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CONGRESS



19 – 22 March, 2012
ON HEALTHY AGEING

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Social Policy and the Long-Term Care Workforce in Japan

Takeo Ogawa, Ph.D.

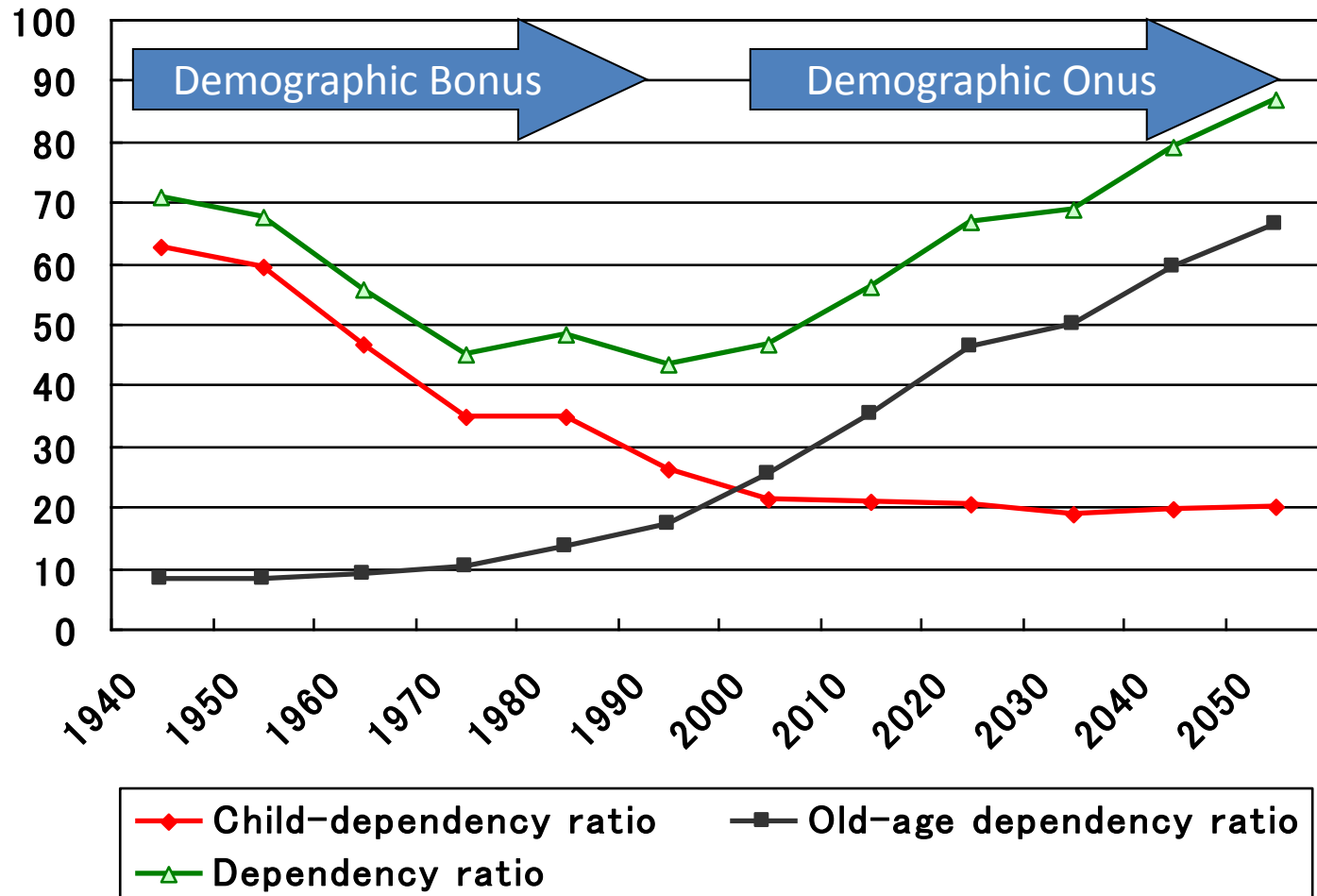
Professor, Kumamoto Gakuen University

Board Member, Asian Ageing Business Center

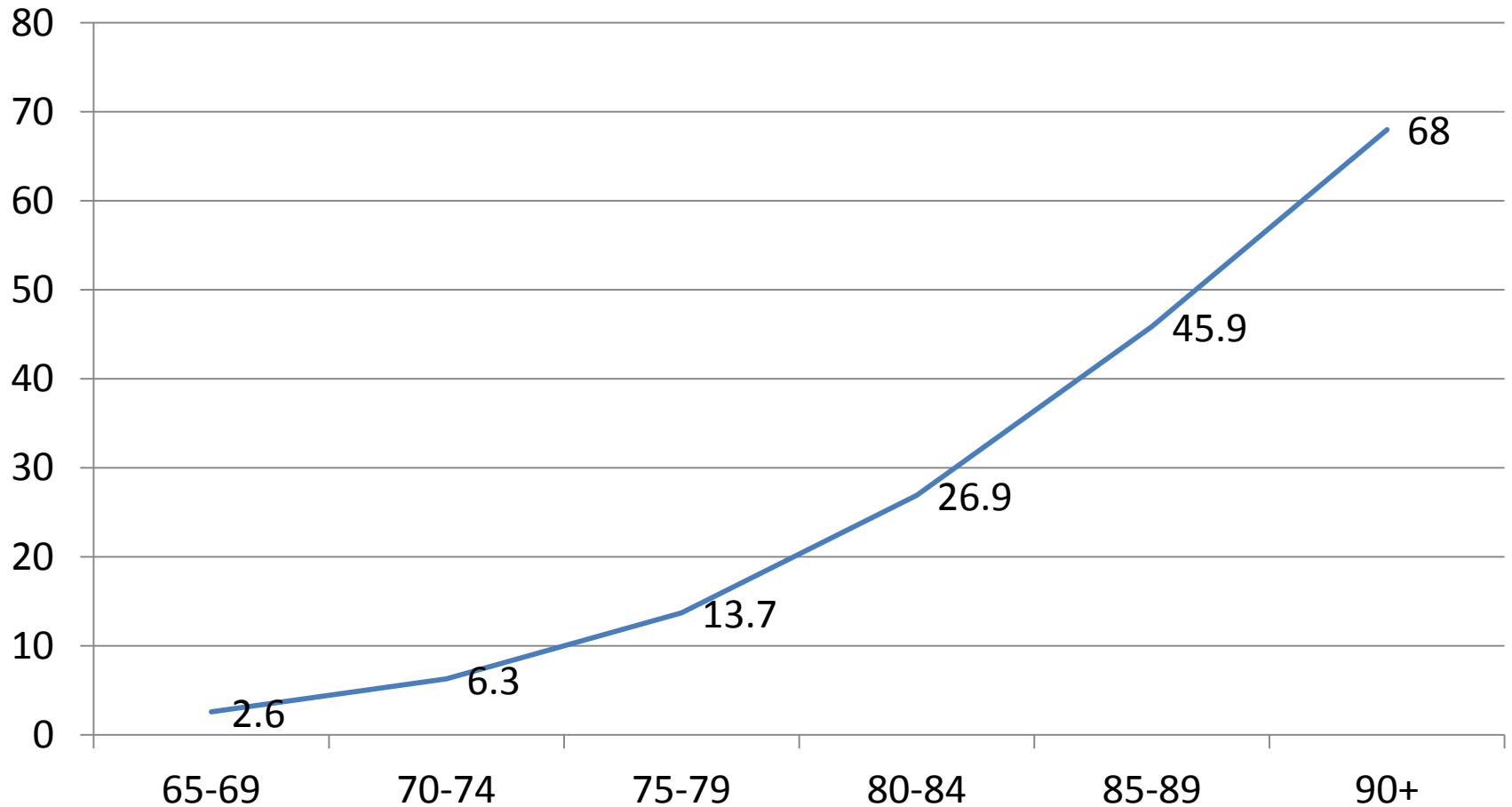
Background

- Demographic Transition in Japan
- Increasing Older Persons in LTC
- Decreasing Workforce
- Shifting to the Community-based LTC System
- Recruiting Qualified LTC Workforce

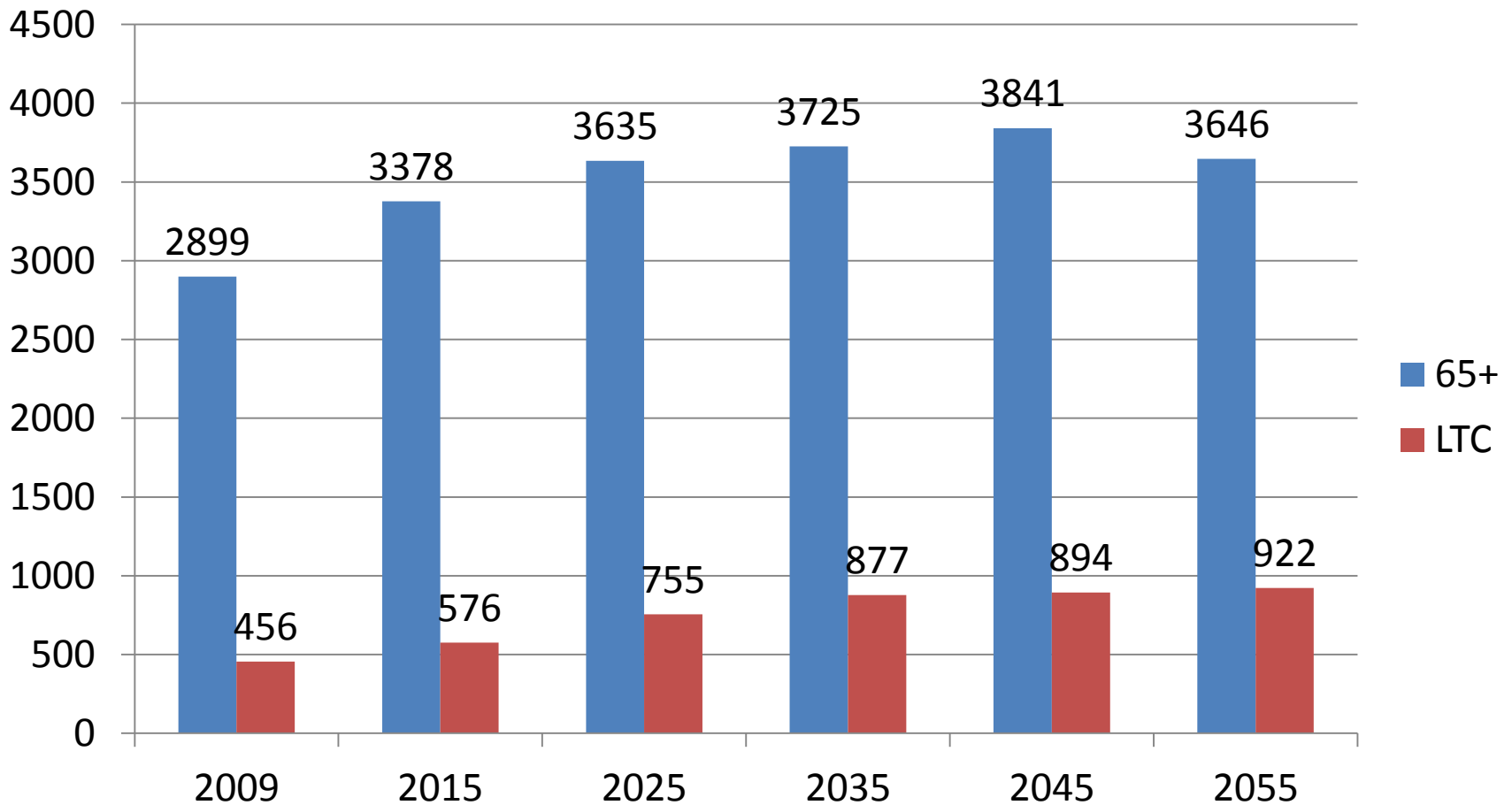
Transition of Dependency Ratio



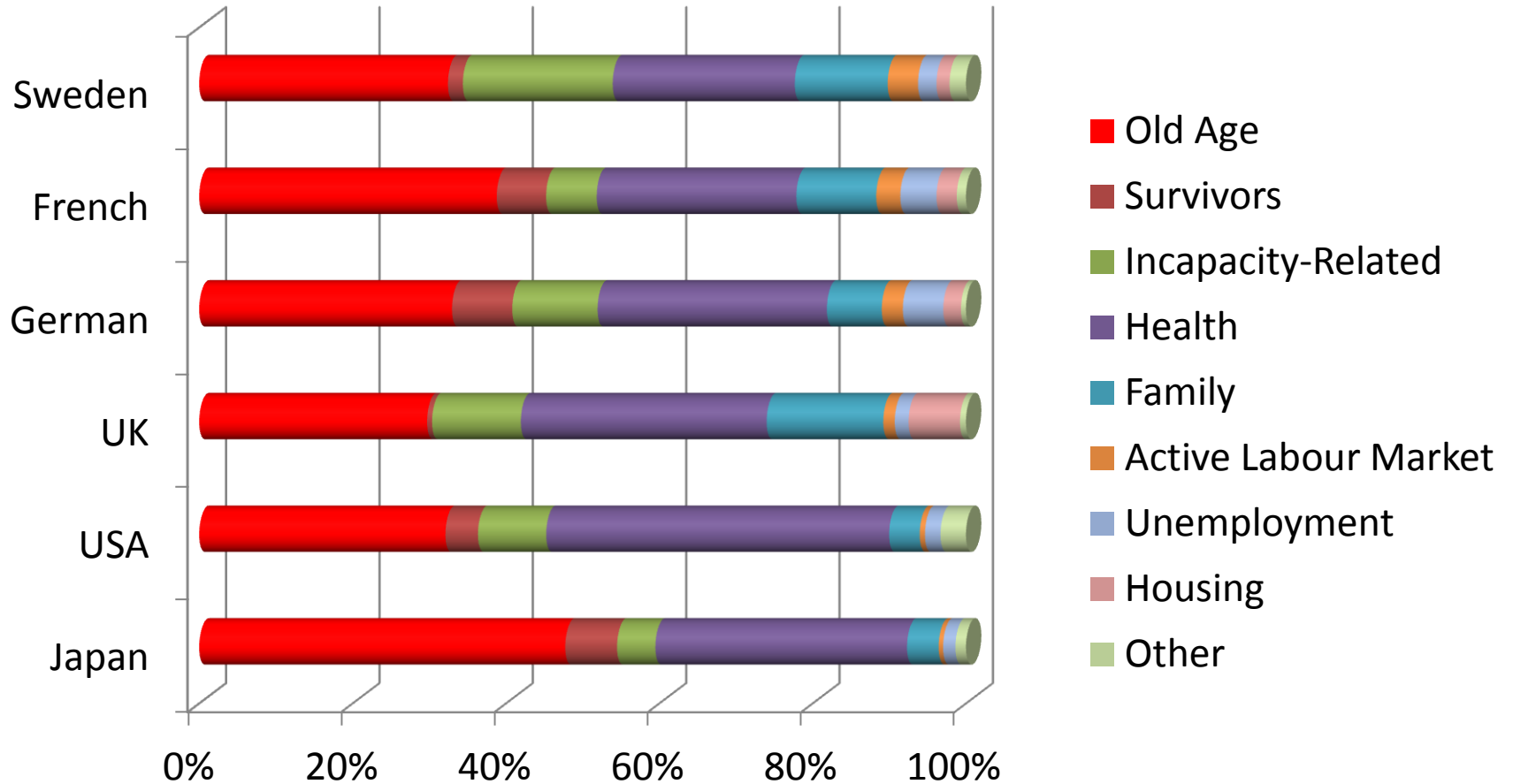
Acknowledged Rate of LTC by Age in Japan, 2008, (%)



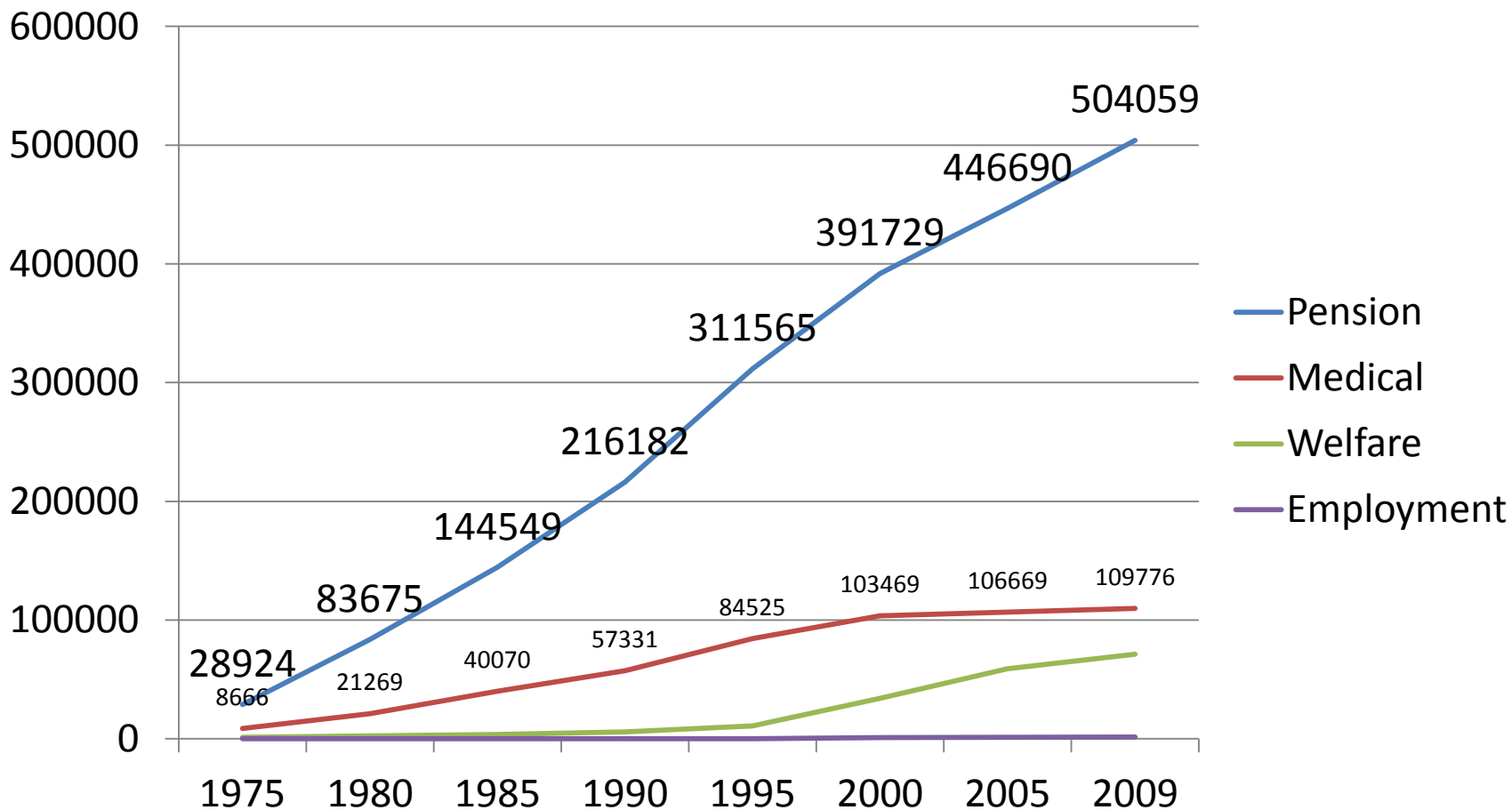
Estimated Population of 65+ and LTC Clientele (0,000s)



Social Expenditure



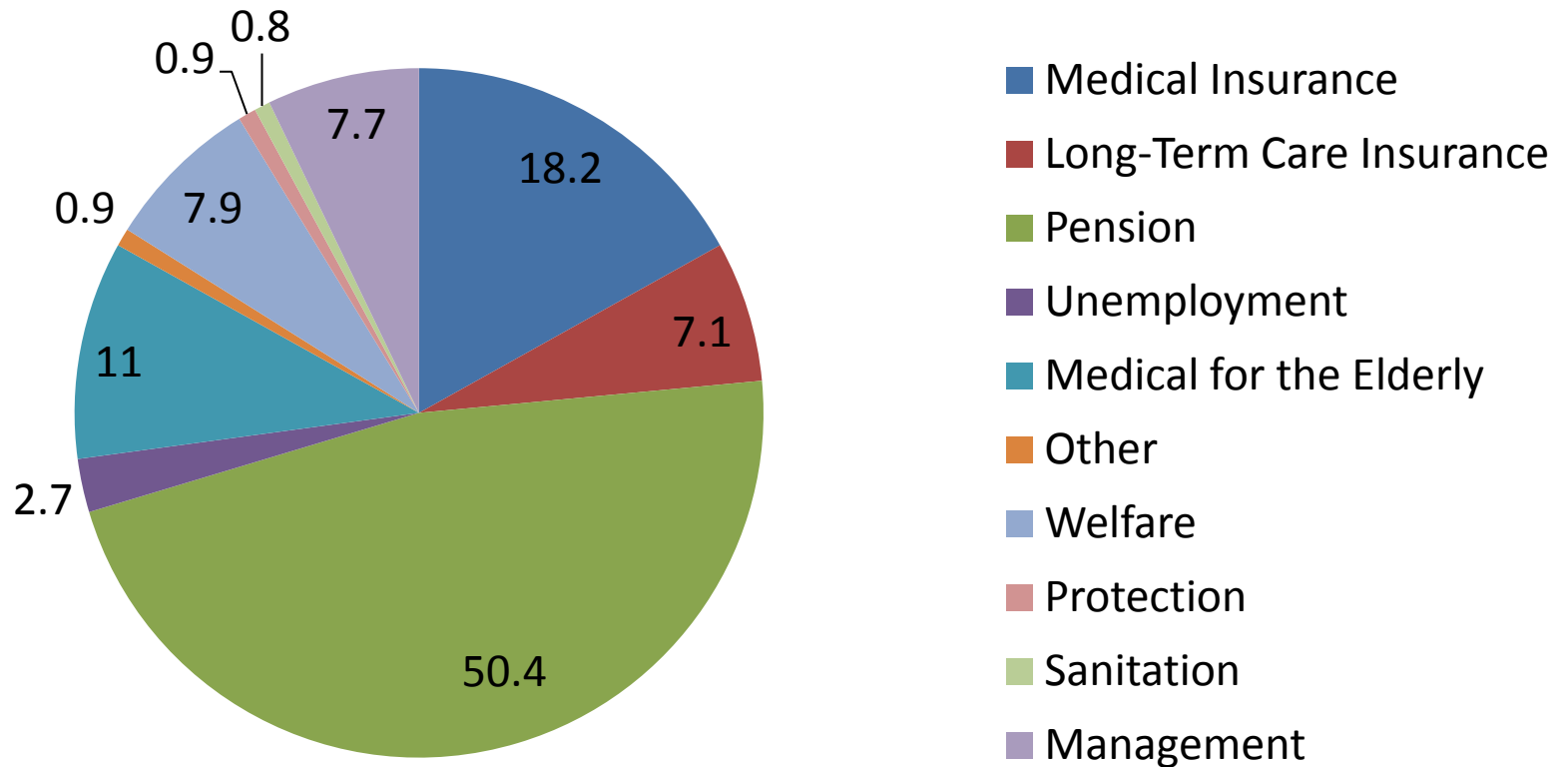
Payments for Older Persons (hundred million JPY)



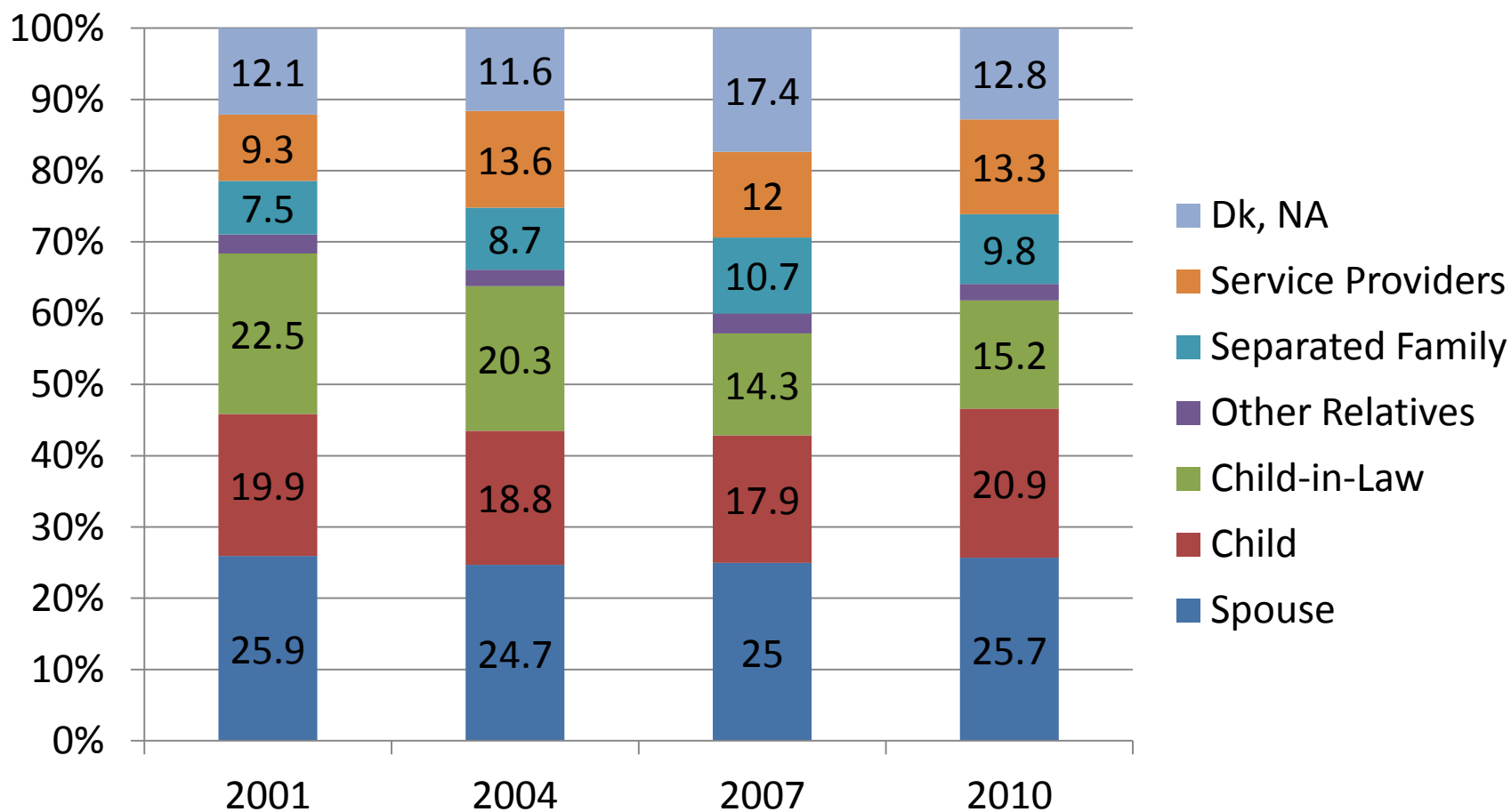
National Institute of Population and Social Security Research, 2011

Social Security System (%)

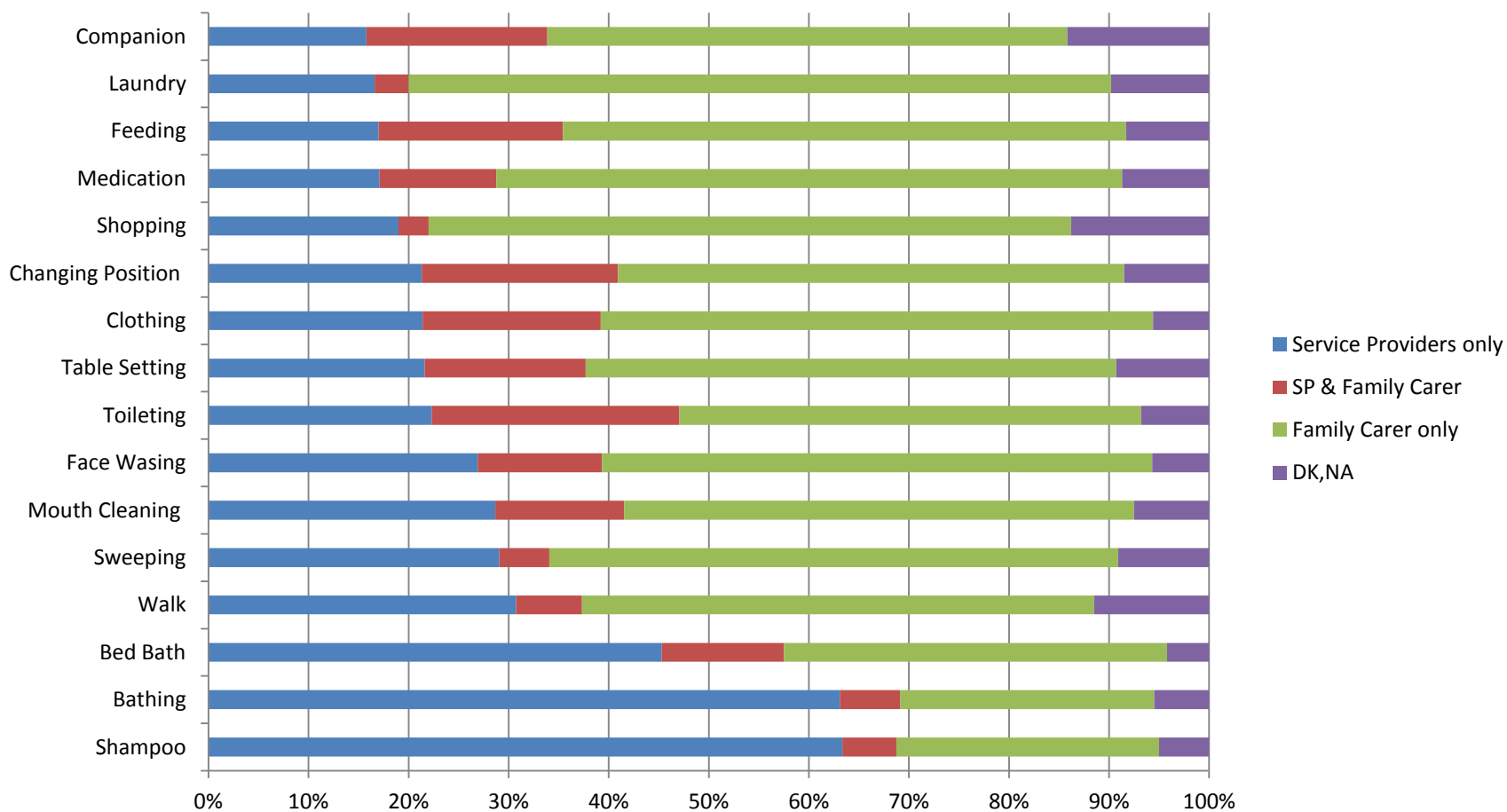
Proportion



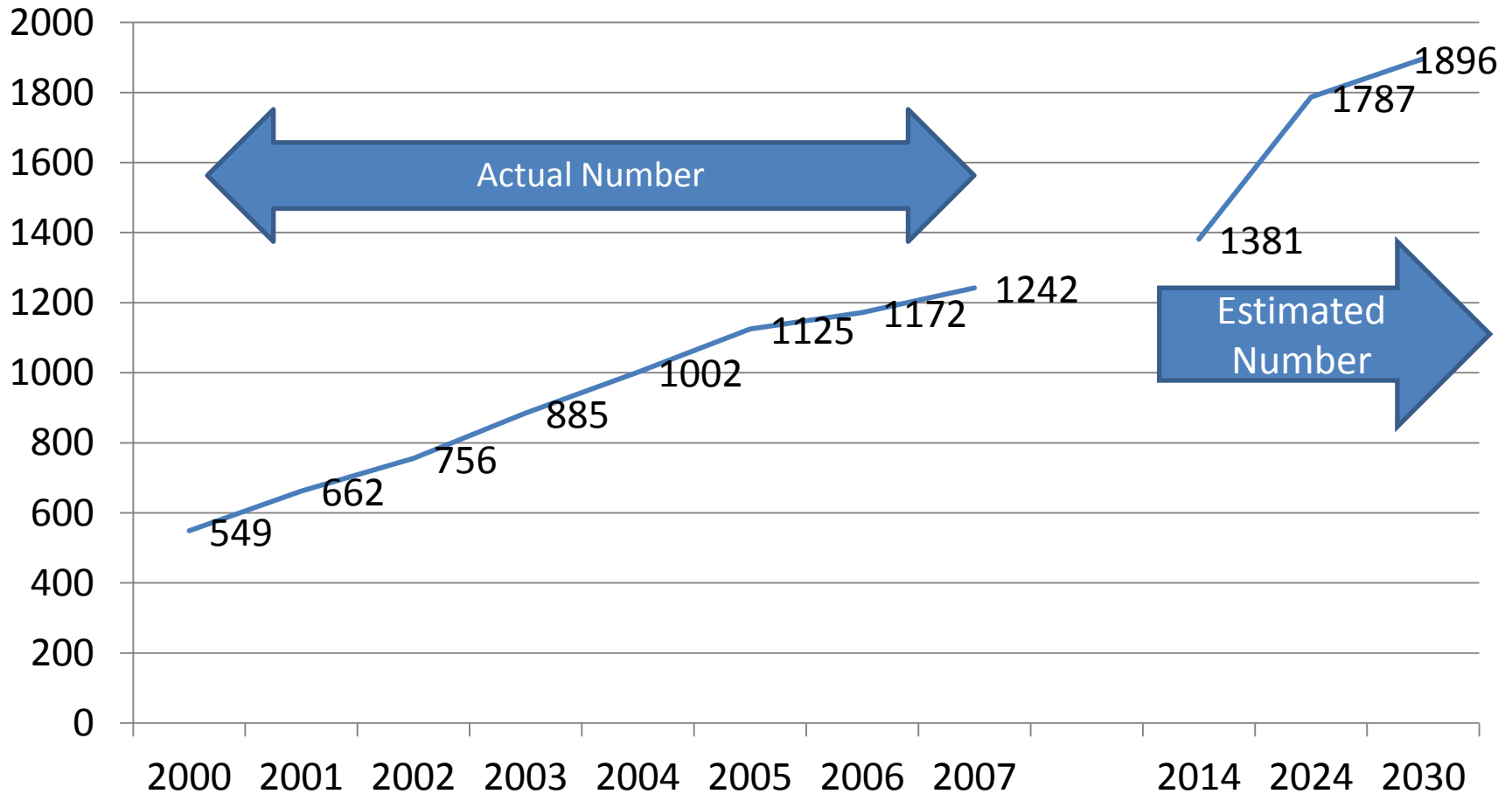
Caregivers for the Elderly (%)



Caring for the Home-based Elderly, by Service Providers and/or Family Caregivers



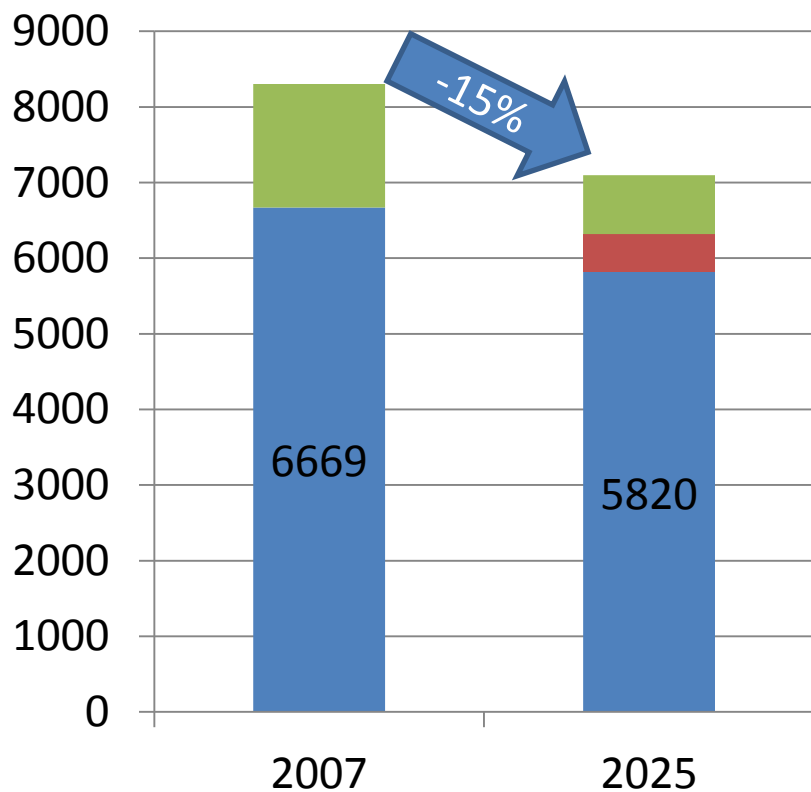
Increasing LTC Workforce (000s)



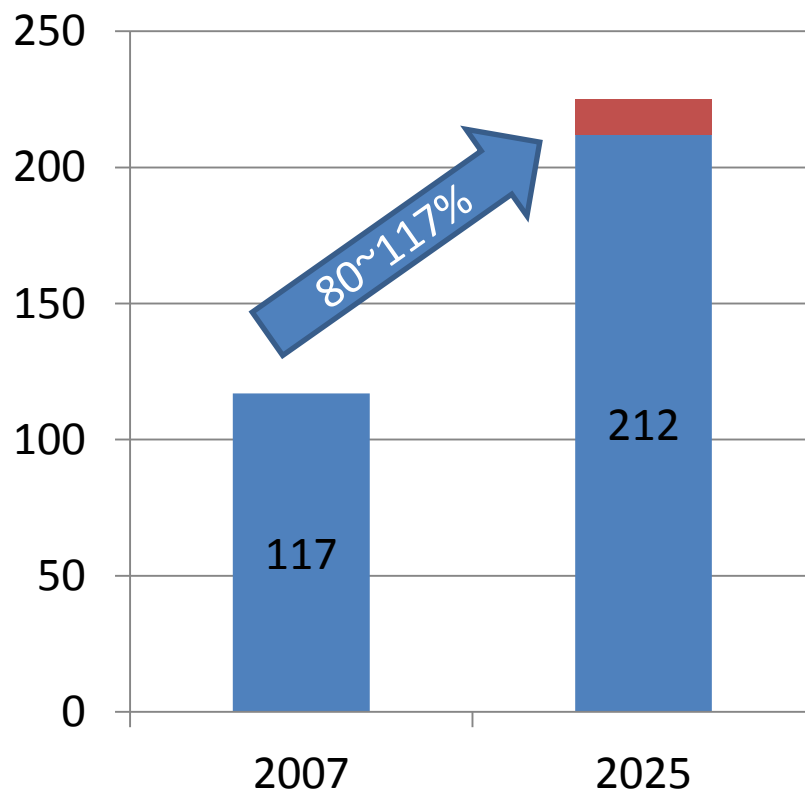
Ministry of Health, Labour and Welfare. 2008

Perspective on LTC Workforce

Workforce & Population 15-64

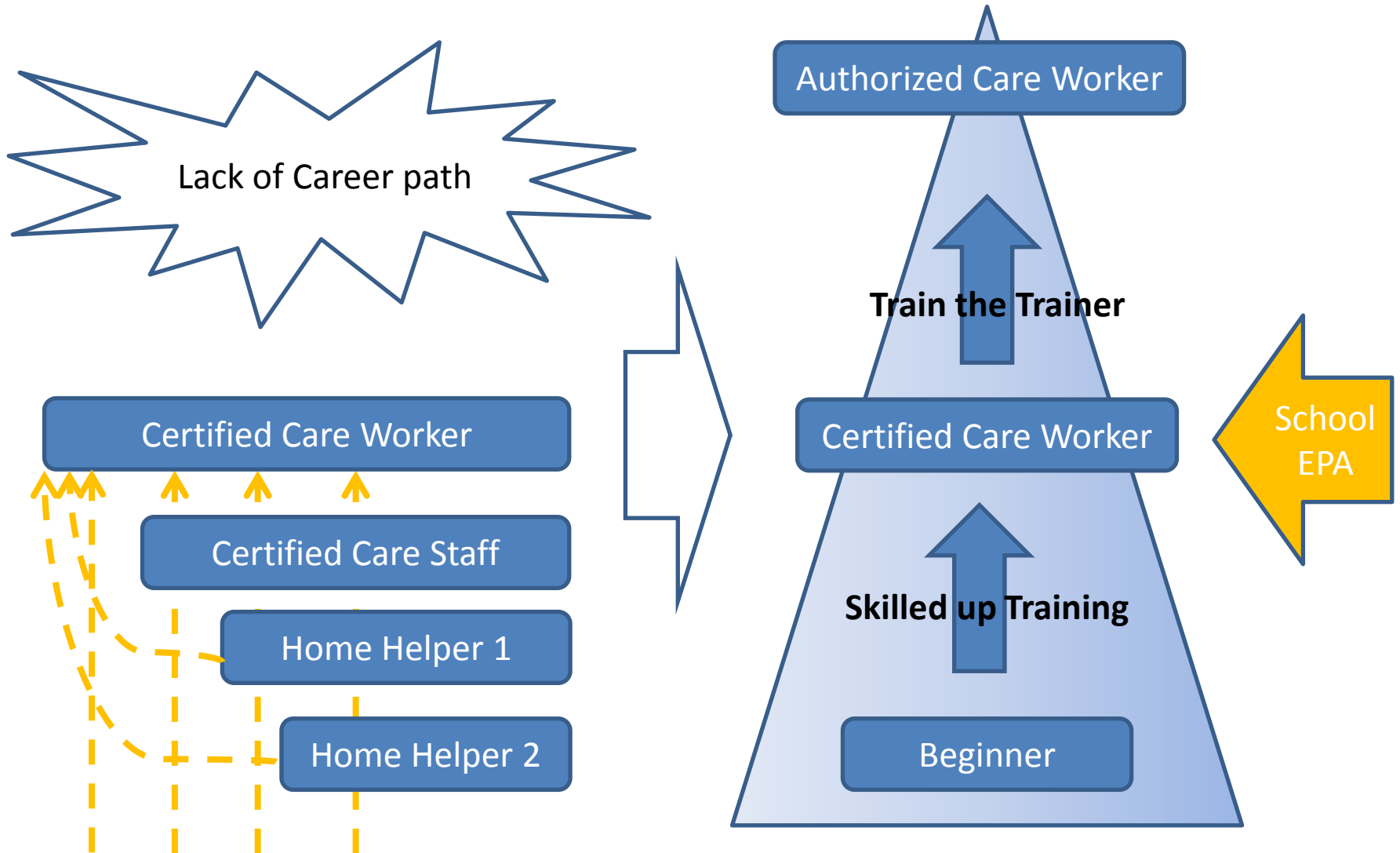


Care Workforce

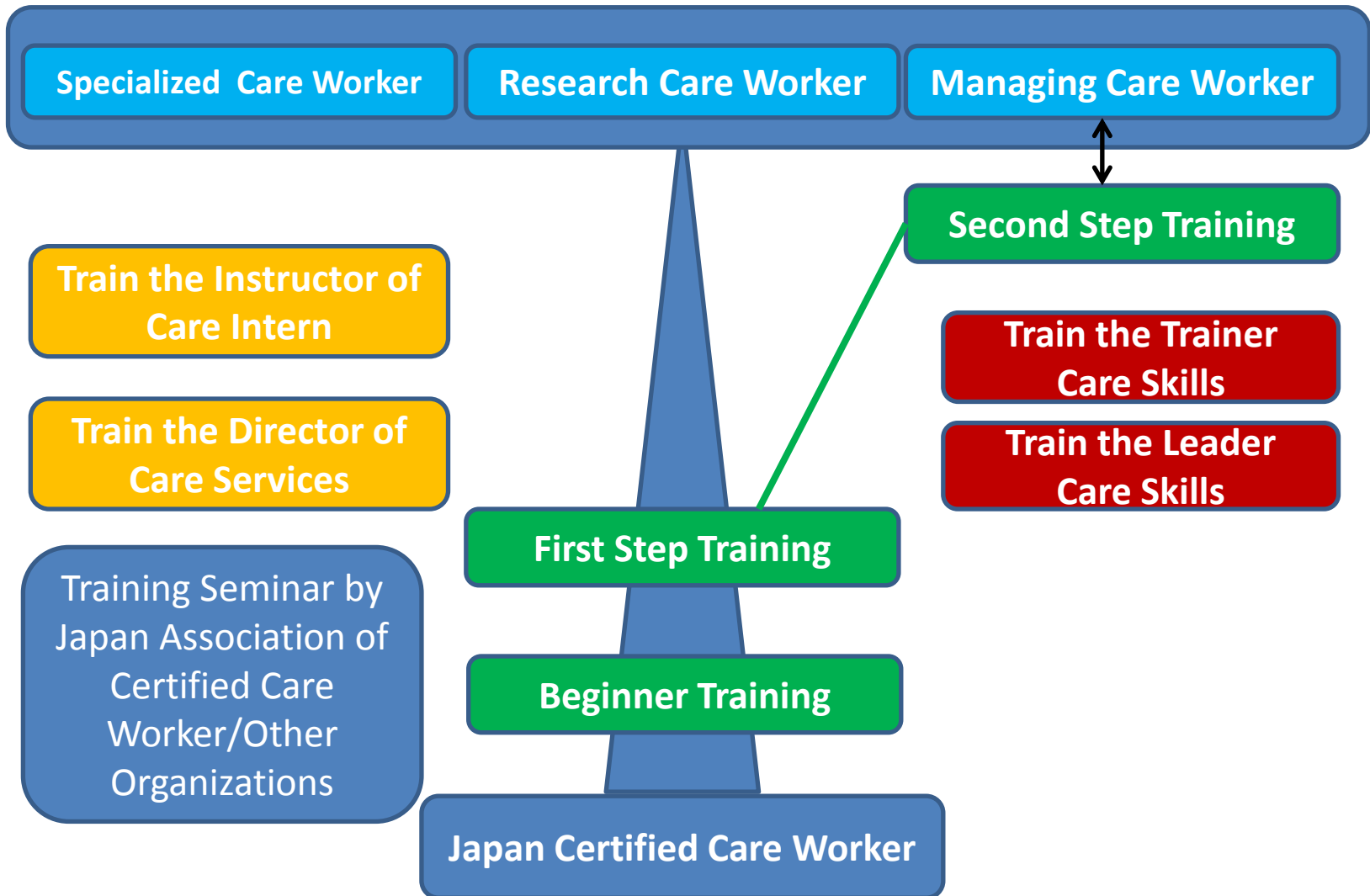


Ministry of Health, Labour and Welfare. 2011.

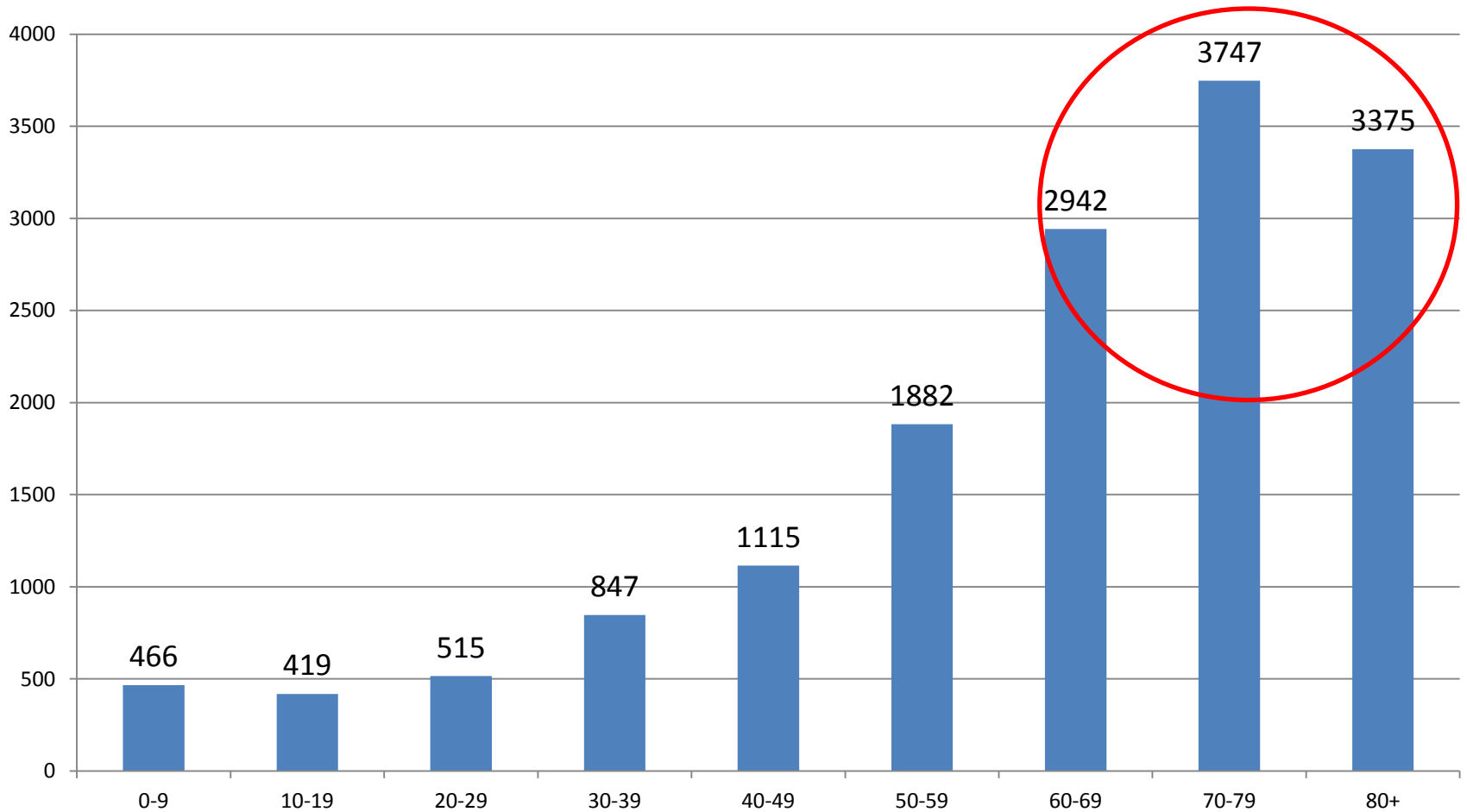
Career Path in Future



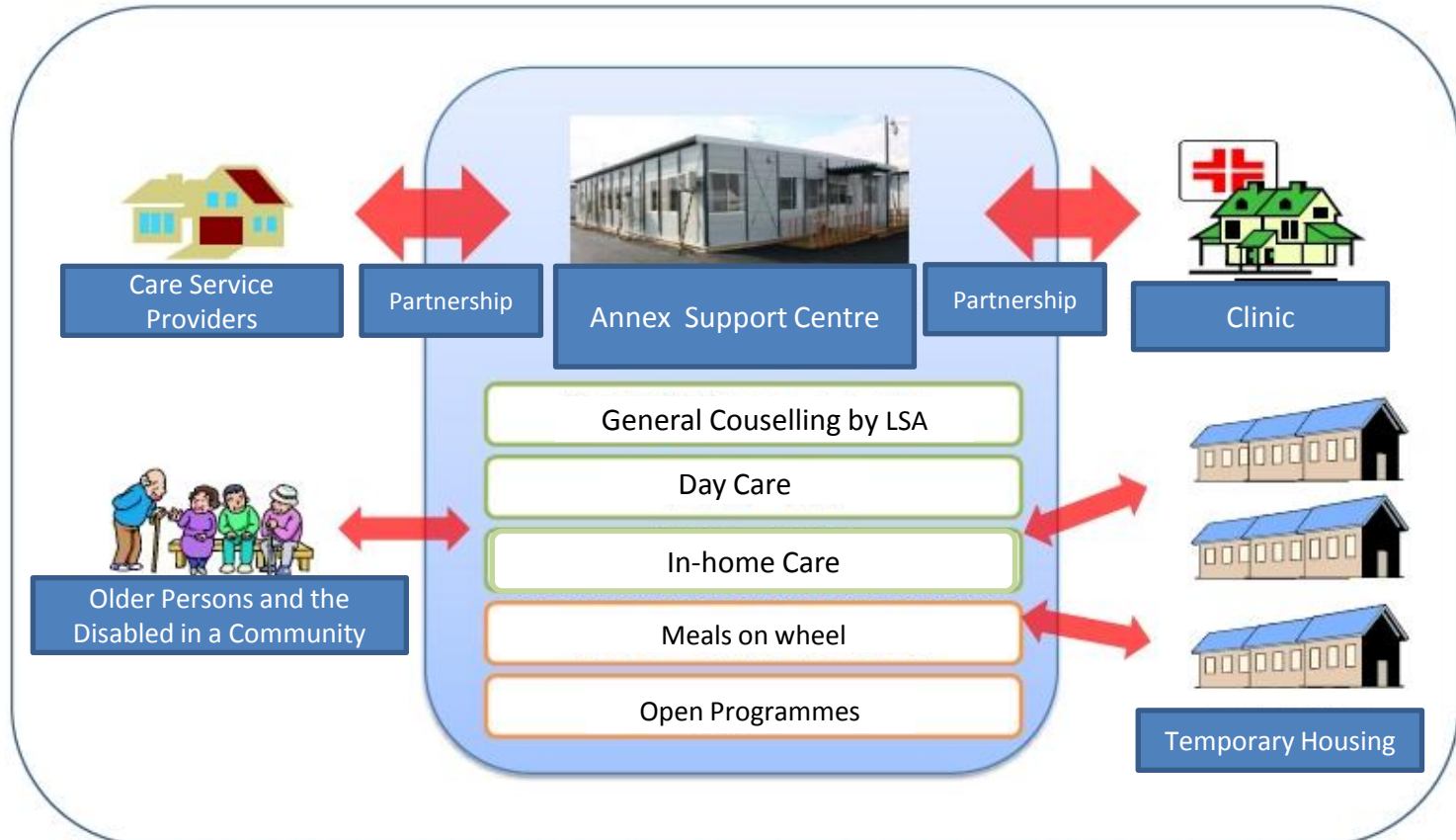
Life-long Training of Japan Certified Care Workers



Sacrifices by Age in 3 Prefectures



Support Centre for Temporary Housing



LSA: Life Support Adviser. One who give light chore services and refer to professional counselling/grief care in order to cope with needs of residents.

Competence of Beginner

- Competence of beginners: Work under direct supervision.
- Requirement: Basic knowledge and skills for engaging in long-term care, whichever in institutions or community.

Skilled-up Training for Beginners

- 450 hours
- Social welfare system (ex. Long-term Care Insurance System)
- Understanding of Dementia
- Medical Knowledge
- Understanding of Disability
- Skills of Caring
- Process of Caring
- Phlegm(a) Sputum & Tube Feeding

Competence of Certified Care Worker

- Competence of certified care worker: Tailored care services collaborating with other professionals.
- Requirement: Interdisciplinary knowledge and skills.

Train the Trainer

- 200 hours
- Care: 72 hours
Dignity of clientele, Ethics of care work,
Communication, & Awareness and advices
- Partnership: 48 hours
Family & community support, Collaboration with
other professionals, & Documentation
- Basic Management: 80 hours
Leadership, Risk management, Problem solving,
Health control, Job analysis

Authorized Care Worker

- Competence: Train of care skills, Coordinate for partnership with other professionals, & Innovating team care.
- Requirement: High-quality care for various life disorder.

Japanese LTC system

- Universal Distribution of Health and Social Care for Older Persons
- Universal Insurance for Long-term Care for Older Persons
- Normalization from Hospital/Institutional to Community-based Comprehensive Care
- Maintaining Quality of Workforce through the National Certification

Training System and Certification in Japan

- Socialization of Caring (De-familialization)
- Professional-oriented Training System
- Social Care more than Health Care Model
- ICF (International Classification of Functioning, Disability and Health) oriented Care

Towards the Asia/Pacific LTC Certificate

- Liberation of International Migration of LTC Workers (Realization of Decent Work of LTC)
- Innovation of Management of LTC Providers
- Harmonization of Qualifications of LTC Workforce among Asia/Pacific Countries

Issues for Framework of LTC Worker

- Family carer or Care worker?
- Welfare job or Medical job?
- Older persons or Disabled persons?
- Academic career or Job career?
- Grade system or Non-grade system?
- Long-term program or Short-term program?
- Human service or Productive labour?
- Train the trainer or Professional training

Recommendation

- Basic Requirements for LTC
- National/Local Requirements for LTC
- Additional Requirements for LTC
- Sharing Training Center of LTC
- Sharing Background Data of LTC
- Promoting International Collaboration for LTC
- Establishing LTC in Disaster