Career consultants training for working mothers
Development of four set of tools for effective helping in Japan

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1. Background information

Decline in working population

Ministry of Internal Affairs and Communications
More double-income households than full-time homemaker households

Child-raising is still women’s work.

Examples of typical Japanese working mother’s worries

- Believing that I, as a mother, should do both childcare and housework, I am exhausted.
- There are time restrictions, such as pick-up at a nursery school, and I feel that I cannot manage my role.
- I feel guilty that I am working because I cannot do my total duty to care about my family.

Questions

- How do women work after birth of child in your country / region?
- What are the working mother’s worries in your country/region?
- What is career support needed for a working mother in your country / region?

The support tools for the specific population

The Japanese government has started a project developing tools for helping these specific populations.

- 2017
  - the young
  - working mother
  - the middle-aged

- 2018
  - People who could not find full-time job during the ice age of employment
  - People who are under cancer treatment
(1) How to question working mothers to tell about their family life?

- Created a set of 16 questions needed to get information how to support women.
- Classified questions under four categories such as family, feeling, thought, work life balance, community.

(2) Self-inventory sheet for working mother

(3) Think from two perspectives: Career & parenting analysis sheet
(4) My career and Family development stage

Please make an image of the process of child development.

(5) My career about writing

What you can do now?
What you can prepare for future?

Any innovative and creative ideas to support working mothers?

3. Training Career consultant for using the tools

Why did you join the training?
- Interests of tools
- Improve skill
- Many female clients
- Few experience to support women

Comments after joining the training

- Free download
- Teaching video
- 6 hours training
- 106 career consultants from all over Japan participated
- Modifiable files (Microsoft Word)

- Learned from skilled career consultant
- Meaningful group discussion
- New perspective
- Practice rather than just listen to the explanation

- Visualize what we can do
- Easy to use
- Useful for various types of clients (men, young people)
- Flexible

- Importance of relationship building
- Importance of reducing the bias (both CC and CL)
- Tools are used for clients
- Motivation
Train the instructors for using tools

Training was held only in Tokyo, but we decided to develop trainers so that training can be conducted nationwide. Last year, 12 trainers were certified.

Certificated instructors

With the training of these four tools, a group of effective career consultants for working mothers is emerging!

4. Effect of using tools

- Fun
- Shared with the career consultant
- Self-understanding
- Self-esteem
- Became clear (my strength, purpose to work, future)

5. Findings

- Tool → interest → motivation
- Roleplay
  - "understanding" VS "practicing"
  - Safe space to try new things
  - got a role model
  - Opportunity to get feedback
  - Client experience
  - Created a network

This project contributed not only supporting working mothers but developing career consultants. We are now creating great network to support women.
Thank you for joining us!

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