

# 基調講演Ⅱ

## Keynote Speech II

「日本の高等教育機関における専門職人材育成の現状」

“Current Status of Professional Development in Japanese  
Higher Education Institutions”

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学校法人敬心学園 東京保健医療専門職大学 理事長  
Chairman, Tokyo Professional University of Health Sciences,  
Keishin Group

QAPHE 国際シンポジウム 2022

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## 日本の高等教育機関における 専門職業人材教育の現状

2022年1月27日(木)

学校法人敬心学園 東京保健医療専門職大学  
理事長 小林光俊



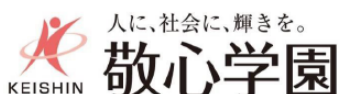
QAPHE International Symposium 2022

December 15, 2021 Ed.

## Current Status of Professional Development in Japanese Higher Education Institutions

January 27 (Thursday), 2022

Mitsutoshi Kobayashi, President  
Tokyo Professional University of Health Sciences,  
Keishin-Gakuen Educational Group



## 1. はじめに



### 小林 光俊

Mitsutoshi Kobayashi

- 学校法人敬心学園 理事長
- 社会福祉法人敬心福祉会 理事長
- 全国専修学校各種学校総連合会 顧問
- 外国人留学生高等教育協会 代表理事
- 学術博士(サンフランシスコ州立大学)



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## 1. Introduction



### Mitsutoshi Kobayashi

- President, Keishin-Gakuen Educational Group
- Director-General, Keishin Welfare Corporation
- Advisor, National Association of Vocational Schools of Japan
- Representative Director, Association for Higher Education of International Students
- Ph. D., San Francisco State University



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## 2. 我が国の専門職高等教育の課題



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## 2. Challenges of Professional Higher Education in Japan



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## 2-1. 国民1人当たりのGDPの国際比較



- 日本の国民1人当たりGDPは世界24位

### 国民1人当たりGDPの国際比較



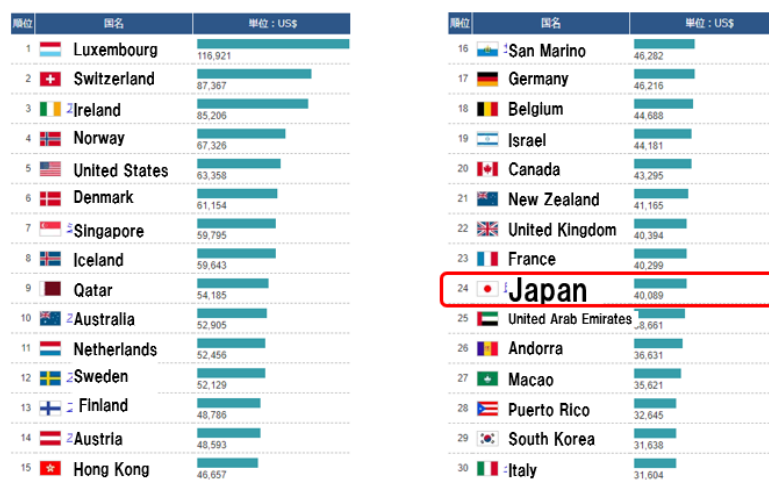
【出所】IMF(2020年)

## 2-1. International Comparison of GDP Per Capita



- Japan's GDP per capita ranks 24th in the world.

### International comparison of GDP per capita

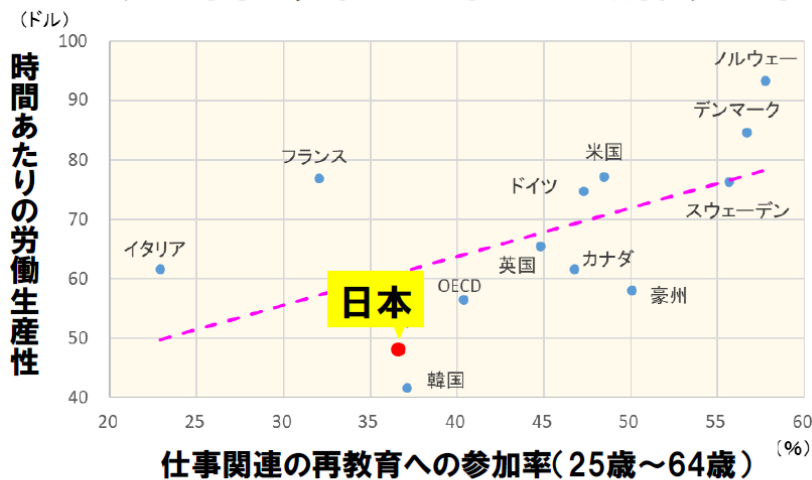


Source: IMF (2020)

## 2-2 労働生産性と再教育

- 日本は再教育参加率が低く、労働生産性が低水準

### 主な先進国の労働生産性と再教育参加率



【出所】OECD.Stat 及びOECD (2019), Survey of Adult Skills (PIAAC)をもとに作成

## 2-2. Labor Productivity and Retraining

- Japan has low labor productivity with a low retraining participation rate.

### Labor productivity and retraining participation rates among major advanced countries



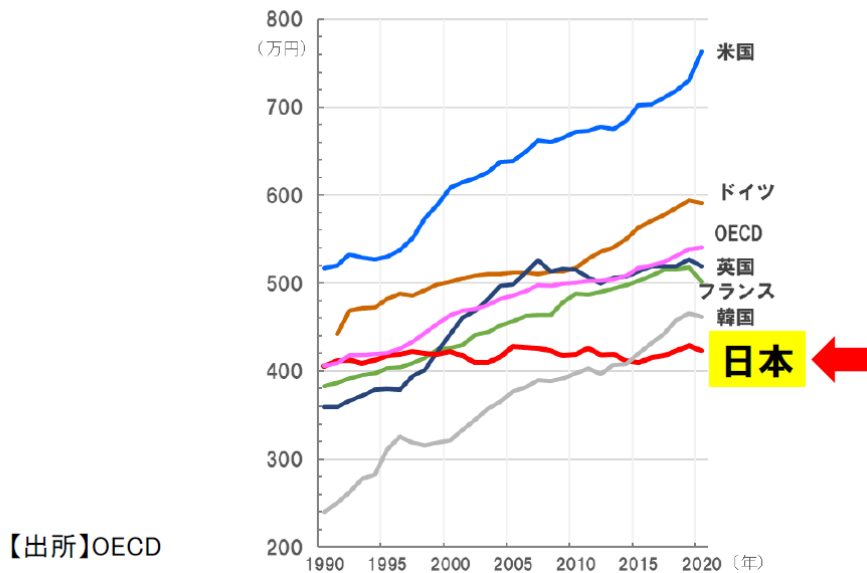
Sources: Made based on OECD. Stat. and OECD (2019), the Survey of Adult Skills (PIAAC).

## 2-3 30年間変わらない平均賃金



- 長年に渡るデフレは続く中、日本の賃金は低水準

### 主要国の平均賃金（年収）の推移



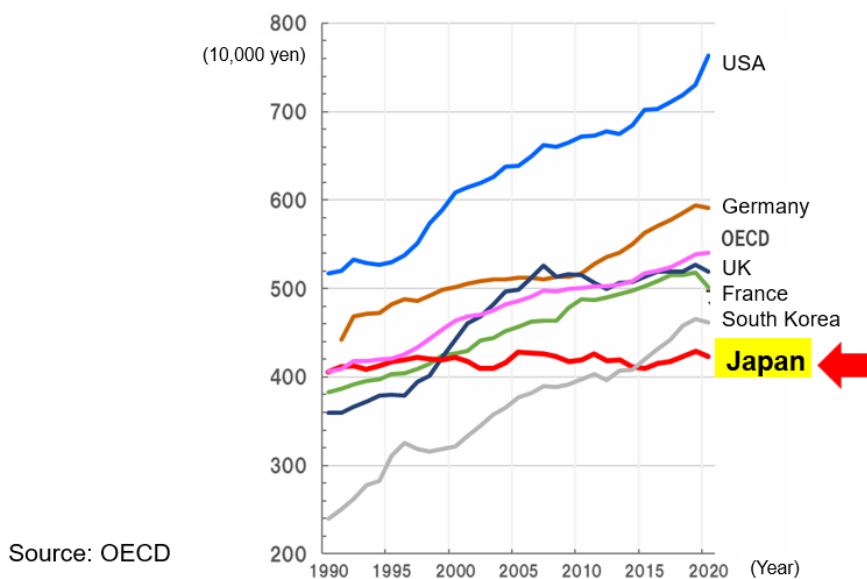
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## 2-3. Average Wages Unchanged for 30 Years



- Japan's wages remain low amid years of deflation.

### Changes in average wages (annual income) among major countries

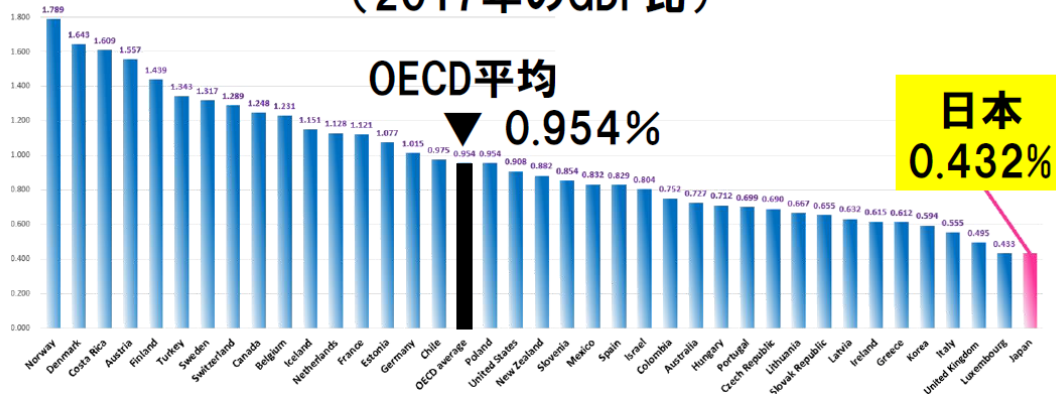


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## 2-4 公的支出の国際比較

- 日本の高等教育に対する公的支出は低水準

### OECD各国の高等教育への公的支出 (2017年のGDP比)

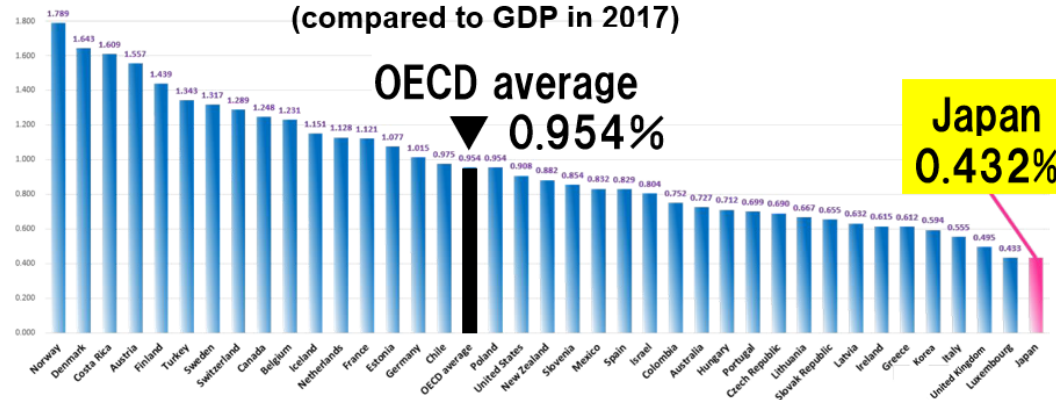


【出所】FREE京都(OECD「Education at a Glance 2020」より作成)

## 2-4. International Comparison of Public Spending

- Japan's public spending on higher education is low.

### Public spending on higher education among OECD countries (compared to GDP in 2017)



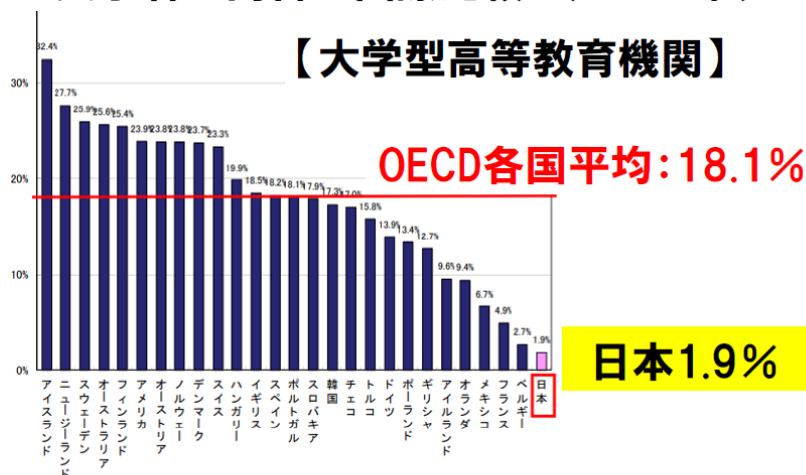
Source: FREE Kyoto (based on OECD, *Education at a Glance 2020*).



## 2-5. 学び直しの国際比較

- 日本の大学・大学院は、25歳以上の入学者が少ない

### 25歳以上の入学者の割合の国際比較（2012年）

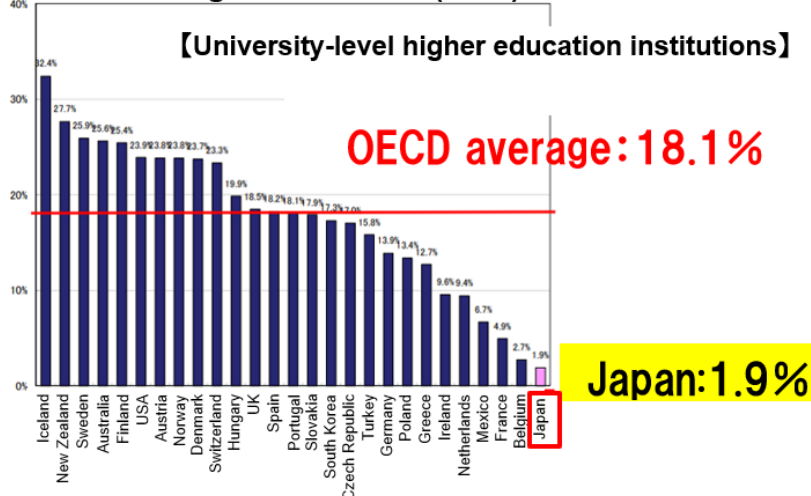


【出所】文部科学省「社会人の学び直しに関する現状等について」

## 2-5. International Comparison of Retraining

- Japanese universities and graduate schools have low enrollment of students aged 25 or older.

### International comparison of the enrollment rate of students aged 25 or older (2012)



Source: Ministry of Education, Culture, Sports, Science and Technology, *Current Status of Retraining for Working Adults*.

## 2-6. 専門職高等教育改革の流れ



- 専門学校「職業実践専門課程」が2014年から、「専門職大学」が2019年からスタート

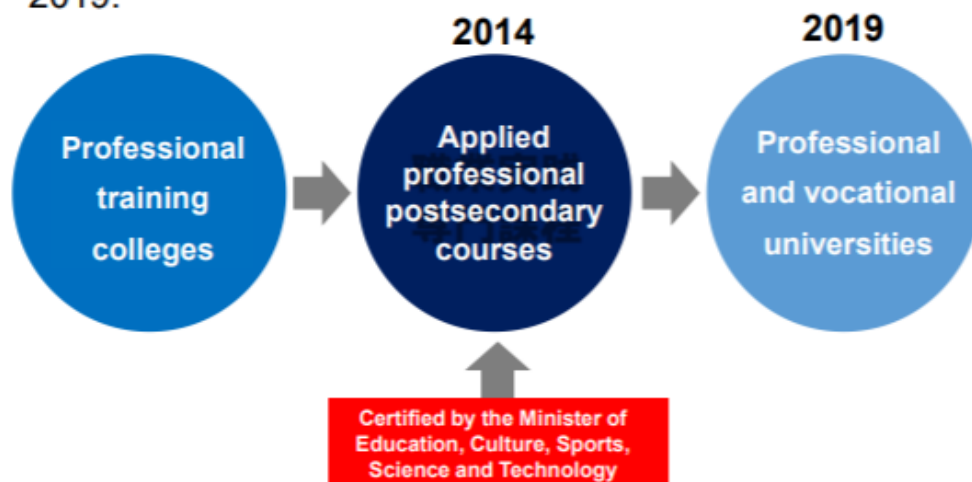


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## 2-6. Professional Higher Education Reform



- Professional training colleges began to offer the “applied professional postsecondary course” in 2014, and the “professional and vocational university” was launched in 2019.



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### 3. 専門学校と職業実践専門課程



専門学校

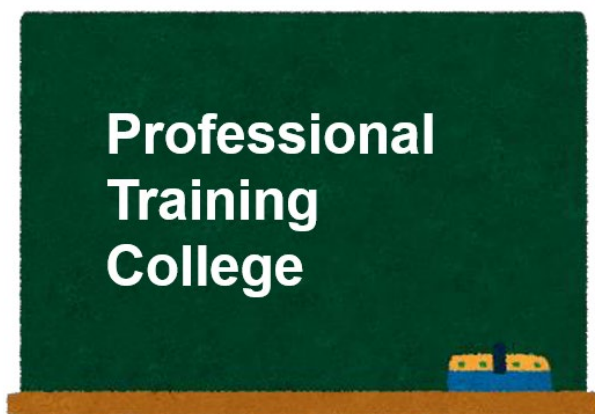


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### 3. Professional Training College and Applied Professional Postsecondary Course



Professional  
Training  
College

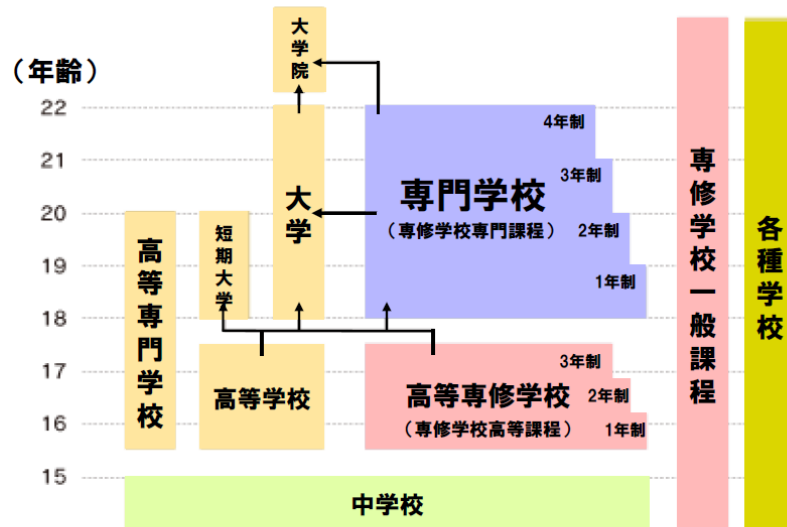


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### 3-1. 専門学校



- 日本における専門学校制度の位置付け

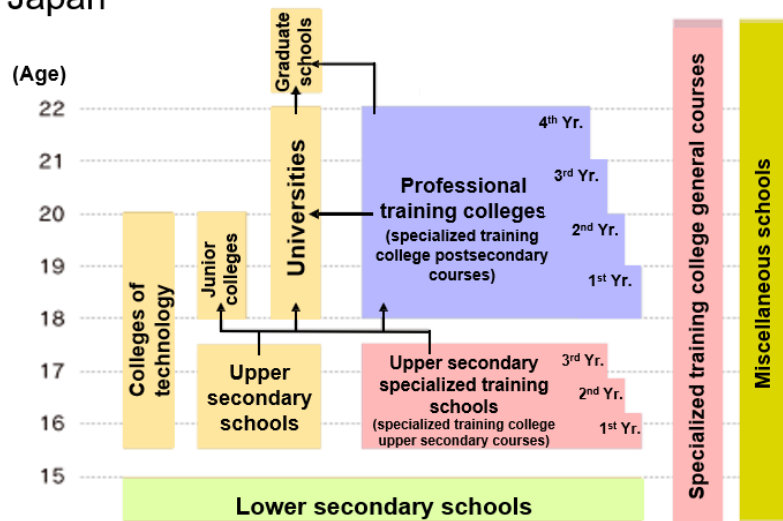


【出所】専修学校各種学校連合会

### 3-1. Professional Training College



- Position of the professional training college system in Japan



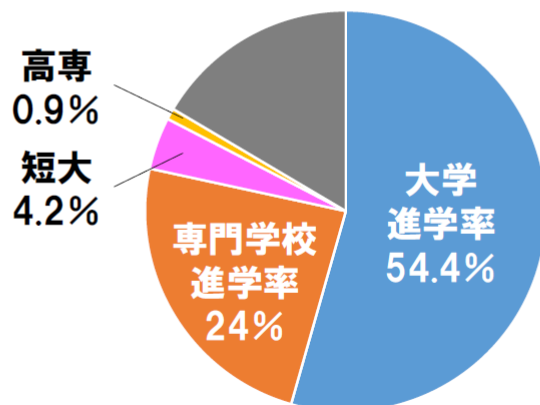
Source: National Association of Vocational Schools of Japan

### 3-2. 高校卒業生の専門学校への進学率



- 高校等卒業生の専門学校への進学率は24%
- 大学・短大・高専を加えた高等教育機関合計は83.5%

#### 高等学校等卒業生の進学率



【出所】文部科学省「学校基本調査(2020年度)」

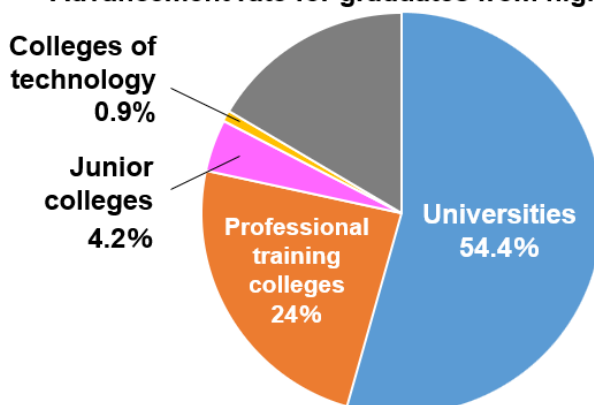
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### 3-2. Percentage of High School Graduates Advancing to Professional Training Colleges



- Twenty-four percent of high school graduates advance to professional training colleges.
- The total percentage of advancement to professional training colleges, universities, junior colleges, and colleges of technology stands at 83.5 percent.

#### Advancement rate for graduates from high schools and other institutions



Source: Ministry of Education, Culture, Sports, Science and Technology, School Basic Survey (FY2020).

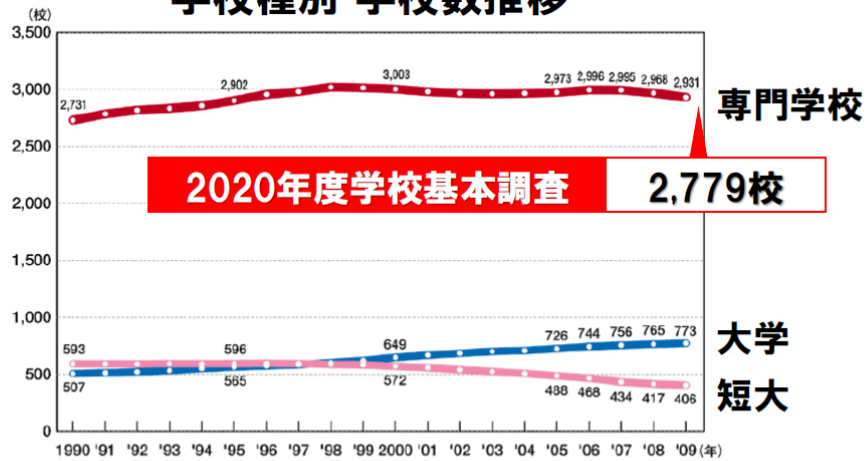
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### 3-3. 専門学校数の推移



- 学校数は、専門学校が横這いから微減
- 大学が微増、短期大学が減少傾向

#### 学校種別 学校数推移

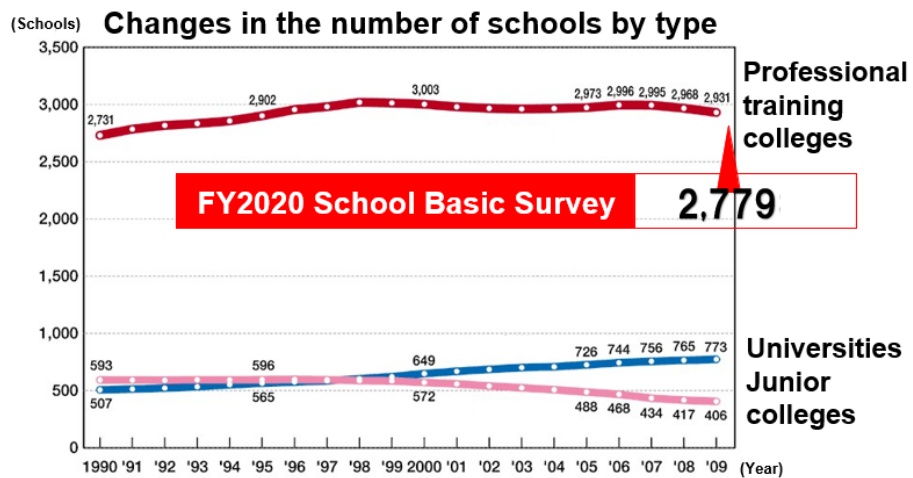


【出所】日本ドリコム(学校基本調査をもとに作成)

### 3-3. Changes in the Number of Professional Training Colleges



- The number of professional training colleges has been flat to down slightly.
- The number of universities has increased slightly while junior colleges have declined.



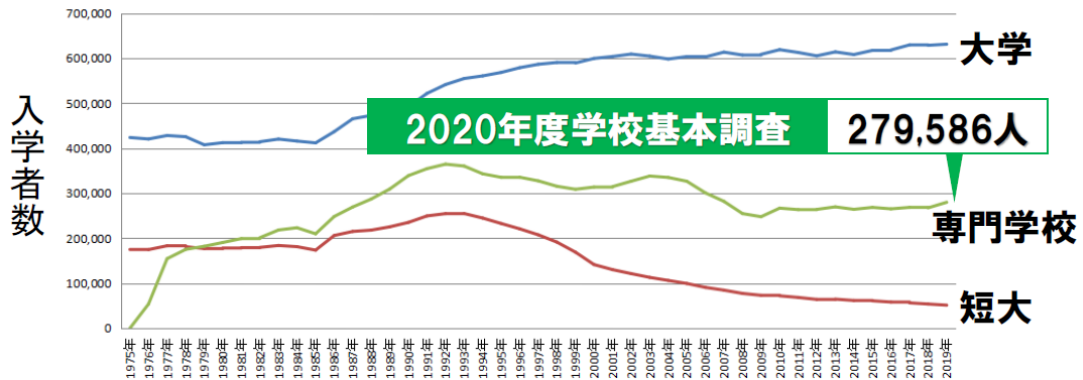
Source: N-DRICOM (based on the School Basic Survey).

### 3-4. 専門学校への入学者数の推移



- 入学者数は、専門学校が横這い
- 大学が増加、短期大学が減少傾向

#### 学校種別 入学者推移



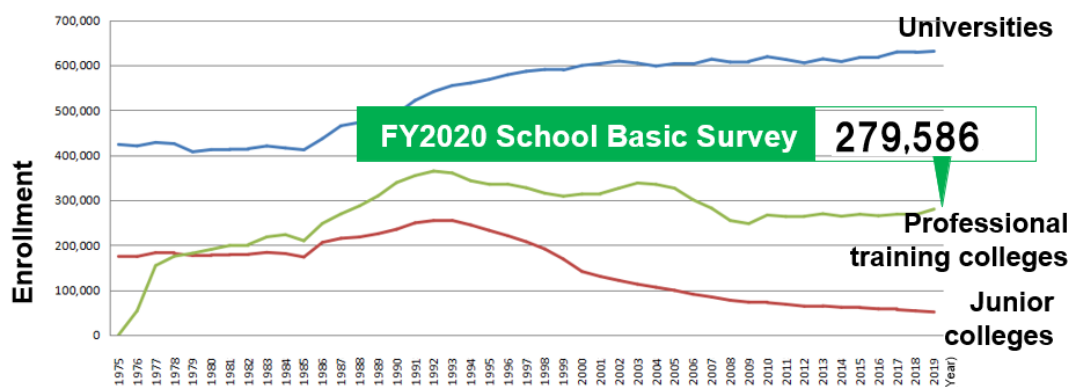
【出所】大学・短大・専門学校のカリキュラムを考える(学校基本調査をもとに作成)

### 3-4. Changes in Professional Training College Enrollment



- The enrollment of professional training colleges remains flat.
- The enrollment of universities has grown while junior colleges have declined.

#### Changes in enrollments by school type



Source: Reviewing the Curricula of Universities, Junior Colleges, and Professional Training Colleges (based on the *School Basic Survey*).

### 3-5. 大学と専門学校の違い



- 大学と専門学校は上下の関係ではない
- 大学と専門学校は役割が異なる



天は人の上に人を造らず、  
人の下に人を造らず

「学問のすすめ」福澤諭吉著



日本の高等教育機関も、欧米のように  
アカデミックラインとプロフェッショナルライン  
の「**複線型**」であるべきだ

小林光俊

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### 3-5. Difference between Universities and Professional Training Colleges



- Universities and professional training colleges are not positioned as superiors and subordinates.
- The two education institutions play different roles.



“Heaven does not create one man above or  
below another man.”

Yukichi Fukuzawa, *Gakumon no Susume (An  
Encouragement of Learning)*



Japan's higher education institutions need  
to introduce a “**dual system**” combining  
academic and professional education, as in  
the West.

Mitsutoshi Kobayashi

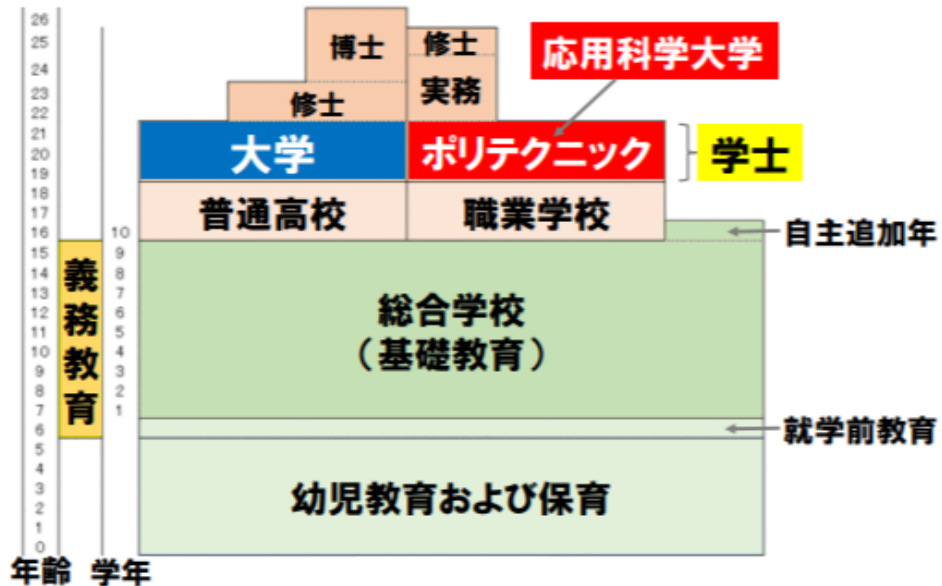
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### 3-6. 海外における職業教育



#### ● フィンランドの教育制度 → 複線型高等教育

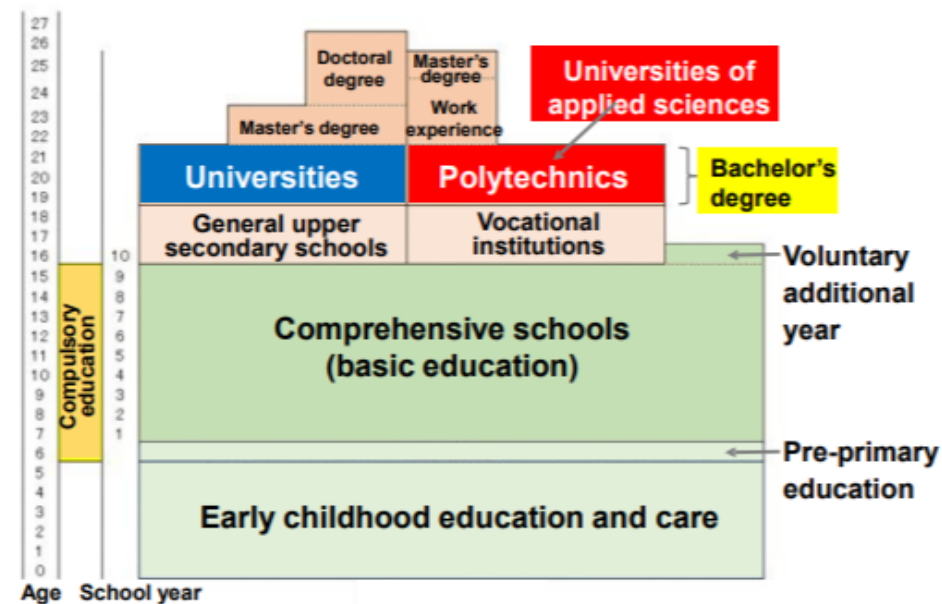


【出所】チャイルド・ネット・リサーチ(フィンランド教育省の資料等をもとに作成)

### 3-6. Vocational Education Overseas



#### • Finland's educational system → Dual higher education system



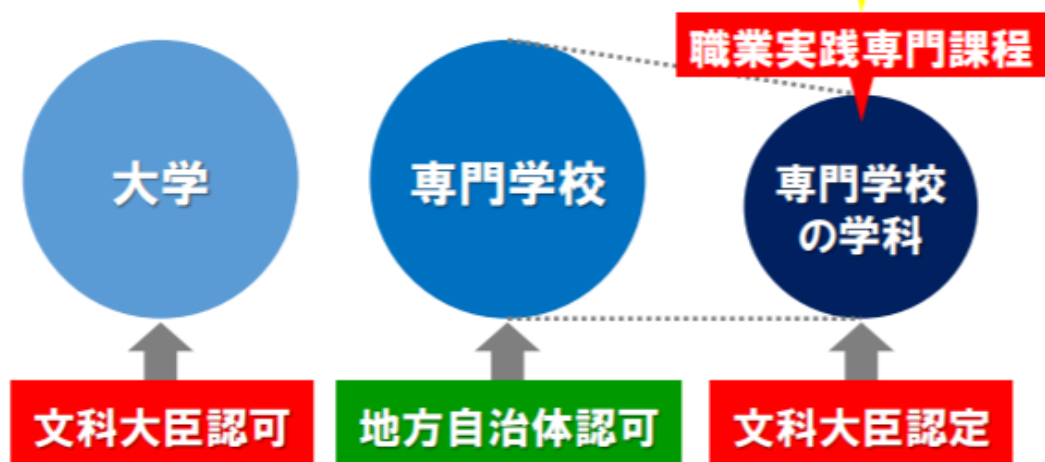
Source: Child Research Net (based on materials of Finland's Ministry of Education and Culture).

### 3-7. 職業実践専門課程の創設



- 2014年度の認定: 472校、1,373学科
- 2019年度の認定: 1,037校、3,098学科

企業や団体と連携した授業を重視



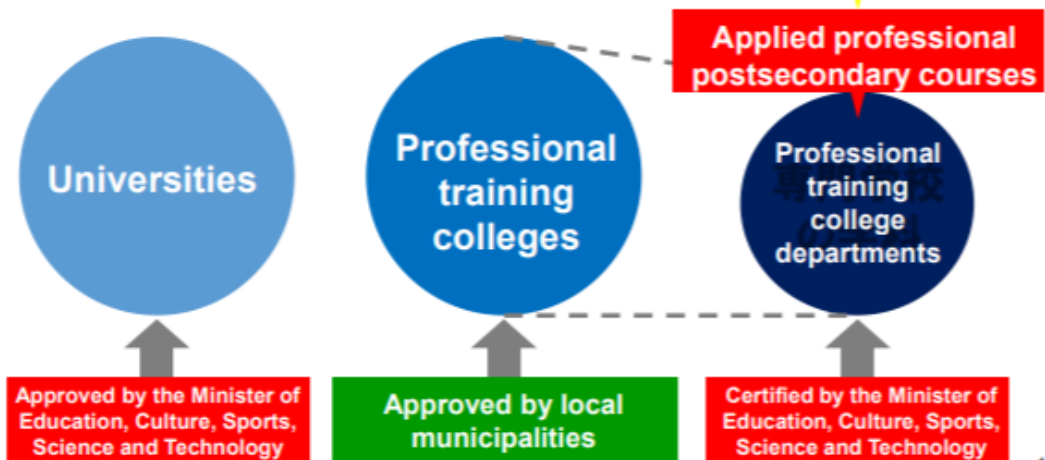
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### 3-7. Establishment of Applied Professional Postsecondary Courses



- Certified in FY2014: 472 schools and 1,373 departments
- Certified in FY2019: 1,037 schools and 3,908 departments

Emphasis on conducting classes in cooperation with companies and organizations



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#### 4. 専門職大学



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#### 4. Professional and Vocational University



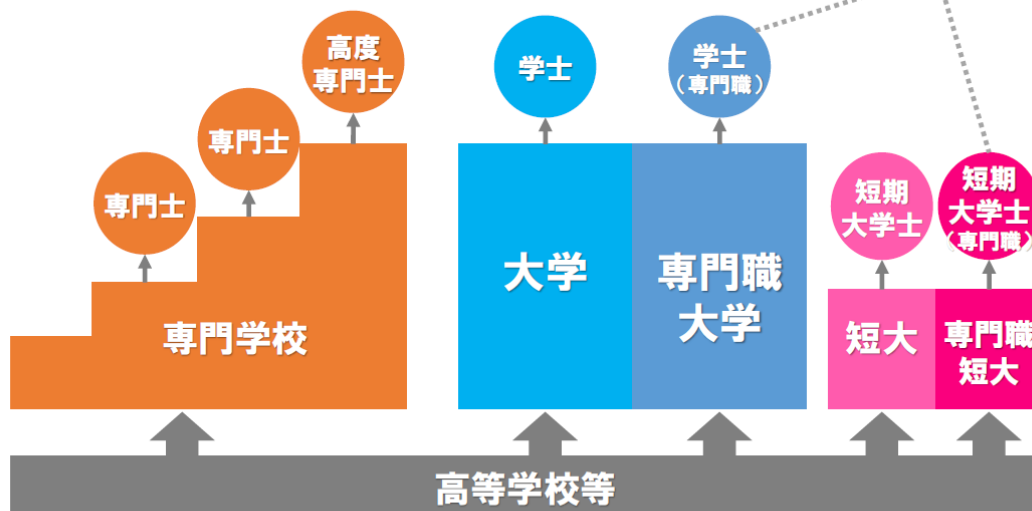
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## 4-1. 高校等卒業者の進学先



### ● 高校等卒業者後の主な進路

2019年～



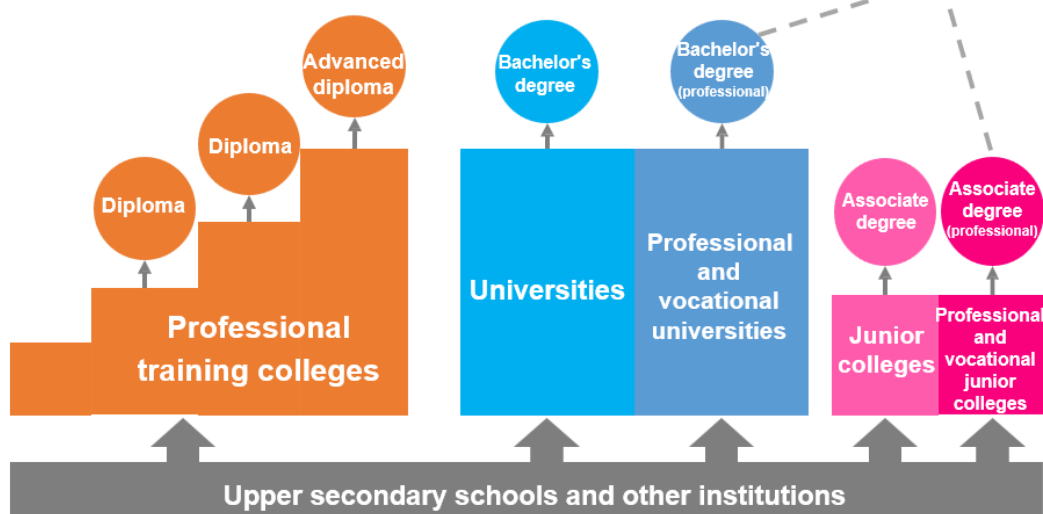
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## 4-1. Advancement of High School Graduates to Higher Education



### • Main academic paths of graduates from high schools and other institutions

2019～

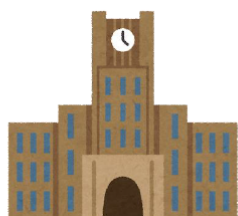


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## 4-2. 専門職大学制度の創設(1)



- 55年ぶりの新たな大学制度



1947年 新制大学  
 1964年 短期大学  
 2019年 **専門職大学**

### 専門職大学等の設置校数

区分	専門職大学	専門職短期大学	専門職学科
公立	2校	1校	0学科
私立	12校	2校	1学科
合計	14校	3校	1学科

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## 4-2. Establishment of the Professional and Vocational University System (1)



- First new university system in 55 years



1947: Universities under Japan's new education system  
 1964: Junior colleges  
 2019: **Professional and vocational universities**

### Numbers of professional and vocational universities and departments established

School	Professional and vocational university	Professional and vocational junior college	Professional and vocational department
Public	2	1	0
Private	12	2	1
Total	14	3	1

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## 4-2. 専門職大学制度の創設(2)



### ● 専門職大学14校、専門職短期大学3校

 開志専門職大学  
KAISHI PROFESSIONAL UNIVERSITY




東京保健医療専門職大学  
TOKYO PROFESSIONAL UNIVERSITY  
OF HEALTH SCIENCES

国際ファッション専門職大学

東京国際工科専門職大学

大阪国際工科専門職大学

名古屋国際工科専門職大学

 静岡県立  
農林環境専門職大学  
農林環境専門職大学短期大学部

 iU 情報経営イノベーション  
専門職大学

 びわこリハビリテーション  
専門職大学

 学校法人 高知学園  
高知リハビリテーション専門職大学  
Kochi Professional University of Rehabilitation

 ヤマザキ動物看護専門職短期大学

 岡山医療専門職大学  
Okayama Healthcare Professional University  
Since 2020

2020年9月8日  
専門職大学コンソーシアム設立



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## 4-2. Establishment of the Professional and Vocational University System (2)



- 14 professional and vocational universities
- 3 professional and vocational junior colleges

 開志専門職大学  
KAISHI PROFESSIONAL UNIVERSITY




東京保健医療専門職大学  
TOKYO PROFESSIONAL UNIVERSITY  
OF HEALTH SCIENCES


Professional Institute of International  
Fashion


International Professional University  
of Technology in Tokyo

International Professional University  
of Technology in Osaka

International Professional University  
of Technology in Nagoya

 Shizuoka Professional University of  
Agriculture  
Shizuoka Professional University  
Junior College of Agriculture

 iU Professional University of Information  
and Management for Innovation (iU)

 Biwako Professional University  
of Rehabilitation

 学校法人 高知学園  
高知リハビリテーション専門職大学  
Kochi Professional University of Rehabilitation

 Yamazaki Professional College of Animal  
Health Technology

 岡山医療専門職大学  
Okayama Healthcare Professional University  
Since 2020

Professional and Vocational University  
Consortium established on September 8, 2020

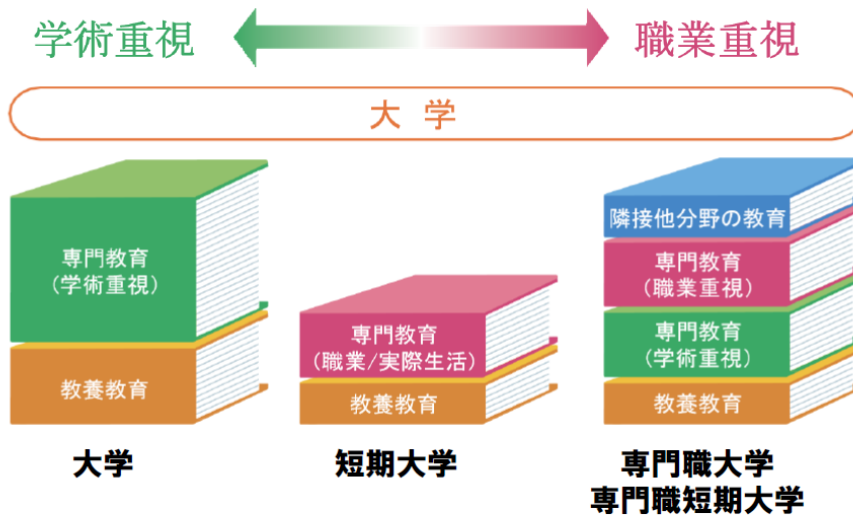


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### 4-3. 専門職大学の概要(1)



- 「知識・理論」と「実践的なスキル」を身に付ける大学

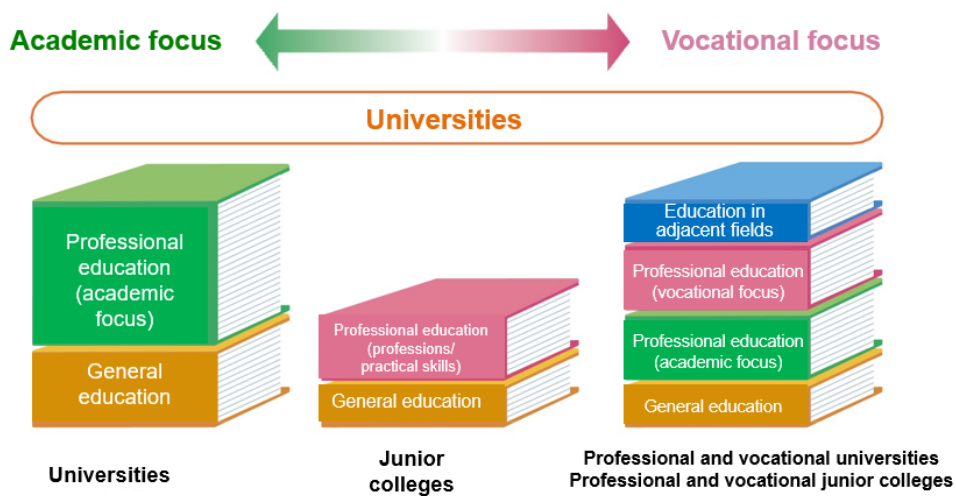


【出所】文部科学省ホームページ

### 4-3. Overview of Professional and Vocational Universities (1)



- Universities fostering “knowledge and theories” and “practical skills”



Source: Website of the Ministry of Education, Culture, Sports, Science and Technology

### 4-3. 専門職大学の概要(2)



- 産業界との密接な連携により専門職業人材を養成



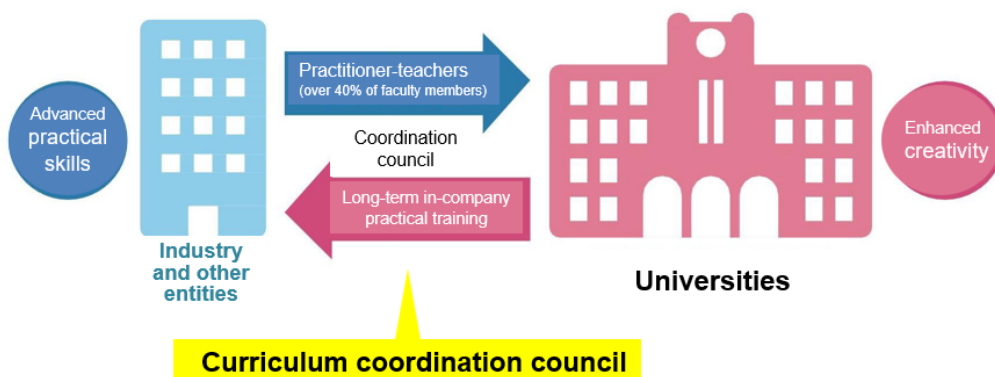
【出所】文部科学省ホームページ

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### 4-3. Overview of Professional and Vocational Universities (2)



- Cultivating professional and vocational human resources in close cooperation with industry



Source: Website of the Ministry of Education, Culture, Sports, Science and Technology

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### 4-3. 専門職大学の概要(3)



- 授業の3分の1以上は実習・実技
- 4年間で通算600時間以上の実践的な学外実習



【出所】文部科学省ホームページ

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### 4-3. Overview of Professional and Vocational Universities (3)



- Practical training and skills practice accounting for more than one-third of lessons
- Conducting off-campus practical training totaling 600 or more hours over 4 years



Source: Website of the Ministry of Education, Culture, Sports, Science and Technology

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### 4-3. 専門職大学の概要(4)



- 原則40人以下の少人数授業
- 研究者教員と実務家教員の両方から学べる
- 一つの専門にとどまらない学び
  - 新しいアイデアを生み出せる人材
  - 業界・職業の変化をリードする人材



【出所】文部科学省ホームページ

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### 4-3. Overview of Professional and Vocational Universities (4)



- Small-group classes with 40 students or less (in principle)
- Teaching by academic and practitioner faculty members
- Learning beyond one specialty
  - Professionals who can generate new ideas
  - Human resources leading changes in industries and professions



Source: Website of the Ministry of Education, Culture, Sports, Science and Technology

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### 4-3. 専門職大学の概要(5)



- 専門職大学の卒業者に対し「学士」の学位



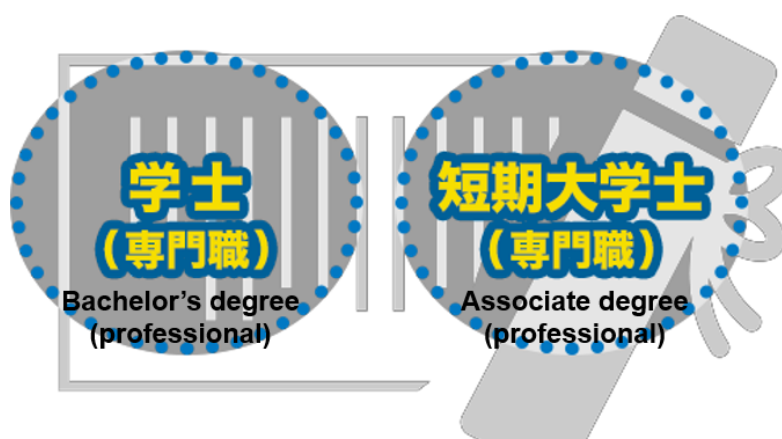
【出所】文部科学省ホームページ

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### 4-3. Overview of Professional and Vocational Universities (5)



- Bachelor's degrees granted to graduates from professional and vocational universities



Source: Website of the Ministry of Education, Culture, Sports, Science and Technology

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#### 4-4. 東京保健医療専門職大学のカリキュラム



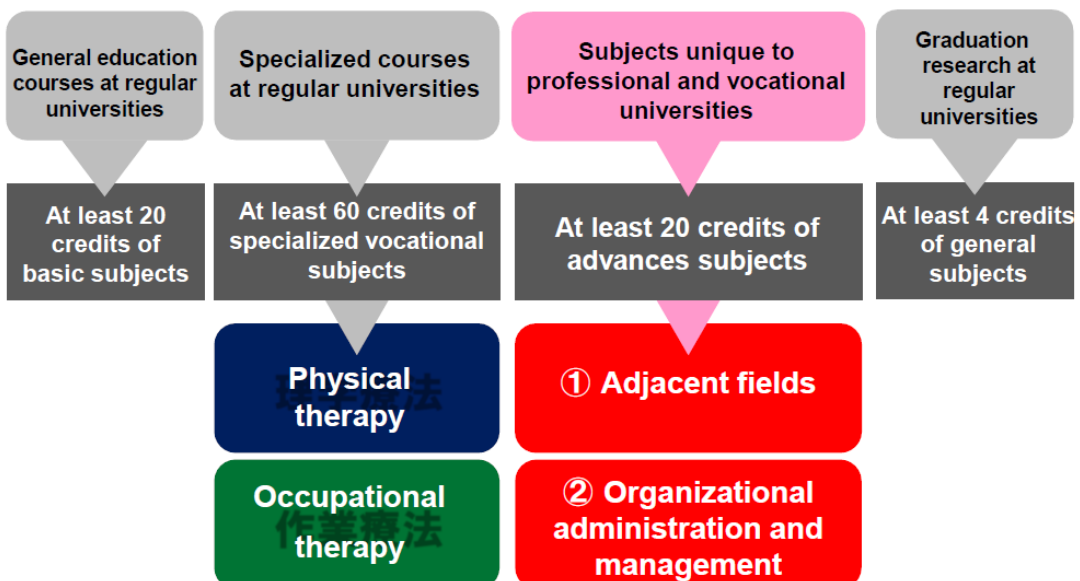
##### ● TPUの展開科目



#### 4-4. Curricula of the Tokyo Professional University of Health Sciences (TPU)



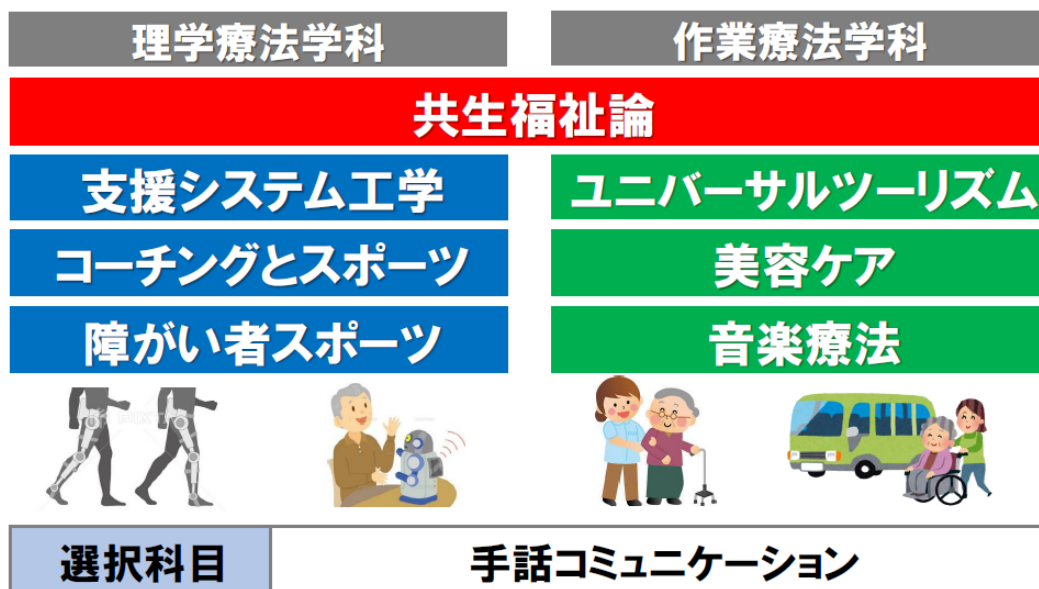
##### ● TPU's advanced courses



#### 4-4. 東京保健医療専門職大学のカリキュラム



- TPUの展開科目 = ①隣接他分野

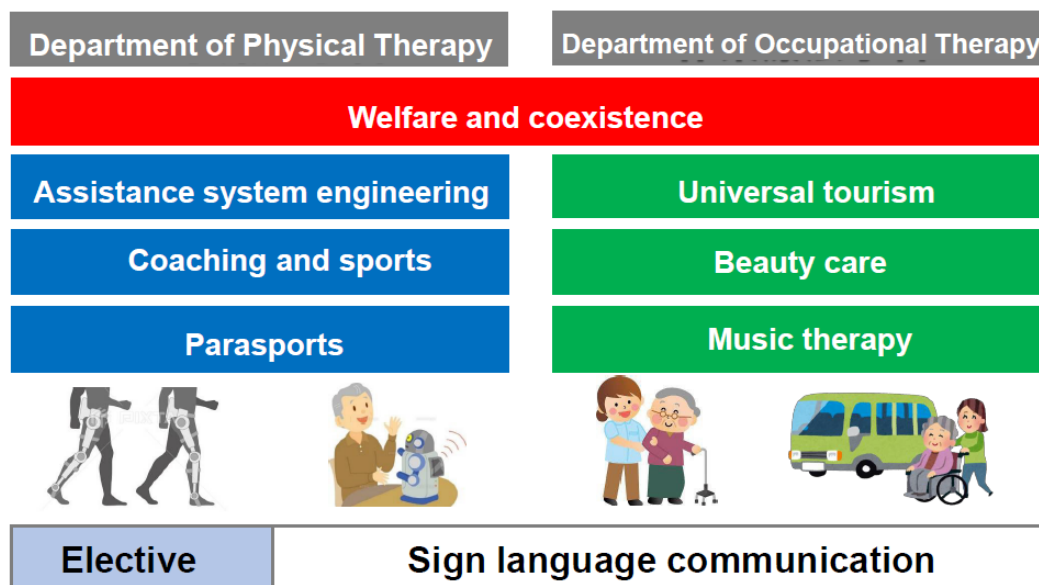


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#### 4-4. Curricula of the Tokyo Professional University of Health Sciences (TPU)



- TPU's advanced courses = ① Adjacent fields



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## 4-4. 東京保健医療専門職大学のカリキュラム



- TPUの展開科目 = ② **組織の経営・マネジメント**

理学療法学科・作業療法学科 共通

経営戦略論

マーケティング

人材マネジメント

保健医療経営



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## 4-4. Curricula of the Tokyo Professional University of Health Sciences (TPU)



- TPU's advanced courses  
= ② **Organizational administration and management**

Departments of Physical Therapy and Occupational Therapy

Business strategy

Marketing

Human resource management

Healthcare management



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#### 4-4. 東京保健医療専門職大学の教員数



- 1クラス40名 × (担任 + 副担任)



学生12名  教員1名 

圧倒的な面倒見の良さ

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#### 4-4. Number of Faculty Members of the Tokyo Professional University of Health Sciences (TPU)



- 40 students per class x (supervisor + assistant supervisor)



12 students  1 faculty member 

A fully caring and supportive faculty

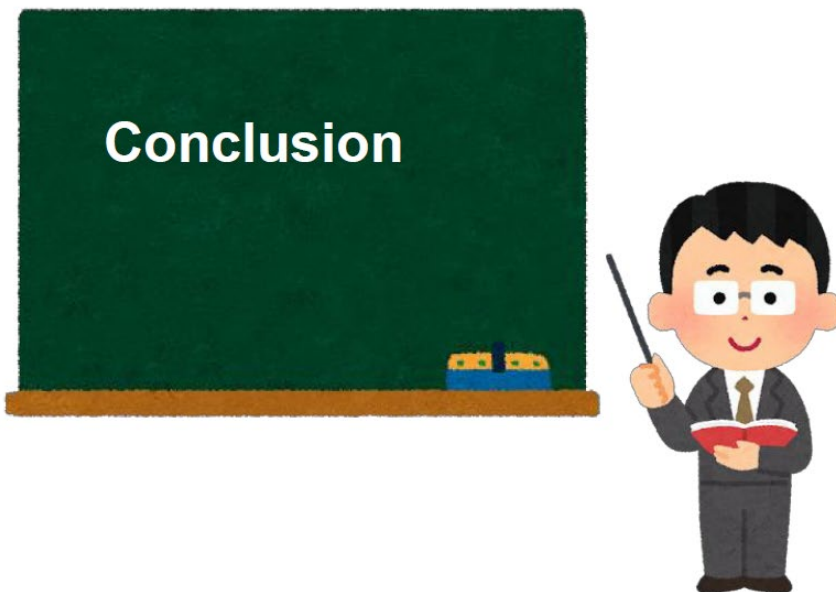
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## 5. おわりに



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## 5. Conclusion



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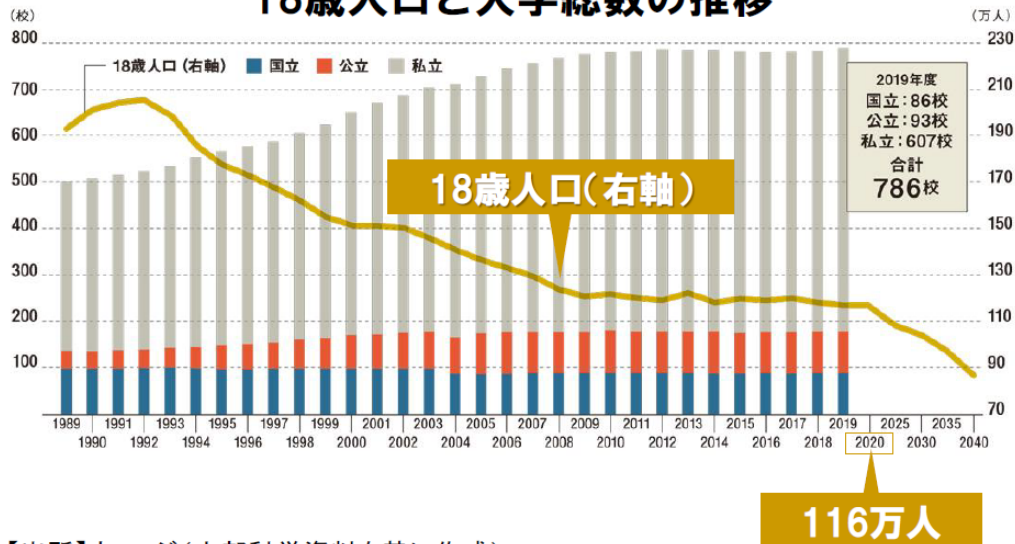


## 5-1. 18歳人口の減少(1)



- 日本の18歳人口は減少の一途

### 18歳人口と大学総数の推移



【出所】ウェッジ(文部科学資料を基に作成)

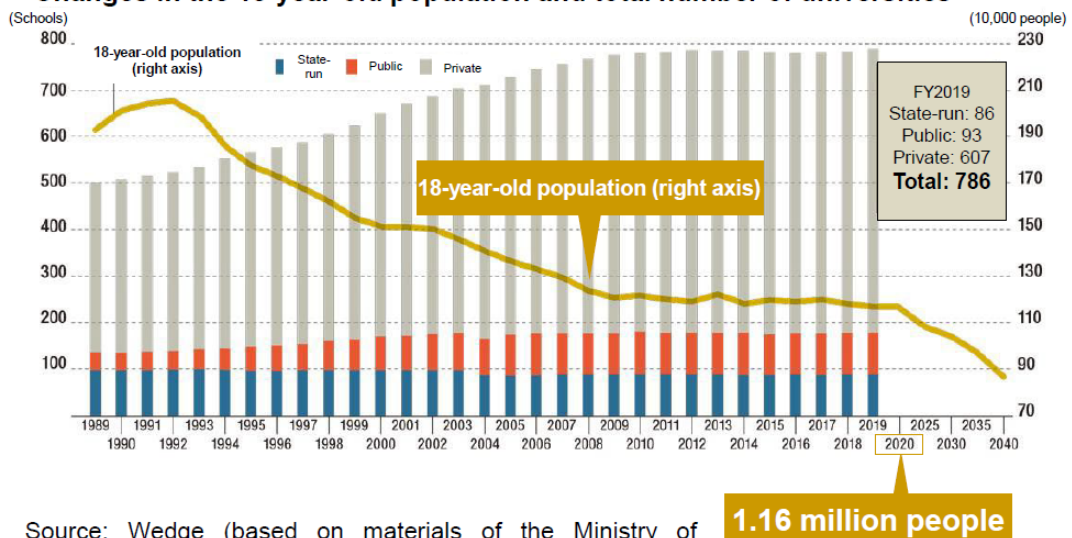
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## 5-1. Decline in the 18-year-old population (1)



- Japan's 18-year-old population continues to decline.

### Changes in the 18-year-old population and total number of universities



Source: Wedge (based on materials of the Ministry of Education, Culture, Sports, Science and Technology).

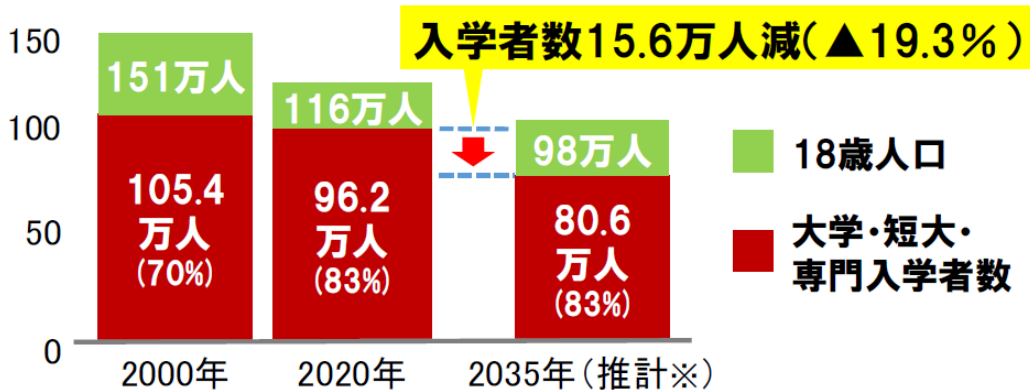
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## 5-1. 18歳人口の減少(2)



- 18歳人口に依存した経営は厳しい
- 社会人の学び直しへ、ターゲットのシフトが必要

### 18歳人口と大学・短大・専門学校入学者の推計



【出所】船井総合研究所

※入学者数が18歳人口に占める割合を2020年と同率と仮定

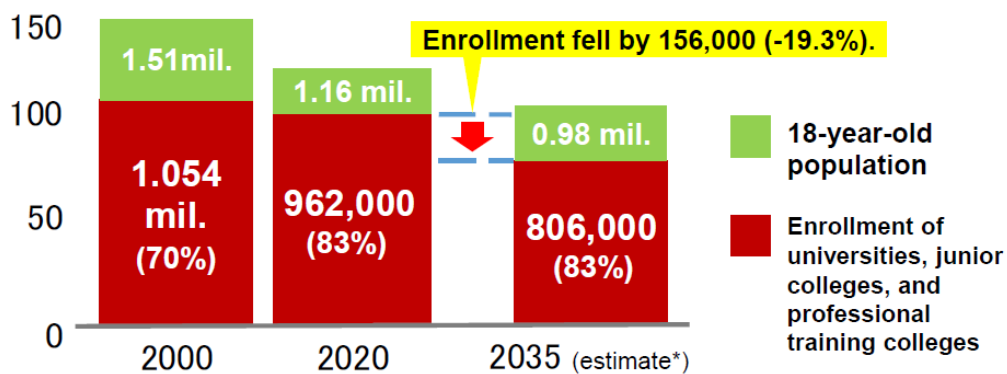
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## 5-1. Decline in the 18-year-old population (2)



- Management relying on the 18-year-old population is becoming difficult.
- It is necessary to shift the target population to working adults seeking retraining.

### 18-year-old population and estimated enrollment of universities, junior colleges, and professional training colleges



Source: Funai Consulting Incorporated

\*Based on the assumption that the enrollment ratio to 18-year-old population is the same as in 2020.

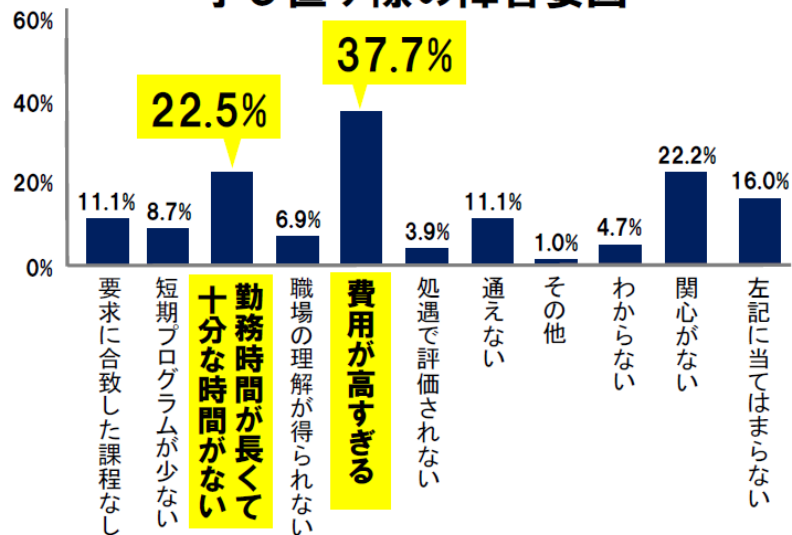
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## 5-2. 高等教育への支援の必要性



- 社会人の学び直しの障害は「学費」と「時間」

### 学び直す際の障害要因



【出所】文科省2016年「社会人の大学等における学び直しの実態把握に関する調査研究」

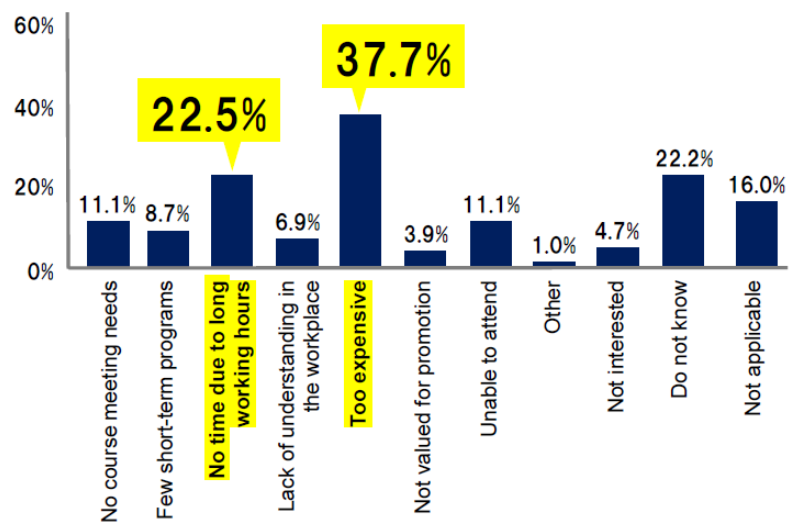
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## 5-2. Need to Support Higher Education



- Tuition and time are obstacles for working adults seeking retraining.

### Obstacles for retraining



Source: Ministry of Education, Culture, Sports, Science and Technology, *Survey on the Situation of Working Adults Retraining at Universities and Other Institutions*, 2016.

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## 5-3. 就学支援制度の創設



### ● 2020年4月から新制度スタート

高校生・大学生・保護者の皆さんへ

# 学びたい気持ちを 応援します

高等教育の修学支援新制度  
(授業料等減免と給付型奨学金)

大学・短大・高等専門学校、専門学校等での  
学びの支援が令和2年4月からスタートしています

授業料・入学金の  
免除/減額



給付型奨学金の  
支給

【出所】文部科学省ホームページ

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## 5-3. Establishment of an Aid System for Higher Education



- A new aid system for higher education was launched in April 2020.

For high school and university students and their guardians

# We support your desire to learn.

A New Aid System for Higher Education  
(Exemption or reduction of tuition and  
other fees and scholarship grants)

The system was launched in April 2020 to support learning at universities, junior colleges, colleges of technology, professional training colleges, and other institutions.

授業料・入学金の  
免除/減額



給付型奨学金の  
支給

Exemption or  
reduction of tuition  
and enrollment fees +  
scholarship grants

Source: Website of the Ministry of Education, Culture, Sports, Science and Technology

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ご清聴ありがとうございました



人に、社会に、輝きを。

敬心学園



人に、社会に、輝きを。

敬心学園は、  
「先駆性」「科学性」「倫理性」「文化性」をもって  
教育・福祉・医療との連携を図り、  
社会に貢献します



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Thank you for your kind attention.



人に、社会に、輝きを。

敬心学園



Brightness of People Sparkles in Society  
Keishin-Gakuen Educational Group's mission is to  
contribute to society in coordination with education,  
welfare, and healthcare based on pioneering,  
scientific, ethical, and cultural approaches.



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