As the national government has promoted Work Style Reform in Japan, Taikisha’s management recognizes curtailing long working hours as the most important managerial issue. To solve this issue, Taikisha is committed to promoting employee education and active utilization of IT to maximize the power of people—the most valued asset of an engineering company.

Led by its corporate planning department, Taikisha started implementing measures to curtail long working hours in 2017. Taikisha is addressing the following areas: increasing engineering employees; utilizing IT for onsite jobs; staggered working hours for onsite workers; reviewing the work allotted to engineering sections; and managing the status of progress to ensure that paid holidays are fully taken.

At the same time, to reduce working hours, each employee is asked to analyze the content of his/her work and the time required for it and improve his/her technical skills based on the information obtained. Taikisha will promote the growth of employees by enhancing personnel education to help boost the medium- to long-time success of Taikisha.

**Themes for Activities:**
- Personnel recruitment
- Leveling out of work
- Introducing flexible work systems
- Enhancing employee skills
- Utilization of IT
- Increasing the efficiency of meetings
- Reducing the number of documents
Goals of the Personnel and CAD Training Promotion Center

In April 2017, Taikisha established the Personnel and CAD Training Promotion Center under the Green Technology System Division. The Center is aimed at raising the productivity of employees through reinforcement of technical education and utilization of IT, thereby contributing to the realization of work style reform.

While Taikisha has focused on new employee education, its efforts to raise the technical abilities of mid-career employees mostly have relied on on-the-job training and their own efforts to pass qualification exams, which resulted in unsatisfactory examination pass rates.

To provide opportunities for learning linked to actual work, the Personnel and CAD Training Promotion Center offers programs according to the level of skills, which are provided in each workplace to help employees acquire knowledge on design, construction supervision and management. Meanwhile, efforts for utilization of IT will be promoted by enhancing the function and performance of CAD and introducing a system for improving the efficiency of managing onsite employees.

Objectives:
1. Provide systematic training on a continuous basis
2. Enhance the level of technical abilities
3. Nurture human resources trusted by customers

Goals:
1. Higher technical abilities
2. Higher work efficiency utilizing IT
3. Higher productivity to achieve higher sales of completed work

Results and future development

In FY2017, the Center provided 21 courses, which were attended by a total of 1,342 employees. Teaching materials designed for various skill levels and sufficient support have increased the motivation for self-directed learning.

Starting in FY2018, the Center will provide trainings for young employees involved in sales in collaboration with the sales department. In addition, to develop human resources working internationally, the Center will provide global leader trainings, including those for acquiring foreign-language skills centering on English.

From the viewpoint of developing human resources of the entire Taikisha Group, the Center will not only enhance the employee education for its affiliates in Japan but also promote the training of engineering employees at affiliates overseas by intensifying the collaboration with the Global Engineering Supervisory Department.

Message from the Senior General Manager

The Center’s activities focus on the systematization of technical education and the introduction of IT, aimed at employees not only acquiring the knowledge but also applying it onsite.

The Center also endeavors to build systems for facilitating voluntary learning and raising motivation. Although the introduction of IT could lead to the automation of work and a reduced workload, it does not eliminate the need for the basic skills from people. I believe understanding the basics of work is indispensable to use IT effectively because important tasks such as policy making and various inspections are handled by people.