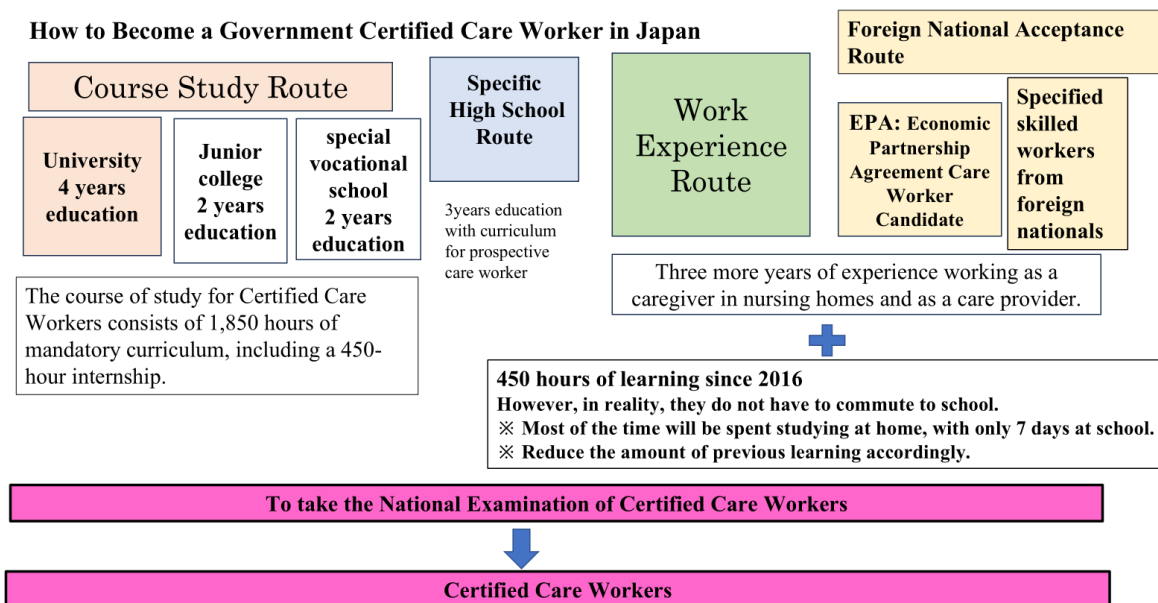
Toyo University has a capacity of 40 students per year.

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The advantages well-educated, a four-year university program to train and certify professional care workers.

Toyo University has a capacity of 40 students per year.

How to Become a Government Certified Care Worker in Japan



*Crated by the author based on the route map for eligibility to take the national examination of Certified Care Worker
(Source: <https://www.ssc.or.jp/kaigo/sjolali/rpите.htm>)*

How to Become a Government-Certified Care Worker in Japan

There are four pathways to becoming a government-certified care worker in Japan.

Regardless of the pathway, everyone must pass the national examination to become certified, as mandated by the government.

◆Course Study Route:

This method involves completing a care worker course, which includes 1,850 hours of mandatory study and an internship. The course study can be completed within two years at a vocational school or junior college, or within four years at a university.

Currently, 53 universities offer programs to train care workers.

◆High School Route:

Some high schools offer specific curriculums for prospective care workers.

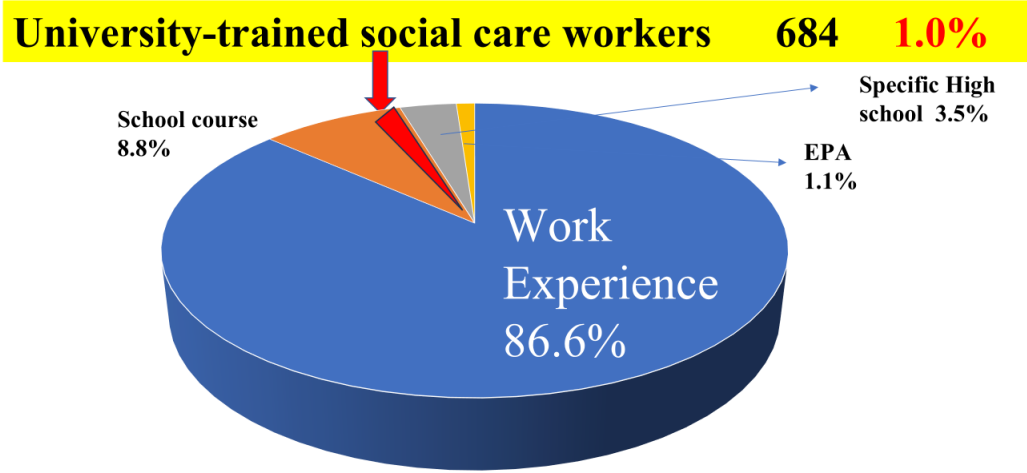
◆Work Experience Route:

After gaining three or more years of work experience in a care facility, an additional 450 hours of learning is required, which has been mandatory since 2016. Most of this learning can be done at home, with mechanisms in place to reduce the amount of previous learning needed.

◆ EPA (Economic Partnership Agreement) Route:

This pathway is for foreign nationals, mainly from Indonesia, the Philippines, and Vietnam, to become certified care workers in Japan.

Results: **66,711**
Newly certified care workers, March 2023



Created by the Authors' calculations based on pass rates by training school for the 35th National Examination for Care Workers, Ministry of Health, Labor and Welfare. Source: <https://www.mhlw.go.jp/content/12004000/001073950.pdf>

Let's take a look at this slide. The total number of newly certified care workers was 66,771 in March 2023. Of these, 86.6% were certified through the work experience route, while 8.8% followed the course study route. Among them, only 1% (n=684) studied at a four-year university. To emphasize, the number of people who studied in

a four-year university care worker curriculum course and obtained government certification was 684, which is only 1% of the total.

Advantages for University Students

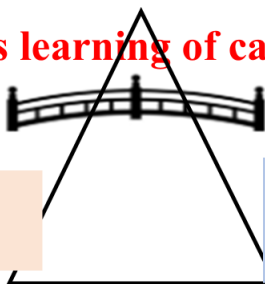
In 2023, 53 universities in Japan offer certified care worker courses. These universities also provide certified social worker education. The advantages for university students include:

1. Bachelor's degree in social welfare studies.

4. **Simultaneous learning of care work and social work**

2. Diploma for
【Certified Care Workers】

3. Diploma for
【Certified Social Workers】



So, let me unpack the advantages brought to university students in a care worker curriculum.

University students can:

- ★ Earn a bachelor's degree in Social Welfare Studies.
- ★ Obtain diplomas as a certified care worker.
- ★ Obtain diplomas as a certified social worker.

University students in a social care course have some significant advantages when taking a four-year university degree program. The most important advantage is that they can study care work and social work simultaneously. This will enable university

students to receive diplomas for certified care work and social work as well as a bachelor's degree when completing a four-year university program.

Key Takeaways:

- ◆ Task-centered care should be changed to Integrated Person-centered care.
- ◆ The value of 1% of university-trained social care workers in Japan.
- ◆ Well-educated professional care workers will be a key pillar in a diverse society.

Key Takeaways:

- ◆ Task-centered care should be changed to Integrated Person-centered care.
- ◆ The value of 1% of university-trained social care workers in Japan.
- ◆ Well-educated professional care workers will be a key pillar in a diverse society.

We need highly qualified, well-educated professional care workers.

"Thinking and working creatively to draw out the strengths of users. By learning a wide range of knowledge and skills, students will be able to decide what constitutes better person-centered integrated care.

I am asking you once more: is caregiving an easy job? No.

Fostering comprehensive competence as a professional care worker is the key pillar.

Professional workers are in demand.

Thank you for your attention!



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Thank you for your attention!