

## JATCO's way of cultivating engineers - FY25 new employee training



### **Two months of learning, connecting, and growing as a team**

This spring, 50 new skilled employees joined the JATCO Group. They are currently undergoing a two-month training course to take their first steps as skilled workers responsible for JATCO's manufacturing. Human resource training for the production department is carried out primarily by the JEPS Management Department.

The training covers a wide range of topics, from acquiring basic skills for the workplace to practical training using tools and machinery. In preparation for their final assignment in June, students are building not only basic knowledge and skills, but also the foundations for becoming a working member of society, such as teamwork and problem-solving abilities.

### **Improve teamwork and planning skills through overnight training**

In early May, we held an overnight training program for team building purposes. In the "Marshmallow Challenge," participants use marshmallows, dried pasta, tape, and string to build the tallest free-standing tower possible within the time limit, experiencing an approach that takes the PDCA cycle into consideration.

In addition, during the "Walking Rally," which involved walking about 20 kilometers from the accommodation to the GTC (Global Training Center) in Fuji Area 1, visiting shrines and temples, the participants learned the importance of helping each other and planning their actions.

Through these experiences, new employees not only acquire the fundamental skills of engineers, but also develop flexible thinking and teamwork skills.



They learned teamwork through group activities such as the marshmallow challenge and walking rally.



Walking long distances together towards our goal strengthened our bonds with our teammates.





Fun during training

## Trainee Interview: Bayar from JATCO Engineering



Even though she was tired after the training, she answered the interview questions with a big smile.

**I felt more excited than anxious.**

"I was already familiar with JATCO and felt comfortable with the company as it is a major auto parts manufacturer. The company offers excellent employee benefits, and my parents were very happy when I was accepted."

That's what Bayar (nickname) from Jatco Engineering said. It seems that her positive attitude of wanting to start working soon outweighed her anxiety about joining the workforce.

**What impressed me most was the factory tour, which gave me a real feel for it.**

Of the many training sessions, the one that left the biggest impression on me was the factory tour.

"When I saw the CVT factory in person, I was surprised at how spacious and beautiful it was, much more than I had imagined. Automation is also progressing, and it really gave me the feeling that I was going to be working here."

He says that by not only gaining knowledge from classrooms but also by experiencing the atmosphere on-site, his perspective as an engineer has broadened

significantly.

### **Meeting new friends and a change of heart**

During the training, there was a lot of team activities, and she smiles as she says, "We went out to eat and to karaoke, and I made new friends." "I somehow feel like I'm getting closer to becoming an adult."

He also received advice from senior employees currently working at the Kambara Factory where he will be assigned, and his image of what it will be like after he is assigned to the plant is gradually becoming more concrete.



A photo from the walking rally

### **In the future, I want to be a "jack of all trades engineer"**

"From now on, I want to become a skilled worker who can do anything!"

Bayar bought a moped with his first paycheck and is also aiming to get a driver's license. I am steadily growing, one step at a time, as a member of society and as a skilled worker.



## **Trainer Interview: Global Training Center (GTC) Director, Mr. Kunimoto**



### **"Connections with people create security and growth"**

#### **Our corporate philosophy is the driving force behind our actions**

"The most important thing is to spread the company philosophy. Once assigned, you will be faced with a variety of challenges and decisions. At that time, the philosophy becomes the axis of action. That's why we will continue to communicate this message and provide ongoing support even after they are assigned to their posts."

#### **Changing mindset from student to working adult**

"In our training, we also place emphasis on changing people's mindset from being the one who receives to being the one who gives. We are making various efforts to encourage a change in mindset."

The school also focuses on creating a curriculum that deepens connections between students to develop problem-solving skills and the ability to work in a team.

"In light of the current social situation, we have also introduced compliance training to prevent problems from occurring."

#### **Who are the new recruits this year?**

"They seem energetic, but they still have a bit of a student mentality. However, I think the results of repeated instruction are showing in basic responses such as

greetings and replies."

### **The attitude I value as a trainer**

"Rather than teaching one-sidedly, I try to respect them as people. First, we listen to the new employees' thoughts and perspectives and then begin to provide guidance. That's why we try to be proactive in reaching out to them."



Our experienced trainers will be with you for two months.

### **What was the most memorable moment during the training?**

"I feel that through team activities such as overnight training and walking rallies, the new recruits are becoming closer to each other. Frequent group changes create diverse relationships and provide stimulation. It's so nice to see such unlikely pairs getting along."

### **Message to new employees**

"Some of you may still feel like you're a student, but once you're assigned to your workplace, I want you to remember the basics, such as 'respecting others' and 'working together as a team.'"

If you have any worries, I want anyone to talk to me about it, regardless of age or position. Your growth leads to the growth of the entire company. We also want to be a presence that supports growth.

Please be cheerful, energetic, and lead a fulfilling life at work."





How will they grow and take flight to become the people who will carry JATCO's future forward? My JATCO will continue to watch over their progress.