

Q&A: First half results against the plan and timing of recovery in Manufacturing · Production

Moderator: The question is, "How was your performance in the first half compared to the initial plan? Also, when do you expect to be able to increase the number of enrolled staff and increase your business performance in the Manufacturing · Production Human Resources Services?"

Shimizu: As for the current situation, although I feel that sales are slightly lagging behind, revenue is progressing as planned. We expect that the number of enrolled staff will gradually increase from here, and the recovery will progress further.

Although the mass media is reporting that a mixture of companies (clients) that are doing well and those that are not, under these circumstances, it is difficult to predict whether or not all of our anticipated human resources needs will be implemented as planned.

Having said that, although there are some differences as I mentioned earlier, we expect to gradually move toward recovery from the second half (2H) of the fiscal year.

Q&A: Increase in the number of engineers

Moderator: The question is, "Although the number of engineers is increasing, is this due to new hires or career changes in staff?"

Shimizu: In our case, there are many career changes. It is my understanding that 20% of new hires, including new graduates, become engineers, and 80% of those who have spent their careers in manufacturing · production change their careers to become engineers.

Q&A: Plans for a new education and training facility

Moderator: The question is, "Do you have any plans to build a new education and training facility in the future? If so, please tell us about your aim and timing."

Shimizu: We are considering opening a Technical Center in the area centered on Aichi Prefecture. Aichi Prefecture is an area with a high concentration of industries, and we are seeing a lot of new factory projects going on there, so we believe that a development structure for that will be necessary.

There are some candidates for other areas, but they are a bit fluid. While exchanging information and gathering information with the consortiums participating in each region, we will also take action if it is determined that a training structure is necessary.

I think there may be cases like in Iwate Prefecture where local governments step in to attract large factories or expand their operations. We are also in the process of gathering information on this.

Q&A: Reasons for the decrease in the number of enrolled staff

Moderator: The question is, "Regarding the decrease in the number of enrolled staff from the beginning of the fiscal year, which is the bigger problem, is this due to the number of hires or an increase in resignees?"

Shimizu: The resignation rate has not increased because the number of resignees (people leaving the company) has been kept under control. This decline is largely due to a decrease in the number of people hired.

On the other hand, the number of people who come to interview has actually increased compared to last fiscal year. The problem is whether or not it is a company that job seekers want to work for, and I think the main reason for the decline in the company entry rate is that the number of work place options is decreasing.

Therefore, I believe that the number of enrolled staff will start to increase when our menu becomes a little more substantial.