

Announced on November 16, 2023

The following content contains the main questions and answers from the questions received after the announcement. In addition, some revisions and corrections have been made to make the content easier to understand.

Q&A: Number of enrolled staff and future personnel acquisition

Questioner: I would like to ask about the number of enrolled staff. What is the projected headcount for personnel at the end of this fiscal year? Also, do you have any special measures in place to attract more staff in the second half of the year?

Shimizu: We expect the number of enrolled staff at the end of this fiscal year to be slightly over 17,000. We assume that we will return to the normal flow of increasing the number of enrolled staff by about 1,000 per year.

In terms of what kind of measures we are taking to achieve this, perhaps the most significant measure is to direct people to our own website through commercials. This is what we spend the most on, and this is what works best. As a result, we are only beginning to see the signs of progress in the third quarter, and if the current trend continues, I believe we will be able to exceed 17,000 staff by the end of this fiscal year.

In addition, as another measure, we have formed a recruitment consortium of more than a hundred companies. After obtaining the consent of those who have applied, we accommodate each other by introducing such applicants to the other companies to ensure successful matching and to increase efficiency. I would like to take this opportunity to convey to you that such initiatives are also starting to pay off.

Additional information from Mr. Shimizu

I mentioned at the beginning of this briefing about the need to be prepared by 2026 or 2027 in order to become the company of choice.

In fact, we have been talking in great depth with representative companies in each industry about what they will look like at that time. This is only possible because we have adopted an industry strategy, but we have conducted very in-depth interviews to find out if there is a “shortage of such human resources to launch big projects” in each of these fields.

The reason why we are making so much progress in developing training facilities is that it was only after we have steered ourselves in the direction of our industry strategy that we realized that in order to deliver such human resources to our clients at that time, we had to start building the facilities now and work together with our clients to create the necessary curriculum.

It may seem like we are overinvesting in training facilities. However, since this will also be a very important point in the growth strategy of our next medium-term management plan, I would like to add that we are confronting it and working on it carefully.