



**Research study concerning current situations of
the Regional Employment Support Network for
Persons with Developmental Disabilities
—Ten years after the enforcement of the Act on Support for Persons with
Developmental Disabilities—**

(Research Reports No. 135) Summary

[Keywords]

Developmental Disability, employment support network, cooperation

[Usage of this report]

In this report, we investigated the current situations of the regional employment support network for persons with developmental disabilities, and extracted these issues. In the questionnaire survey, we revealed the issues etc. regarding the users' situations and the support system etc. at the Support Centers for Persons with Developmental Disabilities, Employment and Life Support Centers for Persons with Disabilities and Local Vocational Rehabilitation Centers for Persons with Disabilities. In the interview survey, we revealed about the network situations which we could not pick up from by the questionnaire survey.

We hope this research report used for sharing the current situations of the regional employment support network and issues of them, for persons with developmental disabilities.

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2. Research Period

FY 2015 to 2016

3. Composition of the Research Report

First chapter

Chapter 1: Position of the employment support institutions in employment support for persons with developmental disabilities

Chapter 2: About the questionnaire survey results

Chapter 3: About the interview survey results

Final chapter

Endnote material

4. Background and Purpose of Research

We investigated the current situations of the regional employment support network for persons with developmental disabilities and extracted issues of them because 10 years have passed since the Act on Support for Persons with Developmental Disabilities in 2005 situations.

In the 2008 survey, we investigated the users' situations at the Support Centers for Persons with Developmental Disabilities and Employment and Life support Centers for Persons with Disabilities. And we published the Research Report No. 88 "Study on the Issues of Work Support for Person with Developmental Disabilities".

In this research by a questionnaire survey and an interview survey, we investigated the change of users' situation since 2008 and correspondence users' needs at the Support Centers for Persons with Developmental Disabilities and Employment and Life Support Centers for Persons with Disabilities as in the 2008 survey. And also Local Vocational Rehabilitation Centers for Persons with Disabilities

was targeted for this survey.

5. Method

(1) Questionnaire survey

From July to October in 2015, we did the questionnaire survey by post-mailing method or e-mailing method as targeted the Support Centers for Persons with Developmental Disabilities (88 places), Employment and Life Support Centers for Persons with Disabilities (321 places) and Local Vocational Rehabilitation Centers for Persons with Disabilities (52 places.)

The survey details are "the users' situation at the targeted the 3 institutions (number of users with developmental disabilities by users' characteristics with disabilities and users' issues, etc.)", "issues of the support systems for users' at the targeted institutions" and "situations of the employment support network (correspondence users' needs at the regional employment support institutions)" etc.

(2) Interview survey

We did the interview survey to pick up about the network situations we could not pick up from the questionnaire survey, at targeted the 3 institutions of the 4 prefectures include metropolitan areas and outside metropolitan areas.

6. Summarized Results of the Study

(1) Changes in users

Before looking at the questionnaire survey results, Figure 1 shows trends in the usage record according to the business statistics etc. of the three institutions. The number of users related to the developmental disabilities in all the three institutions has increased remarkably. Since the statistical objects are different, the comparison among institutions cannot be made, but the significant growth in the number of users at the Local Rehabilitation Centers for Persons with Disabilities indicates that the needs for vocational rehabilitation for people with developmental disabilities are rising.

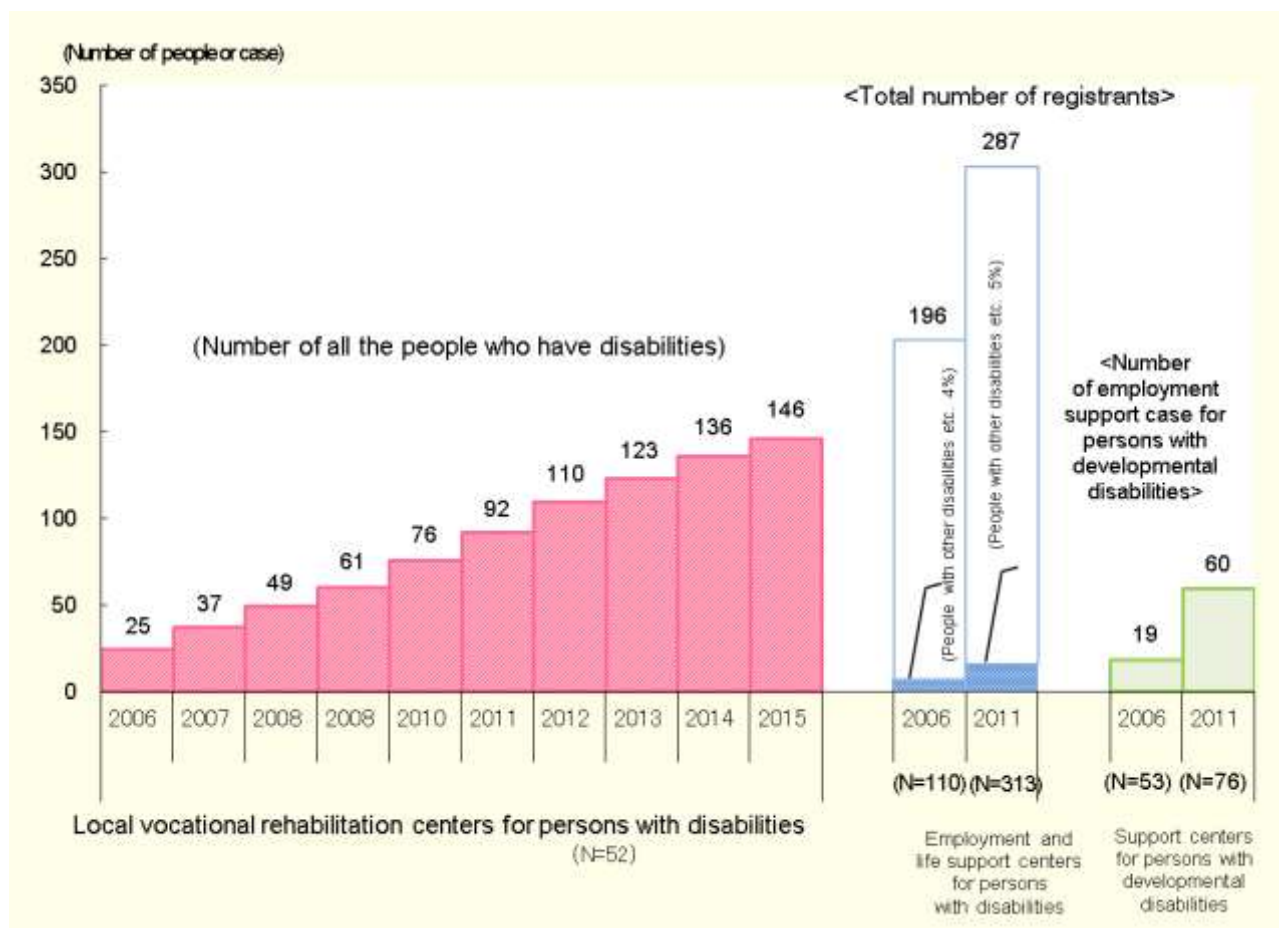


Figure 1: Trend in the usage record per center viewed from the business statistics of the three institutions

*Since the statistical objects are different, the comparison between institutions cannot be made.
 Local vocational rehabilitation centers for persons with disabilities: Number of people whose primary developmental disability or multiple disabilities are the developmental disability.
 Employment and Life Support Centers for Persons with Disabilities: Registrants as a whole (people with other disabilities etc. mean the people with developmental disabilities, persons with higher brain dysfunction and patients with intractable diseases etc.)
 Support Centers for Persons with Developmental disabilities: Number of employment support cases

Source of the materials Employment and Life Support Centers for Persons with Disabilities: "Study group report on the way of the regional employment support" August 3, 2012. Others are processed to be per center from the business statistics.

(2) Results of the questionnaire survey

A. Collection rate

We collected answers from 43 Support Centers for Persons with Developmental Disabilities (collection rate: 48.9%), 124 Employment and Life Support Centers for Persons with Disabilities (collection rate: 38.6%) and 50 Local Vocational Rehabilitation Centers for Persons with Disabilities (collection rate: 96.2%.) However, because missing data was found in each analysis, the number of valid responses is different in each analysis.

B. Situation of the users

(a) Users' change over the time in the two intuitions

In this survey for Support Centers for Persons with Developmental Disabilities and Employment and Life Support Centers for Persons with Disabilities, we try to identify the change of the users' situation by setting the same survey items as the 2008 survey (Figure 2).

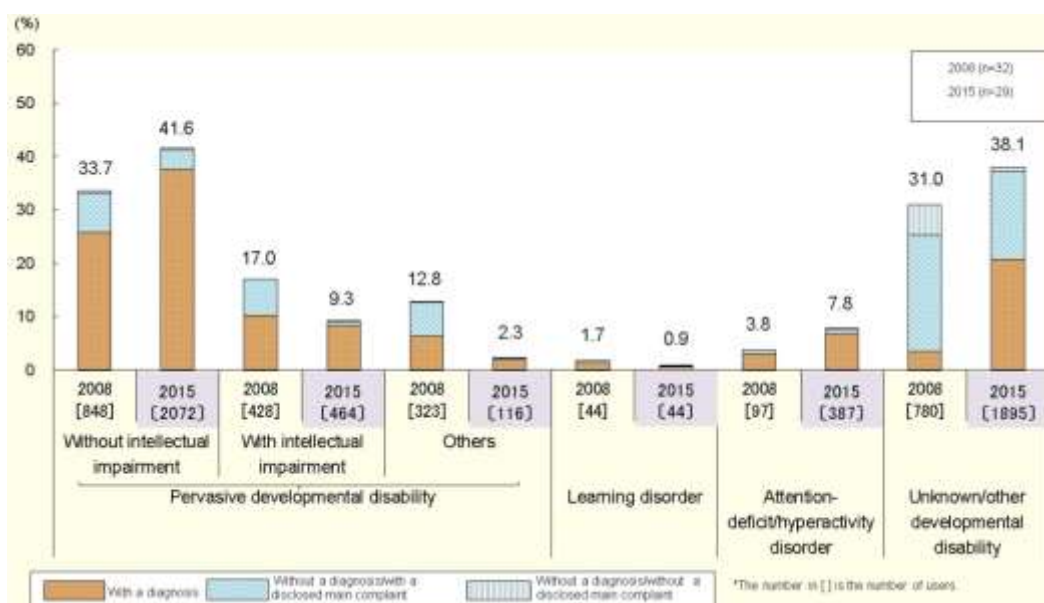


Figure 2-1: Situations of the usage by persons with disabilities at the Support Centers for Persons with Developmental Disabilities

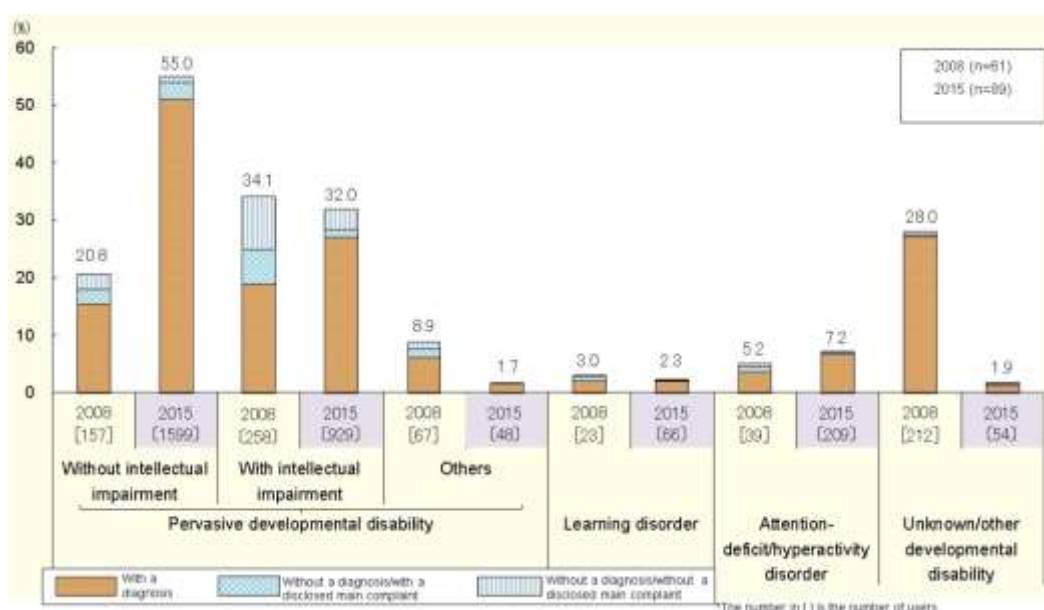


Figure 2-2: Situations of the usage by persons with disabilities at the Employment and Life Support Centers for Persons with Disabilities

- Situation of the users by “their type of developmental disabilities”.

In both institutions, the number of the users with "pervasive developmental disabilities without intellectual impairment" was the greatest, and the number of users has also increased. Among them, “users with a diagnosis” have increased.

As a background of increasing "users with a diagnosis", it is considered that the medical treatment systems have been improved and persons suspected of developmental disabilities do not hesitate to see a doctor because of the recognition for the developmental disability has spread in the society.

- Situations of the users by their "working experiences"

In both institutions, the object person for employment support has increased. In particular among these, the users who stay job or changed jobs increased (Figure 3).

At the Support Centers for Persons with Developmental Disabilities which are the entrance of the employment support network, it is considered that users are increasing by users’ motive or their boss's recommendation under prevailing recognition of developmental disability in society.

Also, at the Employment and Life Support Centers for Persons with Disabilities, which are core institutions for the employment support including the life support, it is considered that users are increasing by increasing of the stay job users and another institutes' users.

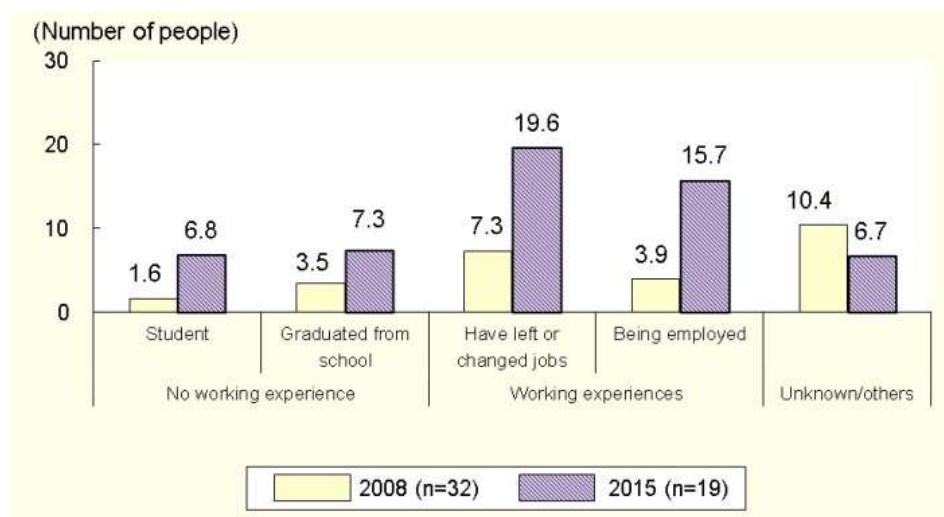


Figure 3-1: Number of the users sorted by their "working experiences" at 1 center of Support Centers for Persons with Developmental Disabilities

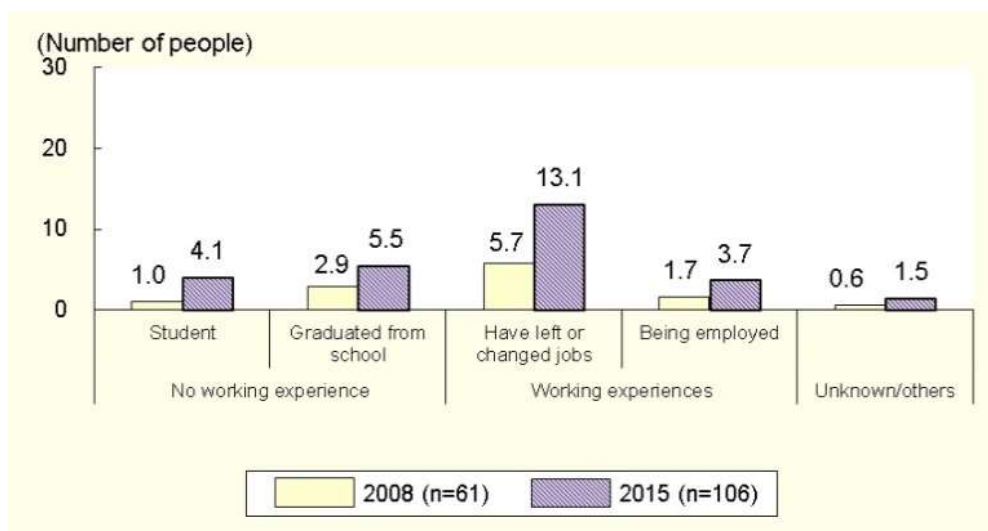


Figure 3-2: Number of the users sorted by their "working experiences" at 1 center of Employment and Life Support Centers for Persons with Disabilities

(b) Issues of the users in the three institutions

Figure 4 shows the issues of the users with "pervasive developmental disabilities without intellectual impairment" at the Support Centers for Persons with Developmental Disabilities, Employment and Life Support Centers for Persons with Disabilities and Local Vocational Rehabilitation Centers for Persons with Disabilities.

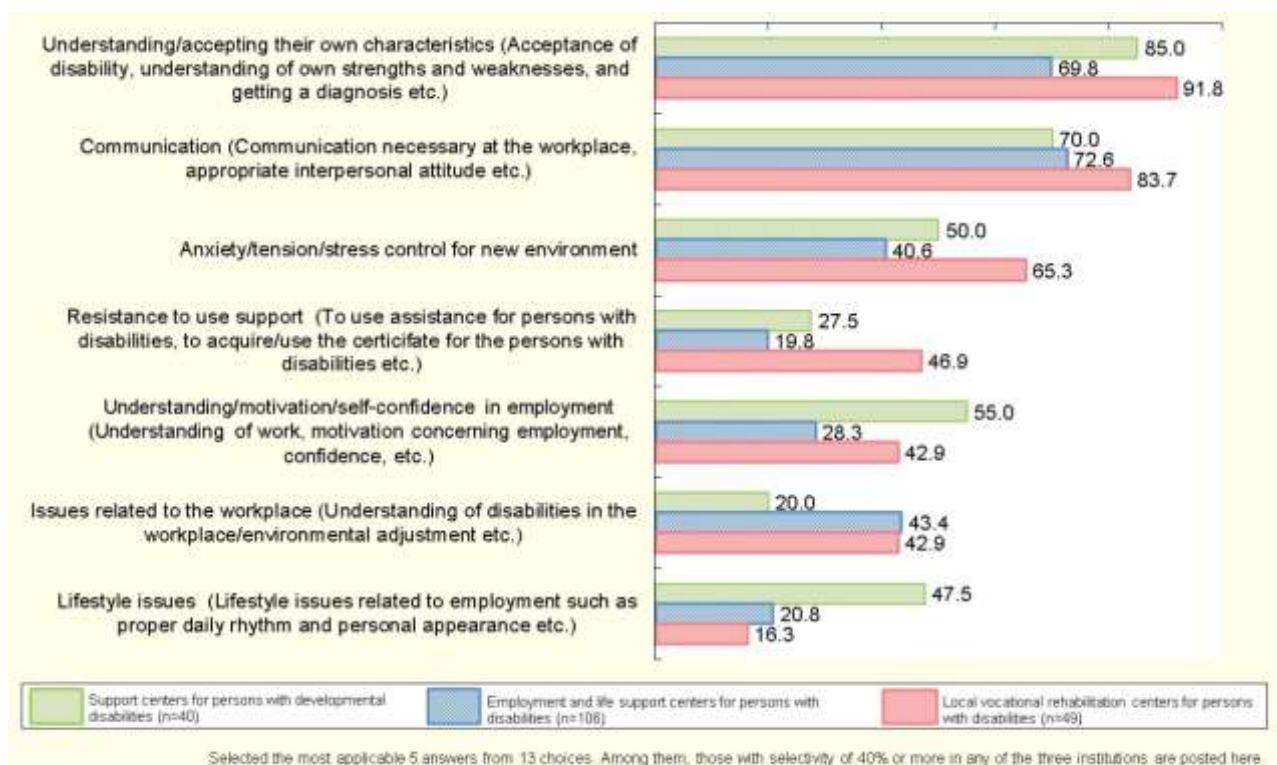


Figure 4: Issues of persons with "pervasive developmental disabilities without intellectual impairment" in the three institutions

Regarding the issues which were highly selected in common in three institutions, "understanding/accepting characteristics of their disabilities" and "communication" were both selected as the 1st and 2nd, so these were widely recognized as the issues.

These are important both in job seeking and in work continuation. Therefore, it is considered that these are commonly emphasized in the three institutions which have been supporting various stages in employment.

C. Situations of corresponding to the usage needs in the network

(a) Issues of the support systems and environment in the three institutions

Figure 5 shows the issues of the support systems and environment for supporting the users with "pervasive developmental disabilities without intellectual impairment" at the Support Centers for Persons with Developmental Disabilities, Employment and Life Support Centers for Persons with Disabilities and Local Vocational Rehabilitation Centers for Persons with Disabilities.

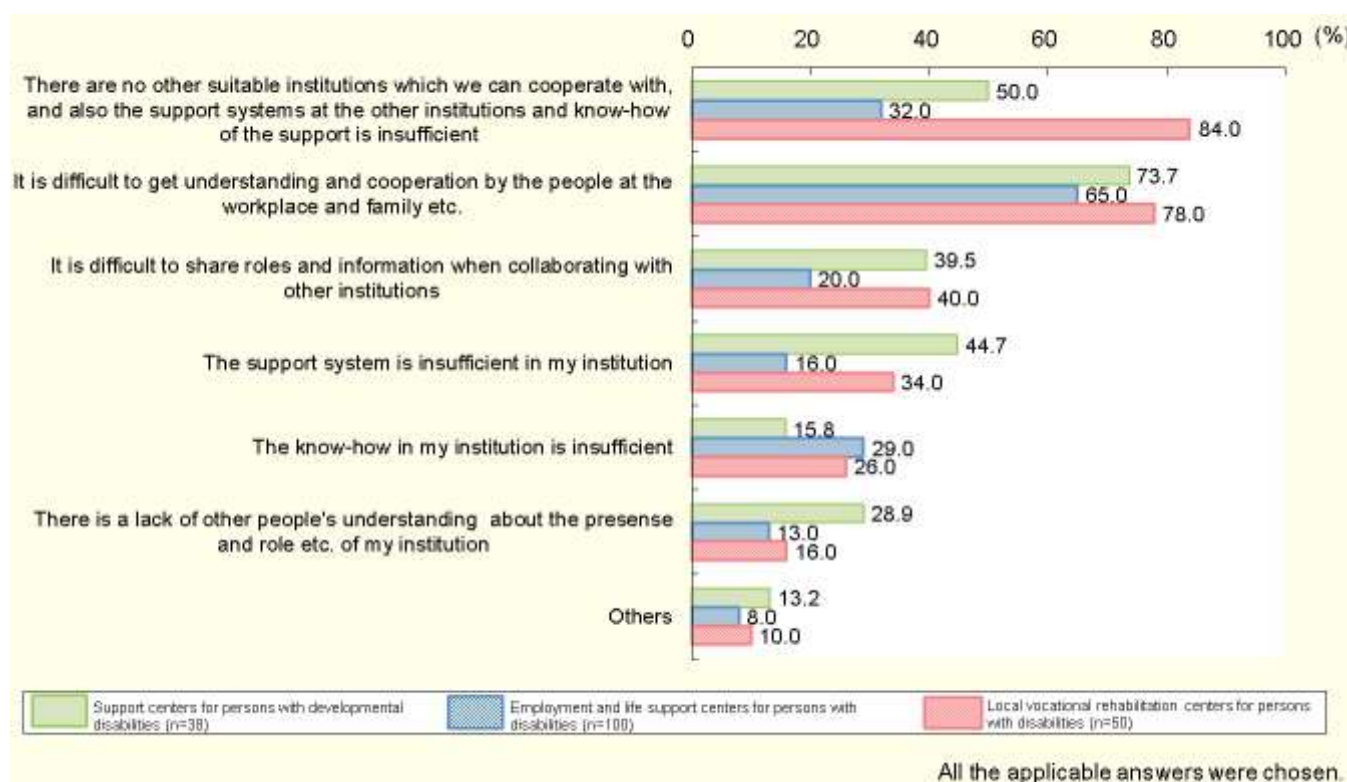


Figure 5: Issues of the support systems and environment for "the persons with pervasive developmental disabilities without intellectual impairment" in the three institutions.

Regarding the issues which were highly selected in common with the three institutions, the replies: "there are no other suitable institutions for cooperation with, and also the support systems at the other institutions and know-how of the support are

insufficient" and "it is difficult to get understanding and cooperation by the people at the workplace and family etc." were both selected as the 1st and 2nd, so these were widely recognized as the issues.

There were many responses that "there are no other suitable institutions for cooperation with, and also the support systems at the other institutions and know-how of the support is insufficient" it is assumed that there are no other support institutions. From these results, it is presumed that there are no institutions even if the support person considers that they think that users need to receive services after using their institution or using other institutions while using their institution. It was identified that, function of employment support network has been a stalemate.

(b) Issues of employment support network to satisfy users' needs

We collected answers about users' needs that cannot respond adequately in employment support network through freedom description of the survey for Support Centers for Persons with Developmental Disabilities, Employment and Life Support Centers for Persons with Disabilities and Local Vocational Rehabilitation Centers for Persons with Disabilities.

Among these, "Unified direction of support for persons with developmental disabilities, and intelligence sharing/clarification of roles" were the most frequently chosen for the Support Centers for Persons with Developmental Disabilities and Employment and Life Support Centers for Persons with Disabilities. Also, "knowledge, skills, know-how and manpower of support person or institution for person with disabilities" were most frequently chosen in Local Vocational Rehabilitation Centers for Persons with Disabilities. We found that enrichment of unifying the direction of support and intelligence sharing are recognized as issues at Support Centers for Persons with Developmental Disabilities and Employment and Life Support Centers for Persons with Disabilities. Also, enrichment of know-how in the institutions that constitutes employment support network is recognized as issues at Local Vocational Rehabilitation Centers for Persons with Disabilities.

(3) Results of the interview survey

A. Background of increase in users

We did the interview survey to show background of the questionnaire survey results of the increase in developmental disabilities users with diagnosis.

. As for the increase in users with a diagnosis, there is a problem of employment support for the users who received early diagnosis after the Act on Support for Persons with Development Disabilities.

And as for the increase in users without a diagnosis, there is the influence of spreading information on developmental disabilities. And influenced by increasing the users who stay job, companies have needs to consult about their employees.

In the case of people with developmental disabilities, there are many cases where they visit employment support institutions for consultation or their family members come for consultation because they face difficulties in finding a job and find it hard to live at the time after they graduate from university after high school. I think one of the factors for the increase is because those who could be passive and fit in at an organization even if they were obsessive in some way in their school days become not able to cope with the situation when they come to the stage of finding employment.

(Metropolitan area: Employment and life support center for persons with disabilities)

Compared to the beginning of establishment of the center, I think because the social background where the term of developmental disability has spread not only in the field of welfare but also in the wider society, the consultations for those who haven't been to a doctor or diagnosed (20 to 50 years old) tends to increase (For example "My boss said I might have a developmental disability" or "I may have a developmental disorder"). Also, there are many consultation inquiries from other people (boss, colleagues and partners) for the case where the person himself/herself is not aware of their disability and the others struggle to deal with him/her.

(Metropolitan area: Support center for persons with developmental disabilities)

At the time of enactment of the Act on Support for Persons with Development Disabilities, understanding of developmental disability was not sufficient for individuals, families and society as a whole, and doctors who were capable of diagnosing it were also very few at that time. But ten years have passed since then, and the number of doctors who can diagnose it has increased. In many cases, people become able to be aware that they have a developmental disability or the family or parents of a child become aware that their child has a developmental disability by collecting information about the disabilities.

(Outside metropolitan: Local vocational rehabilitation center for persons with disabilities)

B. Issues when leading the user to other employment support institutions.

We did the interview survey to show background of the questionnaire survey results of situation that "there are no other suitable institutions which we can cooperate with, and also the support systems at the other institutions and know-how of the support is not sufficient".

Although there were few cases to bring up the issues of information-sharing or role-sharing among the 3 institutions, but there were the cases to bring up the issues of cooperation with the Work Transition Support Providers. It is necessary to enlighten and provide information for the Work Transition Support Providers by the cooperative employment support institutions, because the training function at the Work Transition Support Providers is essential.

Because a lot of Work Transition Support Providers were newly established, some of them don't have sufficient information about the role shared between the Support Centers for Persons with Developmental Disabilities, Employment and Life Support Centers for Persons with Disabilities and Local Vocational Rehabilitation Centers for Persons with Disabilities

(Metropolitan area: Local vocational rehabilitation center for persons with disabilities)

People who have worked as a general employee until now have a strong sense of resistance against moving into a workplace with people with disabilities, and in some cases, it is very hard for them to have a connection with the Work Transition Support Providers. In this case, going through a period of 2 to 3 years of having consultations, they will start using the Work Transition Support Providers. Till then, they usually search for their jobs on their own while using the Public Employment Security Office and Local Vocational Rehabilitation Centers for Persons with Disabilities. When they are not motivated after inspecting the Work Transition Support Providers, we try supporting them by searching for a job in cooperation with the counselors after receiving their occupational evaluation from the Local Vocational Rehabilitation Centers for Persons with Disabilities.

(Metropolitan area: Support center for persons with developmental disabilities)

C. Issues of the employment support network seen by the user's side

Through the interview survey, we found the issues of employment support network seen by the user's side. There was a burden on the users with inadequacy of information-sharing among support institutions. And also there was the confusion for the users with the results of increasing windows to support employment by formed employment support network.

At the next support institution, if they know the person has actually had his/her consultations at our Support Center for Persons with Developmental Disabilities based on the person's agreement, we can get in touch smoothly to cooperate together. By doing this, those users don't have to talk about the same story again at each support institution. This is a very important point and we try to cooperate with the other support intuitions without making our users explain the same things again from scratch after they have used our service.

(Metropolitan area: Support center for persons with developmental disabilities)

When the number of support institutions becomes too many, the users sometimes become not able to control their support requests due to a characteristic of people with developmental disabilities. That's why we sometimes adjust timing and methods of getting in touch with other institutions on a case by case basis. Because many people don't want to go to a new place or unfamiliar place, we can't even get their agreement in some cases even if we propose a registration with an Employment and Life Support Center for Persons with Disabilities.

(Metropolitan area: Local vocational rehabilitation center for persons with disabilities)

(4) Summary of the research

The following contents were identified as changes in the users' situation .

- In particular, the users with "pervasive developmental disabilities without intellectual impairment" have increased.
- In particular, the users with "working experiences" have increased.
- As a background of the increase in users, there is an increase of the persons who was suspected the developmental disabilities by own or a person at work. And also here is an increase of the persons who has needs to consult about their subordinate with suspected developmental disabilities.

The following contents were identified as issues of correspondence to the users on the network.

- It was recognized that there were no other suitable institutions to cooperate with, and also the support systems at the other institutions and know-how of the support was insufficient.
- Consultation for the employee who was suspected of developmental disabilities, it is necessary to support not only the employee but also the employee's boss and colleagues.

Based on the results by the research, we made two suggestions.

< Suggestion 1>

How we prompt the awareness for the people who are not conscious of their developmental disabilities, how we prompt a choice to get Disabilities Certificates with deepen awareness of their disabilities, these are an "old but new issue." In the future, it is necessary to develop support to encourage people who aren't conscious of their developmental disability to find a job, and the measures to support business owners through the network which is for the people who are suspected with developmental disability at their workplace. In addition, appropriate information-sharing is required for support.

< Suggestion 2>

Rather than leaving all the formation and conservation of the network to the support institutions, it is important that our government provides various supports for the support institutions to make formation of the network, and it is important that the government need to plan with specific cooperation among the institutions. And also, when making formation of the network, it is important to determine whether appropriate services are provided according to the users' situations.