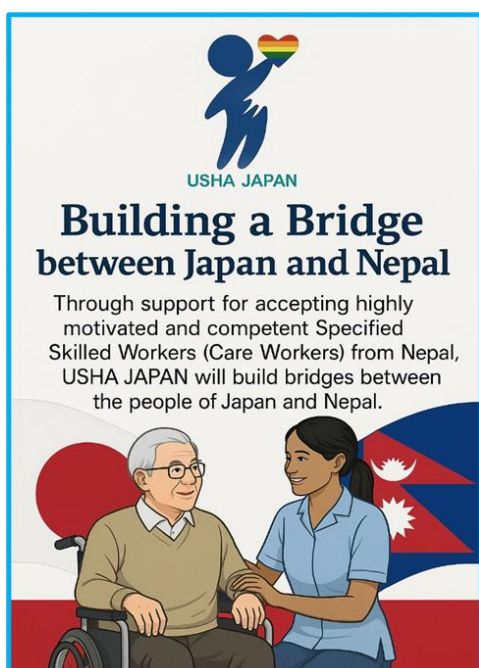


# Specified Skilled Worker (Caregiving) Project

## — A Trustworthy and Ethical Human Resource

### Bridge Between Nepal and Japan —



The Specified Skilled Worker (Caregiving) Project by USHA JAPAN and HRN GROUP connects highly motivated and capable young individuals in Nepal directly with caregiving facilities in Japan. This initiative is built on trust, transparency, and a shared commitment to long-term workforce sustainability.

By eliminating intermediaries, we have established formal partnerships with carefully selected educational institutions in Nepal. These institutions provide rigorous training in Japanese language, basic caregiving knowledge, and cross-cultural competencies. Following job offers, HRN GROUP conducts a three-month intensive pre-departure training program covering not only language acquisition but also life skills, workplace etiquette, self-care, and intercultural adjustment—ensuring that candidates are fully prepared before arriving in Japan.

Nepali workers are known for their gentle demeanor, high cooperativeness, cultural adaptability, and deep respect for the elderly—qualities that are remarkably well-suited to Japan’s caregiving environments.

Each candidate is selected through a careful screening process that emphasizes sincerity, purpose, and

interpersonal competence. We match individuals directly with trusted care facilities in Japan through fair and transparent agreements, avoiding mismatches, hidden costs, or exploitative recruitment practices.

Through this initiative, we aim not only to address Japan's pressing caregiving labor shortage, but also to foster a deeper spirit of mutual respect and multicultural coexistence.

### **Addressing Urgent Social Challenges**

Japan is facing a rapid aging crisis, with a growing demand for care workers far outpacing domestic supply. Urban-rural disparities, the declining youth population, and negative perceptions of caregiving as a profession have made workforce development especially difficult.

While the introduction of foreign caregivers is gaining momentum, existing systems often bring serious challenges:

- Many workers arrive with heavy debt, increasing dropout risk.
- Insufficient language or cultural training leads to communication breakdowns.
- Isolation and mental stress due to lack of support post-arrival.
- Vague motivations often result in early resignation and mismatches.
- Inadequate guidance on practical life in Japan, such as health care access and money management.
- Cultural misalignment from educators unfamiliar with Japanese work norms.

Such issues not only impact the well-being of foreign workers, but also place a burden on caregiving facilities and residents.



### **From Selection to Long-Term Support: A Comprehensive System**

#### **■ Rigorous Selection**

We partner with reputable training institutions in Nepal and evaluate candidates through both individual and group interviews based on language ability (N4 or higher), caregiving motivation, communication skills, and adaptability. Those who qualify are certified as “Excellent Candidates” with a strong sense of purpose and independence.

#### **■ Practical and Holistic Pre-Departure Education**

Over a three-month training period, HRN GROUP offers a comprehensive program including:

- Intensive Japanese language (aiming for N3-level communication)
- Understanding Japanese care systems and workplaces
- Business manners and time management
- Intercultural adaptation and self-care
- On-site practice at Nepali caregiving facilities
- Financial and health literacy

### ■ Transparent and Fair Matching

We eliminate intermediaries to form direct partnerships between candidates and certified Japanese care facilities. Matching is based on careful alignment of candidate potential and facility needs, without excessive fees or economic exploitation.

### ■ Ongoing Support After Arrival

Even after arrival in Japan, we continue to provide hands-on, long-term support in collaboration with HRN GROUP (as the registered support organization):

- Assistance with paperwork, medical visits, and daily living
- Mental health and workplace adaptation support through regular interviews
- Continued Japanese language education
- Study support toward the Certified Care Worker qualification
- Mediation and communication support between the worker and the facility

Our goal is not just employment—but social integration, career development, and community building. We envision a society where foreign workers are not just laborers, but valued members of a diverse and supportive caregiving team.

### A New Model for Inclusive Caregiving in Japan

This is more than a recruitment project.

It is a pioneering step toward a multicultural society where we work together, care together, and grow together.

With transparency, mutual trust, and sincere human connections at its core, our project is redefining how foreign caregiving professionals are welcomed and empowered in Japan. We invite you to become a part of this transformative journey—for the future of care, for the dignity of work, and for a more inclusive Japan.

