

Forming Process for Qualification of Personnel for Employment Placement Conducted by School; Focusing on Establishing Process of Vocational Guidance Teacher's License for Junior and Senior High School in Japan

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The employment placement conducted by schools (EPCS) is one of the characteristic system of the transition for youths from school to work in Japan after the World War II.

In our previous study, we analyzed the process of the partial revision of Employment Security Law (ESL) in 1949, which institutionalized the EPCS, and pointed out the following facts : (1) EPCS wasn't self-evident under the original ESL, and there were some cases charged as the violations of the law, and (2) Both of the Ministry of Education and the Ministry of Labor recognized the necessity to establish the qualification of personnel for EPCS in the earlier terms of the revising process of ESL and during diet deliberations. But the revised ESL had no provisions on it. Its reasons still remains unknown.

This paper aims to clarify the process and the historical significance of establishment of the vocational guidance teacher's

license for junior and senior high schools in Japan, by analyzing the process of enactment of the Educational Personnel Certification Law (EPCL) in 1949.

As the result, we can point out the following three points.

(1) It was undertaken by the deliberation of enactment of the EPCL that the problem concerning the qualification of personnel for EPCS, which was recognized as an important matter in the deliberation process of partial revision of the ESL in 1949.

(2) The establishment of vocational guidance teacher's license for junior and senior high schools was one of the products of the arguments on the qualification of personnel for EPCS as the result of partial revision of the ESL above mentioned.

(3) These legal actions institutionalized the frame of reference which regarded EPCS as a part of vocational guidance based on educational viewpoints.

Evaluation about the application situation to the manufacture work place of the Rapid OJT method

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The existing OJT method for implementing scheduled OJT needs a great labor force for the analysis for making a detailed plan. Therefore, it doesn't popularize. This report proposes the Rapid OJT method for the manufacture work place and shows the result of having applied it. The Rapid OJT method omits detailed analysis. Nevertheless, I aim at that the method can carry out scheduled OJT

and it is accepted in a working places people. In this example, Rapid OJT method is being accepted in OJT coach. However, dissatisfaction still remains in the administrator. Continuous support is needed in order that such a method is popularized through a working place.