

24 February 2026

Global Observatory of Long-Term Care (GOLTC) webinar:

“Long-Term Care Workforce: International Research on Recruitment and Retention”

International Long-Term Care Policy Network (ILTCPN)

The London School of Economics and Political Science

# Creating a Workplace Where Foreign Caregivers Thrive

Michiyo Yoneno-Reyes, Ph.D.

University of Shizuoka, Japan

**Q: “How can long-term care providers retain good workers while supporting quality of life for both staff and those they serve?”**

- 1. Jap govt to shoulder the cost of training of foreign workers.**
- 2. Workplace managers' training proposed.**

# Background-1

- Cultural anthropology approach

  - ◆ Life history

  - ◆ Interviews/ FDGs

c.f. <https://www.epa-project.com/en/>

- Experience of language teaching (Japanese, Filipino)

# Interviewees (2019-2025)



- MHLW persons in charge
- JICWELS persons in charge

- DMW & PRC (Phil govt) person in charge

- EPA (ex-) candidates
- SSW care workers
- TITP care workers -

- Employed trainers
- Volunteer tutors

# ***Background-2***

## ■ Five routes for foreign care workers (*kaigoshi*):

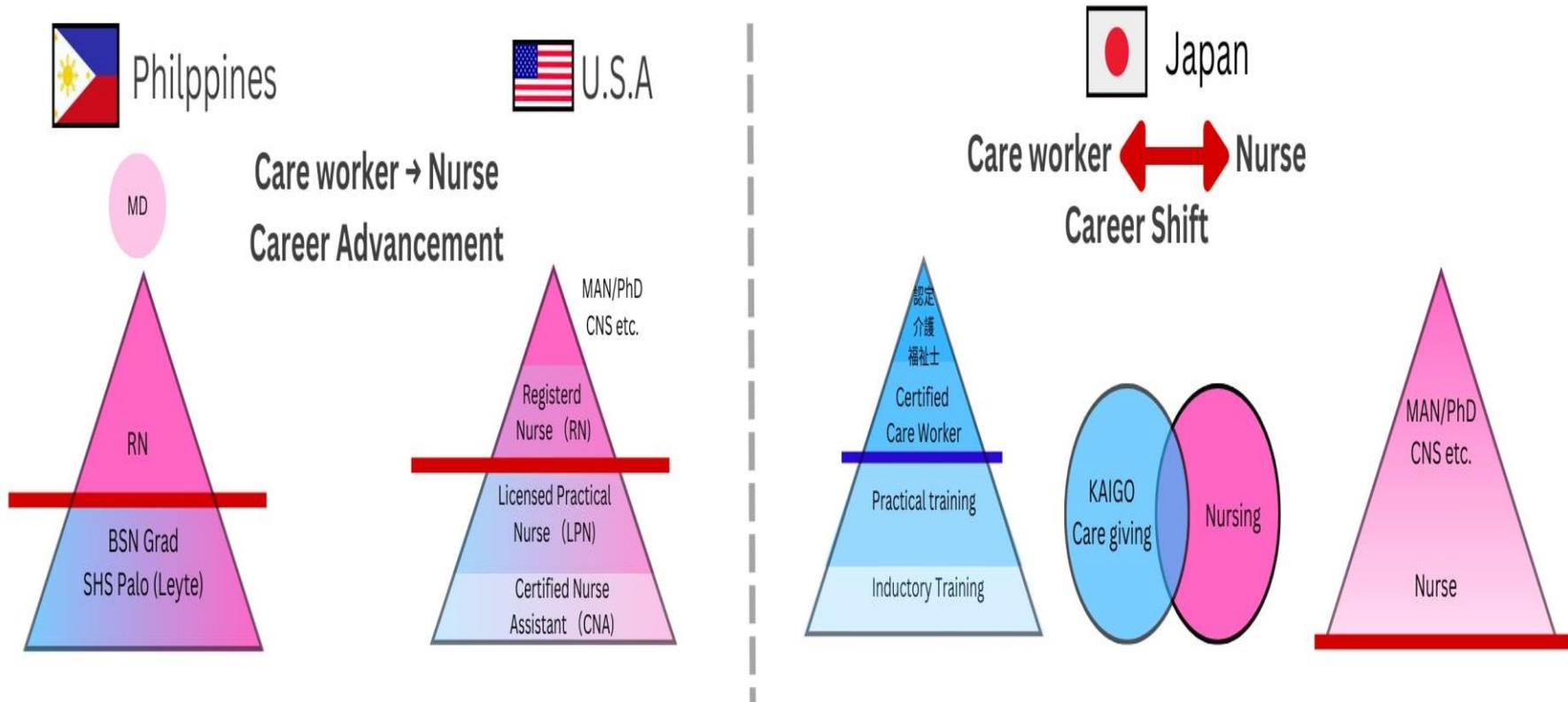
1. **2008** Economic Partnership Agreements (EPA, G-to-G)
2. **2017** Technical Internship Training Program (TITP)
3. **2019** Specialized Skilled Worker (SSW)
4. **2017** Professional Training College (part-time student)
5. **ca.2000** Resident

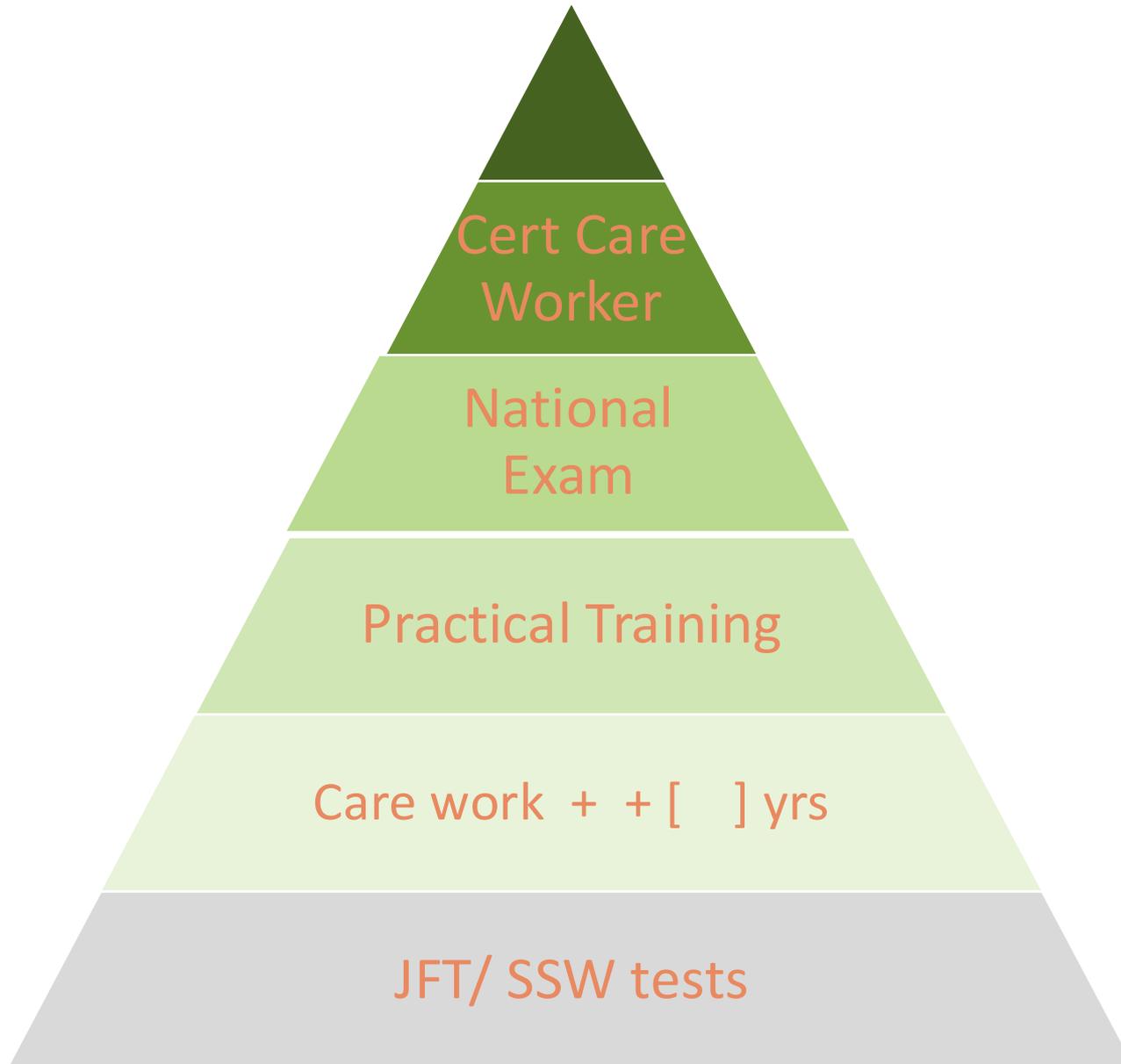
## ■ Three routes for foreign nurses:

1. **1993-2008** Training program of Vietnamese nurses
2. **2008** Economic Partnership Agreements (EPA, G-to-G)
3. **ca.2011** Resident

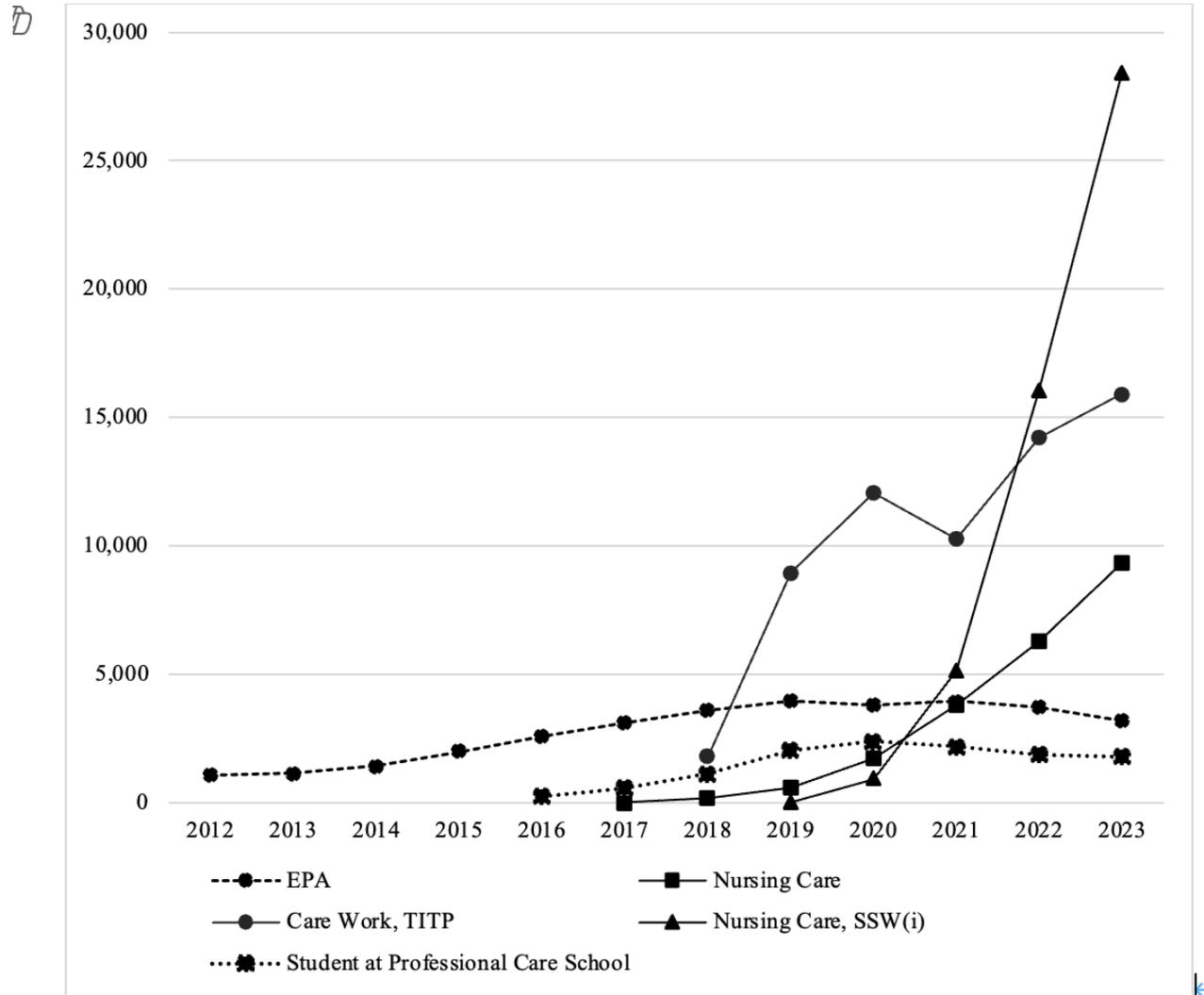
# *Kaigoshi* (care worker) as an established profession

## Career Paths in Nursing / Caregiving



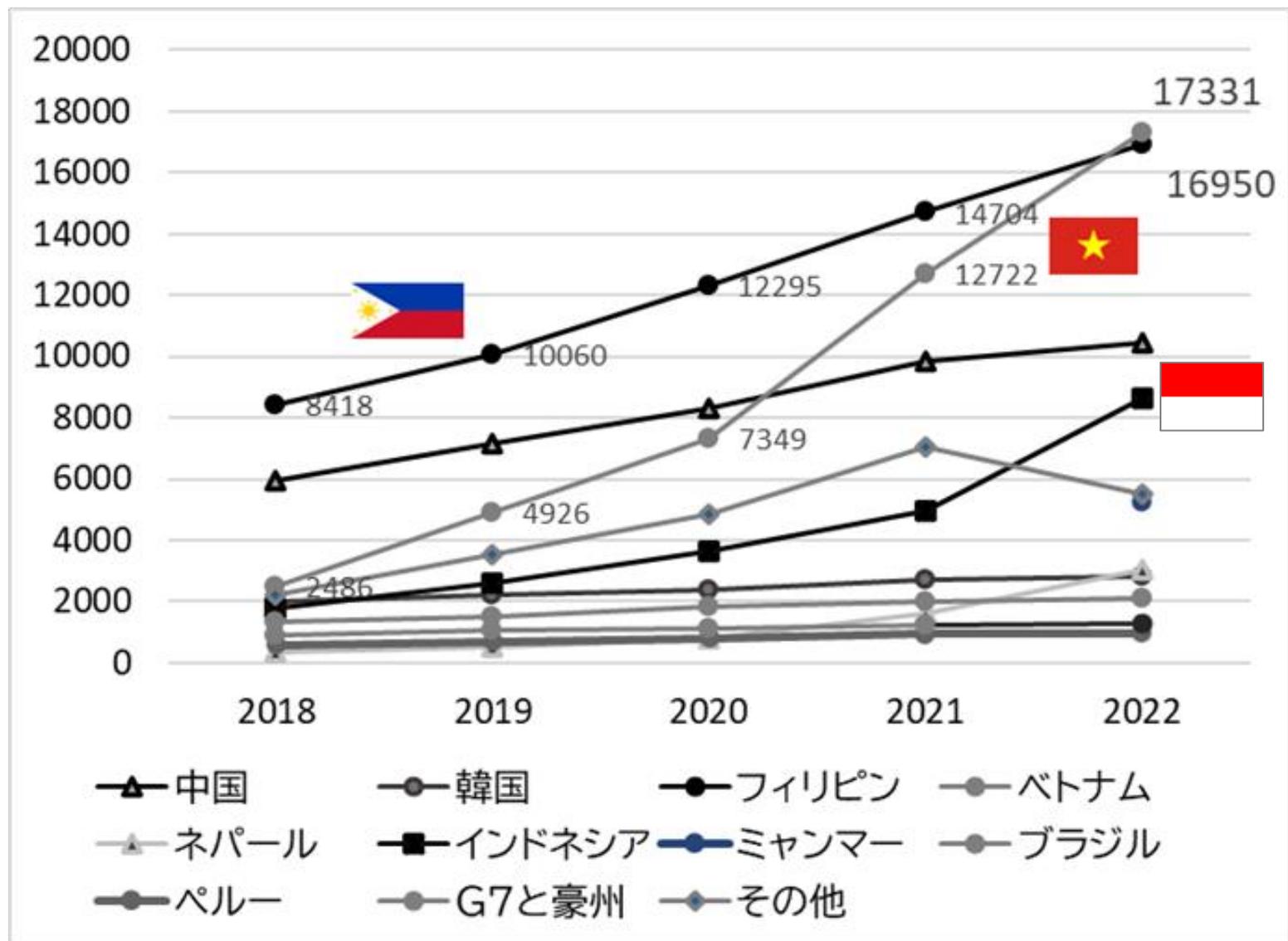


# The Number of Foreign Care Workers in Japan by Status of Residence, 2012-2023



Sources: Immigration Services Agency (n.d.); Joint Kaigo, accessed 5/10/2025, for the number of students in 2022 and 2023.

Number of foreigners in medical and welfare sectors (2018-2022)



Sources: MLHW, n.d. "Gaikokujin Koyō Jyōkyō" no Todokede Jyōkyō Matome kara [Summary of reporting "Foreigner employment situation"]

Michiyo Yoneno-Reyes, Sachi Takahata, and Keiko Yamanaka,

**“Economic Partnership Agreement (EPA) as Trailblazers in the Japanese Care Labor Market,”**

in Keiko Yamanaka ed.

***Whither Japan? Immigration Policies and Outcomes***

UC Berkeley, IEAS Publications, 2026?

**Q: “How can long-term care providers retain “good” workers while supporting **quality of life** for both staff and those they serve?”**

# What matters?

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1. **Language**

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2. **Workplace Culture**

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3. **Personality/ Character**

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4. **Educational/ Professional Background**

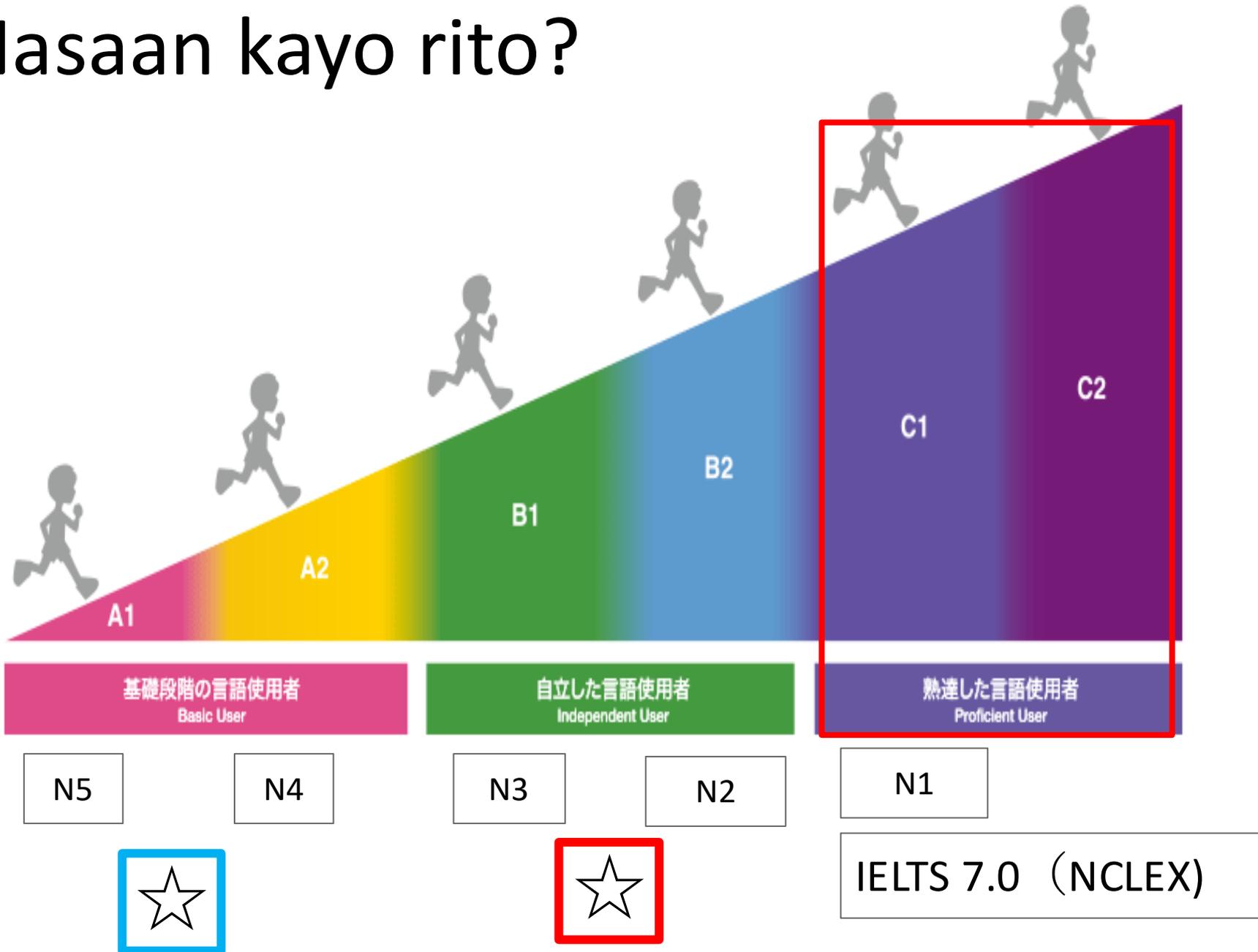
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5. **Wage**

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6. **Welfare**

# Nasaan kayo rito?



- 1. Jap govt to shoulder the cost of training of foreign workers.**
- 2. Workplace managers' training proposed.**