

Title

FY24 Technical course new employee accommodation training

Sub-title

Two days that fostered lifelong bonds.

thumbnail



Lead

Even as adults, it can be nerve-wracking to jump into a new environment. To ease the anxieties of new recruits, JATCO provides thorough training over a two-month period with the full support of a specialized human resources development team, in preparation for their on-site assignment in June. In this issue, we report on the overnight training session that was held jointly with second-year employees in early May.

"New employee training is the same every year, right?" You may be thinking this! JATCO's training is a little different.

We will report on this year's training, the participants' reactions, and the results of the training.

Check out this article for last year's training.

<https://my-jatco.com/featured/3380/>

- Joint hiking with second-year employees

This year's overnight training will take place at Tokinosumika in Gotemba Kogen, famous for its local beer. As a warm-up, second-year employees and new employees enjoyed a joint hike. The participants are divided into groups based on the job type they wish to be assigned to and take a stroll around the park, deepening their connections while surrounded by nature.

There was an awkward atmosphere at first, but as we continued on the hike, people gradually started to open up and we began talking about our work, such as, "Casting is the first process in the electrification process, so it's a big responsibility," and "That's cool." There was also an exciting scene where senior and junior members of the high school archery club met again for the first time in a long time.



We strolled around the park chatting away.



What kind of notes were they taking?



We're gradually becoming more comfortable with each other. I really learn a lot from what my seniors have to say.



- We can't lose to the junior! Marshmallow Challenge

After a lunch break, the afternoon training session was lively with a "marshmallow challenge."

This is a competition in which participants must build the tallest tower possible within a time limit using designated ingredients such as marshmallows and pasta. Participants were divided into first- and second-year employees, and a total of 12 teams competed to see who could make the tallest tree.



Marshmallow Challenge Ingredients

In the first try, each team created a tower using their own original ideas. Innovative ideas were flying around, and towers of unexpected shapes were rising one after another.

The second time, the division of roles was made even clearer, and everyone worked together, sharing their opinions, to build the tower.

As a result, the second-year team won with a record of 71 centimeters, demonstrating the experience they had gained from a year of training on the field. By the way, the coaches' trial record was 87 centimeters. As expected from a group of veteran instructors, we still have a long way to go.

Although some teams regrettably failed the challenge, the members were able to reflect on the experience and express gratitude to each other, which strengthened their teamwork. Through this training, the participants built strong bonds and seemed motivated to take on the next challenge.



Who can build a taller tower in year 1 or year 2

- Enjoy a luxurious buffet

All employees have completed the training menu on the first day. That evening, a sumptuous buffet awaited us at the Gotemba Kogen Tokinosou restaurant. The second-year employees gathered together for the first time in a long while and shared updates on what's been going on, while the new employees grew closer after spending the whole day together.

This buffet offers an array of dishes made with fresh local ingredients and encourages lively conversation between employees. Everyone was smiling all the time as they feasted on the delicious food.



A long-awaited gathering!



They have similar tastes in food.

- Time attack to conclude overnight training 🏃

On the morning of the second day, everyone enjoyed a refreshing walk, after which the new employees were given their final mission.

Mission: Time attack from Gotemba Kogen Tokinosou to JATCO Fuji 1 District

GTC (Global Training Center)

rule:

Participants will be divided into six teams and compete in a time attack race. The team that returns to the GTC first is the winner.

From the six routes presented, participants are required to calculate walking distance, time, train travel time, timetable and fare, and then consider and submit the cheapest and quickest route back to work.

The cheapest route is used as the base fare, and for every 10 yen increase in the fare above that amount, 5 minutes are added to the arrival time. (Example: 50 yen → add 25 minutes to arrival time)

This mission is a great test of planning, judgment, and teamwork. The new recruits carefully consider the route and rack their brains to choose the best course.

Which team will find the most efficient route and emerge victorious?

The reporting team relied on location information received every hour from each team leader to get ahead in a car and capture the group as they walked with all their might. Each team chose a course of about 20 km, and despite the harsh conditions on the day, with temperatures reaching as high as 23.5 degrees, the team took breaks at appropriate times, played uplifting music, talked about their hobbies, and otherwise encouraged each other as they made their way to the finish line. It was very impressive to see everyone looking so proud with their bright red tan.

As a result, 5 out of 6 teams succeeded in the challenge! All the teams did very well. Through the two-day training, the new employees learned the importance of group teamwork, time management, and respecting each other's opinions.



We walked a lot, encouraging each other.

The new employees have already been assigned to their departments and started work in June. I'm really looking forward to seeing how you all grow from here on out.

They are already planning something a little different for next year's training. I'm looking forward to it.