

Youth Welfare Center

A Social Welfare Corporation

Raising children for the future of society



About the founder, Haseba Natsuo



After the war, Natsuo Haseba, who was 18 years old, lost his parents and brought his younger brother from Manchuria.

He was hired as an instructor at a children's home with full of war orphans, for raising and protecting his brother.

This was the first step in the path of child welfare for over half a century.

At that time, most of the children started to live in the company's dormitory after completing compulsory education.

However, the children lost their place to live when they failed or kicked out from the work. They had no place to return.

"Please create our home", one of the children asked him. He rented a tiny apartment for the children. This is the start of this organization.

Haseba thought it was challenging to foster children at the most difficult and important age, but he started this project.

"I think we are trying to make this society a little bit better and brighter than now." "Our mission is to give a hope to as many boys and girls as possible and produce a better society for our loving Japan." He said in our own book, "To the irreplaceable you".



Corporate Philosophy

– The Belief of Natsumi Haseba –



Always
work

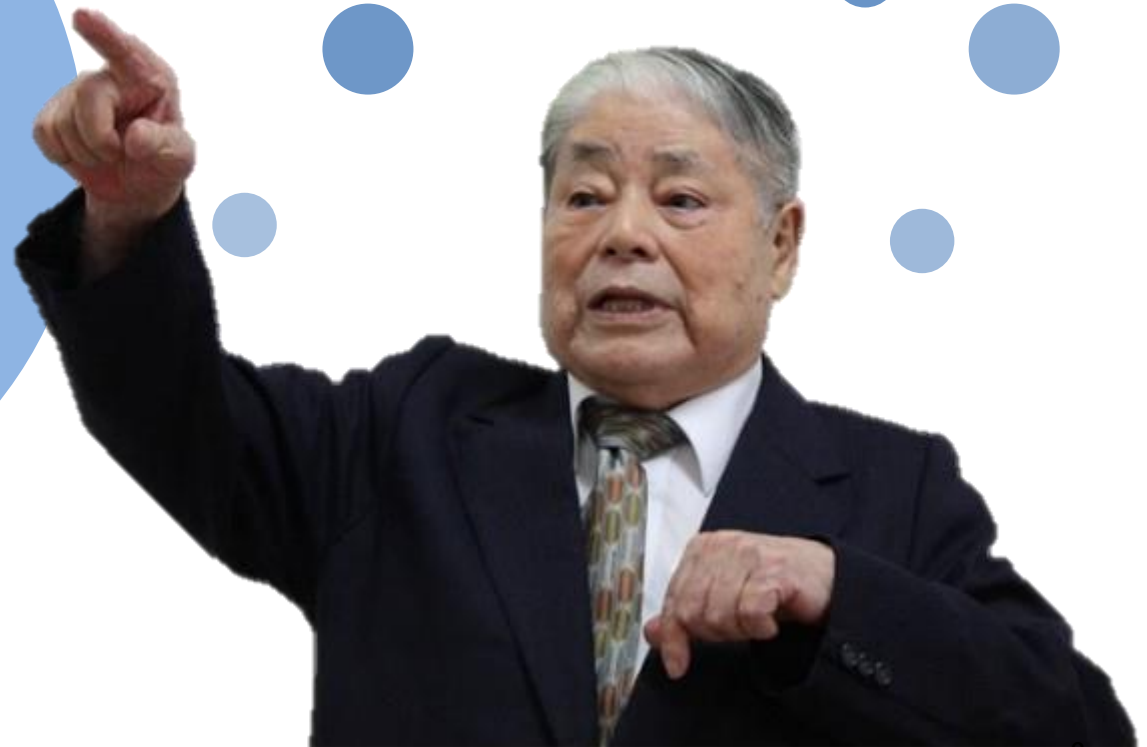
Scold 3 times ,
Praise 4 times ,
Teach 5 times
to be a good
person

Constant
dripping of
water wears
away the stone

Plowing the
field and
sowing the
seeds

– Philosophy –
Cultivate a good
child and nurture
the aim of the next
generation

Having a
dream



History



	History
1958	Starts in a tiny apartment in Toshima
1959	Moved to a two-story headquarters in Shinjuku
1964	New five-story dormitory completed in Shinjuku
1970	Vocational training project for children started in Adachi
1971	Authorized as a vocational training school
1974	Establishment of "Seishu Dormitory", a home for girls, in Adachi Ward
1981	Vocational training school dormitory is recognized as a Foster care facility.
2005	Self-reliance Support Home "Ogi dormitory" is opened
2006	Nakai Children's Academy is renamed "Ake-no - Hoshi Gakuen" and becomes part of Youth Welfare Center
2007	Group home "Noel" established
2015	Moved Shinjuku Dormitory to Adachi Ogi and renamed to "Haseba Shinjuku Dormitory"



Supporters



•Obayashi Corporation

•Aso Kazuko, ex-director

•Akenohoshikai (social welfare corporation)

•International Ladies Benevolent Society

•Sister Iwashita



Youth Welfare Center

•American Club Women's Association

•Iwashita Seishu

•Innumerable supporters



Operations



The Youth Welfare Center is nurtured in good health, both physically and mentally, while maintaining individual dignity, by creatively devising diverse welfare services comprehensively with respect to the user's intention. Conduct the following social welfare projects with the purpose of supporting the local community to run an independent daily life according to their ability. (Child Welfare Act Article 1)

Foster Care Homes

Child Welfare Act Article 41

- **Type 1 social welfare business A** business that has a high need for user protection through business stability, as it has a large impact on users.

Gyosei Gakuen

Ake-no-hoshi
Gakuen

Self –reliance Support Homes

Child Welfare Act Article 6 · 3

- **Type 2 social welfare projects** Projects that have a relatively low impact on users and thus have a low need for public regulation

Haseba Shinjuku
Ryo

Seishu Ryo

Ogi Ryo

Foster Care Homes



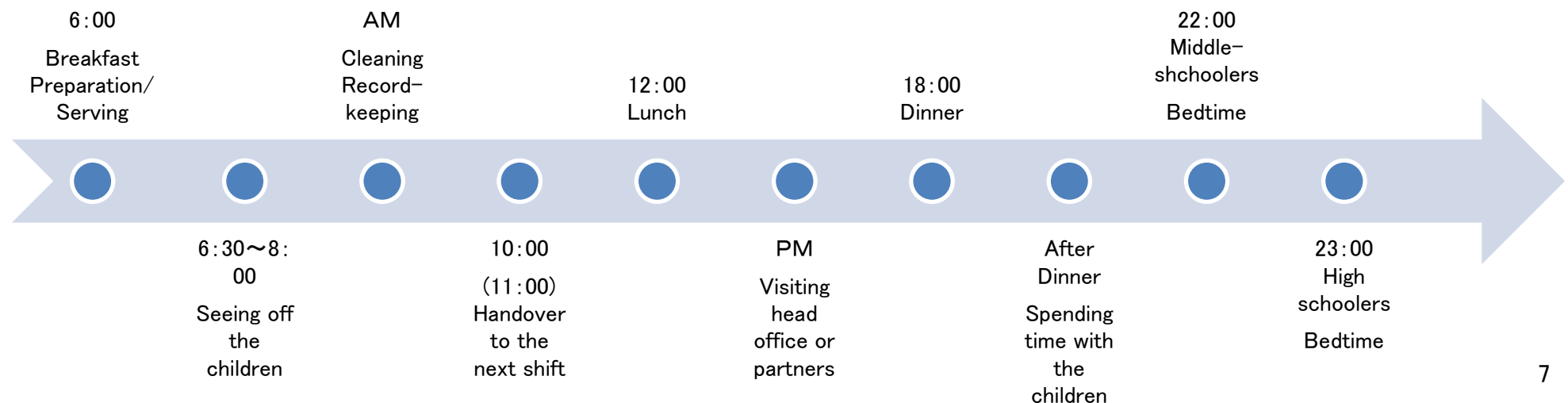
Mission

- Foster care homes care for children without parents, those who have been abused or those who need other care. They also provide counseling and assistance for previous residents (Child Welfare Act Article 41)

Children who enter Gyosei Gakuen and Ake-no-hoshi Gakuen

- In the first grade of junior high school up to the third grade of high school, and who child care services determine require support

Daily Schedule



Self-Reliance Support Homes



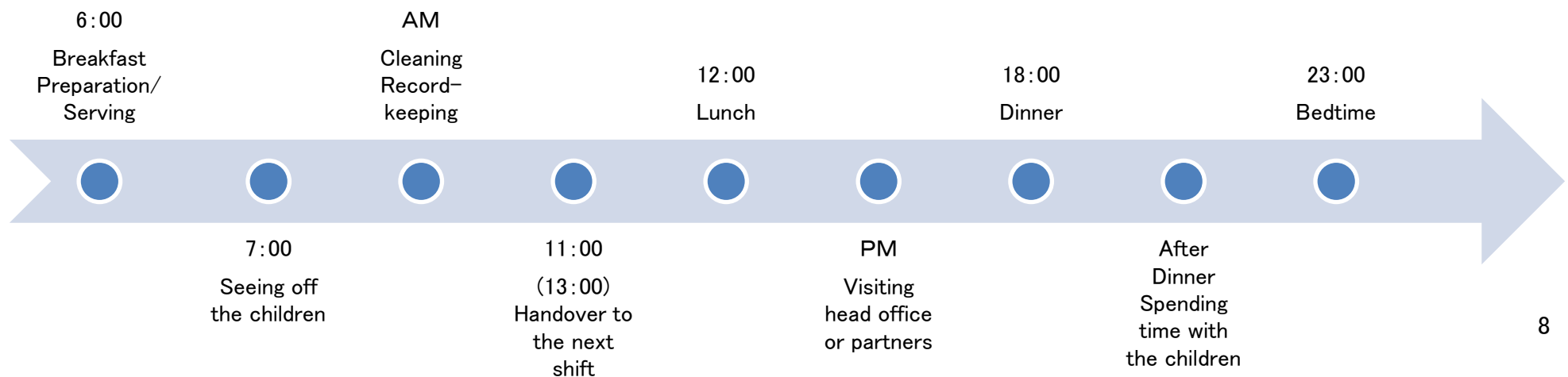
Mission

- The function of these homes is to support children up to 20 years of age who have finished compulsory education, or children who the Governor of the region recognizes as needing support. These homes are also to support the residents and guide them in their work and daily lives. (Article 33 of the Child Welfare Act)

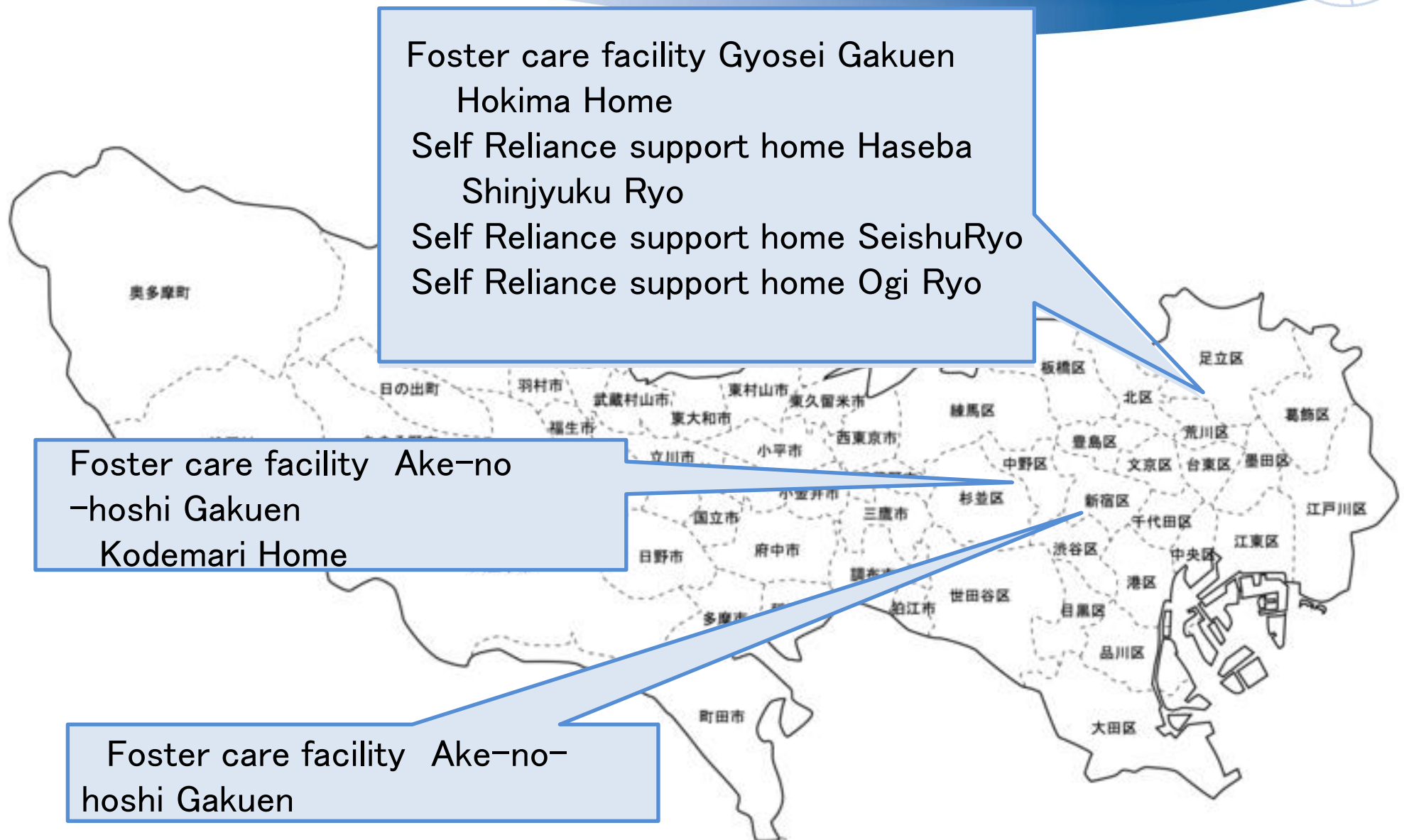
Circumstances of children who enter Haseba Shinjuku Ryo, Seishu Ryo and Ogi Ryo

- Children mainly apply through child care services. The homes decide whether or not they can take the child, and if so this is approved by child care services.

Daily Schedule



Locations



Headquarter Operations



Staffing

- Recruiting through schools, Hello-work etc.
- Long-service awards

Communication with supporters

- Publishing regular newsletter
- Updating homepage

Supporting each home

- HR support for home's staff
- Accounting

Supporting previous residents

- Scholarship program for higher education
- Maintaining grave



Gyosei Gakuen



History

1981 Training school dormitory "Gyosei Gakuen" recognized as a foster care home (1-12-20, Oogi, Adachi-ku, Tokyo)

1983 Establishment of Hokima Group Home (2-18-15, Hokima, Adachi-ku, Tokyo)

Management policy

Specialized training of older children to be young adults based on the the philosophy of Youth Welfare Center

Education policy

1. Guide children to be self-reliant members of society, while utilizing their individuality and abilities
2. Provide a safe living environment for children where they can build human relationships
3. Provide various assistance to children to find employment, and foster a will to contribute to society

Capacity

Capacity 30(Total) Main School(18 Boys, 6 Girls)
Hokima Home (6 Girls)



Life at the school



In residents' association room, we perform staff meeting and training, but are place to enjoy recreation with children. On the common floor, children living on different floors watch TV and play games together.



Shared floor



Cafeteria

All boys eat at the dining room in the main school, but girls living in the unit and children living in group homes cook at their respective floor homes and eat with the children.



Residents' meeting room



Unit kitchen

Approach of Gyosei Gakuen



Individual support

- We take good care for both new people and leaving people individually for better aftercare

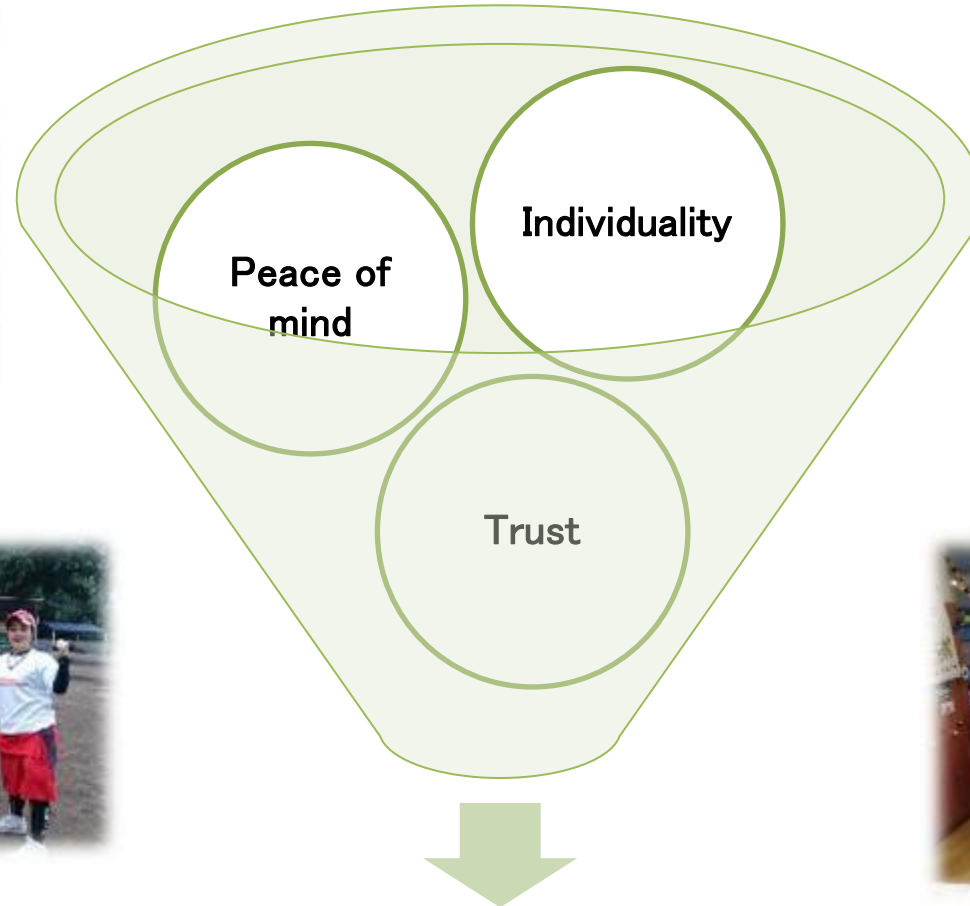
Human resource development

- Aim for staff training based on rank-based training plans

Advocacy

- Collaboration with third party committees to provide a safe and secure living environment

What we cherish



Ake-no-hoshi Gakuen



History

2006: Operation of Nakai Children's Academy was transferred from the Tokyo Government to the private sector and began operations

2009: Group Home "Kodemari Home" established (1-37, 22 Kamitakada Nakano-ku, Tokyo)

Management Policy

Staff members work together to foster self-reliance in older children

Child-care Policy

Take care of yourself and raise children so they will be loved by other people and can achieve social independence

Capacity

20 people

Main(7 boys / 7 girls) Kodemari home (6 girls)



Life at the school



Home learning



Living room



Library



Building for Independent Training



Kodemari Home

Approach of Ake-no-hoshi Gakuen



Comprehensive support

- Advocacy
- Staff development and improvement of training plans
- Support previous residents



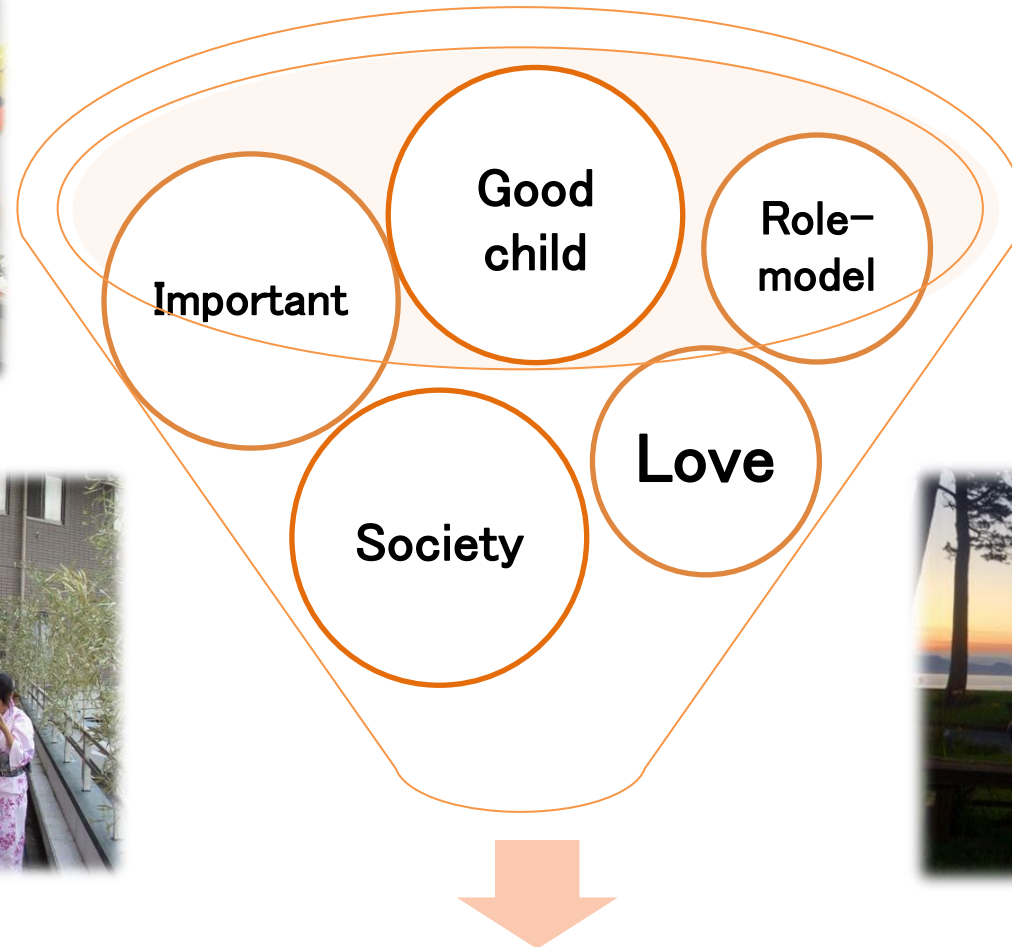
Supporting self-reliance

- Support plan from entrance to exit
- Utilization of Building for independent training
- Dietary education handbook

Required Staff

- Those who love and respect other people and who are respected and loved
- Those who can be role-models to the children

What we cherish



Take care of yourself so that the children can come to be loved by others and become independent members of society

Haseba Shinjuku Ryo



History

As the first independence support home “Shinjuku dormitory” in Japan, it started operations in 1958 in Shinjuku, Tokyo. In January 2015, the dormitory was rebuilt in Adachi, Tokyo, and renamed “Haseba Shinjuku Dormitory.”

Management Policy

Aim to establish self-reliance by providing a safe and stable environment to live from entrance to the dormitory, till the children leave, and afterwards too.

Capacity 15 boys

Rules

- ①Working ②Saving money for independence
- ③Don't cause trouble to others



Life in the Dormitory



Children's rooms are single rooms. Residents purchase all daily necessities and clothes by themselves. Housing fee is 30,000 yen, including meals.



Private Room



Community exchange space

The first floor is used for conferences, a bazaar, and a festival venue, as well as for meetings with members of the community.



Dining Room



Living Room



Open space

The second and third floors are children's living space. There is an open space in the center to meet.

Approach of Haseba Shinjuku Ryo



Symbiosis and collaboration with the local community

- Cooperation with Adachi ward office to help residents find housing
- Find companies to support Youth Welfare Center in the local community



Promotion of advocacy

- Monthly meeting of a committee to hear and resolve complaints
- Providing Advocacy training

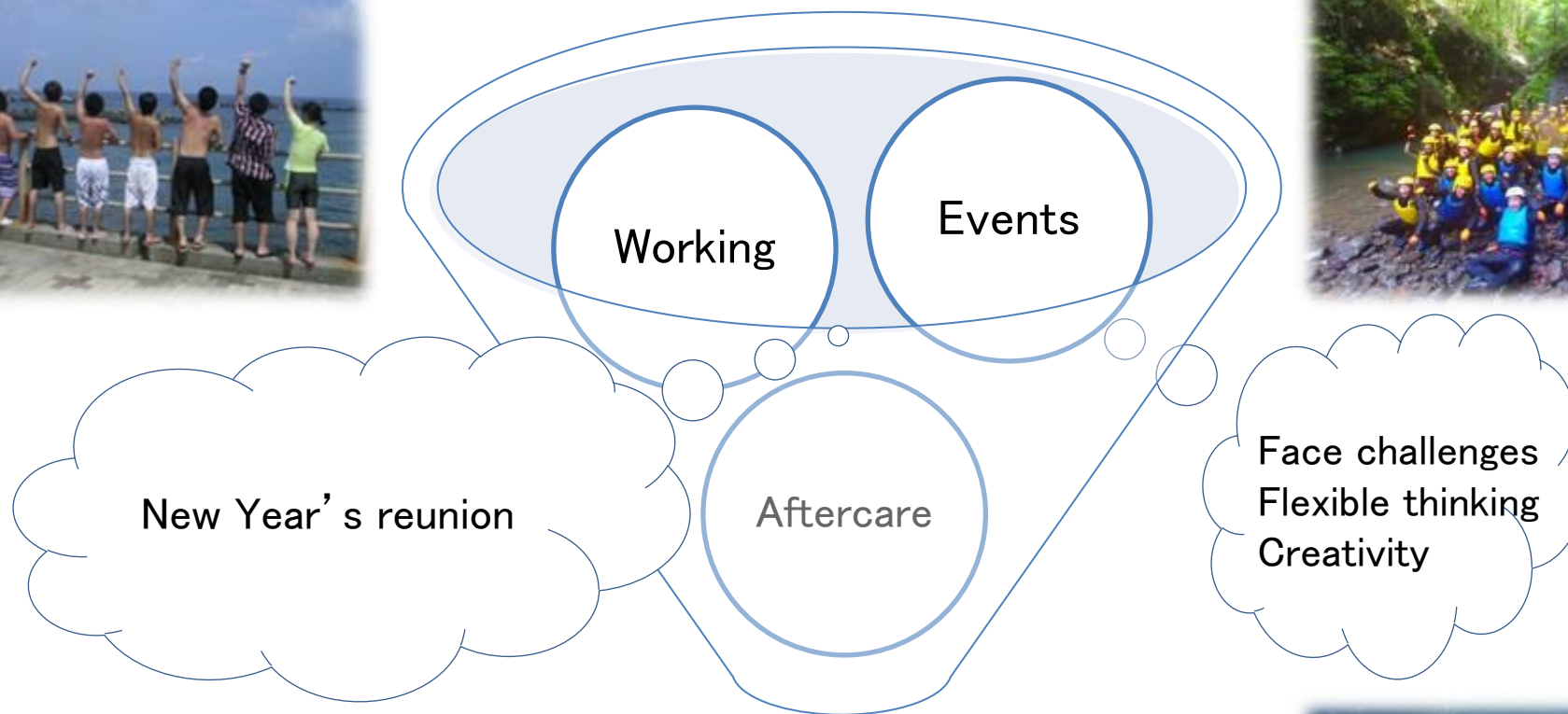


Staff image required

- Someone who respects children and can raise children who respect others
- Someone who has dreams and goals
- Someone who can work in a team



What we cherish



Seishu Ryo



History

Opened on December 8, 1974 with the support of Mr. Seishu Iwashita and Obayashi Corporation. Renovated in 2016 and currently at 2-18-15, Hokima, Adachi-ku, Tokyo

Management Policy

Bring up women who can be self-reliant

Capacity

15 girls

Rules

①Work ②Save Money ③Aim to acquire qualifications



Life in the dormitory



Learning room



Self-reliance support room

The self-reliance support room is located on the first floor.



Living room



Christmas party

Third party committees also participate in the Christmas party.

Operations at Seishu Ryo



Required Staff image

- Someone who can work responsibly as part of a team
- Someone who has a dream
- Someone who can be grateful

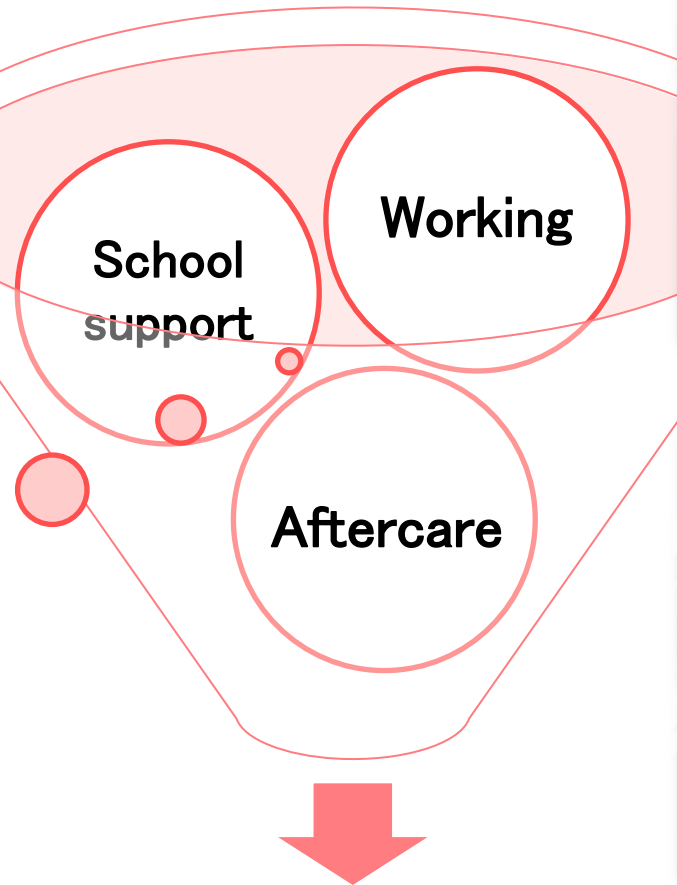
Staff training

- In order to deepen the employees' common understanding of corporate philosophy and dormitory management policies, we conduct philosophy training every half-year.

Self Reliance support

- A self-reliance support room has been created on the first floor so that children can practice parts of daily life. In some cases, children who have already left the dormitory can also use this room.

What we cherish



Women who can live stable lives by themselves

Ogi dormitory



History Opened in February 2005 (Ogi, Adachi-ku, Tokyo)

Management policy Build trustworthy relationships and respect individuals

Capacity 6 people (girls and boys)

Rules

- ① Find a job
- ② Learn money management
- ③ Get ready for society



Life in the dormitory



Kids room



Kitchen

We support children in a homely atmosphere.



Living room



Cafeteria

The living room where children relax has a kotatsu, and spends peacefully around a large desk.

Operations at Ogi Ryo



Individual Guidance

- Use the small group and individual guidance to enable children to build trust with each other

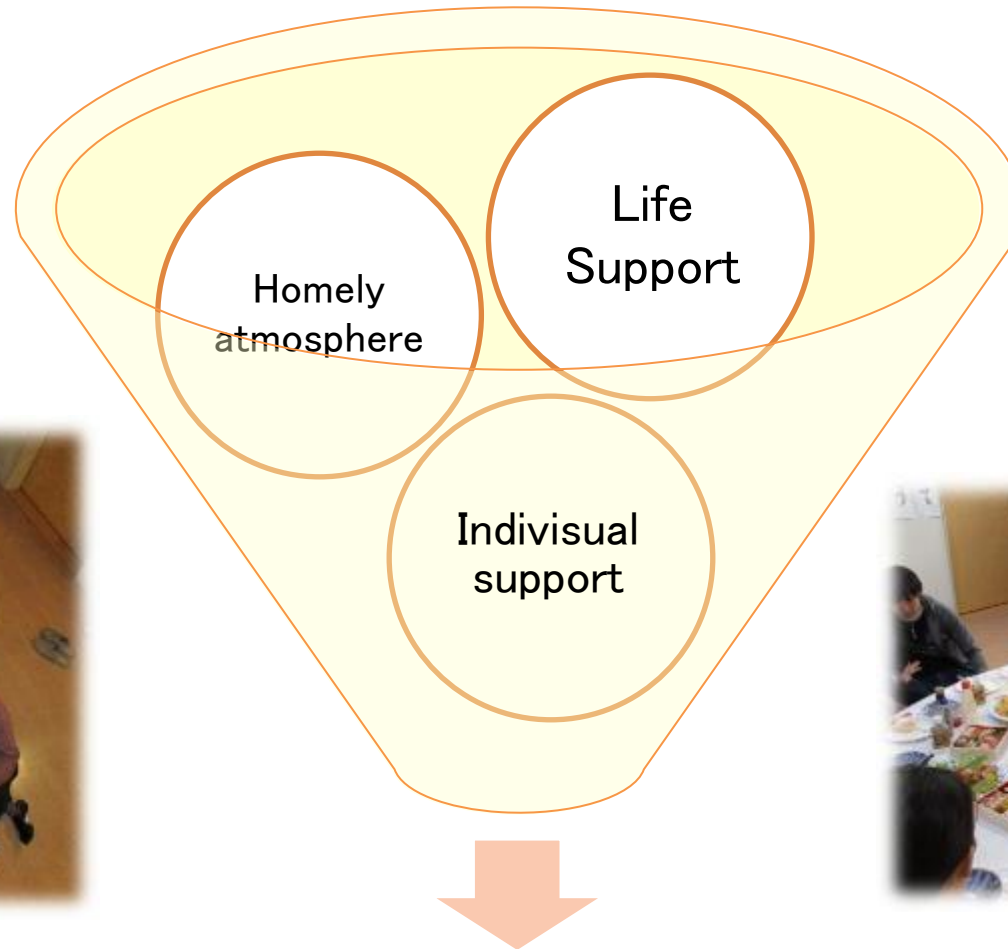
Code of Ethics

- Deepen the understanding of the Code of Ethics to help develop respect of other individuals

Stable management

- Take measures to enable the rebuilding of Ogi dormitory in the future

What we cherish



Social independence including an "independent mind"

Corporate business



**Coming of Age
Ceremony**



Ogi Bazaar



Charity Big Bazaar



Corporate training



Formulation and implementation of staff development training

Overstay Training

- Deepen the understanding of corporate philosophy (for all staff)

Informal new hires training

- Orientation
- Training at site

New staff training

- Recruiting training (April)
- Early September and Late March

2nd and 3rd year training

- Safety training
- How to read the children's file

4th and 5th year training

- Business plan training (May)
- Business report training (January)

Senior position training

- Overstay training, planning and implementation
- External lecturer training (self-growth and human resource development)

Facility manager training

- External instructor training





March 28, 2017
Created by Senior Management Committee