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March 6, 2026  
Timee, Inc.  
(215A Tokyo Stock Exchange Growth Market)

### **Survey on Attitudes Toward Spot Work in the Elderly Care Industry**

Thank you for your continued interest in our company. We are pleased to announce that we conducted a "Survey on Attitudes Toward Spot Work in the Elderly Care Industry," targeting those with experience in elderly care-related spot work.

Please refer to the attached for details.

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Press Release

March 6, 2026  
Timee, Inc.

## **More than 70% of those with no prior experience or qualifications in elderly care responded that they "want to be involved in the elderly care industry" after experiencing spot work in the industry.**

Timee conducted a "Survey on Attitudes Toward Spot Work in the Elderly Care Industry" targeting those with experience in elderly care-related spot work (March 2026)

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Timee, Inc., the provider of the "Timee" on-demand job platform, is pleased to announce that it has conducted an "Survey on Attitudes Toward Spot Work in the Elderly Care Industry" among spot workers who have experience in elderly care-related spot work (a total of 280 individuals, including both qualified and unqualified workers).

With demand for elderly care services rising amid an aging society and a declining birthrate in recent years, it is estimated that approximately 2.4 million care workers will be needed in fiscal year 2026 and approximately 2.72 million in fiscal year 2040. (\*1) On the other hand, the number of care workers in 2023 was 2.126 million, a decrease of approximately 29,000 from the previous year (2022), marking the first decline since the survey began. (\*2)

With increasing demand for elderly care and a significant shortage of care workers, the industry urgently needs to secure human resources from within and outside the industry.

In response to this situation, we, a provider of an on-demand job platform, established a specialized team for the elderly care industry (now Social Care & Welfare Services Division) in April 2023. We are providing elderly care providers with proposals that go beyond short-term labor shortage solutions, such as "enabling unqualified and inexperienced workers to play an active role by separating peripheral tasks" and "employment matching support for those with elderly care-related qualifications (potentially qualified workers, supporting their return to work, and long-term recruitment support)." In June 2025, we were selected as the contractor for the "Ishikawa Prefecture Project to Strengthen Matching for Promoting the Entry of Inexperienced Workers into Elderly Care," and we have begun initiatives in collaboration with the prefecture to resolve labor shortages, including the influx of unqualified and inexperienced workers into the industry. (\*3) To verify the utility of spot work in the elderly care industry, Timee conducted an "Survey on Attitudes Toward Spot Work in the Elderly Care Industry" among spot workers with experience in elderly care-related spot work (a total of 280 individuals, including both qualified and unqualified workers).

(\*1) Ministry of Health, Labour and Welfare: "Required Number of Care Workers Based on the 9th Care Insurance Business Plan" (only in Japanese) [https://www.mhlw.go.jp/stf/newpage\\_41379.html](https://www.mhlw.go.jp/stf/newpage_41379.html)

(\*2) Ministry of Health, Labour and Welfare: "Update on the Trends in the Number of Care Staff (for 2023)" (only in Japanese) [https://www.mhlw.go.jp/stf/newpage\\_47882.html](https://www.mhlw.go.jp/stf/newpage_47882.html)

(\*3) Timee Selected as Contractor for Ishikawa Prefecture's "Project to Strengthen Matching for Promoting the Entry of Inexperienced Workers into Elderly Care" — Expanding the base of care workers through the promotion of spot work.(only in Japanese) <https://corp.timee.co.jp/news/detail-4663/>

## Survey Results Summary

- Approximately 60% of individuals with no prior experience or qualifications in elderly care reported that their "image of working in the elderly care industry improved after experiencing spot work."
- More than 70% of those with no experience or qualifications in elderly care responded that "spot work served as a catalyst for wanting to get involved in the elderly care industry." Furthermore, 40% expressed interest in "obtaining elderly care qualifications" or "pursuing full-time employment or similar forms of long-term engagement in the elderly care industry" in the future.
- Among those who already hold elderly care qualifications, 70% reported having "experience performing spot work at a different type of facility than their main job," and over 60% responded that such experience "led to greater confidence as an elderly care professional."
- More than 40% of "potentially qualified workers"—those who hold elderly care qualifications but do not currently work in the industry—responded that "working through spot work lowered the hurdles to employment in the elderly care industry," and over 60% stated they "would like to work long-term if they find a good workplace."

## Detailed Survey Results

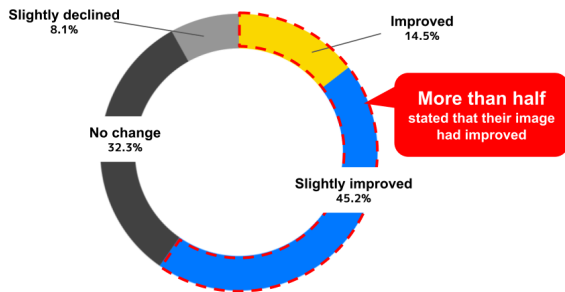
◆ Attracting new entrants into the elderly care industry from the "unqualified/inexperienced non-care worker" segment through the utilization of spot work. ◆

■ Among those without elderly care qualifications or experience and whose main job is outside the industry, approximately 60% responded that their image of working in the elderly care industry improved after experiencing "spot work".

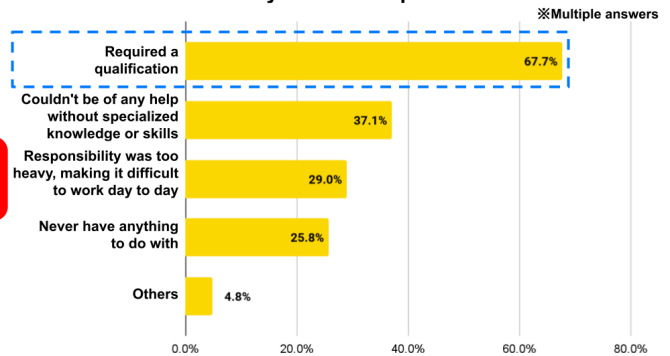
Among those with experience in elderly care-related spot work, those whose primary occupation is not in the elderly care industry and who do not hold elderly care-related qualifications or experiences are defined as "unqualified/inexperienced non-care workers." When this group was asked if their image of working in the elderly care industry had changed after experiencing spot work, 59.7% replied that it had "improved" (14.5% said "improved," and 45.2% said "slightly improved").

On the other hand, 67.7% of respondents answered that before starting spot work, they "thought elderly care was a job that couldn't be done without qualifications," suggesting that the image of the elderly care industry as having high barriers to entry has been a bottleneck for employment, and that working in spot work is improving this perception.

**How has your image of working in the elderly care industry changed after experiencing spot work?**



**What kind of image did you have of elderly care work before you started spot work?**

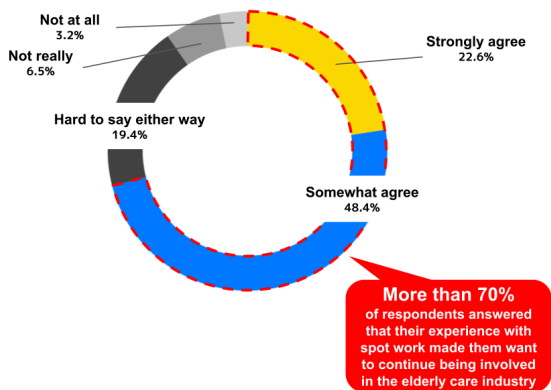


n=62 (The "Uncertified and inexperienced workers" whose main job is not in the elderly care industry and who do not hold any elderly care-related qualifications)

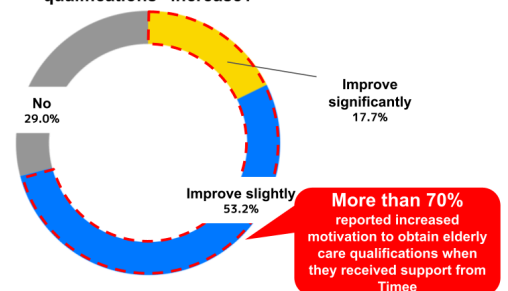
■ **More than 70% of those with no experience or qualifications in elderly care responded that "spot work served as a catalyst for wanting to get involved in the elderly care industry." Furthermore, 40% are considering "obtaining elderly care-related qualifications" or "full-time employment or similar forms of long-term engagement in the elderly care industry" in the future.**

Additionally, when asked if spot work had sparked an interest in working in the elderly care industry, over 70% of those in the "unqualified/inexperienced" group answered affirmatively ("Strongly agree" at 22.6% + "Somewhat agree" at 48.4%). In addition, over 70.0% of respondents ("Improve significantly (17.7%)" + "Improve slightly (53.2%)") reported increased motivation to obtain elderly care-related qualifications if Timee provided support for obtaining them. Furthermore, over 40% of respondents ("Highly possible (6.5%)" + "Slightly possible (33.9%)" ) indicated that they would potentially consider "obtaining elderly care-related qualifications" or "full-time employment or similar forms of long-term engagement in the elderly care sector" in the future.

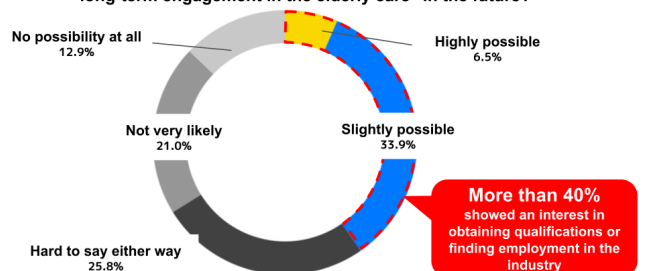
**Has your experience with spot work made you want to continue being involved in the long-term elderly care industry?**



**If Timee provides support for obtaining elderly care qualifications, would your motivation to "obtain elderly care qualifications" increase?**



**Are you considering the possibility of "obtaining an elderly care qualification" or "seeking full-time employment or similar forms of long-term engagement in the elderly care" in the future?**



※n=62 (Unqualified non-care workers whose main job is not in the elderly care industry and who do not hold any elderly care-related qualifications)

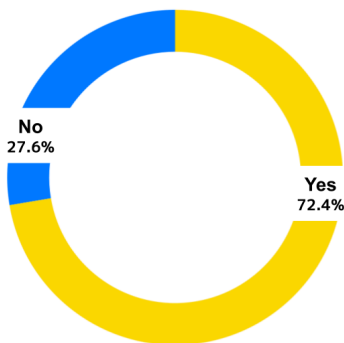
◆ Reaching out to potential qualified worker through spot work and contributing to their return to the industry ◆

■ Among elderly care professionals with qualifications, 70% reported having experience performing spot work at facilities other than their primary workplace, and over 60% stated that this experience helped build their confidence as care workers.

While roles and required skills in caregiving vary depending on the type of facility, such as "special elderly nursing homes" or "nursing homes," when individuals with elderly care qualifications were asked if they had "experience performing spot work at a different type of facility from their previous (elderly care-related) primary job," 72.4% answered "yes." Regarding the benefits of working at different types of facilities, the most common response was "I realized that even with the same qualification, roles and skills differ depending on the facility" (39.6%). Furthermore, over 60% of respondents stated that their experience with spot work at other types of facilities "led to increased confidence as a care worker" ("Gained a lot of confidence" at 24.8% and "Gained a bit of confidence" at 42.0%).

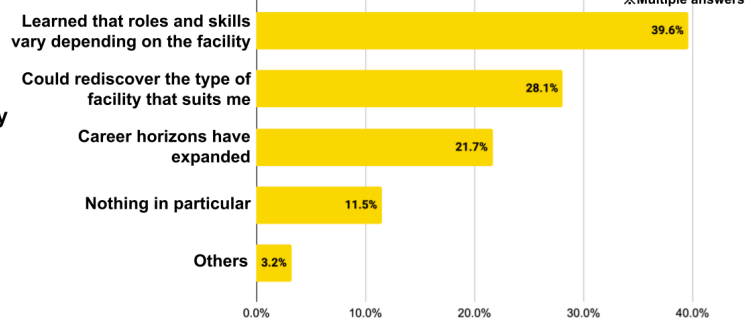
It is inferred that spot work promotes the sharing of qualified human resources between facilities within the elderly care industry, while also encouraging individual workers to gain insights by working at different facilities and boosting their confidence as care workers.

Have you performed spot work at a type of facility different from your current main occupation?

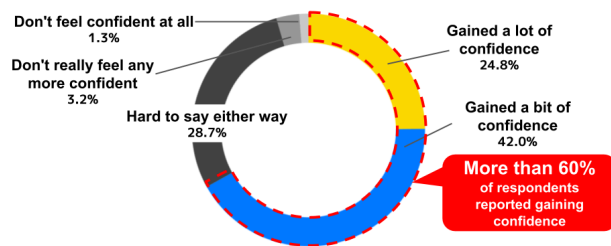


※n=217 (Elderly care qualification holders)

What were the benefits of taking on the challenge of working at a different type of facility? ※Multiple answers



Did your experience doing spot work at different types of facilities help build your confidence as a caregiver?



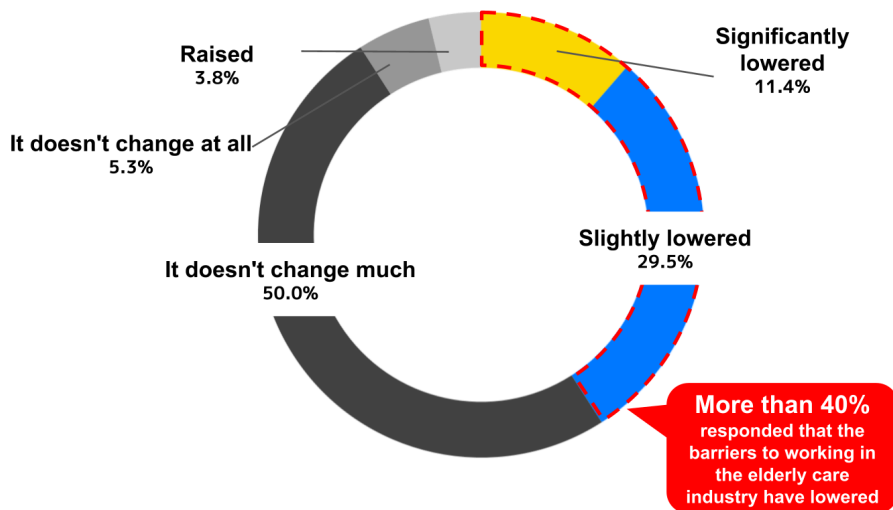
■ More than 40% of "potentially qualified workers"—individuals who hold elderly care-related qualifications but do not work in the industry—responded that "performing spot work lowered the hurdle to employment in the elderly care industry." Additionally, over 60% expressed a desire to "work long-term if they find a good workplace."

When the survey was limited to "potentially qualified workers"—those who hold elderly care-related qualifications but do not work in the industry as their primary job—more than 40% responded that "performing spot work has lowered the hurdle to working in the elderly care industry" ("Significantly lowered (11.4%)" + "Slightly lowered (29.5%)").

Furthermore, when asked about "long-term employment"—transitioning to long-term work at a specific workplace through spot work—over 60% of potentially qualified workers responded that they "would like to work long-term if they find a good workplace (64.4%)." Additionally, approximately 50% of potentially qualified workers (51.5%) reported being approached by an employer about long-term employment, and about 10% (10.6%) stated they had actually moved into long-term employment.

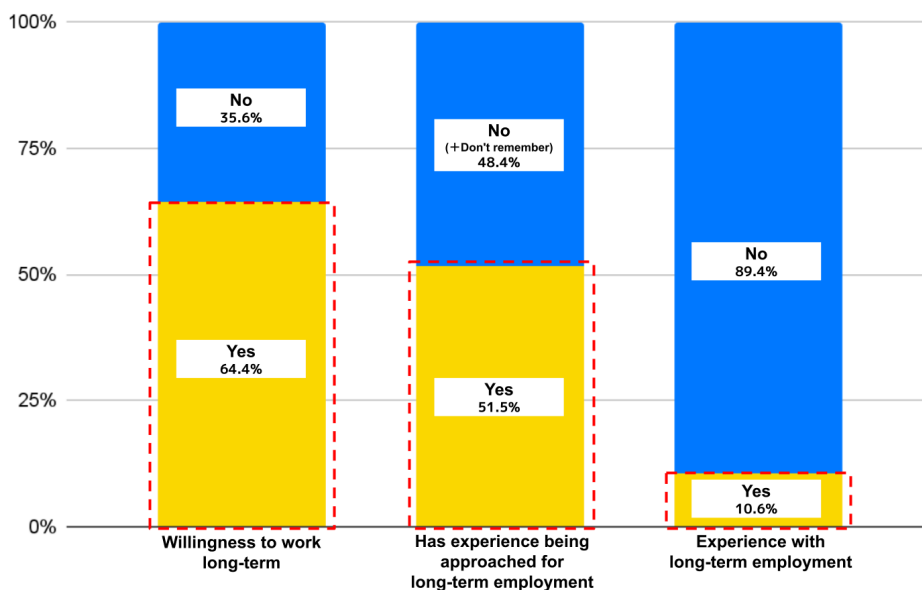
These results suggest that gaining exposure to various elderly care facilities and roles through spot work helps reach out to potentially qualified workers and creates opportunities for subsequent long-term employment.

### How did your experience with spot work change your psychological barriers toward working in the elderly care industry?



※n=132 (The "potentially care workers" who hold elderly care-related qualifications, but whose main occupation is not in the elderly care industry)

### The reality of long-term employment among potentially qualified workers in the elderly care industry



※n=132 (The "potentially care workers" who hold elderly care-related qualifications, but whose main occupation is not in the elderly care industry)

#### Survey Overview

Name: Survey for those with experience in elderly care industry  
 Period: Monday, January 26, 2026 – Monday, February 2, 2026  
 Target: 280 workers who have worked in the elderly care industry through Timee  
 Area: 47 prefectures  
 Method: Internet

## Expert View

I believe that "spot work" is becoming a new tool for creating employment opportunities in the elderly care industry. This can be seen in the feedback from workers in the Timee survey, such as "I want to try working in elderly care" and "the hurdles to entering the elderly care industry have lowered."

While spot work is often seen simply as a way to secure labor for short durations, advancements in technology, such as ICT and DX, can make it an entry point for people to work in elderly care with a relatively casual mindset, such as wanting to try out the job or gain experience. While it cannot be denied that there are many challenges in its implementation, once these issues are addressed, it would be worthwhile to consider using spot work as a strategy to address the labor shortage in the elderly care industry.

### 【Profile of Professor Yasuhiro Yuki, Faculty of Social Welfare, Shukutoku University】



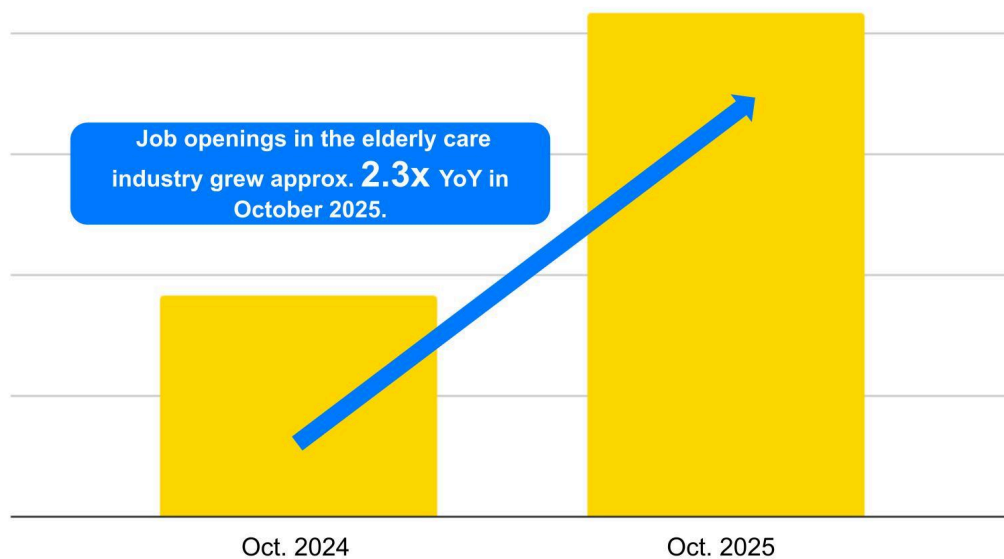
Born in 1969. Graduated from the Faculty of Social Welfare, Shukutoku University. Completed graduate studies at Hosei University (Master of Economics, PhD in Political Science). From 1994 to 2006, worked for the Kita and Shinjuku Wards in Tokyo. During this period, worked in elder care as a care worker, care manager, and staff member at a Community General Support Center. Appointed Associate Professor at the Faculty of Integrated Social and Human Welfare, Shukutoku University in 2007 (Social Security Theory, Social Welfare). Became a Professor at the same university in April 2013. Former member of the Care Insurance Subcommittee of the Social Security Council. Currently serves as the Chair of the Chiba Prefecture Care Insurance Business Support Plan and Elderly Health and Welfare Plan Formulation Committee. "Kaigo Kakusa" (Inequality in Elderly Care), Iwanami Shinsho. "Kaigoshoku ga Inakunaru" (When Care Workers Are Gone), Iwanami Booklet. "Kodokushi no Real" (The Reality of Solitary Deaths), Kodansha Shinsho. New publication: "Jibun no Kaigo" (Caring for Myself), Kazenarisha. Author of many other books.

## Appendix

### ■ Overview of Spot Work Usage in the Elderly Care Industry—Qualified Spot Workers Reach Approximately 513,000

As of October 2025, the number of Timee registered workers with elderly care-related qualifications reached approximately 513,000. In addition, the number of "Elderly Care-Related Spot Work" openings on Timee grew approximately 2.3x YoY in October 2025, reflecting the surging demand for spot work within the industry.

### Trend in Elderly Care-Related Spot Work Openings on Timee



## **Company Profile**

Established: August 2017  
Representative: Ryo Ogawa  
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URL: <https://corp.timee.co.jp/en/ir/>