

Chapter 5

Human Resources for Sports

I. Professions in Sports

1. Human Resources in Local Sports Administration

Sports administration in prefectures and municipalities is mainly governed by the local Boards of Education, pursuant to Article 23 and 24-2 of the “Act on the Organization and Operation of Local Educational Administration” enacted in 1956. However, after the revision of the Act in 2007, many local governments transferred the responsibilities of sports administration to their own jurisdiction. Sports administration offices governed by local governments are often referred to as Sports Promotion Division or Health and Physical Education Division, depending on the municipality.

According to the “Survey on Local Sports Policies” (2013) of Ministry of Education, Culture, Sports, Science and Technology (MEXT), there was a total number of 1,209 staff members in sports related departments in 47 prefectures. Looking at their speciality in sports, 18.3% of staff members were in charge of “lifelong sports”, 30.7% were “high performance sports”, 17.0% were “school physical education” and 34.0% were “others (facility management, etc.)”. Moreover, there was a total number of 6,289 staff members in sports departments in 1,397 municipalities. The municipal departments were composed of 41.7% of them in charge of “lifelong sports”, 16.9% were “high performance sports”, 14.1% were “school physical education” and 27.3% were “others (facility management, etc.)” (Figure 5-1). These results showed that the proportion of staff members involved in “lifelong sports” tends to increase as the population size of the municipalities decreases. In addition to staff members who are in charge of sports administration in local governments, employees in affiliated organizations (such as Sports Promotion Foundations and Sports Associations) of other prefectures or municipalities engage in a variety of sports promotion activities within the local government.

2. Human Resources in Sports Organizations

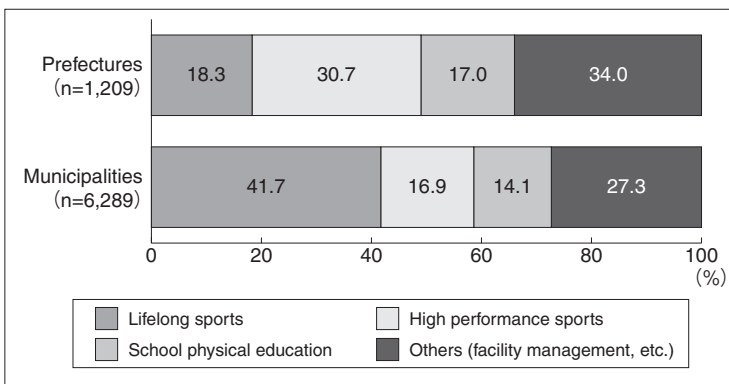
There are various sports organizations throughout Japan. With a few exceptions, the national governing bodies of sports (NGBs) serve as

the main administering body of each sport, and have a number of affiliated organizations including prefectural associations. In order to understand the current number of staff members in NGBs who are engaged in the promotion of each sport, the results of the “SSF Census of the National Governing Bodies of Sports” (2013) were examined. The subjects of the survey were 91 sports organizations that were affiliated organizations of either Japan Sports Association (JASA), Japanese Olympic Committee (JOC) or Japan World Games Association (JWGA).

Staff members in National Governing Bodies of Sports (NGBs)

NGBs were asked for the number of staff members in each of the following positions: directors (full-time and part-time), auditors, councilors, regular employees, contract/commissioned workers, temporarily assigned workers (from other companies, etc.), agency workers, part-time workers, interns and others. The total number of staff members in the 71 organizations that responded to the survey was 3,681 people. Of this number, 1,428 were directors (including auditors), 1,476 were councilors and 777 were operating staff members (Table 5-1).

The average number of operating staff members (excluding directors and councilors) was 10.9 persons per organization. However, this number varied depending on the organization. For example, some organizations had no operating staff members, while another had 160. With regard to those organizations that had no operating staff members (7 organizations), it is assumed that the directors worked in various positions.



Survey on Local Sports Policies (MEXT, 2013)

Figure 5-1 Composition of the Departments in Charge of Sports Administration in Prefectures and Municipalities

By gender, the proportion of men working as operating staff members was higher, accounting for 58.0% of the total while women made up the remaining 42.0%. Looking at the employment status of those operating staff, excluding directors and councilors, 60.7% were regular employees, 34.4% were non-regular employees (such as contract/commissioned workers, agency workers and part-time workers) and 4.5% were temporarily assigned workers from other companies.

The average number of directors was 20.1 persons per organization, and 9.5% of these were full-time directors. By gender, male directors accounted for 92.6% of the total and female directors accounted for 7.4%, showing that female directors were less than 10%. Among the respondents, 22 organizations (31.0%) did not have any female directors present, and those that had two or fewer female directors accounted for 85% of the total respondents.

3. Human Resources in Sports Industries

In order to understand the number of employees in Japan's sports industries, the "Japan Standardized Industrial Classification" of the Ministry of Internal Affairs and Communications (MIC) was used to extract a list of all the sports industries in Japan. Then, the number of employees in each of those industries was obtained from "Economic Census" by the MIC. A

Table 5-1 Number of Staff members in National Governing Bodeis of Sports

Position	Men	Women	Total
Director (full-time)	109	12	121
Director (part-time)	1,069	84	1,153
Auditor	144	10	154
Councilor	1,380	96	1,476
Full-time employee	284	188	472
Contract/commissioned worker	103	55	158
Temporarily assigned worker	31	4	35
Agency worker	3	42	45
Part-time worker	27	37	64
Intern	0	0	0
Others	3	0	3
Total	3,153	528	3,681

Note: The results show the total number of workers are in 71 affiliated organizations of JASA, JOC or and JWGA that responded to the survey.

total of 14 different types of industries were examined, all of which were not involved in any businesses other than those sports-related. The industry that had the highest number of employees was “golf courses” (with 121,227 people), followed by “sporting goods retailers” (82,300 people), “fitness centers” (73,664 people) and “sports and health classes” (65,863 people) (Table 5-2). When all of the workers in these 14 industries were combined, the total number was 494,863 people. However, this is in fact accounting for only 0.9% of the total number of employees in all Japanese industries (55.83 million people in total) in 2012.

Compared to the results obtained in 2009, the number of employees in 2012 had decreased in almost all sports industries. This decrease was particularly high in “gymnasiums” and “facilities for public gambling sports (horse race, bicycle race, motorboat race and motorcycle race)”.

4. University Students and Faculty Members in Physical Education

The number of university students and faculty members in physical education and sports departments were examined based on the findings from the “Schools Basic Survey (for higher education institutions)” (2010 and 2013) conducted by MEXT. The total number of students in departments that were exclusively devoted to physical education and sports - “School

Table 5-2 Number of Employees in Sports Industries

		Number of Employees		Increased/Decreased Number (%)
		2009	2012	
Sporting and athletic goods manufacturers		19,663	17,188	-2,475 (-12.6)
Sporting goods distributors		—	16,146	
Sporting goods retailers		94,013	82,300	-11,713 (-12.5)
Sports and hobby goods rental outlets		3,149	4,369	1,220 (38.7)
Facilities for public gambling sports (horse race, bicycle race, motorboat race and motorcycle race)		32,572	21,795	-10,777 (-33.1)
Sports facilities	Gymnasiums	10,210	5,555	-4,655 (-45.6)
	Golf courses	147,431	121,227	-26,204 (-17.8)
	Golf ranges	31,324	31,235	-89 (-0.3)
	Bowling alleys	12,592	13,303	711 (5.6)
	Tennis clubs	3,097	2,985	-112 (-3.6)
	Batting tennis centers	3,816	2,954	-862 (-22.6)
	Fitness centers	73,981	73,664	-317 (-0.4)
	Sports facilities (other than those above)	35,948	35,415	-533 (-1.5)
	Sports facilities (that cannot be otherwise classified)	—	864	
Sports and health classes		68,907	65,863	-3,044 (-4.4)

of Physical Education”, “School of Health and Physical Education”, “Faculty of Sports and Health Science”, “Department of Sports Science” and “Department of Sports”- was 28,124 in the survey conducted in 2004. However, new sports departments have been established every year since 2009, and the total number of those students studying sports has steadily increased to 36,754 in 2010 and 41,317 in 2013 (Table 5-3).

The number of students in other departments (such as Department of Education or Department of Human Sciences) who might have studied physical education or sports were not included in this survey. Thus, the actual total number of students may be greater than those obtained. Additionally, the number of faculty members in physical education and sports departments has increased from 1,167 in 2010 to 1,288 in 2013.



Table 5-3 Number of University Students and Faculty Members in Physical Education and Sports Departments

Department Name	2010			2013		
	Universities	Students	Faculty Members	Universities	Students	Faculty Members
Faculty of Sports and Health Science	2	1,293	54	2	1,654	54
School of Physical Education	12	24,202	691	12	23,051	686
School of Health and Physical Education	1	1,039	—	1	1,039	—
Faculty of Culture and Sports Policies	1	850	37	1	1,146	39
Faculty of Sports and Health Studies	5	3,118	140	7	5,339	173
Department of Sports Science	2	3,200	125	3	4,777	167
School of Health and Sports Science		established in 2011		1	558	17
School of Childhood Sport Education		established in 2013		1	211	21
Department of Sports	2	2,420	78	2	2,380	81
School of Lifelong Sports	1	399	21	1	778	29
Department of Sports and Human	1	233	21	1	384	21
Total	27	36,754	1,167	32	41,317	1,288

Schools Basic Survey (MEX.T, 2010 and 2013)

II. Sports Instructors

1. Sports Instructor Qualification Scheme

Japan's Sports Instructor Qualification Scheme was developed from the qualification system established by the Minister of Education in 1987 ("Assessment Project of Knowledge and Skills of Social Sports Instructors"). This was an instructor development project implemented by sports organizations. Instructors who satisfied the standards determined by the Ministry of Education (currently MEXT) received a so-called "stamp of approval", indicating that their level of knowledge and skills was officially recognized. Previously, the Japan Sports Association (JASA) had launched the Instructor Qualification Scheme for each sport in 1977 (which was somewhat similar to the current scheme) with the cooperation of NGBs. There were only about 32,000 people registered for certification till 1988. In 1989, the scheme was revised, and was incorporated into the project authorized by the Minister of Education. As a result, more people were interested in obtaining an instructor qualification and the number of registered instructors exceeded 50,000 in 1994.

With the trends of administrative reforms, since 1996 ministry approval towards any qualification scheme operated by a public interest corporation is required to be in accordance with the Act. This came to be recognized as the "Regulations relating to Assessment Project of Knowledge and Skills of Social Sports Instructors" of the Ministerial Ordinance, specified based on Article 11 (Improvement of Instructors) of the "Sports Promotion Act". All organizations operating the qualification scheme (including JASA, NGBs and National Recreation Association of Japan (NRAJ)) became the government-authorized qualification providers. However, in 2002 the Cabinet office approved the "Implementation Plan for the Reform of Modalities in the Administration of Public Service Corporations" and abolished the Minister's responsibility to ensure the legality of examinations conducted by public service corporations at the end of 2005.

After this abolition, the JASA reshaped their qualification scheme, and has been operating their officially authorized "Sports Instructor Qualification Scheme" ever since. In response to Article 11 (Training of Instructors) of the "Basic Act on Sport", the Sport Basic Plan (2012) has set the following new policy goals: promoting the training of sports instructors, taking into account the needs of local residents and sports organizations; effectively utilizing qualified sports instructors; training sports instructors that can contribute to the success of high performance sports; and enriching the career paths of top-level athletes and sports instructors.

2. JASA Sports Instructor Qualification Scheme

Table 5-4 shows the five categories and 15 different types of qualifications that are offered by JASA. With the cooperation of NGBs, JASA provides “Qualifications of Instructors for per Competition” which are intended to train instructors of each sport, and are composed of six types of qualifications according to their age and level of skills. To date, JASA has trained instructors in over 50 different types of sports.

The “Fitness Regime Qualifications” include: “JASA Sports Programmer” which is a qualification to offer guidance for the maintenance and improvement of fitness to adults; “JASA Fitness Trainer” which is for professional fitness instructors to provide various basic fitness training at private sports facilities; and “JASA Junior Instructor” which is a

Table 5-4 Number of Registered JASA Certified Sports Instructors

Category	Qualification	Number of Registered Instructors	
		2010	2013
Basic Qualifications of Sports Instructors	JASA Sports Basic Leader	184,935	247,824
Qualifications of Instructors for each Competitions	JASA Coach I	90,248	104,309
	JASA Coach II	14,568	14,784
	JASA Coach III	12,263	14,988
	JASA Coach IV	4,589	5,092
	JASA Instructor I	3,803	3,830
	JASA Instructor II	1,649	1,549
Fitness Regime Qualifications	JASA Sports Programmer	4,679	4,759
	JASA Fitness Trainer	770	684
	JASA Junior Instructor	4,801	5,436
Medical Conditioning Qualifications	JASA Athletic Trainer	1,493	2,078
	JASA Sports Doctor	5,295	5,512
	JASA Sports Dietician	35	127
Sports Management Qualifications	JASA Assistant Club Manager	2,208	5,096
	JASA Club Manager	168	326
Former Qualifications	Sports Trainer I	72	55
	Sports Trainer II	156	128
Total (excluding sports leaders)		146,797	168,753
Total (including sports leaders)		331,732	416,577

as of October 1, 2013

Note: With regard to the Sports Leader qualification, the number registered in FY2013 shows a significant increase. This is because the calculation method was reviewed and now a total number of registered instructors over the years is calculated.

JASA (2010 and 2013)

qualification to teach children about physical fitness and motion facilitation through play at local sports clubs.

The “Medical Conditioning Qualifications” include the following three qualifications: “JASA Athletic Trainer” which is a qualification to provide instruction in sports injury prevention and rehabilitation; “JASA Sports Doctor” to undertake the health care, injury prevention, diagnosis and treatment of athletes; and “JASA Sports Dietician” to provide nutritional guidance to athletes and enhance their athletic performance.

The “Sports Management Qualifications” are targeted at individuals who are involved in the management of comprehensive community sports clubs. The “JASA Assistant Club Manager” is designed to develop staff members who possess the basic knowledge necessary for the management of comprehensive sports clubs, and qualified individuals who are expected to support activities related to club management. The “JASA Club Manager” is targeting the individuals to improve their management skills including securing and enhancing the effective use of financial resources to ensure the sound management of sports clubs.

In addition to JASA Sports Doctor qualification mentioned previously, other sports-related qualifications are offered to physicians by Japan Medical Association Certificate of Accreditation for Sports Health Physicians and Japanese Orthopedic Association Certificate for Sports Physicians.

Obtaining Qualification

With a few exceptions, anyone who is over 18 years old can undertake courses to obtain a qualification. The curriculum is divided into two areas: “General Subjects” that involves topics necessary for all sports instructors; and “Specialized Subjects” that varies depending on the characteristics of each qualification. Courses are offered both in a classroom environment and/or distance learning. For “Qualifications of Instructors for per Competition”, students are provided with practical training and demonstrations in the specialized subjects. After completing the course, students will take a final test that they must pass before JASA certifies them with a qualification. In order to make the qualification official, it must be registered with JASA along with the specified registration fee. Once the qualification has been registered, it is valid for four years and they are required to participate in seminars designated by JASA or the relevant NGBs to renew the qualification.

With the aim of developing more certified sports instructors, JASA has been working in collaboration with various educational institutions including universities and technical colleges. By acknowledging the

curriculum of sports departments of universities or sports colleagues that are equivalent to JASA's instructor training curriculum as "Accredited School for JASA Sports Instructor Training", JASA can accept credit transfers from those accredited schools. This allows students to be partially or entirely exempted from taking further seminars or tests to obtain those sports instructor qualifications.

Number of Registered Instructors

As of October 2013, there were 416,577 qualified instructors registered with JASA (Table 5-4). The number of those registered as JASA Sports Basic Leaders has significantly increased, primarily because of a change in the calculation method. Excluding those Sports Basic Leaders, the total number of certified instructors in 2013 increased by about 22,000 people, when compared to that number in 2010.

By sports, the number of registered instructors was highest for "football" (32,386), followed by "swimming" (19,729), "volleyball" (14,666) and "softball" (13,449) (Table 5-5).

3. Disability Sports Instructor Qualification Scheme

The Japanese Para-Sports Association (JPSA) has established the "Para-Sports Instructor Qualification Scheme" to train and certify four types of instructors in order to accommodate the participation of people with disabilities in various sports activities. The "Beginner's Para-Sports Instructor" is to help people with disabilities within the community to integrate sports into their daily lives; "Intermediate Para-Sports Instructor" can provide sports instruction to people with disabilities at a prefectural level; "Advanced Para-Sports Instructor" provides advanced sports instruction to people including people with disabilities and other instructors at a prefecture or region level by utilizing their specialized knowledge and skills as well as advanced teaching techniques; "Sports Coach" is to train and develop specific skills of para-athletes and organizations in certain sports. JPSA also offers qualifications such as "Para-Sports Physician", who is qualified to work for the improvement of the physical health and performance level of para-athletes from the medical point of view, and "Para-Sports Trainer" to support the safety management and improve the performance level of para-athletes (Table 5-6).

Table 5-5 Number of Registered JASA Certified Sports Instructors per Sport

Sport	Number of Registered Instructors	
	2010	2013
Football	30,393	32,386
Swimming	19,971	19,729
Volleyball	11,260	14,666
Softball	11,572	13,449
Basketball	4,411	6,350
Tennis	5,285	5,429
Ski	5,665	4,850
Kyudo (Japanese Archery)	2,408	4,214
Karate	3,593	4,084
Table tennis	3,138	3,466
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Total	127,222	144,552

as of October 1, 2013

JASA (2010 and 2013)

Table 5-6 JPSA Certified Sports Instructor Qualifications

Category	Number of Registered Instructors
Beginner's Para-Sports Instructor	17,965
Intermediate Para-Sports Instructor	2,502
Advanced Para-Sports Instructor	686
Sports Coach	125
Para-Sports Physician	234
Para-Sports Trainer	75

as of August 31, 2013

Note: Sports coaches include those certified as Advanced and Intermediate Para-Sports Instructors.

JPSA (2013)