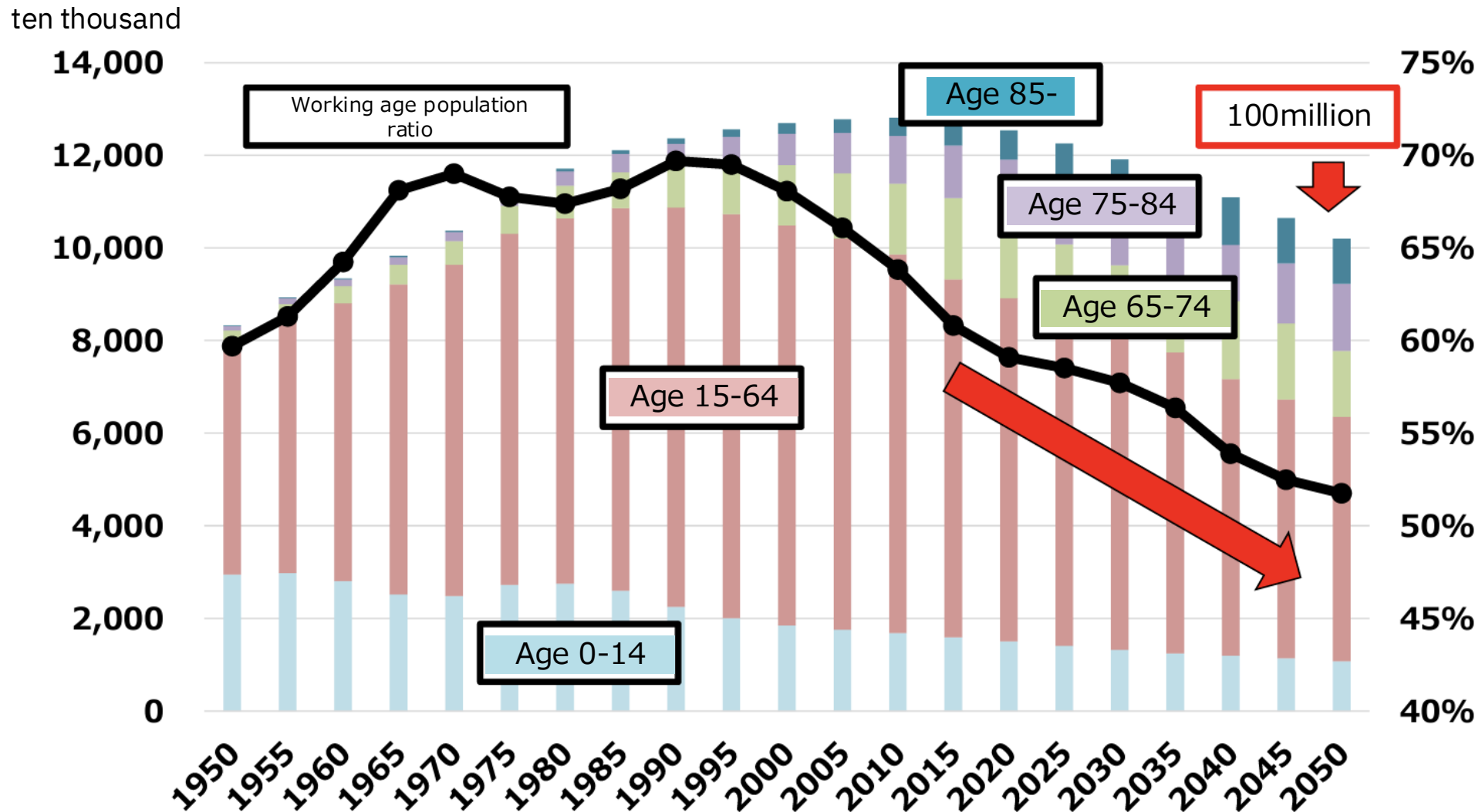


# Japan is a super-aging society

The average age of Japan is now 50 years old, and by 2050, the percentage of the population over 65 years old will account for about 40% of the total population. This is the first time in Japan's history that the proportion of elderly people is increasing, the working-age ratio is decreasing, and the population is decreasing.



More than one-third of all teachers will retire in the next 10 years

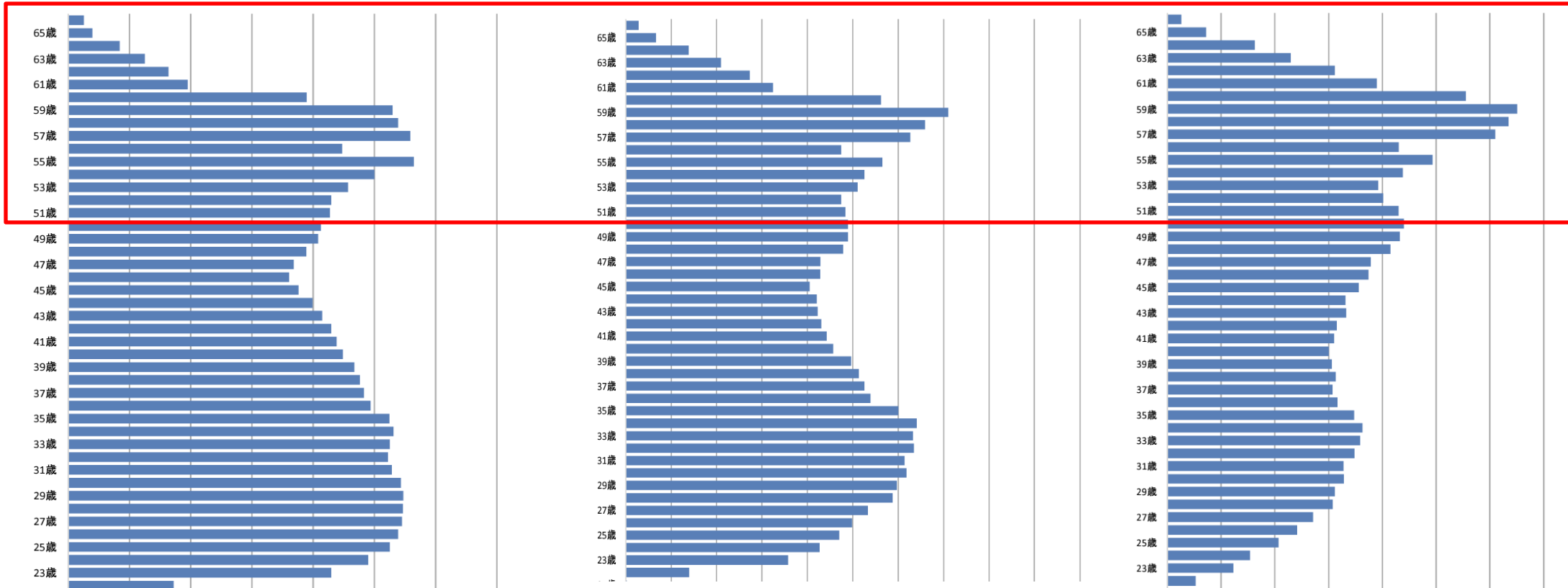
### Percentage of teachers over 50 years old

Elementary school 31.3%  
(132,804 teachers)

Middle School 34%  
(84,144 teachers)

High School 43.9%  
(98,004 teachers)

age



In 19 of the 47 prefectures, the ratio of job offers for teachers is one times.

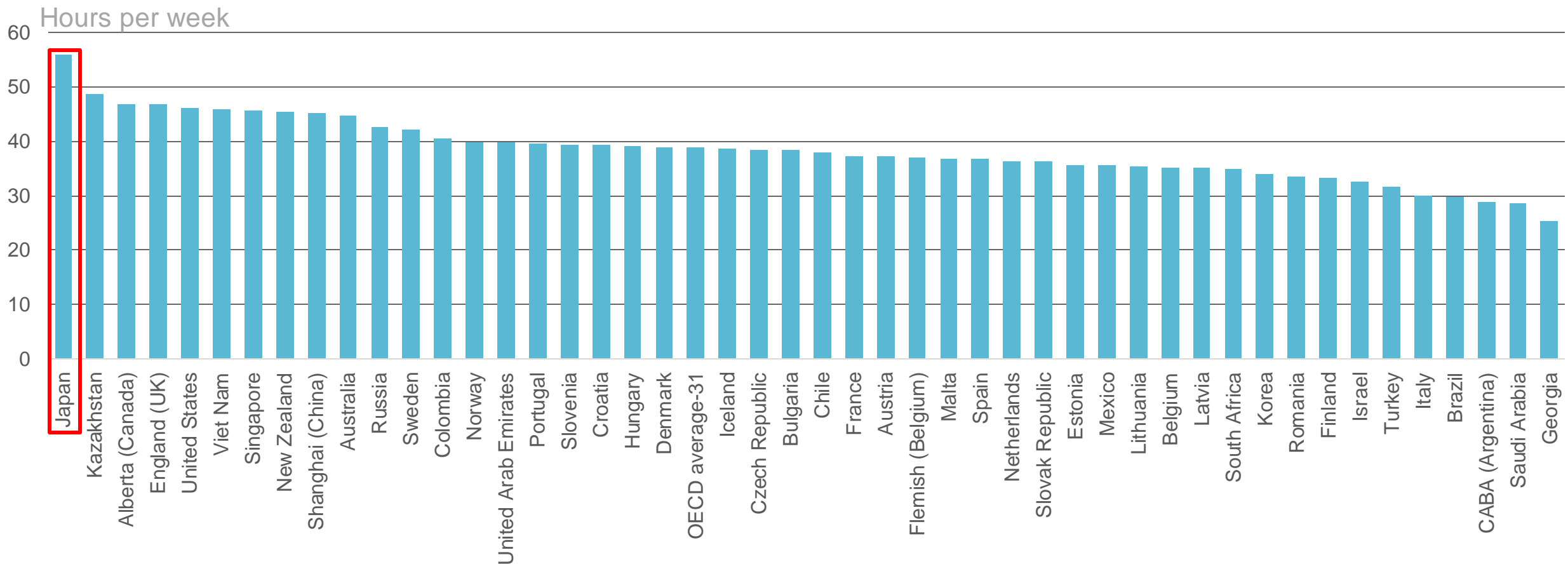
Prefecture	Elementary	Middle school
北海道	1.7 (1.8)	3.3 (4.5)
青森県	1.2 (1.5)	3.9 (4.7)
岩手県	— (2.3)	— (3.3)
宮城県	1.5 (1.7)	2.8 (2.0)
秋田県	1.4 (1.3)	3.6 (3.4)
山形県	1.3 (1.4)	2.7 (3.1)
福島県	1.4 (1.5)	3.6 (5.1)
茨城県	2.2 (2.5)	4.4 (4.7)
栃木県*	3.4 (3.3)	4.2 (5.8)
群馬県		3.1 (3.3)
千葉県	1.9 (2.5)	
埼玉県	2.1 (1.9)	4.0 (4.0)
東京都	1.8 (2.5)	
神奈川県	2.6 (2.6)	3.7 (3.8)

Prefecture	Elementary	Middle school
徳島県	5.0 (5.1)	
香川県	3.9 (3.9)	
愛媛県	2.1 (2.1)	2.3 (3.0)
高知県	5.9 (7.4)	10.5 (8.8)
福岡県	1.2 (1.3)	2.3 (2.6)
佐賀県	1.2 (1.4)	1.7 (2.0)
長崎県	1.2 (1.3)	2.2 (2.2)
熊本県	1.3 (1.3)	2.2 (2.9)
大分県	1.6 (1.0)	3.4 (2.7)
宮崎県	1.5 (1.9)	3.4 (3.5)
鹿児島県	1.3 (1.5)	2.2 (2.9)
沖縄県	3.6 (3.8)	6.0 (8.7)
名古屋市	3.7 (3.1)	6.3
京都市	5.6 (5.4)	8.4 (8.3)
神戸市	5.2 (2.9)	5.8

Prefecture	Elementary	Middle school
山梨県	1.5 (1.9)	3.3 (3.4)
長野県	2.6 (2.7)	4.4 (4.2)
新潟県	1.9 (1.7)	
富山県		
石川県	2.4 (2.6)	
福井県	2.6 (2.7)	3.3 (3.7) ※中高
静岡県	2.9 (3.3)	6.1 (5.4)
愛知県	2.4 (2.5)	4.3 (4.2)
岐阜県	2.4 (1.8)	3.7 (3.1)
三重県	3.0 (2.9)	5.4 (5.3)
大阪府	5.2 (3.7)	6.6 (4.6)
京都府	3.6 (4.0)	6.4 (5.8)
奈良県	4.7 (4.4)	6.4 (5.2)
滋賀県	2.8 (2.8)	4.3 (4.8)
兵庫県	4.5 (5.0)	3.9 (4.2)
和歌山県	2.6 (2.5)	3.5 (4.5)
広島県	2.2 (2.3)	4.0 (4.0)
岡山県	2.6 (3.4)	4.6 (5.3)
鳥取県	3.9 (3.5)	8.4 (4.5)
島根県	2.3 (1.8)	3.2 (3.0)
山口県	1.6 (1.8)	2.1 (3.0)

# In Japan, Working Environment More Challenging than Teachers' Salaries

Average number of working hours (i.e. 60 minutes) teachers report having spent in total during the most recent complete calendar week



# Teachers work an average of 58 hours per week

In addition to classes, Japanese teachers also provide after-school sports instruction. They also sometimes assist children at home.

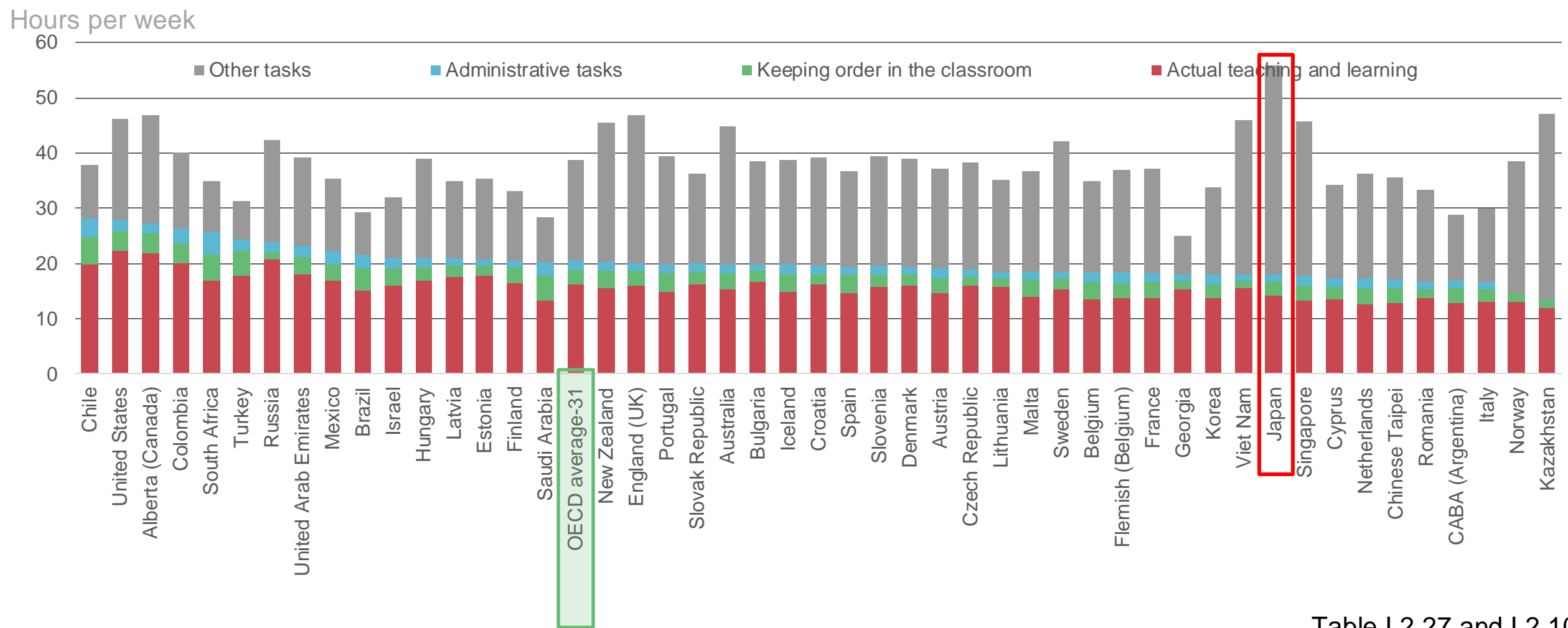


Table I.2.27 and I.2.10

# Busyness hinders teachers' skill development

According to TALIS 2018, during the course of a week, Japanese teachers spent an average of 0.6 hours in junior high schools and 0.7 hours in elementary schools to improve their competence. Junior high schools ranked 48th out of 48 participating countries/regions, while elementary schools ranked 15th out of 15 countries/regions participating in the survey, the lowest of both.

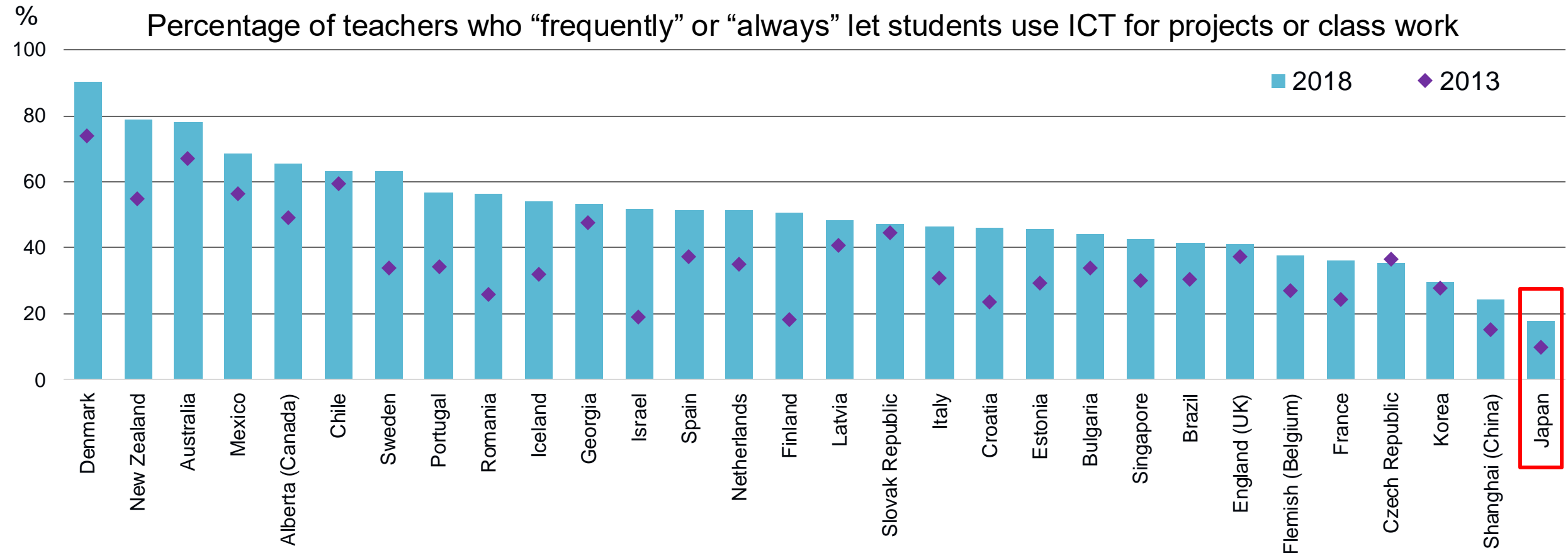
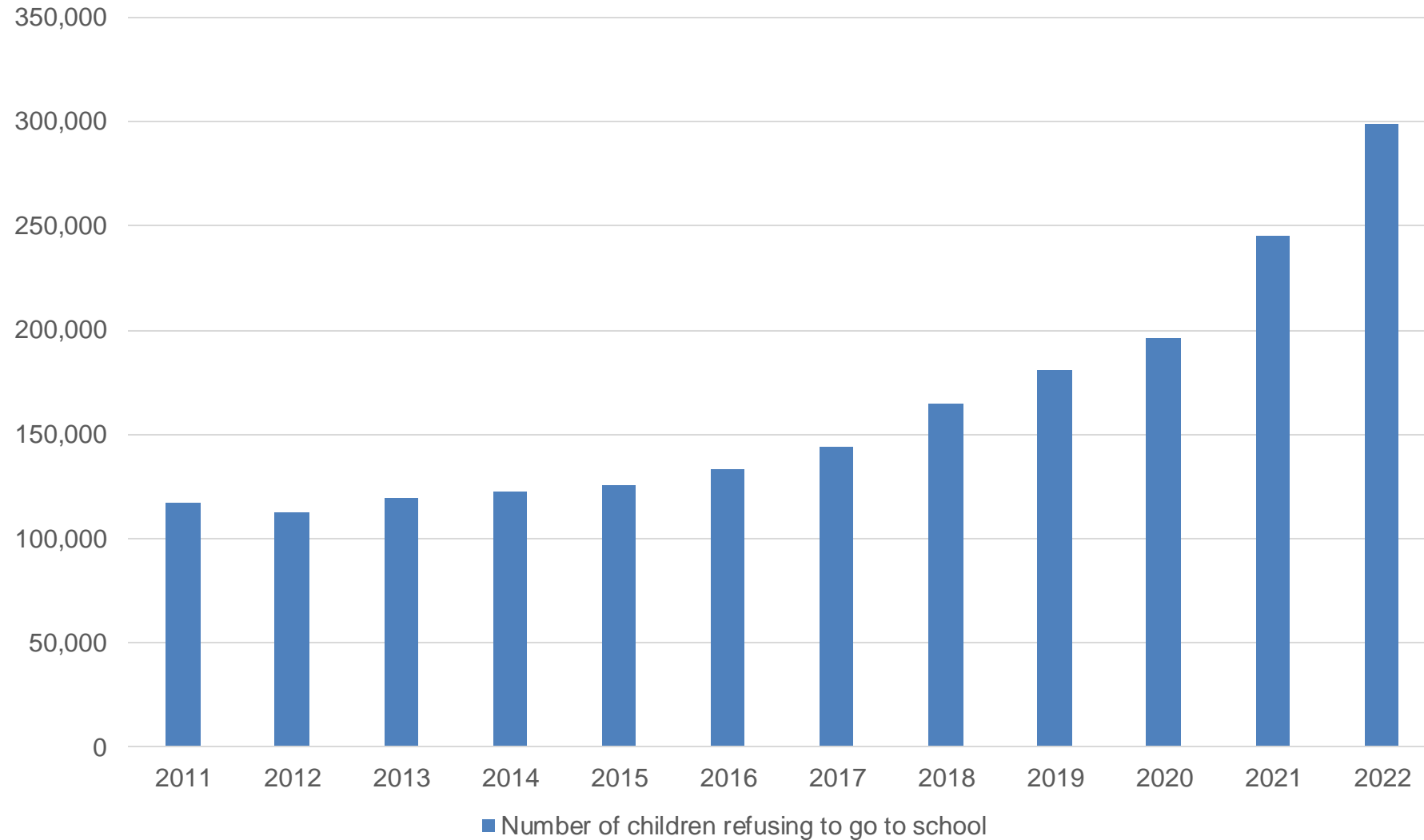


Table I.2.4

## Number of children refusing to go to school





Home News Sport Business Innovation Culture Travel Earth Video Live

# Why so many Japanese children refuse to go to school

23 December 2019

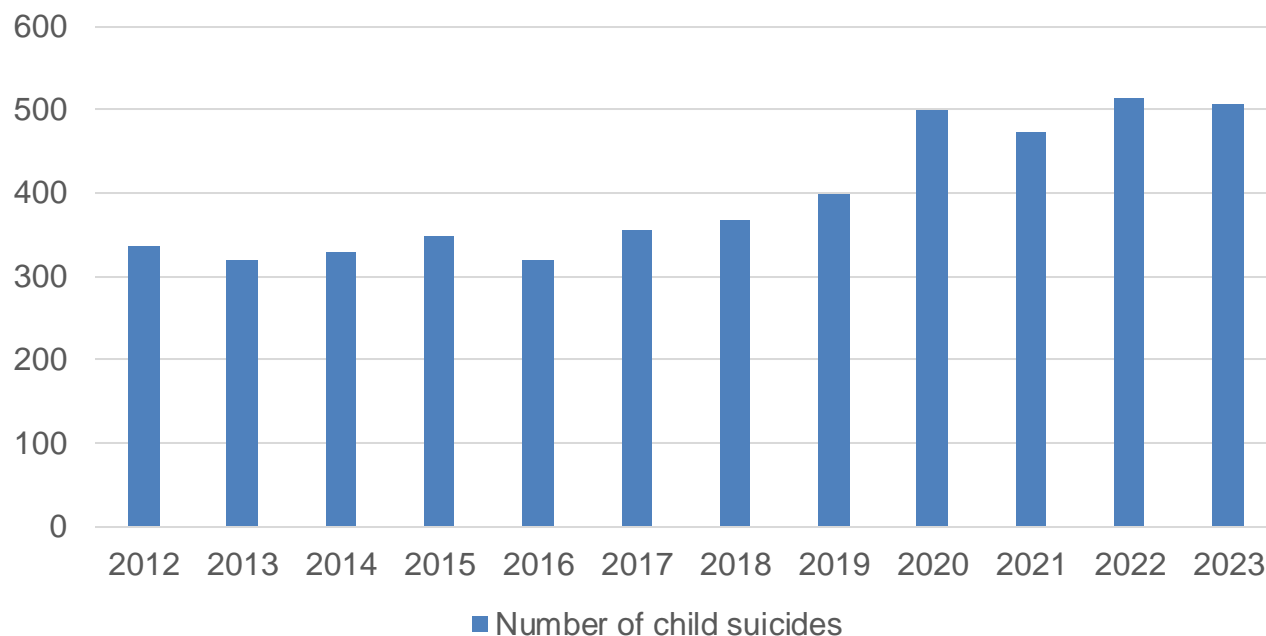
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By Alessia Cerantola, BBC World Service

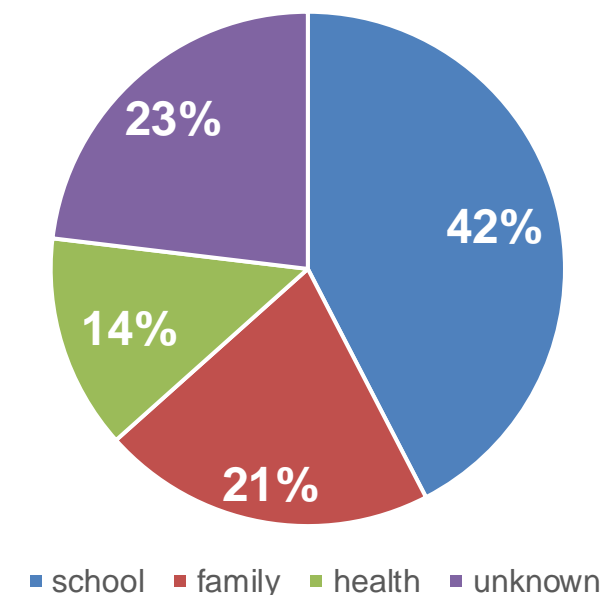


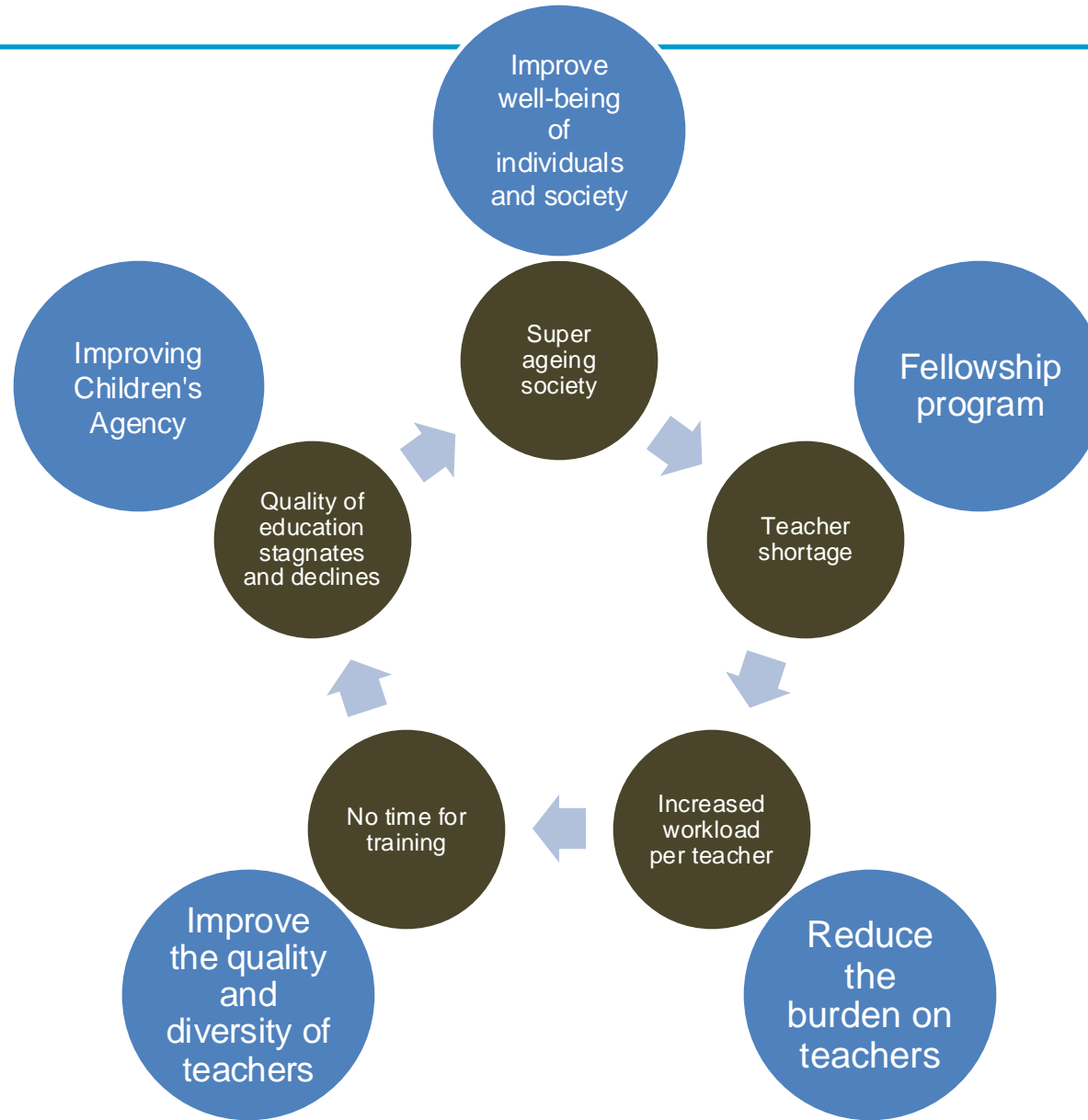
## Even with high access to education, children's lives are not being protected

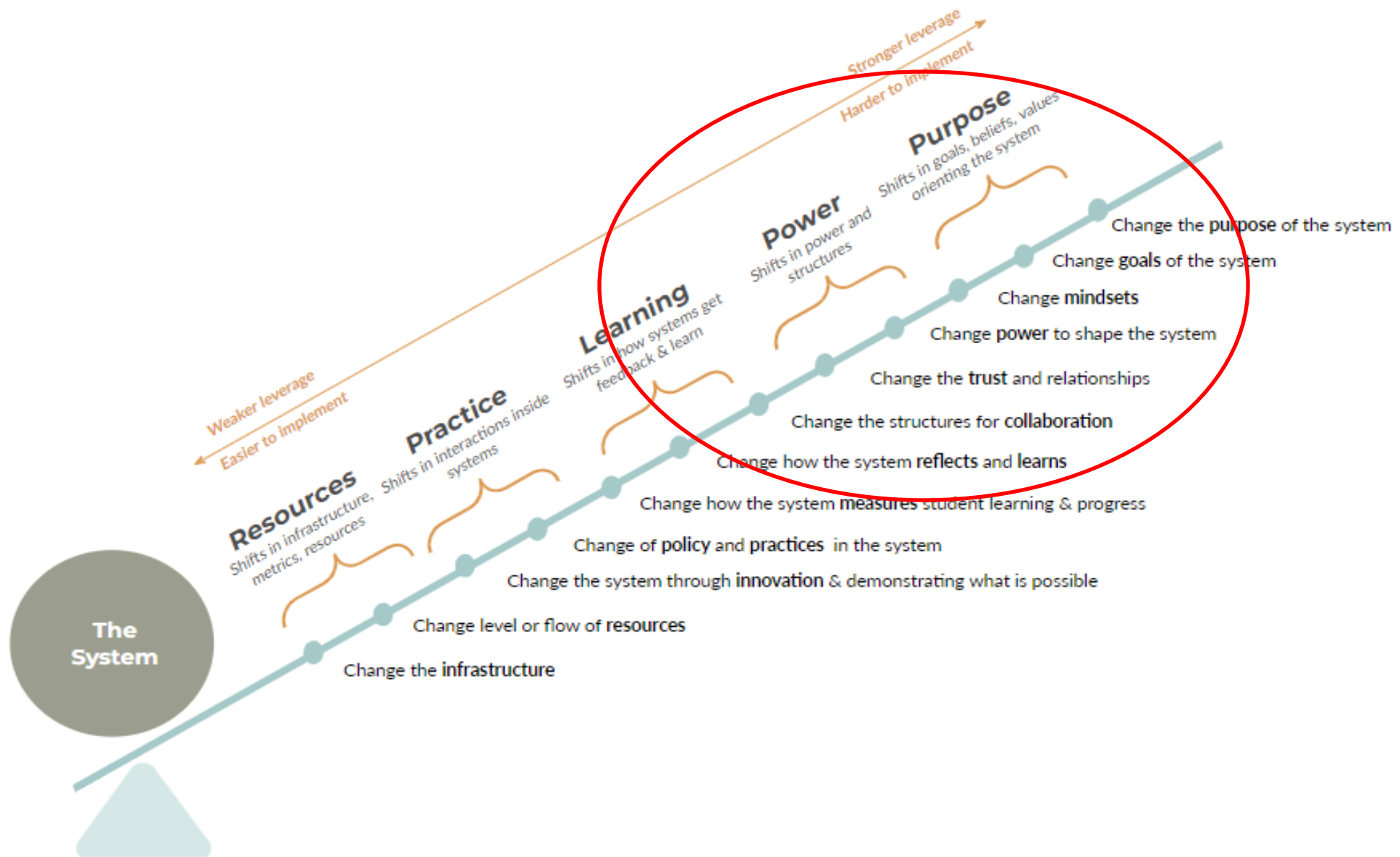
Number of child suicides



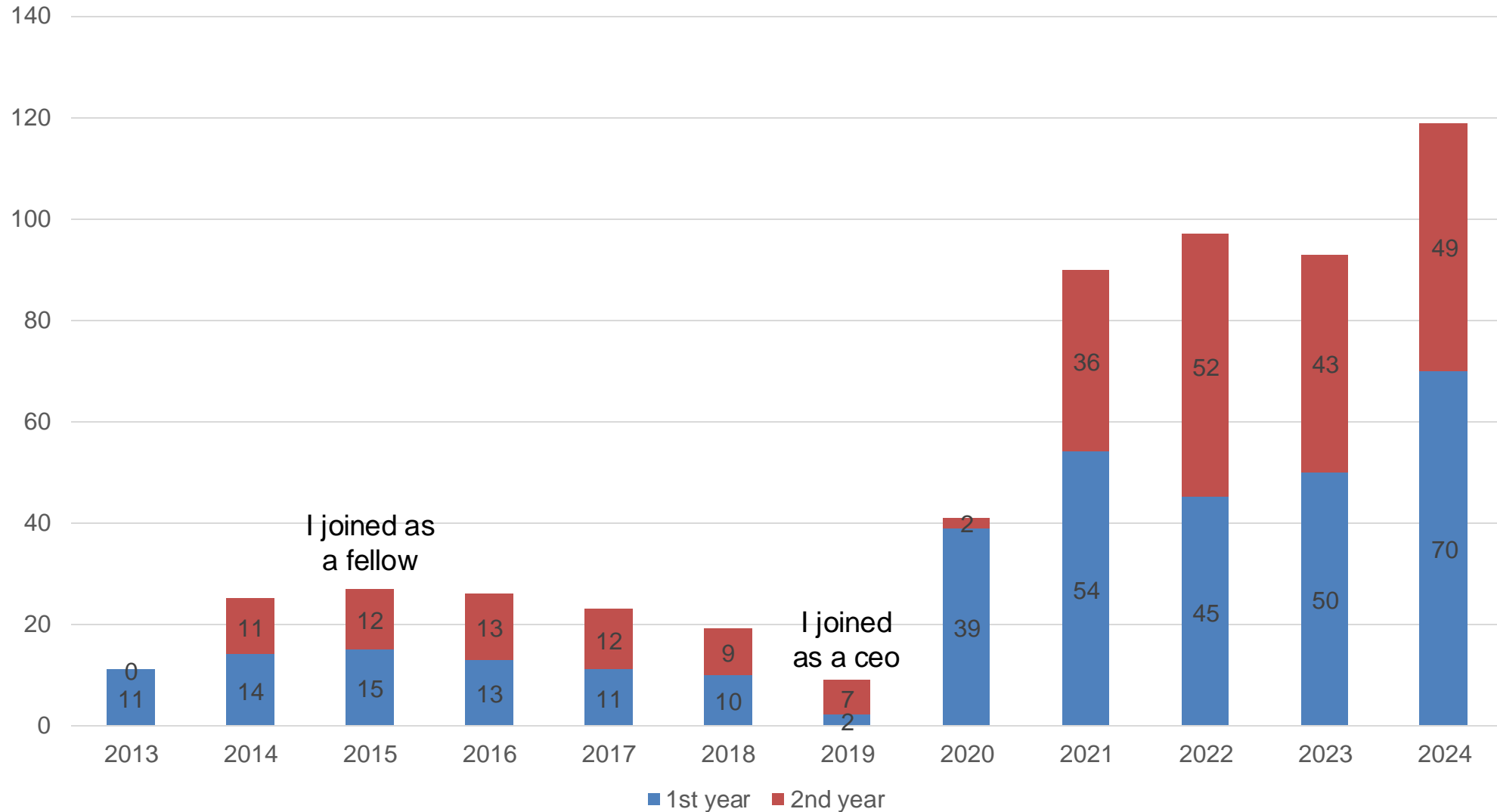
Reasons for Suicide



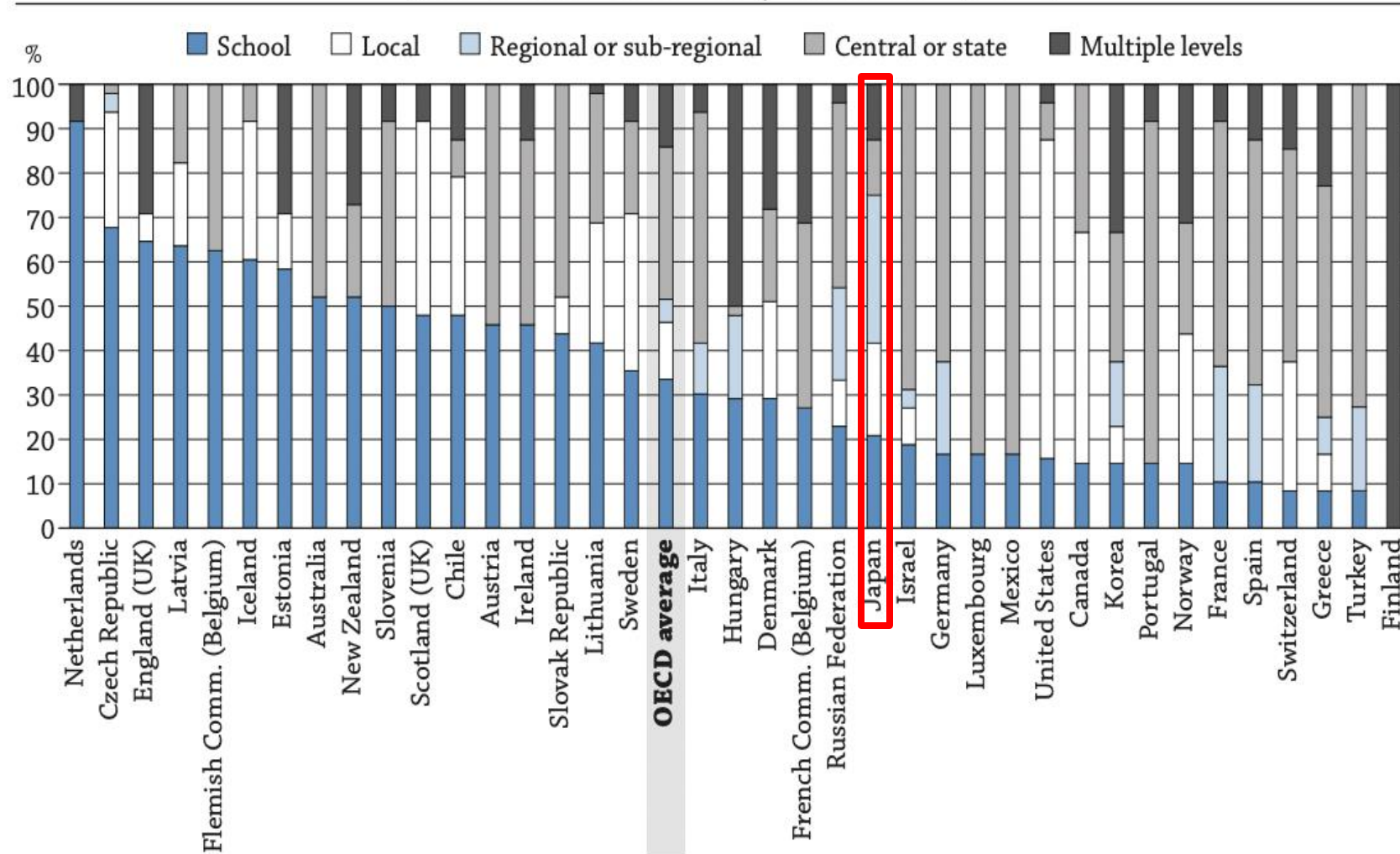




## Background on the scale of the Fellowship Program in Japan



**Figure D6.1. Percentage of decisions taken at each level of government in public lower secondary education (2017)**



出典 : OECD (2018), "Graph D6.4a - Percentage of decisions taken at the local or school levels in public lower secondary education in OECD countries, by mode of decision making and domain (2017)", in Teachers, the Learning Environment and the Organisation of Schools, OECD Publishing, Paris, <https://doi.org/10.1787/eag-2018-graph213-en>.

# Prefectural authority affects the number of fellows

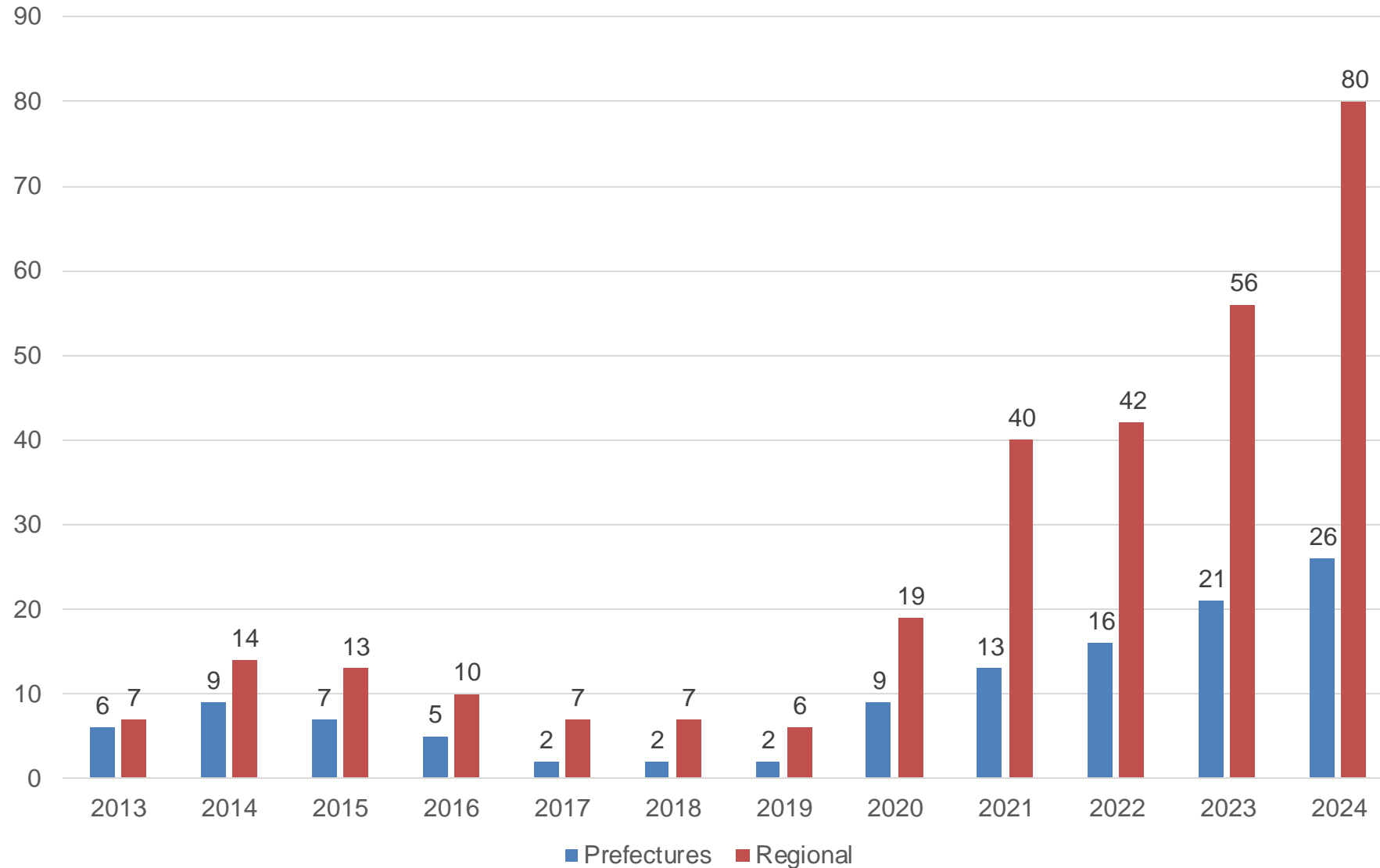
	Central	Prefecture	Regional	School	Multiple
(1) Organisation of instruction			67	33	
(2) Personnel management		83	17		
(3) Planning and structures	50			50	
(4) Resource management		50			50
<b>Total</b>	<b>13%</b>	<b>33%</b>	<b>21%</b>	<b>21%</b>	<b>13%</b>

Using the system of special and temporary licenses, we have created a career route for those who have not completed a teaching course to become teachers.

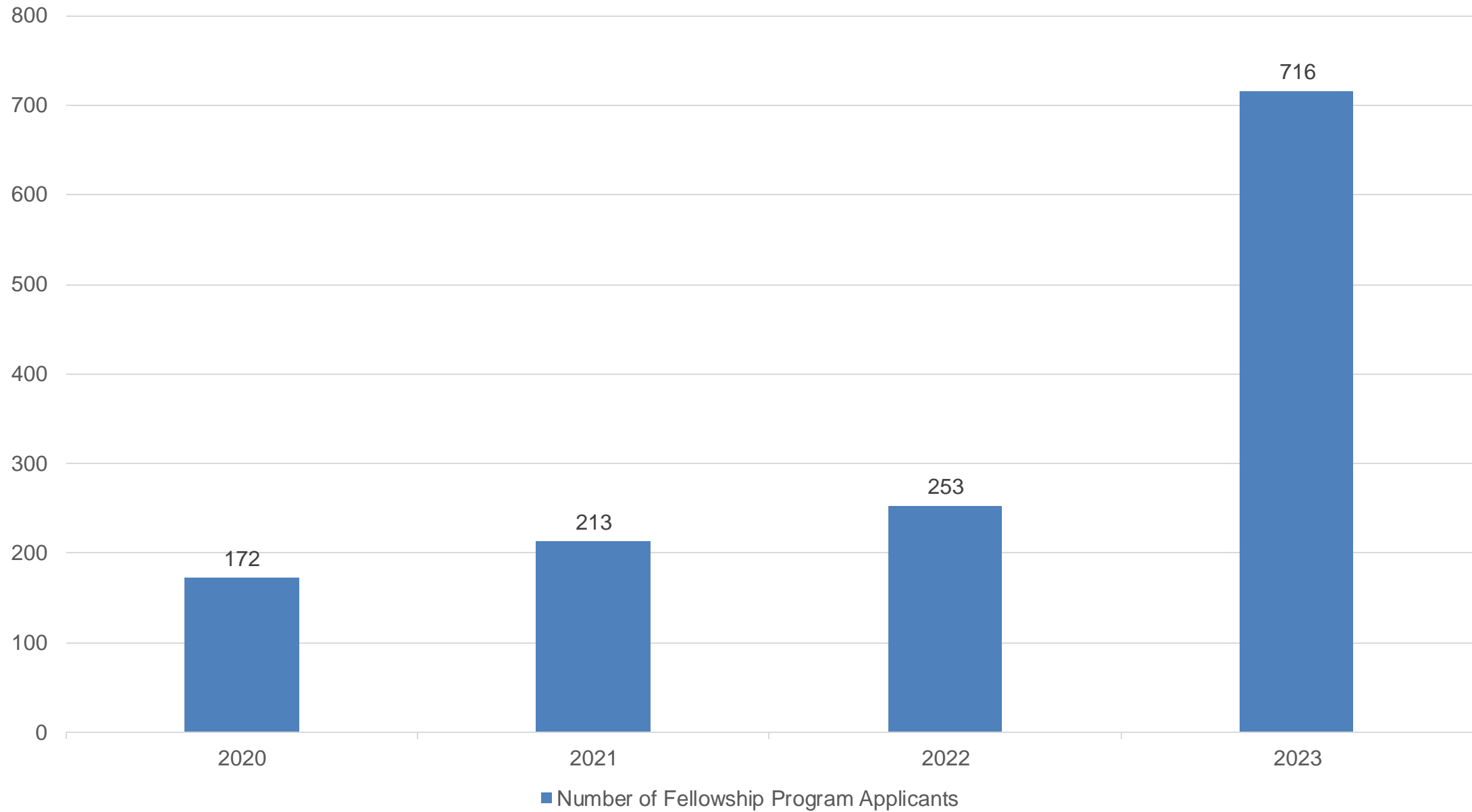
	regular license	special licenses	temporary licenses
terms	Teaching courses, degrees and required credits	<ul style="list-style-type: none"> <li>-Recommendations from school principals</li> <li>-Proof of knowledge of the teaching profession</li> <li>-Work experience related to subject matter expertise</li> </ul>	<ul style="list-style-type: none"> <li>-Recommendations from school principals</li> <li>-Proof of knowledge of the teaching profession</li> </ul>
appointee	Prefectural Board of Education	Prefectural Board of Education	Prefectural Board of Education
term of validity	—	—	3 years

To certify knowledge of the teaching profession, fellows receive 7 to 10 months of pre-assignment training. We have a portfolio of the training each fellow has received and the deliverables they have received, which they submit as a certificate.

We also work with the teaching schools to have them back up that our training is conducive to the teaching profession.

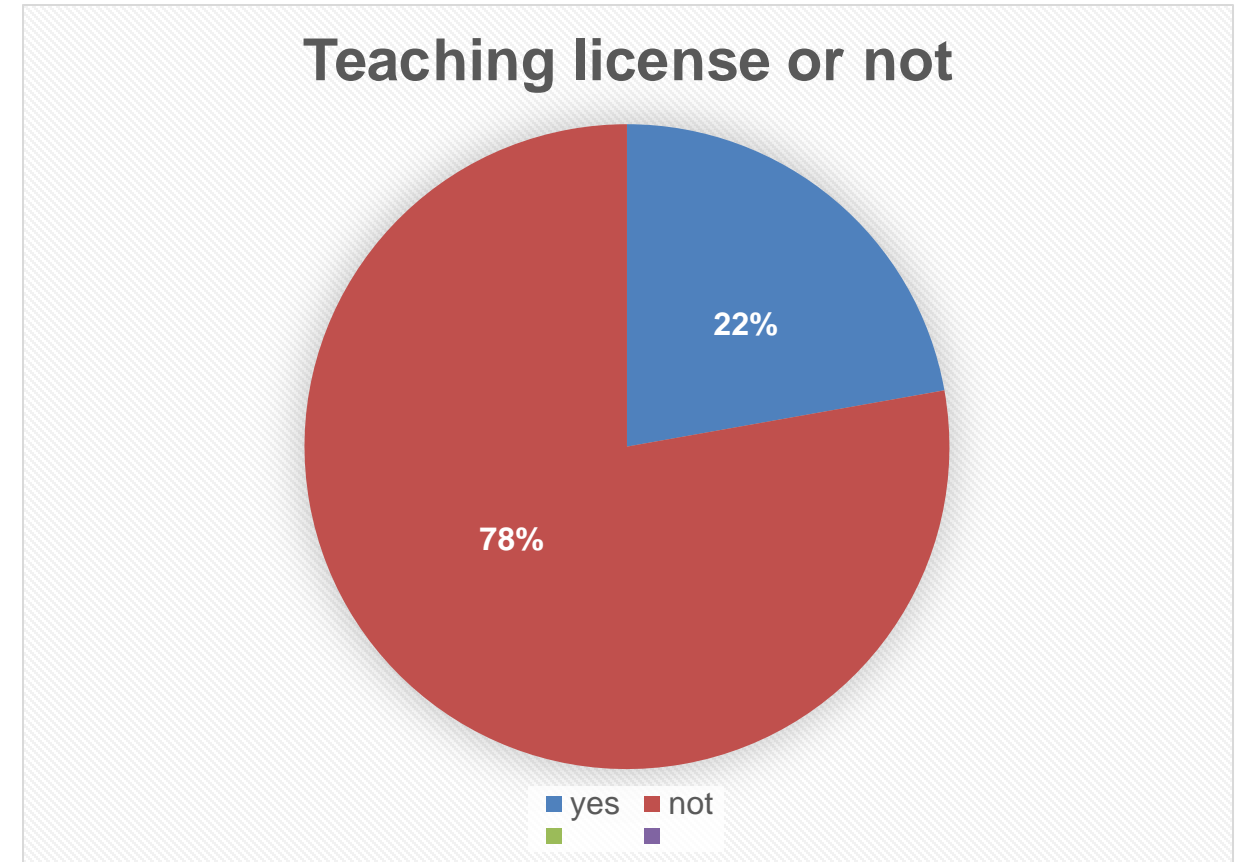
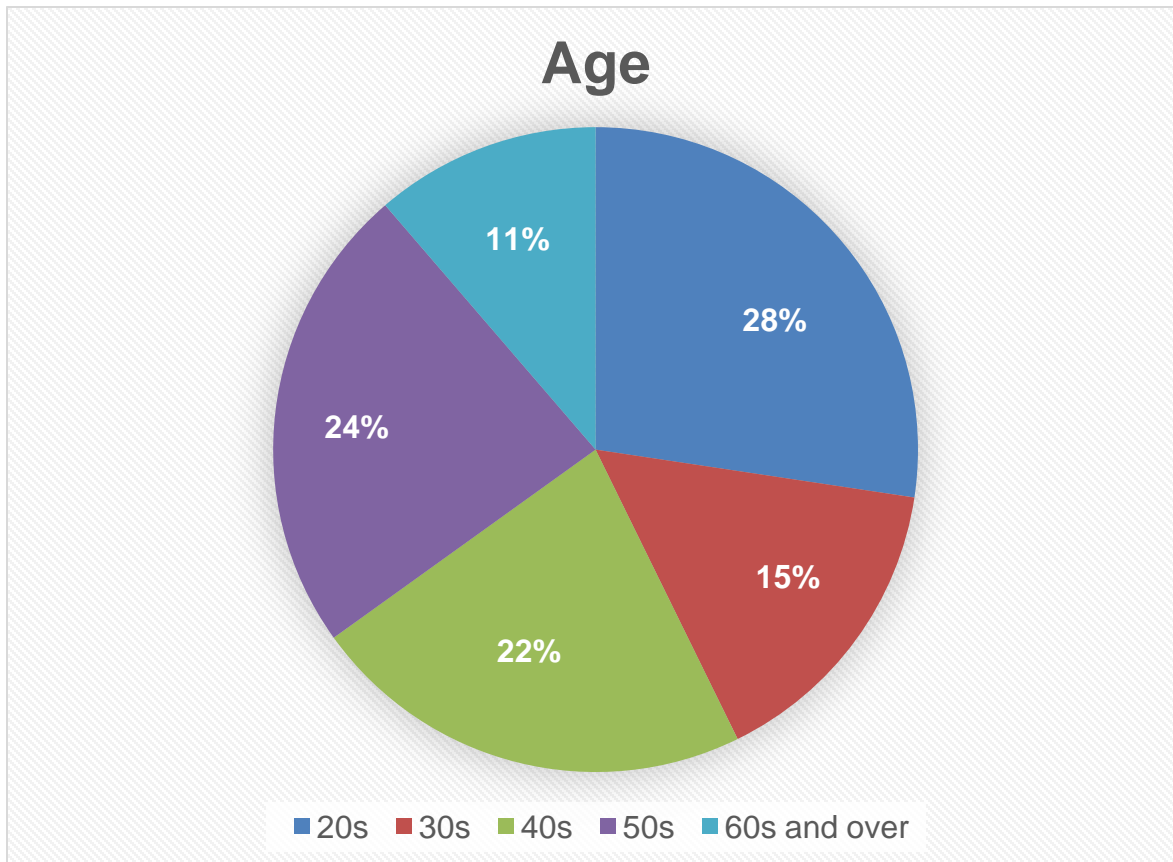


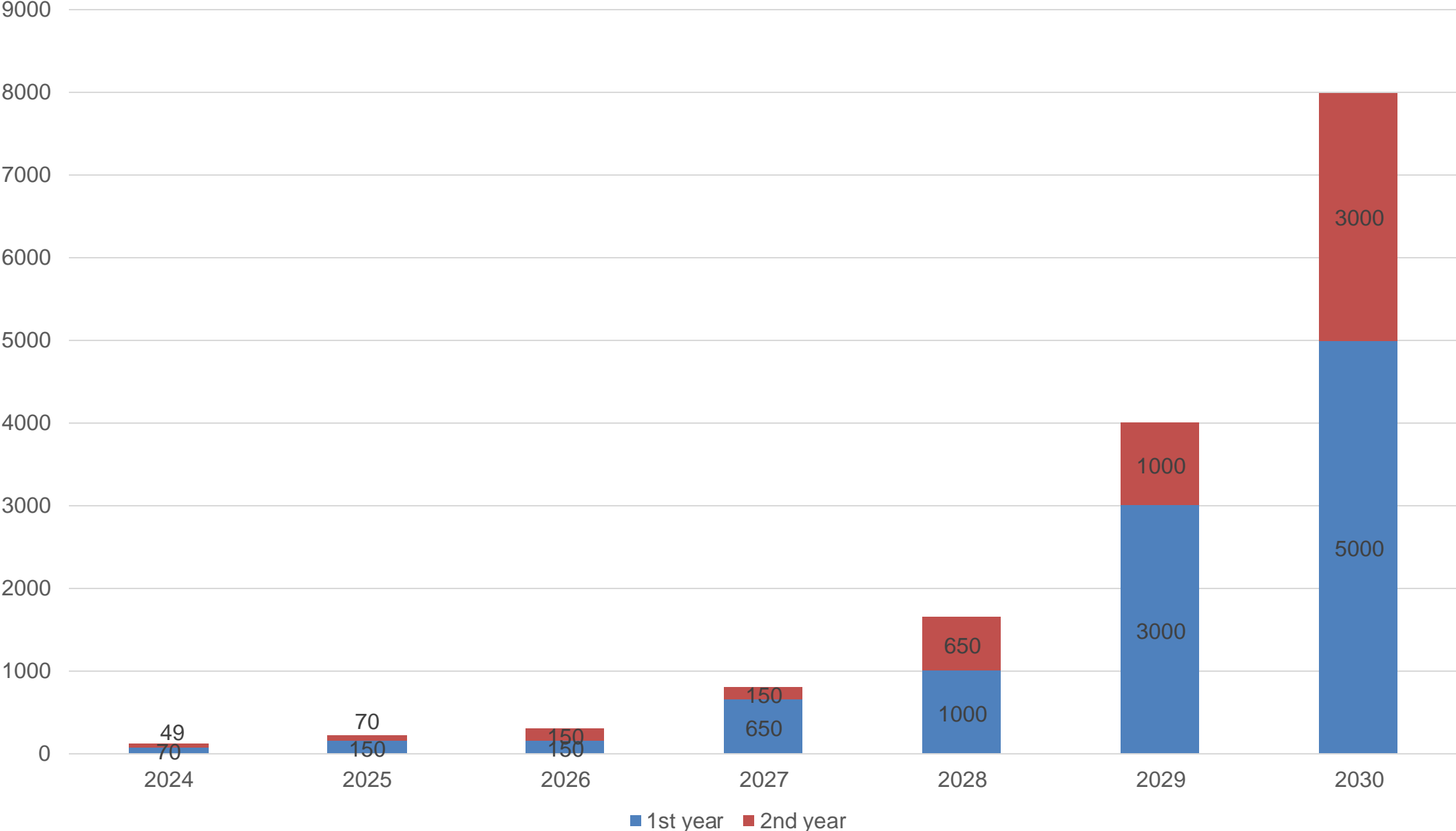
# Number of Fellowship Program Applicants



# 716 applicants

A major factor in our scale is that we are able to attract applicants who do not have a teaching license and who are from multiple generations.





## Plotting an Endgame: Six Options

ENDGAME	CHARACTERISTICS	CORE APPROACH	FUTURE ROLE
<b>Open source</b>	A breakthrough idea that is easy for other organizations to adopt and integrate	Conducting research and development, and sharing knowledge	Serving as a knowledge hub for research related to a breakthrough idea
<b>Replication</b>	A breakthrough product or model that is easy for other organizations to adopt and deliver	Defining a replicable operating and impact model, demonstrating its efficacy, and sharing it with other organizations	Providing certification of franchise programs and training services, and serving as a center of excellence
<b>Government adoption</b>	A model with high coverage potential, along with a capacity for integration into public sector programs	Delivering results at a sufficient scale and level of efficiency to make a case for public sector involvement	Offering services to government agencies, and maintaining research and advocacy efforts
<b>Commercial adoption</b>	A product or service with profit potential that solves a market failure or reduces market risk	Demonstrating the impact and the profitability of a product or service, and reducing associated risks	Maintaining advocacy and monitoring efforts, targeting hard-to-reach market segments, and working to ensure commercial delivery
<b>Mission achievement</b>	Defined and achievable outcomes related to solving a discrete problem	Maintaining a focus on targeted intervention	Applying (where relevant) unique assets and capabilities to additional issue areas
<b>Sustained service</b>	A strong organization, with a proven ability to sustain funding, that fills a market or public service gap	Creating a cost-effective model, building a strong organization, and making efficiency improvements.	Continued provision of a core service at an ever-increasing level of efficiency