

Subsidies and Financing Systems, etc.

Local Employment Development Subsidy

① Okinawa Youth Employment Promotion Course (Wage Assistance)

(For details regarding this system, please contact the Okinawa Labor Bureau Subsidy Center.)

For established business operators who install and maintain business offices in Okinawa Prefecture (costing 200,000 yen or more per contract, 3,000,000 yen or more in total) and continuously employ three or more young jobseekers under the age of 35 years who are residents of Okinawa Prefecture accordingly, wages paid to such workers will be partially subsidized. In cases where the business operator employs three or more eligible young workers and furthermore employs newly school graduates who are residents of Okinawa Prefecture, the new graduate may also be eligible for wage assistance (application conditions also apply).

- (1) **Subsidy amount:** Organizations will be entitled to a subsidy for applicable employees of one-third (SMEs) or one-fourth (large corporations) of the employees' salary, as defined by the Minister of Health, Labour and Welfare.
- (2) **Subsidy period:** Twice a year, for one year (two years in the case of business operators with good worker retention)
- (3) **Maximum subsidy:** ¥ 1,200,000/year/worker

(※) "A person living in Okinawa" refers to a person living in Okinawa at the stage of application for the job.
 (※) Employees who have continued working means, in principle, those who are employed without a predetermined contract period. However, those who are on a fixed-term employment contract must meet all requirements listed below:
 ① Employment contracts can be renewed even after the employee becomes 65 years of age if said employee wishes.
 ② Contracts may be renewed after two years from the contract completion date
 Note: Those eligible are business operators who deliver/transfer products and complete payment between submission of the plan and the contract completion date, and workers employed during this period.

② Regional Employment Development Course (Equipment Assistance)

(For details regarding this system, please contact the Okinawa Labor Bureau Subsidy Center.)

For business operators who install and maintain offices in designated employment development promotion areas or in underpopulated areas that have been designated as employment improvement areas (costing 200,000 yen or more per item, 3,000,000 yen or more in total), and continuously employ three or more jobseekers (two or more in the case of business installation) who live in Okinawa as of the date of employment and are hired through Hello Work, etc., as workers, incentives are provided for up to a maximum of 3 years (3 times) in accordance with installation and maintenance costs, and the number of workers hired. Furthermore, subsidies will be increased for companies that have raised productivity (application conditions also apply).

- (1) **Granted aid amount:** ¥480,000 to ¥7,600,000 (¥500,000 to ¥8,000,000 in the case of business installation)
- (2) **Subsidy period:** Once per year, for a maximum of three years

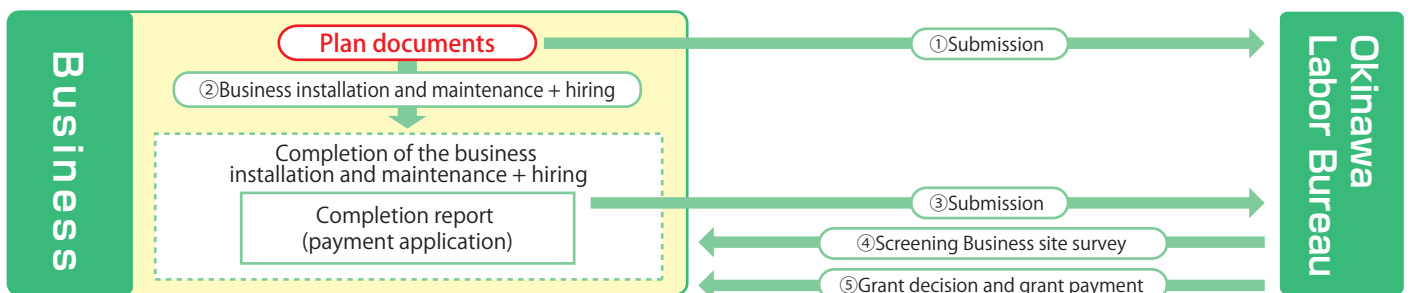
■ Subsidy chart

Installation and maintenance cost of the business	Number of eligible employees <small>※Number in () is the case of business installation.</small>			
	3 (2) ~4	5~9	10~19	Greater than 20
¥ 3,000,000 to ¥ 10,000,000	¥480,000 (¥500,000)	¥760,000 (¥800,000)	¥1,430,000 (¥1,500,000)	¥2,850,000 (¥3,000,000)
¥ 10,000,000 to ¥ 30,000,000	¥570,000 (¥600,000)	¥950,000 (¥1,000,000)	¥1,900,000 (¥2,000,000)	¥3,800,000 (¥4,000,000)
¥ 30,000,000 to ¥ 50,000,000	¥860,000 (¥900,000)	¥1,430,000 (¥1,500,000)	¥2,850,000 (¥3,000,000)	¥5,700,000 (¥6,000,000)
Greater than ¥ 50,000,000	¥1,140,000 (¥1,200,000)	¥1,900,000 (¥2,000,000)	¥3,800,000 (¥4,000,000)	¥7,600,000 (¥8,000,000)

In the case of business installation (*), an amount equivalent to half the payment amount will be added onto the first payment installment. Also, in the case of operators of small/medium-sized businesses, an amount equivalent to half the payment amount will be added onto the first payment installment.
 Requirement for establishment of additional repayment: A business operator must submit a plan within two months from the date of establishment of a business
 (※) Case of corporation: Date of corporate registration, If you are an individual business: Opening notification

Subsidies ① and ② may be received together, but the conditions for eligibility differ. To receive both payments, conditions for both subsidies must be met.

Flowchart (Process up to the 1st Payment)



【Contact】Okinawa Labor Bureau Subsidy Center
 1F, Second Naha Local Government Building, 2-1-1, Omoromachi, Naha City, 900-0006 TEL. **+81-98-868-1606**

Good Job Consultation Station
 Consultation services regarding enquiries related to employment and subsidies aimed at business owners are also available at the Good Job Consultation Office.
 1-15-10 Izumizaki, Naha City, Okinawa 900-0021 TEL. **+81-98-941-2044**

Career Advancement Subsidy

① Course to Acquire Full-Time Employment

(For details regarding this system, please contact the Okinawa Labor Bureau Subsidy Center.)

Assistance is provided for business owners who make fixed-term contract workers full-time workers, or who directly employ full-time workers.

■ Subsidy chart

Category	Subsidy amount per person	
	Small and medium-sized companies	Large companies
① Fixed-term employment → full-time employment	¥570,000	¥427,500
② Fixed-term employment → Non-fixed term employment	¥285,000	¥213,750
③ Non-fixed term employment → full-time employment	¥285,000	¥213,750

※For (1) through (3) inclusive, the maximum number of employees for which payment application may be submitted by the one office per year is 20.

※“Full-time worker” includes diverse full-time employees (employees whose work location/duties are limited, employees who work shorter hours)

※The above amounts show only base amounts; allowances are added if productivity conditions (*1) are met.

(※1) “Productivity” in the most recent fiscal year in which a subsidy payment application was submitted must have increased 6% or more over three years previously.

※In the case that the worker in question is the mother or father in a single parent household, or that a business operator certified under the Youth Employment Promotion Act makes a fixed-term contract worker aged under 35 years a full-time worker, allowances will be added.

【Contact】Okinawa Labor Bureau Subsidy Center TEL. **+81-98-868-1606**

Full-Time Employment Company Support Project

The project is intended to promote conversion to full-time employees by subsidizing accommodation and transportation expenses when Okinawa-based companies that promote the conversion of non-regular employees to full-time employees conduct employee training at a training site in another prefecture or Okinawa for the purpose of skill acquisition and qualification acquisition, etc.

— Main Conditions for subsidy —

- ① Non-regular employees (over 6-month employment period) shall be converted to full-time employees (There shall exist rules of employment in which conversion to full-time employment is described)
- ② Corporation that has submitted a notification for installation of business establishment covered by employment insurance in the prefecture

(1) **Eligible Trainees** : Employees (Employees other than persons converted to full-time employees are also subsidized)

(2) **Subsidized expenses** : ① Transportation expenses (expenses for one roundtrip from worksite to training site (accommodations))

② Accommodation expenses (rent, dormitory charge, common service charge and deposit money)

※ Number of persons subsidized is the number of persons converted to full-time employees.

■ **Subsidy amount** Three-fourths of subsidized expense (within the "subsidized amount limit" in the following table)

Training period	From 5 days, within one month	One month to Less than 2 months	2 months to Less than 3 months	3 months to Less than 4 months	4 months to Less than 5 months	5 months to Less than 6 months	More than 6 months
subsidized amount limit (per person)	¥ 100,000	¥ 150,000	¥ 200,000	¥ 250,000	¥ 300,000	¥ 350,000	¥ 400,000

【Contact】Industrial Promotion Division, Okinawa Industry Promotion Public Corporation

Okinawa Industry Support Center 1831-1 Oroku, Naha City, Okinawa 901-0152 TEL. **+81-98-859-6239** FAX. **+81-98-859-6233**

Subsidy for Invested Fixed Asset Acquisition Expense

- Subsidized expenses Building and its attached facilities, construction
- Target Zones Information and communication industry promotion area
- Subsidized business operator Software businesses, information processing service businesses, information providing service businesses, etc.
- Subsidy requirements
 - Person who obtained building of total floor space 500㎡ or more of building used for own business (2,000㎡ or more for call center)
 - Person who uses 1/2 or more of building total floor space
 - Person who newly employs 20 or more employees living in the prefecture (200 or more employees in call center)
 - Person who started its operation or sales within 2 years after acquisition of industrial land

■ Subsidy for Invested Fixed Asset Acquisition Expense

Number of newly employed persons	Subsidy rate	Subsidized amount limit
Greater than 50	5%	¥1,000,000,000
35~49	5%	¥600,000,000
20~34	5%	¥200,000,000

【Contact】Industrial Site Promotion Division, Department of Commerce, Industry and Labor, Okinawa Prefectural Government

TEL. **+81-98-866-2770**

The Okinawa Development Finance Corporation Small and Midsize Enterprises (SME) Financing Program

【Contact】Headquarters of the Okinawa Development Finance Corporation
(Small and Midsize Enterprises (SME) Financing)

TEL. **+81-98-941-1785**

The Okinawa Industry Promotion Corporation Financing Program

【Contact】Management Support Division, Okinawa Industry Promotion Public Corporation TEL. **+81-98-859-6237**