

人を育む。



For an energetic manufacturing industry of Japan,
the manufacturing-related human resources service,
NISSO, continues to evolve.

In order to create new values,
we will put into practice,
“Nurturing and Bringing Out the Best in People”



Since opening its doors to international trade and diplomatic relations during the Meiji era, “manufacturing nation • Japan” has supported the development of its economy and industry by bringing together knowledge and technology to enhance added value, and has led the international division of labor and the collaboration of its industries. We at NISSO are pursuing an ideal way of utilizing human resources by “Nurturing and Bringing Out the Best in People,” and in order to support Japan’s manufacturing industry, we are engaged in worker dispatching, batch (all-inclusive) contracting, and employment placement services related to manufacturing. Through the utilization of NISSO’s personnel recruiting systems, the development of human resources in accordance with clear utilization strategies, the implementation of step-by-step evaluations of the enthusiasm and capabilities of individuals, and the appropriate placement of staff at manufacturing sites, we will make proposals to our clients that will enable them to achieve their goals. Since Japan’s work-style reform and the transformation of MONOZUKURI into the near future are a turning point in the major framework of human resources services, as an organization that assumes the responsibility for its worksites, NISSO has a mission to further refine the improvement of “quality.” With the belief and passion that “with advanced human strategies, we will evolve together with the manufacturing industry,” we will continue to respond to the requests of our clients as “The Finest Professional Organization Supporting Made-in-Japan.”

Ryuichi Shimizu
Representative Director, President & CEO



■ Meaning behind the Cover Design

The visual design of the cover is based on our founding philosophy, and is expressed by superimposing “人を育む” (read “Hito wo hagukumu”, which means “Nurturing People”), on top of a newborn “egg”. The phrase “Nurturing People” means to believe in the unlimited potential of people, and to grow together through teaching and learning, while the “egg” symbolizes the start to working lively and leading to trust.



■ Origin of the Company Name and NISSO’s Logo

NISSO (or Nisso Kosan, 日総工産 in Japanese) was named with the desire “to be entrusted with Japan’s (日本) entire (総) factory (工場) production operations (生産業務) in order to invigorate the manufacturing industry.” Our logo is portrayed with 2 representative colors, with integrity as “blue” and passion as “red”, and their shape symbolizes being firmly rooted to the earth.

Striving to be The Finest Professional Organization

Supporting Made-in-Japan

Our founder, from his experience of working as a welding technician for shipbuilding, originally launched the business of welding work contracting. The work of “contracting,” which was created by the accumulation of our founder’s personally-chosen power of professionals, and which produces results within the organization that he is responsible for, is what has led to the current manufacturing contracting and dispatching businesses. The oil crisis that occurred in 1973 caused a very difficult situation for a business that was just inaugurated. However, by the beginning of the 1980 s, starting from the work within the factory premises of automobile parts manufacturers that were promoting streamlined management, NISSO was gradually accepted into the market in a capacity to support the manufacturing industry.

What we learned from the experiences of a difficult period was that although laws and systems may change with the times, “the epitome of value that human resources can possess” remains unchanged. To that end, we will strive to become professionals who will continue to contribute to the *MONOZUKURI* (literal meaning : manufacturing, craftsmanship, or making goods [by hand], also NISSO’s keyword) of Japan by possessing unquestionable techniques and skills, and by nurturing rich-minded human resources. Furthermore, we will continue to provide a place where each person can shine and flourish. By doing so, our founder Tadao Shimizu’s spirit of “*Nurturing and Bringing Out the Best in People*” will be inherited in the DNA of each and every member of the Nisso Group.

The Nisso Group’s mission is to continue into the future by aiming to become a company that is needed by society through our human resources business, to be fostered by our clients, and to become a company where employees can work with greater hope and satisfaction.



Management Philosophy

*We aim to create rich human lifestyles,
Expand our circle of trust with integrity,
Be filled with youthful passion and dynamism,
And pursue limitless possibilities.*

Corporate Philosophy

NISSO is...

- A people-focused company
- A company that challenges itself
- A company that values co-existence and co-prosperity
- A socially responsible company

History of NISSO (Group)

<ul style="list-style-type: none"> • The “Dollar Shock” (a.k.a. Nixon Shock) occurred due to the Nixon Statement [1971] • The First Oil Crisis occurred [1973] • Automobile exhaust emissions regulations were enforced [1973] 	1970	<ul style="list-style-type: none"> • NISSO CORPORATION’s predecessor, Nisso Koei Co., Ltd. was established in Minato-ku, Tokyo, for the purpose of conducting welding-related works [1971]
<ul style="list-style-type: none"> • The Second Oil Crisis occurred [1981] • The “Framework of Legislation Regarding Worker Dispatching Business Problems” was reported by the “Central Employment Security Council Worker Dispatching Business Subcommittee” [1984] • The “Worker Dispatch Law” was enacted [1985] • The “Summary Report of Statistical Survey Results Concerning the Actual Condition of the Business Processing Contracting Business” was compiled by the “Employment Promotion Corporation, National Institute of Employment and Vocational Research” [1985] • The “Criteria for Classification Between the Worker Dispatching Businesses and Businesses Conducted by Contracting (Ministerial Notification No.37 of the Ministry of Labour in 1986)” was enacted [1986] 	1980	<ul style="list-style-type: none"> • The predecessor company of the current Nisso Nifty Co., Ltd. was established in Minato-ku, Tokyo [1983] • NISSO’s in-house newsletter, “<i>Hiyaku</i>” was first published (later renamed “Nextage”) [1984] • Construction of Nisso Dai Ichi Bldg. (Tsurumi-ku, Yokohama / former Headquarters Bldg.) was completed [1984] • Nisso Office M Two Co, Ltd. was established in Tsurumi-ku, Yokohama, for the purpose of conducting general worker dispatching undertakings [1986] (Obtained licensing for general worker dispatching business in accordance with the enforcement of the Worker Dispatch Law in July, 1986) • Construction of Nisso Dai Ni Bldg. (Hamamatsu City, Shizuoka) was completed [1989] • The new “NISSO” logo was decided [1989] • Trade name was changed from Nisso Koei Co., Ltd. to NISSO CORPORATION [1989]
<ul style="list-style-type: none"> • The Japan Federation of Employers’ Associations classified workers into 3 groups in “The New Era of Japanese-style Business Management” [1995] • The Great Hanshin-Awaji Earthquake occurred [1995] • The applicable specialized job categories of the Worker Dispatch Law were liberalized in principle, and the best-effort obligations for the direct employment of dispatched workers were established [1999] 	1990	<ul style="list-style-type: none"> • 6 affiliated companies were merged with NISSO CORPORATION [1991] • Construction of Nisso Kosan (NISSO) Shin Yokohama Bldg. (Kohoku-ku, Yokohama / new Headquarters Bldg.) was completed [1997] • Trade name was changed from Nisso Office M Two Co., Ltd. to Nisso Brain Co., Ltd. [1999] • Trade name was changed from Nisso Fudosan (Real Estate) Co., Ltd. to Nisso Nifty Co., Ltd. [1999]
<ul style="list-style-type: none"> • The ban on manufacturing work of goods was lifted under the Worker Dispatch Law, maximum dispatch acceptance period of 3 years was established for work other than the 26 specialized job categories, and obligations for the application of labor contracts to dispatched workers were established [2003] • The “Measures to Facilitate the Improvement and Optimization of Employment Management of the Contracting Business in the Manufacturing Industry” (Contracting Guidelines) were enacted by the Ministry of Health, Labour and Welfare [2007] • The “Project to Promote the Improvement and Optimization of Employment Management of the Contracting Business in the Manufacturing Industry” was implemented by the Ministry of Health, Labour and Welfare [2007] • The “Labor Contract Act” was enacted [2007] <ul style="list-style-type: none"> • The “Lehman Shock”, or economic downturn precipitated by the Lehman Brothers bankruptcy occurred [2008] • The “Responses to Doubts Concerning the Criteria for Classification Between the Worker Dispatching Businesses and Businesses Conducted by Contracting (Notification No.37)” was released by the Ministry of Health, Labour and Welfare [2009] 	2000	<ul style="list-style-type: none"> • Tadao Shimizu was inaugurated as the first Chairman of the Japan Production Skill Labor Association [2000] • Employment Placement Business license was obtained [2002] • Temporary Staffing Business license was obtained [2002] • SHANGHAI NISSO HUMAN RESOURCES Co., Ltd. was established for the purposes of recruiting, dispatching and human resources consulting services in China (49.0% company investment ratio) [2003] • Pursuant to the removal of the ban on worker dispatching for the manufacturing work of goods, dispatching for manufacturing work was started [2004] • The international standard for environmental management, the “ISO 14001:2004” certification was obtained by the headquarters office [2005] • “PrivacyMark” registration was authorized [2006] • The official mascot character, “Seizo-kun” was born [2007] • Nisso Pure Co., Ltd. was established in Kohoku-ku, Yokohama for the purpose of facilitating the employment of people with disabilities, and was certified as a special-purpose subsidiary [2007]
<ul style="list-style-type: none"> • The Ministry of Health, Labour and Welfare’s commissioned project, the “Superior Manufacturing Contractors” announced the first set of certified business operators [2011] • The Great East Japan Earthquake occurred [2011] • The 26 specialized job categories under the Worker Dispatch Law were abolished, period limitations for the “Business Place • Individual Units” were enforced, licensing, instead of “notification only”, for all dispatching businesses became mandatory (Specified Worker Dispatching Businesses were abolished) and career development • compensation improvement for dispatched workers were reinforced [2015] • The Kumamoto Earthquake occurred [2016] • The “Action Plan for the Realization of Work Style Reform” was decided during the meeting of the Council for the Realization of Work Style Reform (Chairman • Prime Minister Shinzo Abe) [2017] • The “Law Concerning the Establishment of Related Laws to Promote Work Style Reform” was enacted [2018] 	2010	<ul style="list-style-type: none"> • The position of Chairman of the Japan Production Skill Labor Association was assumed by Ryuichi Shimizu [2011] • The Ministry of Health, Labour and Welfare’s commissioned project, the “Superior Manufacturing Contractors” certification was obtained [2011] • The international standard for quality management, the “ISO 9001:2008” certification was obtained by the Kanazawa Sales Office [2011] • The recruitment site, “<i>Kojo Kyujin Navi</i>” was renewed [2013] • The Ministry of Health, Labour and Welfare’s commissioned project, the “Excellent Dispatching Business Operators” certification was obtained [2015] • Was admitted to the Japan Business Federation (Keidanren) [2015] • The education and training facility “Nisso Technical Center Higashi-Nihon” (Kurihara City, Miyagi) was established [2016] • “Tohoku Technical Center” and “Nisso Technical Center Higashi-Nihon” were certified as “Accredited Polytechnic Schools” by Miyagi Prefecture [2016] • The education and training facility “Nisso Technical Center Kyushu” (Buzen City, Fukuoka) was established [2017] • Was listed on the First Section of the Tokyo Stock Exchange [2018] • The education and training facility “Nisso Technical Center Naka-Nihon” (Okaya City, Nagano) was established [2018] • “Nisso Technical Center Naka-Nihon” was certified as an “Accredited Polytechnic School” by Nagano Prefecture [2018] • Nikon Nisso Prime Corporation was established (NISSO’s capital contribution ratio: 49.0%) [2019]
<ul style="list-style-type: none"> • State of Emergency was declared in response to the novel coronavirus [2020] • The Tokyo Olympic • Paralympic Games were held [2021] 	2020	<ul style="list-style-type: none"> • Celebrated the 50th Anniversary of our founding [2021] • Acquired 100% of issued shares of Vector Shinwa Co., Ltd. [2021] • Established “engineer works”, a site specializing in engineer recruitment [2021]

As a leader in the manufacturing-related human resources service industry, we proactively strive to further develop the industry.

Since our inception in 1971, when the entire human resources industry of Japan was in its infancy, NISSO has constantly implemented various measures at the forefront as the industry leader, and we have been proud to contribute to the sound development of the manufacturing-related human resources service industry. In particular, in 1989, our founder Tadao Shimizu collaborated with other companies within our industry and established the "Japan On-premise Contracting Council" (later renamed "Japan Production Skill Labor Association", and then the "Japan Business Process Outsourcing & Staffing Association"), and as its representative, he has promoted standards creation and systems operation for proper contracting businesses. Ryuichi Shimizu has assumed the position of Chairman (2011~2017, 2021~present) and has actively promoted the public awareness and dissemination of various activities as a representative of the industry.

In addition, from 2012, Ryuichi Shimizu has engaged in activities as a Director of the "Japan Association of Human Resource Services Industry", an association with the aim of resolving issues within the labor market, which was created through the collaboration of industry organizations of private enterprises that serve the role as intermediaries for businesses and individuals within the labor market, and provides services such as job advertisements, paid employee placement, worker dispatching and contracting. The JSLA is responsible for representing the industry as well as individual companies, with regards to entrusted administrative・ministerial projects, investigative cooperation with various research institutions, and cooperation regarding labor policies, etc., related to the "manufacturing-related human resources services".

Japan Business Process Outsourcing & Staffing Association (formerly Japan Production Skill Labor Association)

- ◎ Manufacturing-related Human Resources Service (Contracting・Worker Dispatching, etc.) Trade Association
- ◎ Location : Urban Shimbashi Building 9F, 4-5-1 Shimbashi, Minato-ku, Tokyo 105-0004 TEL.03-6721-5361 FAX.03-6721-5362
- ◎ Founded : October, 2000 ◎Established : December, 1989
- ◎ Number of Members : Regular Members 90 Companies, Supporting Members 64 Companies (As of October 2021)
- ◎ Chairman : Ryuichi Shimizu
 - ※ Tadao Shimizu Tenure 2000~2011
 - ※ Ryuichi Shimizu Tenure 2011~2017, 2021~

Achievements of Public Activities

Ministry of Health, Labour and Welfare-related

- 2005 : "73th Labour Policy Council, Employment Security Sectional Committee, Labor Supply and Demand System Subcommittee" Hearings (Tadao Shimizu) ※
- 2009 : "Development Project for Skills Development・Career Formation Frameworks Related to Dispatched Workers" as Business Operator Member of Manufacturing Group Subcommittee (Employees/Division Directors)
- 2011 : Request from the Minister of Health, Labour and Welfare to Temporary Staffing-related Organizations to Ensure Employment Stability・Protection for the Victims of the Tohoku Region Pacific Coast Earthquake (Tadao Shimizu) ※
- 2012, 2013 : "Research Committee on the Future of the Worker Dispatching System (6th・13th)" Hearings (Ryuichi Shimizu) ※
- 2013 : Submitted "Request on the Current State of the Worker Dispatching System" to the Minister of Health, Labour and Welfare (Ryuichi Shimizu) ※
- 2014, 2015 : "Industry Certification Start-up Support Project" as Member of Industry Certification Implementation and Preparation Committee, Examination Question Preparation Subcommittee (Employees / Executive Officers)
- 2016 : Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers "Industry-Wide Elderly Employment Promotion Project" as Member of Manufacturing Contracting and Dispatching Business Elderly Employment Promotion Committee (Managing Directors)
- 2018 : Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers "Industry-Wide Elderly Employment Promotion Project" as Member of Electronic Device Business Elderly Employment Promotion Committee (Employees/General Managers)

Ministry of Economy, Trade and Industry-related

- 2005, 2006 : Member of the "Research Committee for the Advancement of Human Resources-related Services to Support Monozukuri [Manufacturing]" (Ryuichi Shimizu)
- 2007, 2008 : "Career Enhancement System Construction Project for Human Resources Supporting Monozukuri" as Member of Monozukuri Support Service Council, etc. (Employees / Vice Directors, etc.)
- 2009 : "Career Enhancement System Construction Project for Human Resources Supporting Monozukuri" (Project was secondarily entrusted by NISSO)

Ministry of Land, Infrastructure and Transport-related

- 2015, 2016 : "Industry-Academia Network Construction Operation to Increase the Number of Young People Aiming for (to work in) the Shipbuilding Industry" (Project was entrusted by NISSO)
- 2017 : Shikoku District Transport Bureau, Maritime Promotion Department "Small and Medium Shipbuilding and Ship Machinery Industries Management Technology Seminar" as Lecturer (Employees / Project Leaders)
- 2018 : Kyushu District Transport Bureau, Maritime Promotion Department "Small and Medium Shipbuilding and Ship Machinery Industries Management Technology Seminar" as Lecturer (Employees / Project Leaders)
- 2018 : Kanto District Transport Bureau, Maritime Promotion Department "Small and Medium Shipbuilding and Ship Machinery Industries Management Technology Seminar" as Lecturer (Employees / Project Leaders)

Other

- 2008 : University of Tokyo's (privately-sponsored) "Department of Research on the Staffing Industry's Outcome Report Meeting" as Panelist (Ryuichi Shimizu)
- 2011 : "The Great East Japan Earthquake Victims Employment Support Project" (was entrusted by NISSO from Yamanashi Prefecture)
- 2012~2017 : "Japan Association of Human Resource Services Industry" (Member Organizations: Japan Production Skill Labor Association, Association of Job Information of Japan, Japan Staffing Services Association, Japan Executive Search and Recruitment Association, Nippon Engineering Outsourcing Association, etc.) as Director and Committee Leader (Ryuichi Shimizu) ※
- 2013 : Miyagi Prefecture Emergency Employment Creation Project "Minamisanriku-cho Aquaculture Production Restoration Support Project" (was partially entrusted by NISSO from Miyagi Prefecture Fisheries Cooperative Association)

※participated as JSLA Chairman

Corporate Evaluation

- Ministry of Health, Labour and Welfare "Temporary Staffing Business" = License No. 派14-150048
- Ministry of Health, Labour and Welfare "Employment Placement Business" = License No. 14-才-150026
- Ministry of Health, Labour and Welfare's commissioned project "Superior Manufacturing Contractors" = 第2010005(04)号
- Ministry of Health, Labour and Welfare's commissioned project "Excellent Dispatching Business Operators" = 第2014001(03)号
- JISQ14001 : 2015 (ISO14001 : 2015)
= Management operations of Headquarters for manufacturing-related human resources services (Initial Registration : 2005)
- ISO9001 : 2015= Assembly and inspection of high frequency electronic components for communication equipment in the CSP Assembly I production processes of Kanazawa Sales Office's KKM Production Site (Initial Registration : 2011)
- Personal Information Protection "PrivacyMark" = 第10861023(08)号
- Miyagi Prefecture Accredited Polytechnic Schools : Ordinary vocational training, short-term production equipment-related courses
Nisso Technical Center Higashi-Nihon..... 54-81 Sannoshita, Kurikomatorisawa, Kurihara City, Miyagi
- Nagano Prefecture Accredited Polytechnic School : Ordinary vocational training, short-term production equipment-related courses
Nisso Technical Center Naka-Nihon..... 2075-615 Imai, Okaya City, Nagano
- Signing of United Nations Global Compact (UNGC) : Joined Global Compact Network Japan (GCNJ), which is comprised of Japanese companies. Support and practice of the 10 principles in 4 areas (Human Rights, Labor, Environment and Anti-Corruption)



Excellent Dispatching Business Operators



Details above



Obtained at HQ only



10861023(08)

Various Affiliated Organizations

- Japan Business Process Outsourcing & Staffing Association Member
- Japan Business Federation [Keidanren] Member : Affiliated Committees
(Committee on Economic Law, Committee on Financial and Capital Markets, Committee on Industrial Competitiveness, Committee on Innovation, Committee on Responsible Business Conduct & SDGs Promotion, Committee on Employment Policy, Committee on Labor Legislation)
- Nippon Electronic Device Industry Association [NEDIA] Member : Director (Employees)

The “Nurturing and Bringing Out the Best in People” Human Resources Service begins with the “Service to the Working People”.

To earn the trust of client companies while playing a role in the manufacturing business, it is important to not only properly maintain the diligence and excellence of the working staff, but also to maintain the organizational capabilities together with the “Q(Quality)·C(Cost)·D(Delivery)·S(Safety)” of the *MONOZUKURI* worksites. NISSO takes pride in its work, constantly strives for self-advancement, and is committed to the development of individuals who can widely contribute to society. However, not all of the staff who join the company are initially interested in the manufacturing industry. Therefore, NISSO provides a variety of environments for “people who work at worksites” on a daily basis, and at the same time has prepared a comprehensive structure which fosters their motivation to work, their sense of responsibility, as well as their ambition, in order for them to become contributing members of society. We believe that this very way of human resources utilization is inherent in our founding philosophy, “Nurturing and Bringing Out the Best in People”.

● **Making things easier for each and every one to work, to feel highly motivated and to lead a stable everyday life.**

- **Becoming a member of a group**… NISSO’s recruiting systems that meet the needs of job seekers.
- **Supporting everyday life**… Our full support for the livelihood of those engaging in work at unfamiliar locations.
- **Working with a sense of security**… Development of activities aiming for “zero accidents” in the contracting and dispatching work environments.
- **Attending to day-to-day life**… Various organizational management schemes aimed for optimal “Q·C·D·S” at manufacturing sites.
- **Uplifting spirits**… Realizing the advancement of awareness and self-initiative through improvement activities, etc., at worksites.

● **Aiming to keep rising to higher levels, actively, as each and every one shines.**

- **Production management employees, technical employees, skilled staff, etc**
… Appropriate assignment of staff in order to maintain high quality service with diverse types of employment.
- **Nurturing people to succeed**… Operation of the “Skills Development System” as a company-wide framework in order to put our founding philosophy into practice.
- **Assessing capabilities**… Establishment of a goal·skill management evaluation system for employees to discover their own challenges and specifications.
- **Our achievements**… Business lines of manufacturing-related human resources services integrated by NISSO’s staff.



Nurturing and Bringing Out the Best in People



Making things easier for each and every one to work, to feel highly motivated and to lead a stable everyday life.

What should we do to encourage each and every worker in the manufacturing-related human resources service to shine ambitiously and aim for a stable professional life? We believe that it is to focus on the working people, and to do the most basic of daily things carefully.

A system that allows people to meet new colleagues, to understand each other, and to properly support life and work.

It is NISSO's belief that our concept of "Nurturing People" is what allows us to find the "something" that springs up in working people at anytime, anywhere, and in any situation.

Becoming a member of a group Recruiting Systems

NISSO's recruiting systems, which responds to the demands of job seekers, not only provides information about our own job opportunities, but also consists of a website that specializes in assisting people to change their careers to client manufacturers, as well as providing the latest information that helps to match the requirements and desires of job seekers.

- "Kojo Kyujin Navi", a general factory-related recruitment site
- "Kojo Kyujin navi", a company-produced free newspaper with a circulation of approx. 30,000 copies
- "engineer works", a website specializing in engineer recruitment



"Kojo Kyujin Navi"



"engineer works"



"Kojo Kyujin navi"

Working with a sense of security Health and Safety Activities

Within the work environment of contracting and dispatching, occupational health and safety activities are the foundation of NISSO's corporate management. Ensuring the safety and health of all workers is our utmost priority, and in order to establish the formation of comfortable work environments, we will unite as one in all aspects of our business activities, strive to actively promote and improve occupational health and safety activities, and aim for a true "zero accident" workplace.

- Establishment and standardized operation of "Occupational Health and Safety Policies"
- Legal safety-related activities of all company facilities (Education, daily activities and disaster countermeasures)
- Voluntary activities by the "Company-wide Health and Safety Committee", with a labor and management representative as commissioner
- Publication of "Safety Newspaper" by the Health and Safety Committee
- Implementation of mental health care and consultation services
- Establishment of a "hazard simulation room" that is able to simulate experiences of occupational accidents

"Occupational Health and Safety activities"



"NISSO Mental Healthcare Card"



"Hazard Simulation Room"

Attending to day-to-day life Administrative Structures

We are conducting various organizational management measures in order to aim for appropriate "Q·C·D·S" at manufacturing sites. We also implement daily life management, on-site work management, proper management as a hazard business source, and health and safety management for working people.

- Personnel management and labor relations of staff (Management and maintenance of all employment environments outside the production process)
- Management within the production site process (Management and construction of a worksite chain of command structure)
- Employment management as a dispatching business source (Obligation of all site supervisors to acquire responsible persons qualifications)
- Health and safety organizational management (Obligation to acquire the national qualification, "Class-1 Health Officer")



Supporting everyday life Welfare and Benefits Programs

NISSO will fully support the everyday life of those having to work at an unfamiliar place for the first time. We also arrange for and provide private apartments and other housing, including 7 Nisso Group-held dormitories nationwide (approx. 600 rooms), that are fully equipped with bedding and household electric appliances.

We also have partnerships with welfare service companies that provide support for travel and accommodations, self-development, sports and gourmet, etc., for our staff.

- "Greenpure", a Nisso Group-owned dormitory facility
- "Benefit Station", a welfare and benefits program that offers a variety of services



"Greenpure"



"Benefit Station"

Uplifting spirits Motivational Provisions

In order to realize the vision "To be the Finest Professional Organization Supporting Made-in-Japan", it is important to further raise the level of work through improvement activities, as well as executing tasks at worksites on a daily basis. For the sake of enhancing motivation, we are engaging in various activities to vitalize OJT in conjunction with various educational measures.

- Improvement Cases Presentation Conferences (Reporting of improved results at nationwide production sites, branch-specific and company-wide conferences)
- Expert Practice Seminars (Practice sessions held by instructors to promote improvement of worksites)
- Publication of "MONOZUKURI News" (Introduction of the condition of daily activities and successful examples of production sites, introduction of qualification-credentialed acquirers, etc.)
- Hosting of "ALL NISSO" (Annual awards ceremony where employees and officers gather)



"Improvement Cases Presentation Conferences"



"Expert Practice Seminars"



"Hosting of 'ALL NISSO'"

Aiming to keep rising to higher levels, actively, as each and every one shines.



The achievement of work is what nurtures the human capabilities of the working people, and enables them to recognize their own abilities and new values.

The “knowledge,” “techniques” and “skills” that are acquired, combined with the goals that are set together with peers, become a comprehensive “development cycle” that will yield that human resources who will contribute to the *MONOZUKURI* of Japan. We believe that creating “places” and “opportunities” in order to aim to keep rising to higher levels, so that we can evolve from “self-awareness” to “self-advancement”, and then to “acquirement (of skills, etc.)”, is what best exemplifies NISSO’s “*Bringing Out the Best in People*” cycle.

NISSO Human Resources Portfolio

Indirect employment in Japan’s manufacturing industry (human resources services such as external workforce) has been positioned as a flexible variable cost element within management models. At NISSO, we have prepared “diverse types of employment” for various types of workers seeking a variety of job seeking requirements and career plans. Furthermore, with the “NISSO Human Resources Portfolio”, we are striving to implement and provide high-quality human resources services to our clients. In particular, production management employees, technical employee and skilled staff, whom are “personnel with responsibilities that are indispensable to *MONOZUKURI* services (such as leadership duties of key functions relating to labor and on-site management)”, have become the cornerstone of NISSO’s services, and they have flourished while being conscious of the “sense of satisfaction and realization” of their work. “What kind of staff” should we place in the human resources service that our clients request in order to obtain good results? How can we implement “how to nurture • how to bring out the best (in people; derived from our founding philosophy)” that can be expected by the working people? These are the objectives that we strive for, for the further evolution of NISSO.

Very few restrictions on working conditions



※ Human Resources Portfolio

It is thought that the clarification of necessary skills, abilities and qualifications that are required by a company is what leads to the proper pairing of human resources in conjunction with each company’s strategy and vision. (Ministry of Health, Labour and Welfare “FY2006 Analysis of the Labor Economy”)

Nurturing people to succeed

Skills Development System

In order to put our founding philosophy, “*Nurturing and Bringing Out the Best in People*” into practice, the “Human Resources Development Division” collectively manages and operates a company-wide educational plan as a dedicated division for skills development.

By doing so, we support the enhancement of advanced skills for each job category and job-level in line with practical business use.

- Overview of the Human Resources Development Division
 - Maintenance and management of educational systems
 - Maintenance and operation of educational infrastructure, development of educational contents, curriculums, tools, etc.
 - Training of instructors
- Educational content
 - Occupation - specific education (*MONOZUKURI* education, supervisor education, etc.)
 - Level-specific education, specialized education (Technical expert education, technical skill education, other requested education, etc.)
 - Various qualification acquisition facilitation courses



Assessing capabilities

Evaluation Systems

We have established our own distinctive evaluation system that enables one to discover their own challenges and specifications. Based on such a framework, we believe that its purpose is to promote activities to achieve higher matching accuracies and the development of human resources, to encourage career formation, and to strengthen corporate competitiveness in the mid- to long term.

- Types of evaluation systems : (Personal) Challenge interview system, skill management system
- Evaluation items : Goal setting, comprehension ability, morale and attitude appraisal, health and safety, 5 S’s, quality control, improvement activities, etc.
- Development of career consulting : Development of nationwide locations by in-house personnel, staff education and e-learning

Our Achievements

Worker Dispatching Business, Contracting Business, etc.

Advantages of worker dispatching business

- Comprehensive human resources education, thorough follow-up system, nationwide response capabilities

Advantages of contracting business

- Reduction of total costs, ability to propose improvements by utilizing long-term expertise, possibility for clients to focus on core business

Advantages of paid employment placement business

- Significant reduction of recruitment costs, cost-effective since services are contingency-fee type, able to introduce hard-to-find personnel

- Worker Dispatching Business, Employment Placement Dispatching Business
- Skilled staff dispatching [Indefinite-term employment dispatching] : Dispatching of staff who signed “indefinite-term” employment contracts with clients. Long-term employment of regular dispatched staff is also possible
- Manufacturing dispatching : Dispatching of staff best suited for clients’ manufacturing sites
- Engineer dispatching : Dispatching for general engineering work, such as “maintenance” work of manufacturing equipment and “design” work of automobile parts, etc.
- Dispatching with management functions (supervisor dispatching) : Assignment of NISSO’s in-process supervisors to worksites in order to implement integrated management of dispatched staff
- General dispatching : Implementation of human resources dispatching for “white-collar” jobs such as administrative office work
- Employment placement dispatching (“temp to perm” dispatching) : Dispatching of staff to clients. Direct employment is made possible after the completion of the contract with the mutual agreement of clients and staff
- Contracting
 - Manufacturing contracting : Partial or batch (all-inclusive) of the clients’ production processes within the factory premises
 - Maintenance • design work contracting : Contracting of engineer work, such as “maintenance • design” of manufacturing equipment
- Paid Employment Placement Business : Introduction of operators • office workers, etc., and introduction of managers • specialists, etc.
- Labor Management Support : Recruitment agent services, labor management agent services, company housing management agent services, vehicle operation management agent services
- Consulting : Contracting-related consulting
- Entrusted Training : Entrusted education and training



Corporate Outline

• Trade Name	NISSO CORPORATION (Japanese: 日総工産株式会社)
• Date of Establishment	February 3, 1971
• Capital	2,016 Million JPY (As of March 31, 2022)
• Net Sales	71,697 Million JPY (As of FYE 3/2022)
• Securities Code	6569 (Prime Market, Tokyo Stock Exchange)
• Headquarters	Nisso Kosan (NISSO) Shin Yokohama Bldg., 1-4-1 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033
• TEL.	(81)45-476-4121 [Main telephone number]
• FAX.	(81)45-476-4521
• Main Business Activities	Manufacturing-related Human Resources Services (Manufacturing Dispatching, Manufacturing Contracting, Employment Placement, etc.)

Corporate Officers

• Representative Director, President & CEO	Ryuichi Shimizu
• Managing Director (External)	Shin Monzawa
• Managing Director (External)	Miki Ohno
• Full-time Audit & Supervisory Board Member (External)	Akira Ishida
• Audit & Supervisory Board Member (External)	Ryuta Hasegawa
• Audit & Supervisory Board Member (External)	Hideo Sakano

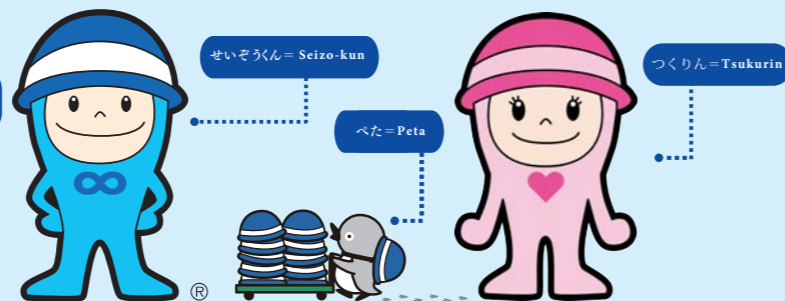
List of Offices and Education・Training Facilities

- **Headquarters**
Nisso Kosan (NISSO) Shin Yokohama Bldg.,
1-4-1 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033 TEL.
(81)45-476-4121 [Main telephone number]
- **Hokkaido** • Kita-Tohoku Branch Office : Sendai City, Miyagi
Akita Sales Office : Daisen City, Akita
Sapporo Satellite : Sapporo City, Hokkaido
Hirosaki Satellite : Hirosaki City, Aomori
Kitakami Sales Office : Kitakami City, Iwate
Morioka Satellite : Morioka City, Iwate
Sendai Sales Office : Sendai City, Miyagi
Sakata Satellite : Sakata City, Yamagata
Yonezawa Satellite : Yonezawa City, Yamagata
Koriyama Sales Office : Koriyama City, Fukushima
[Recruitment Offices] Asahikawa, Tomakomai, Furukawa, Sendai, Akita,
Minami-Fukushima
- **Kanto Branch Office** : Saitama City, Saitama
Omiya Sales Office : Saitama City, Saitama
Niigata Satellite : Niigata City, Niigata
Utsunomiya Sales Office : Utsunomiya City, Tochigi
Chiba Sales Office : Chiba City, Chiba
Atsugi Sales Office : Atsugi City, Kanagawa
Yokohama Satellite : Yokohama City, Kanagawa
Hachioji Sales Office : Hachioji City, Tokyo
[Recruitment Offices] Ibaraki, Takasaki, Ota, Kumagaya, Ueno, Shinjuku,
Fujisawa, Kofu
- **Chubu** • Kansai Branch Office : Nagoya City, Aichi
Hamamatsu Sales Office : Hamamatsu City, Shizuoka
Nagoya Sales Office : Nagoya City, Aichi
Yokkaichi Satellite : Yokkaichi City, Mie
Nagano Sales Office : Nagano City, Nagano
Matsumoto Satellite : Matsumoto City, Nagano
Kanazawa Sales Office : Kanazawa City, Ishikawa
Toyama Satellite : Toyama City, Toyama
Osaka Sales Office : Osaka City, Osaka
Shiga Satellite : Omihachiman City, Shiga
[Recruitment Offices] Takefu, Toyohashi, Toyota, Kyoto, Sakai, Himeji
- **Chushikoku** • Kyushu Branch Office : Fukuoka City, Fukuoka
Okayama Sales Office : Okayama City, Okayama
Shimane Sales Office : Izumo City, Shimane
Hiroshima Sales Office : Hiroshima City, Hiroshima
Yamaguchi Satellite : Yamaguchi City, Yamaguchi
Fukuoka Sales Office : Fukuoka City, Fukuoka
Kita-Kyushu Satellite : Kanda Town, Fukuoka
[Recruitment Offices] Tokushima, Kokura, Kumamoto, Okinawa-Chubu
- **Education** • Training Facilities
Headquarters Techno Center : Yokohama, Kanagawa
Nisso Technical Center Higashi-Nihon : Kurihara City, Miyagi
Nisso Technical Center Naka-Nihon : Okaya City, Nagano Nisso
Technical Center Kyushu : Buzen City, Fukuoka
Nisso Ota Training Center : Ota City, Gunma
Nisso Hamamatsu Training Center : Hamamatsu City, Shizuoka
Nisso Toyota Training Center : Toyota City, Aichi
Nisso Tomakomai Training Center

Official Mascot Characters

"Seizo-kun" and "Peta", and the new character "Tsukurin", supporting Japan's MONOZUKURI

"Seizo-kun" and "Tsukurin" are the official mascot characters of NISSO. They came from faraway in space to protect the safe and comfortable workplaces of people working at factories. Seizo-kun has been active since 2007! Tsukurin appeared in 2021 to commemorate the 50th anniversary of NISSO's founding! Even today, Seizo-kun and Tsukurin support Japan's MONOZUKURI.



Nisso Brain Co., Ltd.

• Date of Establishment	March, 1986
• Capital	50 Million JPY
• Representative	President, Tsuyoshi Miyashita
• Headquarters	Nisso Dai Ichi Bldg., 28-26 Toyooka - chō, Tsurumi-ku, Yokohama, Kanagawa 230-0062
• TEL./ FAX.	TEL.(81)45-575-6541[Main] FAX.(81)45-575-6067
• Description of Business	Administrative Human Resources Services (General Office Work Dispatching, Employment Placement, Commissioned Projects) Temporary Staffing Business / 派14-020001, Employment Placement Business / 14-ユ-020011

Nisso Brain is the longest established human resources service company in Yokohama which came into existence in conjunction with the enforcement of the Worker Dispatch Law in 1986. Nisso Brain offers a wide range of services including human resources dispatching, employment placement (job change support) and outsourcing. In order to prosper together with everyone, Nisso Brain promises to deliver its "best performances". With the corporate message, "Always next to 「Thank you!」", Nisso Brain will respond to the needs of its client companies with the provision of services that will exceed expectations.

Nisso Nifty Co., Ltd.

• Date of Establishment	February, 1983
• Capital	450 Million JPY
• Representative	President, Shinichi Matsuo
• Headquarters	Nisso Kosan (NISSO) Shin Yokohama Bldg., 1-4-1 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033
• TEL./ FAX.	TEL.(81)45-470-4333(Main) FAX.(81)45-470-4334
• Description of Business	Facility Nursing Care Business, Home Nursing Care Business

"Coming face-to-face with people and being there for them" Nisso Nifty aspires to provide nursing care experiences to customers in a most valuable way. The nursing care service "Sweetpea" was created with such an intention, and has evolved together in time with its customers. Through the creation of a rich workplace where one can feel both joy and inspiration on a daily basis, Nisso Nifty aims to become "the company with the best corporate culture and nursing care services in Japan". In order for its customers to enjoy their enriched lives, Nisso Nifty will respond to each need with sincerity through its reliable nursing care services.

Nisso Pure Co., Ltd.

• Date of Establishment	April, 2007
• Capital	40 Million JPY
• Representative	President, Takashi Endo
• Headquarters	Nisso Kosan (NISSO) Shin Yokohama Bldg., 1-4-1 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033
• TEL./ FAX.	TEL.(81)45-470-3920(Main) FAX.(81)45-471-5605
• Description of Business	Light Work Contracting, Sale of Goods (NISSO CORPORATION's Special-purpose Subsidiary)

Nisso Pure seeks to grow together with people with disabilities through work collaboration. Nisso Pure also strives to grow together with the families and schools of people with disabilities through mutual support. Furthermore, through the mutual assistance of similar companies and support centers in the region, Nisso Pure aspires to grow, together. Nisso Pure believes that it is its mission to create employment for people with various types of disabilities, to provide a hope for the future for them through work, and to continuously offer a "stage" where they can achieve self-fulfillment.

Vector Shinwa Co., Ltd.

• Date of Establishment	June, 2004
• Capital	78.25 Million JPY
• Representative	President & Representative Director, Masao Kanemoto
• Headquarters	3-1 Ikehata, Chiryu City, Aichi 472-0025
• TEL./ FAX.	TEL.(81)566-82-5783(Main) FAX.(81)566-82-9839
• Description of Business	General Human Resources Services Business Temporary Staffing Business/ 派23-300331 Employment Placement Business/ 23-ユ-300581 Registered Support Organization Registration Notice Number/ 19登-001122

Vector Shinwa Co., Ltd. provides various services to clients in the manufacturing industry. Vector Shinwa has its own factory in Kurume City, and undertakes contracts to manufacture semiconductor manufacturing equipment. Vector Shinwa also responds to the diverse needs of manufacturers. In addition, Vector Shinwa has a long track record of contracting and human resources dispatching, and in recent years, it has been offering proposals for the utilization of young human resources from overseas using the "working holiday" program and the utilization of foreign personnel with specific skills. Vector Shinwa will continue to strongly support the Japanese manufacturing industry, through everything from "human resources services" to "manufacturing contracting".

SHANGHAI NISSO HUMAN RESOURCES Co., Ltd.

• Date of Establishment	November, 2003
• Capital	300 Thousand USD
• Representative	Chairman, Wang Wan Peng General Manager, Hideaki Sugikawa
• Headquarters	402, No. 1996, Zhangyang Road, Pilot Free Trade Zone, Shanghai, China
• Puxi Branch	8B, Sapphire Bldg., No.253-267 Middle Tianmu Road, Shanghai, China
• TEL.	(86)21-5101-7955 (Main)
• Description of Business	Recruitment, Human Resources Consulting

SHANGHAI NISSO is a human resources service company established in 2003 as a joint venture between NISSO CORPORATION and SHANGHAI PUDONG HUMAN RESOURCES CO., LTD. As a pioneer of Japanese human resources service companies, SHANGHAI NISSO has contributed to the human resources utilization of Japanese companies in China through recruitment and personnel labor consulting. With "trust" and "reassurance" as the basis of all of its operations, SHANGHAI NISSO is able to meet the wide range of needs of Japanese companies with its wealth of experience and high level of expertise.

Nikon Nisso Prime Corporation

• Date of Establishment	November, 2003 (Joint Venture Company established: January, 2020)
• Capital	50 Million JPY
• Representative	President, Masahiko Yoshida
• Headquarters	Shin Yokohama 214 Bldg. 8F, 2-14-2 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033
• TEL./FAX.	TEL.(81)45-478-6126(Main) FAX.(81)45-478-6128
• Description of Business	Comprehensive HR Services, Outsourcing Business Planning, R&D, operation and support of structure development and opportunity creation for seniors' continued employment Temporary Staffing Business/ 派14-303092, Employment Placement Business / 14-ユ-301602

Nikon Nisso Prime is a human resources services company established with the aim of creating synergy by integrating the expertise of Nikon Corporation and NISSO. By promoting the expanding and the securing of employment opportunities for older employees of the Nikon Group, and by conducting the research and development of a structure that enables older people in society to continue working, Nikon Nisso Prime Corporation aims to create a "social platform that allows anyone with the desire to work to adapt to changes in the social environment and continue to work".

<https://www.nisso.co.jp/>



Nisso Kosan (NISSO) Shin Yokohama Bldg., 1-4-1 Shin Yokohama, Kohoku-ku, Yokohama, Kanagawa 222-0033
TEL. 045-476-4121 (Main) FAX. 045-476-4521