

Outline of the Vocational Abilities Development Promotion Act (Act No. 64, 1969)

General Provisions	<div>Purpose (Article 1)</div> <div>○ Take measures to promote the development and improvement of the abilities that workers need for their jobs, by comprehensively and systematically taking measures to improve and enhance vocational training and vocational abilities tests, and to facilitate their implementation, as well as measures to provide workers with opportunities to pursue education and take training courses related to their jobs or vocational abilities tests.</div> <div>○ Promote the development and improvement of the abilities that workers need for their jobs, thus ensuring employment security and improving the workers' status, while also contributing to economic and social development.</div>	<div>Basic Principles (Article 3)</div> <div>○ Developing and improving vocational abilities are to be carried out gradually and systematically throughout the entire career of a worker while giving due consideration to their career path plans, so as to increase their adaptability to changes in their job duties that result from the changes in industrial structures, advancement of technology, and other changes in the economic environment, in order to make it easier for them to find a new job when they decide to change careers.</div>
	<div>Plans for the Development of Vocational Abilities (Article 5 through Article 7)</div> <div>○ The Minister of Health, Labour and Welfare is to formulate a plan (Basic Plan for the Development of Vocational Abilities) to be the basis of vocational training, vocational abilities tests and other forms of development and improvement of vocational abilities (Article 5)</div> <div>○ Based on the basic plan for the development of vocational abilities, each prefectural government is to endeavor to formulate a basic plan for the development of vocational abilities to be implemented within the relevant prefecture (Article 7)</div>	
Promotion of the Development of Vocational Abilities	<div>Measures Conducted by Employers to Promote the Development of Vocational Abilities (Article 8 through Article 14)</div> <div>○ Provisions concerning the measures conducted by employers to promote the development of vocational abilities, the provisions concerning the content, method and implementation framework, etc.</div>	<div>Measures to Promote the Development of Vocational Abilities Taken by the National Government and Prefectures (Article 14-2 through Article 15-6)</div> <div>○ Provisions concerning the content of aid and assistance to employers by the national government and prefectures</div>
	<div>The Implementation, etc. of the Vocational Training by the National Government and Prefectures (Article 15-7 through Article 23)</div> <div>○ Provisions concerning the public vocational training conducted by the national government and the prefectures</div>	<div>Accreditation, etc. of the Vocational Training Offered by Employers (Article 24 through Article 26-2)</div> <div>○ Provisions concerning accreditation, etc. of the vocational training offered by employers</div>
	<div>Accreditation, etc. of Implementation Plans for Providing Vocational Training Combined with Hands-on Training (Article 26-3 through Article 26-7)</div> <div>○ Provisions concerning accreditation, etc. of Implementation Plans for Providing Vocational Training Combined with Hands-on Training</div>	<div>Polytechnic Universities (Article 27)</div> <div>○ Provisions concerning the polytechnic universities that conduct the training of vocational training instructors</div>
	<div>Vocational Training Instructors, etc. (Article 27-2 through Article 30-2)</div> <div>○ Provisions concerning the license, examination, and special provisions for qualifications of vocational training instructors</div>	<div>Career Consultant (Article 30-3 through Article 30-29)</div> <div>○ Provisions concerning the job duties, examination and registration system of career consultants</div>
	<div>Vocational Training Corporations (Article 31 through Article 43)</div> <div>○ Provisions concerning the establishment, juridical personality, services and registration system of vocational training corporations that conduct accredited vocational training as their main business</div>	
	<div>Trade Skills Tests (Article 44 through Article 50)</div> <div>○ Provisions concerning the trade skills test that is conducted for the purpose of improving the trade skills of workers and improving their economic and societal status</div>	<div>Auxiliary Provisions (Article 50-2 through Article 51)</div>
Vocational Ability Development Associations	<div>Japan Vocational Ability Development Association (Article 52 through Article 78)</div> <div>○ Provisions concerning the Japan Vocational Ability Development Association</div>	<div>Prefectural Vocational Ability Development Associations (Article 79 through Article 90)</div> <div>○ Provisions concerning the Prefectural Vocational Ability Development Associations</div>
	<div>Miscellaneous Provisions (Article 91 through Article 99)</div>	<div>Penal Provisions (Article 99-2 through Article 108)</div>

職業能力開発促進法(昭和44年法律第64号)の概要

総則

目的(第1条)

- 職業訓練及び職業能力検定の内容の充実強化及びその実施の円滑化のための施策並びに労働者が自ら職業に関する教育訓練又は職業能力検定を受ける機会を確保するための施策等を総合的かつ計画的に講ずること
- 職業に必要な労働者の能力を開発し、向上させることを促進し、もって職業の安定と労働者の地位の向上を図るとともに、経済及び社会の発展に寄与すること

基本理念(第3条)

- 職業能力開発の促進は、産業構造の変化、技術の進歩その他の経済的環境の変化による業務の内容の変化に対する労働者の適応性を増大させ、及び転職に当たつての円滑な再就職に資するよう、労働者の職業生活設計に配慮しつつ、労働者の職業生活の全期間を通じて段階的かつ体系的に行われること

職業能力開発計画

職業能力開発計画(第5条～第7条)

- 厚生労働大臣は、職業訓練、職業能力検定その他職業能力の開発及び向上に関する基本となるべき計画(職業能力開発基本計画)を策定すること (第5条)
- 都道府県は、職業能力開発基本計画に基づき、当該都道府県の区域内で行われる職業能力開発に関する基本となるべき計画を策定するよう努めること (第7条)

職業能力開発の促進

事業主等の行う職業能力開発促進の措置(第8条～第14条)

- 事業主等の行う職業能力開発促進の措置について、その内容、方法、実施体制等について規定

国及び都道府県による職業訓練の実施等(第15条の7～第23条)

- 国、都道府県等の行う公共職業訓練について規定

実習併用職業訓練実施計画の認定等 (第26条の3～第26条の7)

- 実習併用職業訓練の実施計画の認定等について規定

職業訓練指導員等 (第27条の2～第30条の2)

- 職業訓練指導員の免許、試験、資格の特例等について規定

国及び都道府県による職業能力開発促進の措置(第14条の2～第15条の6)

- 事業主等に対する国・都道府県による援助、助成等の内容について規定

事業主等の行う職業訓練の認定等 (第24条～第26条の2)

- 事業主の行う職業訓練の認定等について規定

職業能力開発総合大学校 (第27条)

- 指導員訓練等を行うための職業能力開発総合大学校について規定

キャリアコンサルタント (第30条の3～第30条の29)

- キャリアコンサルタントの業務、試験、登録制度等について規定

職業訓練法人

職業訓練法人 (第31条～第43条)

- 認定職業訓練を行うことを主たる目的とする職業訓練法人について、設立根拠、人格、業務、登記等について規定

職業能力検定

技能検定 (第44条～第50条)

- 労働者の技能の向上とその経済的社会的地位の向上を図ることを目的として行われる技能検定について規定

補則
(第50条の2～第51条)

職業能力開発協会

中央職業能力開発協会 (第52条～第78条)

- 中央職業能力開発協会について規定

都道府県職業能力開発協会 (第79条～第90条)

- 都道府県職業能力開発協会について規定

雑則

雑則
(第91条～第99条)

罰則

罰則
(第99条の2～第108条)