

# 介護支援専門員実態調査 結果報告書

令和元年(2019年)10月

北海道保健福祉部高齢者支援局高齢者保健福祉課

# 介護支援専門員実態調査結果

## 1 概要

道内の介護サービス事業所等における介護支援専門員の充足状況等について実態を把握するために調査を実施

- (1) 調査時点:平成30年12月現在
- (2) 調査期間:平成31年1月9日～2月4日
- (3) 対象事業所:平成30年11月末現在で指定等を受けている事業所のうち、介護支援専門員の配置が必要な4,397事業所

○居宅介護支援事業所
○地域包括支援センター(介護予防支援事業所)
○介護サービス事業所
<ul style="list-style-type: none"> <li>・介護老人福祉施設</li> <li>・介護老人保健施設</li> <li>・(介護予防)特定施設入居者生活介護</li> <li>・(介護予防)認知症対応型共同生活介護</li> <li>・(介護予防)小規模多機能型居宅介護</li> </ul>
<ul style="list-style-type: none"> <li>・地域密着型介護老人福祉施設入所者生活介護</li> <li>・介護療養型医療施設</li> <li>・(介護予防)特定施設入居者生活介護</li> <li>・地域密着型特定施設入居者生活介護</li> <li>・看護小規模多機能型居宅介護</li> </ul>
<ul style="list-style-type: none"> <li>・介護医療院</li> </ul>

- (4) 回答結果:3,080事業所から回答(70.0%)

## 2 調査結果

### (1) 全体

#### ①回答状況

	調査対象事業所	回答事業所	回答率
全 体	4,397	3,080	70.0%
居宅介護支援事業所	1,681	1,167	69.4%
地域包括支援センター	277	209	75.5%
介護サービス事業所	2,439	1,704	69.9%

#### ②介護支援専門員の充足状況

余裕がある	過不足はない	不足している		
		1人	2人	3人以上
371 (12.0%)	2,284 (74.2%)	425 (13.8%)	395 (12.8%)	29 (0.9%)
				1 (0.0%)

③不足していると回答した事業所の影響(複数回答)

指定基準を満たしていない (※1)	介護報酬の減算の適用 (※1)	取扱件数により居宅介護支援費Ⅱ又はⅢの適用 (※2)	特定事業所加算の基準を満たしていない (※2)	運営規程や委託契約等の定数を満たしていない	新たな利用者の受け入れができない	介護支援専門員の負担が大きい	その他
3 (1.9%)	1 (0.6%)	20 (9.4%)	1 (0.5%)	3 (0.7%)	145 (34.1%)	311 (73.2%)	92 (21.6%)

※1 介護サービス事業所からの回答数

※2 居宅介護支援事業所からの回答数

④不足していると回答した事業所の求人状況

求人を していない	求人中			全回答事業所に対する 求人中の割合	
	1人	2人	3人以上		
197 (46.4%)	228 (53.6%)	208 (48.9%)	20 (4.7%)	0 (0.0%)	7.4%

⑤求人中と回答した事業所の課題

特になし	応募がほとんどない	応募が全くない	その他
21 (9.2%)	103 (45.2%)	85 (37.3%)	19 (8.3%)

⑥確保対策の実施状況(複数回答)

賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料の負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
578 (18.8%)	302 (9.8%)	1,165 (37.8%)	1,375 (44.6%)	437 (14.2%)	896 (29.1%)	1,246 (40.5%)	262 (8.5%)	584 (19.0%)	117 (3.8%)	700 (22.7%)

## (2) 居宅介護支援事業所

### ①回答状況

調査対象事業所	回答事業所	回答率
1,681	1,167	69.4%

### ②介護支援専門員の充足状況

余裕がある	過不足はない	不足している			
		1人	2人	3人以上	
181 (15.5%)	774 (66.3%)	212 (18.2%)	199 (17.1%)	13 (1.1%)	0 (0.0%)

### ③不足していると回答した事業所の影響(複数回答)

取扱件数により居宅介護支援費Ⅱ又はⅢの適用	特定事業所加算の基準を満たしていない	運営規程や委託契約等の定数を満たしていない	新たな利用者の受け入れができない	介護支援専門員の負担が大きい	その他
20 (9.4%)	1 (0.5%)	0 (0.0%)	131 (61.8%)	144 (67.9%)	34 (16.0%)

### ④不足していると回答した事業所の求人状況

求人をしていない	求人中			全回答事業所に対する求人中の割合	
	1人	2人	3人以上		
76 (35.8%)	136 (64.2%)	124 (58.5%)	12 (5.7%)	0 (0.0%)	11.7%

### ⑤求人中と回答した事業所の課題

特になし	応募がほとんどない	応募が全くない	その他
16 (11.8%)	63 (46.3%)	41 (30.1%)	16 (11.8%)

### ⑥確保対策の実施状況(複数回答)

賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料の負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
178 (15.3%)	69 (5.9%)	449 (38.5%)	538 (46.1%)	139 (11.9%)	324 (27.8%)	514 (44.0%)	110 (9.4%)	225 (19.3%)	60 (5.1%)	267 (22.9%)

### (3) 地域包括支援センター

#### ①回答状況

調査対象事業所	回答事業所	回答率
277	209	75.5%

#### ②介護支援専門員の充足状況

余裕がある	過不足はない	不足している			
		1人	2人	3人以上	
8 (3.8%)	148 (70.8%)	53 (25.4%)	44 (21.1%)	9 (4.3%)	0 (0.0%)

#### ③不足していると回答した事業所の影響(複数回答)

運営規程や委託契約等の定数を満たしていない	新たな利用者の受け入れができない	介護支援専門員の負担が大きい	その他
2 (3.8%)	10 (18.9%)	41 (77.4%)	16 (30.2%)

#### ④不足していると回答した事業所の求人状況

求人を していない	求人中			全回答事業所に対する 求人中の割合	
	1人	2人	3人以上		
34 (64.2%)	19 (35.8%)	16 (30.2%)	3 (5.7%)	0 (0.0%)	9.1%

#### ⑤求人中と回答した事業所の課題

特になし	応募がほとんどない	応募が全くない	その他
2 (10.5%)	10 (52.6%)	5 (26.3%)	2 (10.5%)

#### ⑥確保対策の実施状況(複数回答)

賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
14 (6.7%)	6 (2.9%)	95 (45.5%)	113 (54.1%)	36 (17.2%)	83 (39.7%)	78 (37.3%)	14 (6.7%)	25 (12.0%)	13 (6.2%)	55 (26.3%)

(4) 介護サービス事業所

①回答状況

調査対象事業所	回答事業所	回答率
2,439	1,704	69.9%

②介護支援専門員の充足状況

余裕がある	過不足はない	不足している			
		1人	2人	3人以上	
182 (10.7%)	1,362 (79.9%)	160 (9.4%)	152 (8.9%)	7 (0.4%)	1 (0.1%)

③不足していると回答した事業所の影響(複数回答)

指定基準を満たしていない	介護報酬の減算の適用	運営規程や委託契約等の定数を満たしていない	新たな利用者の受け入れができない	介護支援専門員の負担が大きい	その他
3 (1.9%)	1 (0.6%)	1 (0.6%)	4 (2.5%)	126 (78.8%)	42 (26.3%)

④不足していると回答した事業所の求人状況

求人をしていない	求人中			全回答事業所に対する求人中の割合	
	1人	2人	3人以上		
87 (54.4%)	73 (45.6%)	68 (42.5%)	5 (3.1%)	0 (0.0%)	4.3%

⑤求人中と回答した事業所の課題

特になし	応募がほとんどない	応募が全くない	その他
3 (4.1%)	30 (41.1%)	39 (53.4%)	1 (1.4%)

⑥確保対策の実施状況(複数回答)

賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
386 (22.7%)	227 (13.3%)	621 (36.4%)	724 (42.5%)	262 (15.4%)	489 (28.7%)	654 (38.4%)	138 (8.1%)	334 (19.6%)	44 (2.6%)	378 (22.2%)

## (5) 振興局別(全体)

## ①回答及び介護支援専門員の充足状況

	回答			介護支援専門員の充足状況					
	調査対象 事業所	回答 事業所	回答率	余裕があ る	過不足は ない	不足している			
						1人	2人	3人以上	
空知	312	202	64.7%	29 (14.4%)	147 (72.8%)	26 (12.9%)	23 (11.4%)	2 (1.0%)	1 (0.5%)
石狩	1,461	906	62.0%	115 (12.7%)	671 (74.1%)	120 (13.2%)	113 (12.5%)	7 (0.8%)	0 (0.0%)
後志	231	186	80.5%	18 (9.7%)	145 (78.0%)	23 (12.4%)	22 (11.8%)	1 (0.5%)	0 (0.0%)
胆振	308	206	66.9%	27 (13.1%)	149 (72.3%)	30 (14.6%)	27 (13.1%)	3 (1.5%)	0 (0.0%)
日高	71	55	77.5%	3 (5.5%)	45 (81.8%)	7 (12.7%)	4 (7.3%)	3 (5.5%)	0 (0.0%)
渡島	419	324	77.3%	45 (13.9%)	247 (76.2%)	32 (9.9%)	32 (9.9%)	0 (0.0%)	0 (0.0%)
檜山	57	38	66.7%	3 (7.9%)	31 (81.6%)	4 (10.5%)	3 (7.9%)	1 (2.6%)	0 (0.0%)
上川	508	386	76.0%	52 (13.5%)	285 (73.8%)	49 (12.7%)	48 (12.4%)	1 (0.3%)	0 (0.0%)
留萌	64	46	71.9%	1 (2.2%)	34 (73.9%)	11 (23.9%)	10 (21.7%)	1 (2.2%)	0 (0.0%)
宗谷	67	42	62.7%	2 (4.8%)	32 (76.2%)	8 (19.0%)	7 (16.7%)	1 (2.4%)	0 (0.0%)
オホーツク	300	220	73.3%	28 (12.7%)	163 (74.1%)	29 (13.2%)	27 (12.3%)	2 (0.9%)	0 (0.0%)
十勝	321	238	74.1%	18 (7.6%)	180 (75.6%)	40 (16.8%)	38 (16.0%)	2 (0.8%)	0 (0.0%)
釧路	217	183	84.3%	25 (13.7%)	124 (67.8%)	34 (18.6%)	30 (16.4%)	4 (2.2%)	0 (0.0%)
根室	61	48	78.7%	5 (10.4%)	31 (64.6%)	12 (25.0%)	11 (22.9%)	1 (2.1%)	0 (0.0%)
計	4,397	3,080	70.0%	371 (12.0%)	2,284 (74.2%)	425 (13.8%)	395 (12.8%)	29 (0.9%)	1 (0.0%)

②不足していると回答した事業所の影響(複数回答)

	運営規程や委託 契約等の定款を 満たしていない	新たな利用者の 受け入れができ ない	介護支援専門員 の負担が大きい	その他
空知	0 (0.0%)	3 (11.5%)	19 (73.1%)	7 (26.9%)
石狩	0 (0.0%)	47 (39.2%)	90 (75.0%)	19 (15.8%)
後志	1 (4.3%)	5 (21.7%)	15 (65.2%)	5 (21.7%)
胆振	0 (0.0%)	6 (20.0%)	24 (80.0%)	9 (30.0%)
日高	0 (0.0%)	3 (42.9%)	7 (100.0%)	2 (28.6%)
渡島	0 (0.0%)	14 (43.8%)	21 (65.6%)	5 (15.6%)
檜山	0 (0.0%)	1 (25.0%)	4 (100.0%)	2 (50.0%)
上川	0 (0.0%)	18 (36.7%)	35 (71.4%)	9 (18.4%)
留萌	1 (9.1%)	4 (36.4%)	8 (72.7%)	2 (18.2%)
宗谷	0 (0.0%)	3 (37.5%)	7 (87.5%)	2 (25.0%)
オホーツク	0 (0.0%)	9 (31.0%)	19 (65.5%)	7 (24.1%)
十勝	1 (2.5%)	11 (27.5%)	30 (75.0%)	10 (25.0%)
釧路	0 (0.0%)	19 (55.9%)	23 (67.6%)	10 (29.4%)
根室	0 (0.0%)	2 (16.7%)	9 (75.0%)	3 (25.0%)
計	3 (0.7%)	145 (34.1%)	311 (73.2%)	92 (21.6%)



③不足していると回答した事業所の求人状況

	求人を していない	求人中			全回答対する 求人中の割合	
		1人	2人	3人以上		
空知	10 (38.5%)	16 (61.5%)	15 (57.7%)	1 (3.8%)	0 (0.0%)	7.9%
石狩	55 (45.8%)	65 (54.2%)	61 (50.8%)	4 (3.3%)	0 (0.0%)	7.2%
後志	12 (52.2%)	11 (47.8%)	10 (43.5%)	1 (4.3%)	0 (0.0%)	5.9%
胆振	20 (66.7%)	10 (33.3%)	9 (30.0%)	1 (3.3%)	0 (0.0%)	4.9%
日高	2 (28.6%)	5 (71.4%)	5 (71.4%)	0 (0.0%)	0 (0.0%)	9.1%
渡島	11 (34.4%)	21 (65.6%)	21 (65.6%)	0 (0.0%)	0 (0.0%)	6.5%
檜山	0 (0.0%)	4 (100.0%)	4 (100.0%)	0 (0.0%)	0 (0.0%)	10.5%
上川	26 (53.1%)	23 (46.9%)	21 (42.9%)	2 (4.1%)	0 (0.0%)	6.0%
留萌	3 (27.3%)	8 (72.7%)	7 (63.6%)	1 (9.1%)	0 (0.0%)	17.4%
宗谷	4 (50.0%)	4 (50.0%)	4 (50.0%)	0 (0.0%)	0 (0.0%)	9.5%
オホーツク	13 (44.8%)	16 (55.2%)	15 (51.7%)	1 (3.4%)	0 (0.0%)	7.3%
十勝	19 (47.5%)	21 (52.5%)	18 (45.0%)	3 (7.5%)	0 (0.0%)	8.8%
釧路	15 (44.1%)	19 (55.9%)	14 (41.2%)	5 (14.7%)	0 (0.0%)	10.4%
根室	7 (58.3%)	5 (41.7%)	4 (33.3%)	1 (8.3%)	0 (0.0%)	10.4%
計	197 (46.4%)	228 (53.6%)	208 (48.9%)	20 (4.7%)	0 (0.0%)	7.4%

④求人中と回答した事業所の課題

	特になし	応募が ほとんどない	応募が 全くない	その他
空知	1 (6.3%)	10 (62.5%)	4 (25.0%)	1 (6.3%)
石狩	12 (18.5%)	28 (43.1%)	20 (30.8%)	5 (7.7%)
後志	0 (0.0%)	4 (36.4%)	7 (63.6%)	0 (0.0%)
胆振	1 (10.0%)	4 (40.0%)	4 (40.0%)	1 (10.0%)
日高	0 (0.0%)	1 (20.0%)	3 (60.0%)	1 (20.0%)
渡島	3 (14.3%)	11 (52.4%)	4 (19.0%)	3 (14.3%)
檜山	0 (0.0%)	1 (25.0%)	3 (75.0%)	0 (0.0%)
上川	1 (4.3%)	12 (52.2%)	8 (34.8%)	2 (8.7%)
留萌	1 (12.5%)	2 (25.0%)	5 (62.5%)	0 (0.0%)
宗谷	0 (0.0%)	3 (75.0%)	1 (25.0%)	0 (0.0%)
オホーツク	1 (6.3%)	4 (25.0%)	8 (50.0%)	3 (18.8%)
十勝	1 (4.8%)	14 (66.7%)	4 (19.0%)	2 (9.5%)
釧路	0 (0.0%)	8 (42.1%)	10 (52.6%)	1 (5.3%)
根室	0 (0.0%)	1 (20.0%)	4 (80.0%)	0 (0.0%)
計	21 (9.2%)	103 (45.2%)	85 (37.3%)	19 (8.3%)

⑤介護支援専門員の確保対策(複数回答)

	賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
空知	31 (15.3%)	21 (10.4%)	68 (33.7%)	94 (46.5%)	26 (12.9%)	58 (28.7%)	88 (43.6%)	9 (4.5%)	35 (17.3%)	6 (3.0%)	49 (24.3%)
石狩	163 (18.0%)	94 (10.4%)	374 (41.3%)	397 (43.8%)	114 (12.6%)	247 (27.3%)	392 (43.3%)	100 (11.0%)	243 (26.8%)	42 (4.6%)	198 (21.9%)
後志	30 (16.1%)	22 (11.8%)	74 (39.8%)	86 (46.2%)	23 (12.4%)	67 (36.0%)	87 (46.8%)	8 (4.3%)	29 (15.6%)	6 (3.2%)	34 (18.3%)
胆振	31 (15.0%)	25 (12.1%)	96 (46.6%)	107 (51.9%)	25 (12.1%)	67 (32.5%)	85 (41.3%)	16 (7.8%)	20 (9.7%)	7 (3.4%)	34 (16.5%)
日高	8 (14.5%)	8 (14.5%)	21 (38.2%)	25 (45.5%)	11 (20.0%)	15 (27.3%)	16 (29.1%)	2 (3.6%)	5 (9.1%)	0 (0.0%)	16 (29.1%)
渡島	80 (24.7%)	24 (7.4%)	97 (29.9%)	115 (35.5%)	37 (11.4%)	66 (20.4%)	160 (49.4%)	37 (11.4%)	82 (25.3%)	10 (3.1%)	76 (23.5%)
檜山	4 (10.5%)	2 (5.3%)	20 (52.6%)	22 (57.9%)	10 (26.3%)	15 (39.5%)	12 (31.6%)	2 (5.3%)	0 (0.0%)	0 (0.0%)	11 (28.9%)
上川	77 (19.9%)	34 (8.8%)	121 (31.3%)	127 (32.9%)	50 (13.0%)	103 (26.7%)	129 (33.4%)	25 (6.5%)	76 (19.7%)	13 (3.4%)	105 (27.2%)
留萌	5 (10.9%)	3 (6.5%)	12 (26.1%)	25 (54.3%)	5 (10.9%)	16 (34.8%)	19 (41.3%)	0 (0.0%)	1 (2.2%)	1 (2.2%)	12 (26.1%)
宗谷	11 (26.2%)	1 (2.4%)	20 (47.6%)	28 (66.7%)	10 (23.8%)	22 (52.4%)	12 (28.6%)	3 (7.1%)	1 (2.4%)	2 (4.8%)	9 (21.4%)
オホーツク	38 (17.3%)	17 (7.7%)	89 (40.5%)	104 (47.3%)	40 (18.2%)	67 (30.5%)	66 (30.0%)	19 (8.6%)	15 (6.8%)	5 (2.3%)	56 (25.5%)
十勝	57 (23.9%)	37 (15.5%)	94 (39.5%)	140 (58.8%)	47 (19.7%)	84 (35.3%)	93 (39.1%)	22 (9.2%)	50 (21.0%)	13 (5.5%)	47 (19.7%)
釧路	39 (21.3%)	13 (7.1%)	61 (33.3%)	79 (43.2%)	30 (16.4%)	54 (29.5%)	72 (39.3%)	17 (9.3%)	26 (14.2%)	7 (3.8%)	42 (23.0%)
根室	4 (8.3%)	1 (2.1%)	18 (37.5%)	26 (54.2%)	9 (18.8%)	15 (31.3%)	15 (31.3%)	2 (4.2%)	1 (2.1%)	5 (10.4%)	11 (22.9%)
計	578 (18.8%)	302 (9.8%)	1,165 (37.8%)	1,375 (44.6%)	437 (14.2%)	896 (29.1%)	1,246 (40.5%)	262 (8.5%)	584 (19.0%)	117 (3.8%)	700 (22.7%)

## (6) 振興局別(居宅介護支援事業所)

## ①回答及び介護支援専門員の充足状況

	回答			介護支援専門員の充足状況					
	調査対象 事業所	回答 事業所	回答率	余裕があ る	過不足は ない	不足している			
						1人	2人	3人以上	
空知	99	68	68.7%	16 (23.5%)	46 (67.6%)	6 (8.8%)	6 (8.8%)	0 (0.0%)	0 (0.0%)
石狩	599	367	61.3%	51 (13.9%)	248 (67.6%)	68 (18.5%)	66 (18.0%)	2 (0.5%)	0 (0.0%)
後志	86	66	76.7%	7 (10.6%)	47 (71.2%)	12 (18.2%)	11 (16.7%)	1 (1.5%)	0 (0.0%)
胆振	113	74	65.5%	18 (24.3%)	47 (63.5%)	9 (12.2%)	8 (10.8%)	1 (1.4%)	0 (0.0%)
日高	33	24	72.7%	1 (4.2%)	18 (75.0%)	5 (20.8%)	3 (12.5%)	2 (8.3%)	0 (0.0%)
渡島	176	133	75.6%	29 (21.8%)	83 (62.4%)	21 (15.8%)	21 (15.8%)	0 (0.0%)	0 (0.0%)
檜山	21	10	47.6%	2 (20.0%)	7 (70.0%)	1 (10.0%)	0 (0.0%)	1 (10.0%)	0 (0.0%)
上川	199	150	75.4%	19 (12.7%)	107 (71.3%)	24 (16.0%)	23 (15.3%)	1 (0.7%)	0 (0.0%)
留萌	21	16	76.2%	1 (6.3%)	10 (62.5%)	5 (31.3%)	4 (25.0%)	1 (6.3%)	0 (0.0%)
宗谷	22	15	68.2%	2 (13.3%)	9 (60.0%)	4 (26.7%)	4 (26.7%)	0 (0.0%)	0 (0.0%)
オホーツク	102	79	77.5%	11 (13.9%)	54 (68.4%)	14 (17.7%)	14 (17.7%)	0 (0.0%)	0 (0.0%)
十勝	95	70	73.7%	7 (10.0%)	44 (62.9%)	19 (27.1%)	19 (27.1%)	0 (0.0%)	0 (0.0%)
釧路	91	76	83.5%	14 (18.4%)	43 (56.6%)	19 (25.0%)	16 (21.1%)	3 (3.9%)	0 (0.0%)
根室	24	19	79.2%	3 (15.8%)	11 (57.9%)	5 (26.3%)	4 (21.1%)	1 (5.3%)	0 (0.0%)
計	1,681	1,167	69.4%	181 (15.5%)	774 (66.3%)	212 (18.2%)	199 (17.1%)	13 (1.1%)	0 (0.0%)

②不足していると回答した事業所の影響(複数回答)

	取扱件数により 居宅介護支援費 Ⅱ又はⅢの適用	特定事業所加算 の基準を満たし ていない	運営規程や委託 契約等の定数を 満たしていない	新たな利用者の 受け入れができ ない	介護支援専門員 の負担が大きい	その他
空知	1 (16.7%)	0 (0.0%)	0 (0.0%)	3 (50.0%)	5 (83.3%)	1 (16.7%)
石狩	5 (7.4%)	0 (0.0%)	0 (0.0%)	43 (63.2%)	47 (69.1%)	8 (11.8%)
後志	1 (8.3%)	0 (0.0%)	0 (0.0%)	4 (33.3%)	8 (66.7%)	2 (16.7%)
胆振	0 (0.0%)	1 (11.1%)	0 (0.0%)	6 (66.7%)	7 (77.8%)	1 (11.1%)
日高	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (60.0%)	5 (100.0%)	2 (40.0%)
渡島	6 (28.6%)	0 (0.0%)	0 (0.0%)	13 (61.9%)	13 (61.9%)	3 (14.3%)
檜山	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	1 (100.0%)	1 (100.0%)
上川	4 (16.7%)	0 (0.0%)	0 (0.0%)	15 (62.5%)	13 (54.2%)	4 (16.7%)
留萌	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (80.0%)	3 (60.0%)	1 (20.0%)
宗谷	1 (25.0%)	0 (0.0%)	0 (0.0%)	3 (75.0%)	4 (100.0%)	0 (0.0%)
オホーツク	0 (0.0%)	0 (0.0%)	0 (0.0%)	8 (57.1%)	7 (50.0%)	4 (28.6%)
十勝	1 (5.3%)	0 (0.0%)	0 (0.0%)	10 (52.6%)	14 (73.7%)	4 (21.1%)
釧路	0 (0.0%)	0 (0.0%)	0 (0.0%)	17 (89.5%)	14 (73.7%)	1 (5.3%)
根室	1 (20.0%)	0 (0.0%)	0 (0.0%)	1 (20.0%)	3 (60.0%)	2 (40.0%)
計	20 (9.4%)	1 (0.5%)	0 (0.0%)	131 (61.8%)	144 (67.9%)	34 (16.0%)

③不足していると回答した事業所の求人状況

	求人を していない	求人中			全回答対する 求人中の割合	
		1人	2人	3人以上		
空知	3 (50.0%)	3 (50.0%)	3 (50.0%)	0 (0.0%)	0 (0.0%)	4.4%
石狩	24 (35.3%)	44 (64.7%)	41 (60.3%)	3 (4.4%)	0 (0.0%)	12.0%
後志	6 (50.0%)	6 (50.0%)	5 (41.7%)	1 (8.3%)	0 (0.0%)	9.1%
胆振	3 (33.3%)	6 (66.7%)	5 (55.6%)	1 (11.1%)	0 (0.0%)	8.1%
日高	1 (20.0%)	4 (80.0%)	4 (80.0%)	0 (0.0%)	0 (0.0%)	16.7%
渡島	6 (28.6%)	15 (71.4%)	15 (71.4%)	0 (0.0%)	0 (0.0%)	11.3%
檜山	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	10.0%
上川	7 (29.2%)	17 (70.8%)	16 (66.7%)	1 (4.2%)	0 (0.0%)	11.3%
留萌	1 (20.0%)	4 (80.0%)	3 (60.0%)	1 (20.0%)	0 (0.0%)	25.0%
宗谷	3 (75.0%)	1 (25.0%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	6.7%
オホーツク	5 (35.7%)	9 (64.3%)	9 (64.3%)	0 (0.0%)	0 (0.0%)	11.4%
十勝	8 (42.1%)	11 (57.9%)	10 (52.6%)	1 (5.3%)	0 (0.0%)	15.7%
釧路	7 (36.8%)	12 (63.2%)	9 (47.4%)	3 (15.8%)	0 (0.0%)	15.8%
根室	2 (40.0%)	3 (60.0%)	2 (40.0%)	1 (20.0%)	0 (0.0%)	15.8%
計	76 (35.8%)	136 (64.2%)	124 (58.5%)	12 (5.7%)	0 (0.0%)	11.7%

④求人中と回答した事業所の課題

	特になし	応募が ほとんどない	応募が 全くない	その他
空知	1 (33.3%)	1 (33.3%)	1 (33.3%)	0 (0.0%)
石狩	9 (20.5%)	19 (43.2%)	11 (25.0%)	5 (11.4%)
後志	0 (0.0%)	3 (50.0%)	3 (50.0%)	0 (0.0%)
胆振	1 (16.7%)	3 (50.0%)	2 (33.3%)	0 (0.0%)
日高	0 (0.0%)	1 (25.0%)	2 (50.0%)	1 (25.0%)
渡島	2 (13.3%)	8 (53.3%)	2 (13.3%)	3 (20.0%)
檜山	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
上川	0 (0.0%)	10 (58.8%)	5 (29.4%)	2 (11.8%)
留萌	1 (25.0%)	1 (25.0%)	2 (50.0%)	0 (0.0%)
宗谷	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
オホーツク	1 (11.1%)	3 (33.3%)	3 (33.3%)	2 (22.2%)
十勝	1 (9.1%)	7 (63.6%)	1 (9.1%)	2 (18.2%)
釧路	0 (0.0%)	6 (50.0%)	5 (41.7%)	1 (8.3%)
根室	0 (0.0%)	0 (0.0%)	3 (100.0%)	0 (0.0%)
計	16 (11.8%)	63 (46.3%)	41 (30.1%)	16 (11.8%)

⑤介護支援専門員の確保対策(複数回答)

	賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
空知	6 (8.8%)	4 (5.9%)	23 (33.8%)	35 (51.5%)	3 (4.4%)	22 (32.4%)	27 (39.7%)	4 (5.9%)	9 (13.2%)	2 (2.9%)	18 (26.5%)
石狩	55 (15.0%)	26 (7.1%)	159 (43.3%)	161 (43.9%)	43 (11.7%)	92 (25.1%)	189 (51.5%)	54 (14.7%)	110 (30.0%)	29 (7.9%)	73 (19.9%)
後志	12 (18.2%)	3 (4.5%)	26 (39.4%)	33 (50.0%)	6 (9.1%)	23 (34.8%)	29 (43.9%)	5 (7.6%)	12 (18.2%)	3 (4.5%)	12 (18.2%)
胆振	6 (8.1%)	4 (5.4%)	26 (35.1%)	41 (55.4%)	4 (5.4%)	23 (31.1%)	32 (43.2%)	6 (8.1%)	7 (9.5%)	1 (1.4%)	19 (25.7%)
日高	3 (12.5%)	2 (8.3%)	10 (41.7%)	11 (45.8%)	4 (16.7%)	6 (25.0%)	6 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	8 (33.3%)
渡島	26 (19.5%)	5 (3.8%)	41 (30.8%)	51 (38.3%)	19 (14.3%)	28 (21.1%)	58 (43.6%)	8 (6.0%)	22 (16.5%)	5 (3.8%)	33 (24.8%)
檜山	1 (10.0%)	0 (0.0%)	4 (40.0%)	4 (40.0%)	2 (20.0%)	4 (40.0%)	4 (40.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (30.0%)
上川	24 (16.0%)	5 (3.3%)	50 (33.3%)	55 (36.7%)	13 (8.7%)	41 (27.3%)	59 (39.3%)	9 (6.0%)	32 (21.3%)	9 (6.0%)	43 (28.7%)
留萌	3 (18.8%)	1 (6.3%)	6 (37.5%)	12 (75.0%)	2 (12.5%)	7 (43.8%)	7 (43.8%)	0 (0.0%)	1 (6.3%)	0 (0.0%)	3 (18.8%)
宗谷	3 (20.0%)	1 (6.7%)	7 (46.7%)	9 (60.0%)	2 (13.3%)	7 (46.7%)	5 (33.3%)	2 (13.3%)	1 (6.7%)	0 (0.0%)	3 (20.0%)
オホーツク	14 (17.7%)	3 (3.8%)	32 (40.5%)	38 (48.1%)	18 (22.8%)	25 (31.6%)	28 (35.4%)	8 (10.1%)	7 (8.9%)	2 (2.5%)	20 (25.3%)
十勝	13 (18.6%)	12 (17.1%)	32 (45.7%)	45 (65.3%)	10 (14.3%)	23 (32.9%)	29 (41.4%)	7 (10.0%)	12 (17.1%)	3 (4.3%)	10 (14.3%)
釧路	9 (11.8%)	2 (2.6%)	24 (31.6%)	31 (40.8%)	7 (9.2%)	16 (21.1%)	36 (47.4%)	7 (9.2%)	12 (15.8%)	4 (5.3%)	19 (25.0%)
根室	3 (15.8%)	1 (5.3%)	9 (47.4%)	12 (63.2%)	6 (31.6%)	7 (36.8%)	5 (26.3%)	0 (0.0%)	0 (0.0%)	2 (10.5%)	3 (15.8%)
計	178 (15.3%)	69 (5.9%)	449 (38.5%)	538 (46.1%)	139 (11.9%)	324 (27.8%)	514 (44.0%)	110 (9.4%)	225 (19.3%)	60 (5.1%)	267 (22.9%)



## (7) 振興局別(地域包括支援センター)

## ①回答及び介護支援専門員の充足状況

	回答			介護支援専門員の充足状況					
	調査対象 事業所	回答 事業所	回答率	余裕があ る	過不足は ない	不足している			
						1人	2人	3人以上	
空知	27	18	66.7%	1 (5.6%)	11 (61.1%)	6 (33.3%)	4 (22.2%)	2 (11.1%)	0 (0.0%)
石狩	51	36	70.6%	0 (0.0%)	21 (58.3%)	15 (41.7%)	13 (36.1%)	2 (5.6%)	0 (0.0%)
後志	23	20	87.0%	3 (15.0%)	15 (75.0%)	2 (10.0%)	2 (10.0%)	0 (0.0%)	0 (0.0%)
胆振	22	14	63.6%	0 (0.0%)	9 (64.3%)	5 (35.7%)	4 (28.6%)	1 (7.1%)	0 (0.0%)
日高	9	9	100.0%	0 (0.0%)	9 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
渡島	21	17	81.0%	1 (5.9%)	15 (88.2%)	1 (5.9%)	1 (5.9%)	0 (0.0%)	0 (0.0%)
檜山	7	6	85.7%	0 (0.0%)	5 (83.3%)	1 (16.7%)	1 (16.7%)	0 (0.0%)	0 (0.0%)
上川	33	20	60.6%	2 (10.0%)	17 (85.0%)	1 (5.0%)	1 (5.0%)	0 (0.0%)	0 (0.0%)
留萌	8	5	62.5%	0 (0.0%)	3 (60.0%)	2 (40.0%)	2 (40.0%)	0 (0.0%)	0 (0.0%)
宗谷	10	8	80.0%	0 (0.0%)	5 (62.5%)	3 (37.5%)	2 (25.0%)	1 (12.5%)	0 (0.0%)
オホーツク	25	19	76.0%	0 (0.0%)	13 (68.4%)	6 (31.6%)	5 (26.3%)	1 (5.3%)	0 (0.0%)
十勝	22	19	86.4%	1 (5.3%)	13 (68.4%)	5 (26.3%)	4 (21.1%)	1 (5.3%)	0 (0.0%)
釧路	14	13	92.9%	0 (0.0%)	8 (61.5%)	5 (38.5%)	4 (30.8%)	1 (7.7%)	0 (0.0%)
根室	5	5	100.0%	0 (0.0%)	4 (80.0%)	1 (20.0%)	1 (20.0%)	0 (0.0%)	0 (0.0%)
計	277	209	75.5%	8 (3.8%)	148 (70.8%)	53 (25.4%)	44 (21.1%)	9 (4.3%)	0 (0.0%)

②不足していると回答した事業所の影響(複数回答)

	運営規程や委託 契約等の定数を 満たしていない	新たな利用者の 受け入れができ ない	介護支援専門員 の負担が大きい	その他
空知	0 (0.0%)	0 (0.0%)	4 (66.7%)	3 (50.0%)
石狩	0 (0.0%)	3 (20.0%)	13 (86.7%)	4 (26.7%)
後志	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)
胆振	0 (0.0%)	0 (0.0%)	4 (80.0%)	1 (20.0%)
日高	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
渡島	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)
檜山	0 (0.0%)	0 (0.0%)	1 (100.0%)	1 (100.0%)
上川	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)
留萌	1 (50.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)
宗谷	0 (0.0%)	0 (0.0%)	3 (100.0%)	1 (33.3%)
オホーツク	0 (0.0%)	1 (16.7%)	3 (50.0%)	3 (50.0%)
十勝	1 (20.0%)	1 (20.0%)	4 (80.0%)	0 (0.0%)
釧路	0 (0.0%)	2 (40.0%)	4 (80.0%)	1 (20.0%)
根室	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)
計	2 (3.8%)	10 (18.9%)	41 (77.4%)	16 (30.2%)

③不足していると回答した事業所の求人状況

	求人を していない	求人中			全回答対する 求人中の割合	
		1人	2人	3人以上		
空知	1 (16.7%)	5 (83.3%)	4 (66.7%)	1 (16.7%)	0 (0.0%)	27.8%
石狩	12 (80.0%)	3 (20.0%)	3 (20.0%)	0 (0.0%)	0 (0.0%)	8.3%
後志	1 (50.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	5.0%
胆振	5 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0.0%
日高	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0.0%
渡島	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0.0%
檜山	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	16.7%
上川	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0.0%
留萌	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0.0%
宗谷	1 (33.3%)	2 (66.7%)	2 (66.7%)	0 (0.0%)	0 (0.0%)	25.0%
オホーツク	3 (50.0%)	3 (50.0%)	2 (33.3%)	1 (16.7%)	0 (0.0%)	15.8%
十勝	3 (60.0%)	2 (40.0%)	2 (40.0%)	0 (0.0%)	0 (0.0%)	10.5%
釧路	3 (60.0%)	2 (40.0%)	1 (20.0%)	1 (20.0%)	0 (0.0%)	15.4%
根室	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0.0%
計	34 (64.2%)	19 (35.8%)	16 (30.2%)	3 (5.7%)	0 (0.0%)	9.1%

④求人中と回答した事業所の課題

	特になし	応募が ほとんどない	応募が 全くない	その他
空知	0 (0.0%)	4 (80.0%)	0 (0.0%)	1 (20.0%)
石狩	2 (66.7%)	0 (0.0%)	1 (33.3%)	0 (0.0%)
後志	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
胆振	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
日高	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
渡島	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
檜山	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
上川	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
留萌	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
宗谷	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)
オホーツク	0 (0.0%)	1 (33.3%)	1 (33.3%)	1 (33.3%)
十勝	0 (0.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)
釧路	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)
根室	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
計	2 (10.5%)	10 (52.6%)	5 (26.3%)	2 (10.5%)

⑤介護支援専門員の確保対策(複数回答)

	賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
空知	0 (0.0%)	0 (0.0%)	7 (38.9%)	10 (55.6%)	4 (22.2%)	6 (33.3%)	5 (27.8%)	1 (5.6%)	0 (0.0%)	2 (11.1%)	7 (38.9%)
石狩	3 (8.3%)	2 (5.6%)	25 (69.4%)	22 (61.1%)	5 (13.9%)	16 (44.4%)	27 (75.0%)	5 (13.9%)	17 (47.2%)	3 (8.3%)	2 (5.6%)
後志	0 (0.0%)	0 (0.0%)	7 (35.0%)	13 (65.0%)	4 (20.0%)	10 (50.0%)	8 (40.0%)	1 (5.0%)	0 (0.0%)	1 (5.0%)	4 (20.0%)
胆振	0 (0.0%)	2 (14.3%)	9 (64.3%)	9 (64.3%)	6 (42.9%)	7 (50.0%)	7 (50.0%)	2 (14.3%)	0 (0.0%)	1 (7.1%)	2 (14.3%)
日高	0 (0.0%)	0 (0.0%)	2 (22.2%)	3 (33.3%)	2 (22.2%)	2 (22.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	6 (66.7%)
渡島	4 (23.5%)	1 (5.9%)	5 (29.4%)	8 (47.1%)	0 (0.0%)	5 (29.4%)	6 (35.3%)	1 (5.9%)	1 (5.9%)	0 (0.0%)	5 (29.4%)
檜山	0 (0.0%)	0 (0.0%)	1 (16.7%)	2 (33.3%)	2 (33.3%)	2 (33.3%)	2 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (66.7%)
上川	1 (5.0%)	0 (0.0%)	7 (35.0%)	8 (40.0%)	0 (0.0%)	5 (25.0%)	5 (25.0%)	2 (10.0%)	3 (15.0%)	0 (0.0%)	7 (35.0%)
留萌	0 (0.0%)	0 (0.0%)	2 (40.0%)	3 (60.0%)	1 (20.0%)	2 (40.0%)	1 (20.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (40.0%)
宗谷	1 (12.5%)	0 (0.0%)	2 (25.0%)	5 (62.5%)	2 (25.0%)	4 (50.0%)	2 (25.0%)	0 (0.0%)	0 (0.0%)	1 (12.5%)	2 (25.0%)
オホーツク	1 (5.3%)	0 (0.0%)	13 (68.4%)	11 (57.9%)	4 (21.1%)	8 (42.1%)	5 (26.3%)	2 (10.5%)	1 (5.3%)	2 (10.5%)	5 (26.3%)
十勝	3 (15.8%)	1 (5.3%)	7 (36.8%)	7 (36.8%)	4 (21.1%)	6 (31.6%)	4 (21.1%)	0 (0.0%)	2 (10.5%)	1 (5.3%)	7 (36.8%)
釧路	1 (7.7%)	0 (0.0%)	6 (46.2%)	9 (69.2%)	1 (7.7%)	7 (53.8%)	5 (38.5%)	0 (0.0%)	0 (0.0%)	1 (7.7%)	1 (7.7%)
根室	0 (0.0%)	0 (0.0%)	2 (40.0%)	3 (60.0%)	1 (20.0%)	3 (60.0%)	1 (20.0%)	0 (0.0%)	1 (20.0%)	1 (20.0%)	1 (20.0%)
計	14 (6.7%)	6 (2.9%)	95 (45.5%)	113 (54.1%)	36 (17.2%)	83 (39.7%)	78 (37.3%)	14 (6.7%)	25 (12.0%)	13 (6.2%)	55 (26.3%)

## (8) 振興局別(介護サービス事業所)

## ①回答及び介護支援専門員の充足状況

	回答			介護支援専門員の充足状況					
	調査対象 事業所	回答 事業所	回答率	余裕があ る	過不足は ない	不足している			
						1人	2人	3人以上	
空知	186	116	62.4%	12 (10.3%)	90 (77.6%)	14 (12.1%)	13 (11.2%)	0 (0.0%)	1 (0.9%)
石狩	811	503	62.0%	64 (12.7%)	402 (79.9%)	37 (7.4%)	34 (6.8%)	3 (0.6%)	0 (0.0%)
後志	122	100	82.0%	8 (8.0%)	83 (83.0%)	9 (9.0%)	9 (9.0%)	0 (0.0%)	0 (0.0%)
胆振	173	118	68.2%	9 (7.6%)	93 (78.8%)	16 (13.6%)	15 (12.7%)	1 (0.8%)	0 (0.0%)
日高	29	22	75.9%	2 (9.1%)	18 (81.8%)	2 (9.1%)	1 (4.5%)	1 (4.5%)	0 (0.0%)
渡島	222	174	78.4%	15 (8.6%)	149 (85.6%)	10 (5.7%)	10 (5.7%)	0 (0.0%)	0 (0.0%)
檜山	29	22	75.9%	1 (4.5%)	19 (86.4%)	2 (9.1%)	2 (9.1%)	0 (0.0%)	0 (0.0%)
上川	276	216	78.3%	31 (14.4%)	161 (74.5%)	24 (11.1%)	24 (11.1%)	0 (0.0%)	0 (0.0%)
留萌	35	25	71.4%	0 (0.0%)	21 (84.0%)	4 (16.0%)	4 (16.0%)	0 (0.0%)	0 (0.0%)
宗谷	35	19	54.3%	0 (0.0%)	18 (94.7%)	1 (5.3%)	1 (5.3%)	0 (0.0%)	0 (0.0%)
オホーツク	173	122	70.5%	17 (13.9%)	96 (78.7%)	9 (7.4%)	8 (6.6%)	1 (0.8%)	0 (0.0%)
十勝	204	149	73.0%	10 (6.7%)	123 (82.6%)	16 (10.7%)	15 (10.1%)	1 (0.7%)	0 (0.0%)
釧路	112	94	83.9%	11 (11.7%)	73 (77.7%)	10 (10.6%)	10 (10.6%)	0 (0.0%)	0 (0.0%)
根室	32	24	75.0%	2 (8.3%)	16 (66.7%)	6 (25.0%)	6 (25.0%)	0 (0.0%)	0 (0.0%)
計	2,439	1,704	69.9%	182 (10.7%)	1,362 (79.9%)	160 (9.4%)	152 (8.9%)	7 (0.4%)	1 (0.1%)

②不足していると回答した事業所の影響(複数回答)

	指定基準を満たしていない	介護報酬の減算の適用	運営規程や委託契約等の定数を満たしていない	新たな利用者の受け入れができない	介護支援専門員の負担が大きい	その他
空知	1 (7.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	10 (71.4%)	3 (21.4%)
石狩	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (2.7%)	30 (81.1%)	7 (18.9%)
後志	1 (11.1%)	1 (11.1%)	1 (11.1%)	1 (11.1%)	6 (66.7%)	2 (22.2%)
胆振	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	13 (81.3%)	7 (43.8%)
日高	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)
渡島	1 (10.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	7 (70.0%)	2 (20.0%)
檜山	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)
上川	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (8.3%)	21 (87.5%)	5 (20.8%)
留萌	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (100.0%)	0 (0.0%)
宗谷	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)
オホーツク	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	9 (100.0%)	0 (0.0%)
十勝	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	12 (75.0%)	6 (37.5%)
釧路	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	5 (50.0%)	8 (80.0%)
根室	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	5 (83.3%)	1 (16.7%)
計	3 (1.9%)	1 (0.6%)	1 (0.6%)	4 (2.5%)	126 (78.8%)	42 (26.3%)

③不足していると回答した事業所の求人状況

	求人を していない	求人中			全回答対する 求人中の割合	
		1人	2人	3人以上		
空知	6 (42.9%)	8 (57.1%)	8 (57.1%)	0 (0.0%)	0 (0.0%)	6.9%
石狩	19 (51.4%)	18 (48.6%)	17 (45.9%)	1 (2.7%)	0 (0.0%)	3.6%
後志	5 (55.6%)	4 (44.4%)	4 (44.4%)	0 (0.0%)	0 (0.0%)	4.0%
胆振	12 (75.0%)	4 (25.0%)	4 (25.0%)	0 (0.0%)	0 (0.0%)	3.4%
日高	1 (50.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	4.5%
渡島	4 (40.0%)	6 (60.0%)	6 (60.0%)	0 (0.0%)	0 (0.0%)	3.4%
檜山	0 (0.0%)	2 (100.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)	9.1%
上川	18 (75.0%)	6 (25.0%)	5 (20.8%)	1 (4.2%)	0 (0.0%)	2.8%
留萌	0 (0.0%)	4 (100.0%)	4 (100.0%)	0 (0.0%)	0 (0.0%)	16.0%
宗谷	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	5.3%
オホーツク	5 (55.6%)	4 (44.4%)	4 (44.4%)	0 (0.0%)	0 (0.0%)	3.3%
十勝	8 (50.0%)	8 (50.0%)	6 (37.5%)	2 (12.5%)	0 (0.0%)	5.4%
釧路	5 (50.0%)	5 (50.0%)	4 (40.0%)	1 (10.0%)	0 (0.0%)	5.3%
根室	4 (66.7%)	2 (33.3%)	2 (33.3%)	0 (0.0%)	0 (0.0%)	8.3%
計	87 (54.4%)	73 (45.6%)	68 (42.5%)	5 (3.1%)	0 (0.0%)	4.3%



④求人中と回答した事業所の課題

	特になし	応募が ほとんどない	応募が 全くない	その他
空知	0 (0.0%)	5 (62.5%)	3 (37.5%)	0 (0.0%)
石狩	1 (5.6%)	9 (50.0%)	8 (44.4%)	0 (0.0%)
後志	0 (0.0%)	1 (25.0%)	3 (75.0%)	0 (0.0%)
胆振	0 (0.0%)	1 (25.0%)	2 (50.0%)	1 (25.0%)
日高	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
渡島	1 (16.7%)	3 (50.0%)	2 (33.3%)	0 (0.0%)
檜山	0 (0.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)
上川	1 (16.7%)	2 (33.3%)	3 (50.0%)	0 (0.0%)
留萌	0 (0.0%)	1 (25.0%)	3 (75.0%)	0 (0.0%)
宗谷	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
オホーツク	0 (0.0%)	0 (0.0%)	4 (100.0%)	0 (0.0%)
十勝	0 (0.0%)	6 (75.0%)	2 (25.0%)	0 (0.0%)
釧路	0 (0.0%)	0 (0.0%)	5 (100.0%)	0 (0.0%)
根室	0 (0.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)
計	3 (4.1%)	30 (41.1%)	39 (53.4%)	1 (1.4%)

⑤介護支援専門員の確保対策(複数回答)

	賃金体系の見直し	キャリアパスの導入	研修機会の確保	法定研修受講料負担	試験の受験料負担	実務研修受講料負担	ハローワークの活用	福祉人材バンクの活用	求人誌の活用	その他	特になし
空知	25 (21.6%)	17 (14.7%)	38 (32.8%)	49 (42.2%)	19 (16.4%)	30 (25.9%)	56 (48.3%)	4 (3.4%)	26 (22.4%)	2 (1.7%)	24 (20.7%)
石狩	105 (20.9%)	66 (13.1%)	190 (37.8%)	214 (42.5%)	66 (13.1%)	139 (27.6%)	176 (35.0%)	41 (8.2%)	116 (23.1%)	10 (2.0%)	123 (24.5%)
後志	18 (18.0%)	19 (19.0%)	41 (41.0%)	40 (40.0%)	13 (13.0%)	34 (34.0%)	50 (50.0%)	2 (2.0%)	17 (17.0%)	2 (2.0%)	18 (18.0%)
胆振	25 (21.2%)	19 (16.1%)	61 (51.7%)	57 (48.3%)	15 (12.7%)	37 (31.4%)	46 (39.0%)	8 (6.8%)	13 (11.0%)	5 (4.2%)	13 (11.0%)
日高	5 (22.7%)	6 (27.3%)	9 (40.9%)	11 (50.0%)	5 (22.7%)	7 (31.8%)	10 (45.5%)	2 (9.1%)	5 (22.7%)	0 (0.0%)	2 (9.1%)
渡島	50 (28.7%)	18 (10.3%)	51 (29.3%)	56 (32.2%)	18 (10.3%)	33 (19.0%)	96 (55.2%)	28 (16.1%)	59 (33.9%)	5 (2.9%)	38 (21.8%)
檜山	3 (13.6%)	2 (9.1%)	15 (68.2%)	16 (72.7%)	6 (27.3%)	9 (40.9%)	6 (27.3%)	2 (9.1%)	0 (0.0%)	0 (0.0%)	4 (18.2%)
上川	52 (24.1%)	29 (13.4%)	64 (29.6%)	64 (29.6%)	37 (17.1%)	57 (26.4%)	65 (30.1%)	14 (6.5%)	41 (19.0%)	4 (1.9%)	55 (25.5%)
留萌	2 (8.0%)	2 (8.0%)	4 (16.0%)	10 (40.0%)	2 (8.0%)	7 (28.0%)	11 (44.0%)	0 (0.0%)	0 (0.0%)	1 (4.0%)	7 (28.0%)
宗谷	7 (36.8%)	0 (0.0%)	11 (57.9%)	14 (73.7%)	6 (31.6%)	11 (57.9%)	5 (26.3%)	1 (5.3%)	0 (0.0%)	1 (5.3%)	4 (21.1%)
オホーツク	23 (18.9%)	14 (11.5%)	44 (36.1%)	55 (45.1%)	18 (14.8%)	34 (27.9%)	33 (27.0%)	9 (7.4%)	7 (5.7%)	1 (0.8%)	31 (25.4%)
十勝	41 (27.5%)	24 (16.1%)	55 (36.9%)	88 (59.1%)	33 (22.1%)	55 (36.9%)	60 (40.3%)	15 (10.1%)	36 (24.2%)	9 (6.0%)	30 (20.1%)
釧路	29 (30.9%)	11 (11.7%)	31 (33.0%)	39 (41.5%)	22 (23.4%)	31 (33.0%)	31 (33.0%)	10 (10.6%)	14 (14.9%)	2 (2.1%)	22 (23.4%)
根室	1 (4.2%)	0 (0.0%)	7 (29.2%)	11 (45.8%)	2 (8.3%)	5 (20.8%)	9 (37.5%)	2 (8.3%)	0 (0.0%)	2 (8.3%)	7 (29.2%)
計	386 (22.7%)	227 (13.3%)	621 (36.4%)	724 (42.5%)	262 (15.4%)	489 (28.7%)	654 (38.4%)	138 (8.1%)	334 (19.6%)	44 (2.6%)	378 (22.2%)

