

Fullcast Opens School to Teach Freeters and NEETs the ABC's of Business

**Fullcast Growing School opened April 3 in Shibuya, Tokyo,
offering diverse courses to choose from
Enrollment applications accepted starting March 1**

The Fullcast Group, a provider of comprehensive outsourced human resources solutions (headed by Group Chief Executive Officer Takehito Hirano), opened Fullcast Growing School for freeters (job-hopping part-time workers) and NEETs in Shibuya, Tokyo, on April 3, 2006. The first of its kind in the manpower dispatching industry, it is a members-only school with an enrollment fee of 25,000 yen and monthly tuition of 10,000 yen. The school started to accept applications from men and women aged 18 to 35 on March 1, 2006.

There are an estimated four million-plus freeters and NEETs across the nation; and the population is on the rise, posing a major social problem. Behind this are, presumably, not only employment conditions, but increasingly disturbing social changes as well.

The main cluster of workers for Fullcast Group's business activities consists of freeters and the Group has helped a great many freeters grow and employed them as full-time workers to date. Fullcast Group opened the school with the ultimate goal of helping freeters and NEETs get regular jobs or full-time employment by leveraging its experience and expertise.

The 90-square meter school is made up of a classroom that can accommodate 30 students, a community space where counseling service can be offered, and others. The classes are conducted from 10 a.m. through 10 p.m. A lecture on self-discovery is given from 10 a.m. to 12 p.m., while a self-discipline class is scheduled on a regular basis. In addition, students learn the ABC's of business in two units from 7 p.m. to 10 p.m. Hands-on personal computer training and job consultation are also available from 12 p.m. through 6 p.m. The curriculum for the ABC's of business covers a wide variety of topics including basic manners. For example, in order to overcome the problem of not being able to talk looking the listener in the eye, classroom instruction offers an opportunity to practice carrying on conversation looking directly at the listener.

The features of the school include these: 1) A free choice curriculum allows students to learn basic business knowledge step by step by starting with what they are interested in; 2) Rich curriculum content is available to help students awake, develop through self-help, and take the first step forward in society; 3) If registered staff members of the Fullcast Group become business school (BS) members, they will be able to learn basic business knowledge for 8,000 yen a month without a time limit; 4) BS members are able to ask job advice free of charge without a time limit; and 5) Fullcast group's registered staff members and BS members are able to receive hands-on personal computer training for 500 yen an hour without a time limit.

The teaching staff include special lecturers who are people inside the Fullcast Group or successful venture business leaders as well as volunteer lecturers who are first-line business people of the baby boomer generation directly involved in sales, accounting or other corporate operations. Responsible for administration of the school is Fullcast Growing School Co., Ltd. (headed by President and Representative Director Hidenori Ueki), one of the group companies.

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Freeter

There is a difference in the definition of the term freeter between the Ministry of Health, Labour and Welfare and the Cabinet Office. MHLW includes those who opt for the freeter position (those who choose not to be a full-time employee), while the Cabinet Office includes those who are forced to be a freeter (those who are unable to become a full-time employee though they want to). At present, MHLW counts only those unemployed who wish to be part-time workers, while the Cabinet Office counts those who wish to become a full-time employee as well.

NEET (Not in Education, Employment, or Training)

In recent years the problem of NEET has been recognized as being even more serious than that of freeters. Unlike freeters, NEETs are young people with no jobs who have no intention of getting one and are not in the process of receiving vocational training, either. In other words, they are defined by four nots, namely, not employed, not seeking a job, not going to school, and not engaged in domestic affairs.

Changes in the number of freeters and NEETs

1) フリーター数・ニート数の推移

Changes in the number of freeters and NEETs

2) 万人

10 thousands

3) フリーター(内閣府定義)

Freeter (as defined by the Cabinet Office)

4) フリーター(厚生労働省定義)

Freeter (as defined by MHLW)

5) ニート(内閣府)

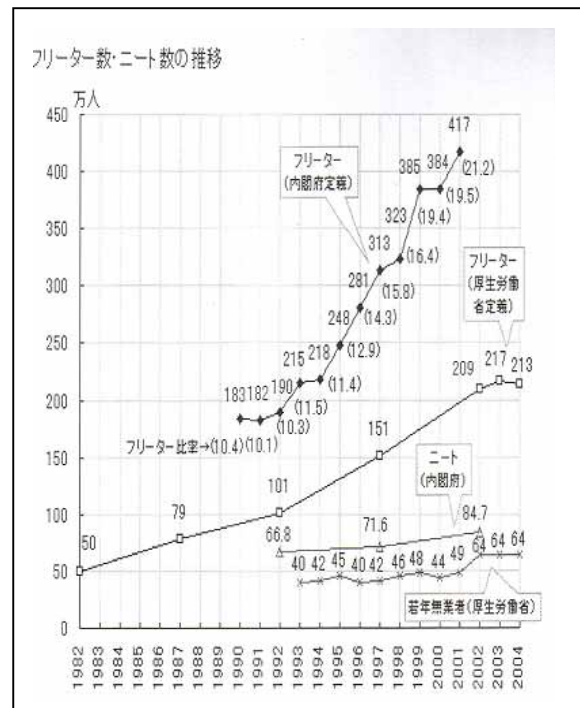
NEET (Cabinet Office)

6) 若年無業者(厚生労働省)

Young people not in employment (MHLW)

7) フリーター比率

Percentage of Freeter



Source: White Paper on the National Life for Fiscal 2003 by the Cabinet Office, Survey on young people not in employment (interim report in March 2005), and "Analysis of Labor Economy for fiscal 2005 (White Paper on Labor) by the Ministry of Health, Labour and Welfare.