

JAPAN CAREGIVER PATHWAYS

SSW & Nursing Career Pathway | Sponsorship Support up to JPY 4,000,000



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part of SPJ Japan

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Program Overview

Japan's elder care sector is facing a persistent workforce gap driven by demographic shifts and an ageing population. To address this, Japan has established regulated immigration, training, and licensing frameworks that allow international candidates to enter the caregiving and healthcare workforce in a structured and compliant manner.

The Japan Caregiver Pathways Program has been designed as a comprehensive *recruitment and career progression model* that aligns Indian candidates with these frameworks. The program integrates language training, role-specific preparation, examination support, and placement coordination to ensure candidates are workforce-ready and aligned with Japanese institutional expectations.

This program is delivered in collaboration with recruitment partners who play a critical role in candidate identification, expectation-setting, and ethical recruitment.

By focusing on structured pathways rather than ad-hoc placements, the program enables agencies to support long-term employability, higher retention, and sustainable recruitment outcomes.



***Designed for long-term workforce
integration, not short-term placement.***

Pathways Overview

Pathway 1

10+2 / SSW Pathway

This pathway is designed for candidates who have **completed 10+2 education** and wish to enter Japan's caregiving workforce through the **Specified Skilled Worker framework**. It focuses on progressive language acquisition, caregiver skill preparation, and structured transition into employment.

Pathway 2

Nursing Background

This pathway is intended for candidates with a **background in nursing education**. It integrates language training, supervised caregiving practice, and long-term professional progression, including eligibility for advanced roles within Japan's healthcare system.

PATHWAY 1

10+2 Entry – Specified Skilled Worker (SSW) Caregiver Route

Training & Qualification Phase

In India

Candidates begin with **structured Japanese language training** covering N5, N4, and N3 levels, delivered online through a combination of Japanese and Indian tutors. Language assessments may be undertaken through JLPT, NAT, or J-CERT, based on candidate suitability and scheduling considerations.

From the N4 stage onward, **candidates undergo parallel caregiver-oriented training**, with preparation for the **Specified Skilled Worker (SSW) caregiver category examination**, in coordination with the designated Japanese HR company.

Before travelling to Japan, candidates are required to have successfully cleared the SSW caregiver category examination, ensuring that they enter Japan as fully qualified SSW candidates.

Transition & Implementation Phase

In Japan

Upon completion of the language training, caregiver-oriented training modules, and the successful completion of the SSW exam, candidates travel to Japan. The focus of this phase is on final coordination, documentation alignment, and employment onboarding, ensuring candidates are fully prepared to enter Japanese caregiving institutions under the designated framework.

PROGRAM COST STRUCTURE

TOTAL PROGRAM COST

6,50,000 INR (approx)

PARTICULARS	AMOUNT (INR)
REGISTRATION	50,000
N5, N4, N3 Language Training (from JAPAN)	1,50,000
HR Company Training (Caregiver-related)	1,00,000
Document Translation, Visa Application & COE Charges	1,00,000
Language Training Assistance (from INDIA) & Service Charge	2,50,000
TOTAL	6,50,000 INR

PATHWAY 2

formal nursing background [BSc/ General Nursing] Career Progression Route

OVERVIEW

This program is designed to enable nursing-background candidates to access **Japanese institutional sponsorship of up to JPY 4,000,000 (approximately INR 25 lakhs)** as part of a structured caregiver and healthcare career pathway.

Under this framework, the core tuition fee for the education delivered in Japan is fully covered through sponsorship, significantly **reducing the upfront financial burden** for eligible candidates.

During the program period, candidates are **legally engaged in parallel part-time employment**, allowing them to support day-to-day expenses and build personal savings while undergoing training. This employment is integrated into the program structure and aligned with institutional and regulatory guidelines.

The sponsored amount is **repaid only after candidates commence full-time employment**, through a structured monthly repayment scheme that is aligned with income levels. The repayment model operates under very low interest norms, ensuring that financial obligations remain manageable and proportionate to professional outcomes.

Candidate eligibility, training phases, sponsorship scope, and progression mechanisms are outlined in subsequent sections of this proposal.

ELIGIBILITY & ENTRY REQUIREMENTS

- Hold a **BSc Nursing** or **General Nursing** qualification
- **Successfully clear JLPT N5 and N4 in India**, with Pathway 1's language training serving as the foundational module
- Meet institutional and interview-based suitability criteria before departure

This pathway **mandates JLPT certification exclusively**.

PR & SPOUSE VISA

- Upon successful pathway completion and commencement of eligible full-time employment, candidates are eligible to apply for **Spouse Visa**
- Candidates become eligible to apply for **Permanent Residency** after 3+ years

PROGRAM STRUCTURE [JAPAN]

Upon arrival in Japan, candidates enter a **three-year structured immersion phase**, comprising:

- **One year of N3-level Japanese language immersion**, focused on workplace and clinical communication
- **Two years of caregiver license program training**, delivered through accredited institutions
- **Parallel paid employment** throughout the duration of the program

This structure allows candidates to gain practical experience, earn a stable income, and integrate into Japanese workplace culture while progressing academically and professionally.

CAREER PROGRESSION FLOW

to become a registered nurse.

BSC NURSING CANDIDATES

- Entry into Pathway 2
- Three-year structured immersion in Japan, after completing N5 & N4 in India

1st year: N3 language immersion

2nd & 3rd year: Caregiver license program with parallel employment

After the achievement of JLPT N1 proficiency

- Eligibility to appear for the **Japanese Nursing Regulatory Examination**
- Successful clearance enables employment as a **Registered Nurse** in Japan

GENERAL NURSING CANDIDATES

- Entry into Pathway 2
- Three-year structured immersion in Japan, after completing N5 & N4 in India
- Completion of the caregiver licensing program in Japan
- Enrollment into an additional academic progression program
- The objective is to achieve a qualification equivalent to BSc Nursing

After the achievement of JLPT N1 proficiency

- Eligibility to appear for the **Japanese Nursing Regulatory Examination**
- Successful clearance enables employment as a **Registered Nurse** in Japan

SPONSORSHIP FRAMEWORK

Pathway 2 operates under a sponsorship framework supported by Japanese caregiver and healthcare partner institutions. Under this framework, selected candidates receive sponsorship support strictly for program-related tuition during their training and licensing period in Japan.

The sponsorship is extended only after institutional approval and is structured to support long-term professional integration into Japan's healthcare system.

The sponsorship amount, **up to JPY 4,000,000 (approximately INR 25 lakhs)** covers the following tuition:

- **One-year Japanese language immersion program** conducted in Japan
- **Caregiver licensing program tuition**, delivered through accredited Japanese institutions

These two components form the entirety of the sponsorship coverage. No other training phases or cost categories are included under this framework.

PART-TIME JOBS

Throughout the duration of the sponsored program, candidates are **legally mandated to engage in part-time employment**, in accordance with Japanese regulations.

- Part-time employment is arranged and coordinated through the institution's liaison office
- Employment is aligned with program schedules and regulatory guidelines
- **Income earned through part-time work is intended to support personal and day-to-day expenses during the program period**
- Part-time employment is an integral component of the program structure and is not optional.

REPAYMENT STRUCTURE

Upon completion of the program and commencement of full-time employment, candidates repay the sponsored amount through **a structured, employment-linked monthly repayment mechanism.**

- Repayment begins only after employment starts
- Monthly repayment amounts are aligned with income levels
- The structure is designed to remain predictable and manageable over time

ROLE OF PARTNER AGENCIES

Partner agencies play a critical role in ensuring the effectiveness of the funding model by:

- Clearly communicating financial structures and obligations to candidates
- Screening for long-term commitment and suitability
- Avoiding misrepresentation of funding as “free” or unconditional

CANDIDATE SCREENING & SUITABILITY FRAMEWORK

The success of the Japan Caregiver Pathways Program depends not only on academic eligibility, but on selecting candidates who are suited to the **service-oriented, people-facing nature of caregiving roles in Japan**. As such, candidate screening is treated as a critical component of the program rather than a preliminary formality.

The screening framework is **not exclusionary, but selective by design**. The objective is *not to maximise intake volume, but to ensure that candidates entering the program are capable of completing it successfully and integrating into Japanese healthcare workplaces.*

KEY SUITABILITY CONSIDERATIONS

- **Communication ability and willingness to learn Japanese**, with an understanding that clear, respectful, and measured communication is essential in Japan
- **Professional demeanour, etiquette, and personal grooming**, including being neat, well-presented, hygienic, and maintaining a calm and pleasant disposition
- **Comfort with silence and non-verbal communication**, as attentive listening and appropriate silence are generally the norm
- **Emotional maturity and service orientation**, particularly in people-facing caregiving roles
- **Ability to adapt to structured systems, routines, and rules**, recognising that Japan is a country built on order, discipline, and process
- **Long-term commitment to working in the healthcare sector**, with openness to continuous learning and cultural adaptation



***Care is sustained not by urgency,
but by commitment.***



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