

## Presentation 3

# Initiatives for Sustainable Supply Chains

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# Agenda

1. Overview of Initiatives for Securing and Developing Workforce for Subcontractors
2. Collaboration with Subcontractors: Partnership with "Kaneki-kai"
3. Construction Skilled Worker Training Facility  
"SHIMIZU TAKUMI TRAINING CENTER"
4. Initiatives for Success of Global Human Resources: Support for Accepting Technical Intern Trainees

# I. Overview of Initiatives for Securing and Developing Workforce for Subcontractors

## 【Objective】

- In recent years, the construction industry has been facing a chronic shortage of skilled workers due to the aging workforce and lack of young workers.
- Furthermore, with the trend towards larger construction projects in Japan and the impact of changes in economic conditions, there are significant fluctuations in labor demand depending on the region and time, making it difficult to secure a stable supply chain.
- To address these issues, we are working to secure and develop the workforce for our subcontractors with the aim of maintaining and strengthening the supply chain.

## 【Collaboration with "Kaneki-kai"】

- We are advancing **these initiatives in collaboration with “Kankikai,”** an organization composed of Shimizu's subcontractors.

## [Measures for Securing and Developing Personnel]

- Utilization of the “SHIMIZU TAKUMI TRAINING CENTER,” construction skills training facility
- Employment Support
  - Holding hands-on trade experience classes and site tours in collaboration with high schools
  - Participation of Shimizu Corporation's subcontractors in joint company information sessions for term-based Self-Defense Forces personnel
  - Holding construction seminars and site tours in collaboration with Hello Work
  - Operation of Shimizu's subcontractors' recruitment sites in collaboration with job advertising companies
  - Support for accepting technical intern trainees from Uzbekistan

## 2. Collaboration with our Subcontractors: Partnership with "Kaneki-kai"

### 【 What is Kaneki-kai? 】

- A network of specialized construction companies working on Shimizu's projects comprising approximately 1,300 partner companies with outstanding skills and technology
- A core presence within our company's supply chain



### 【 Purpose of Kaneki-kai 】

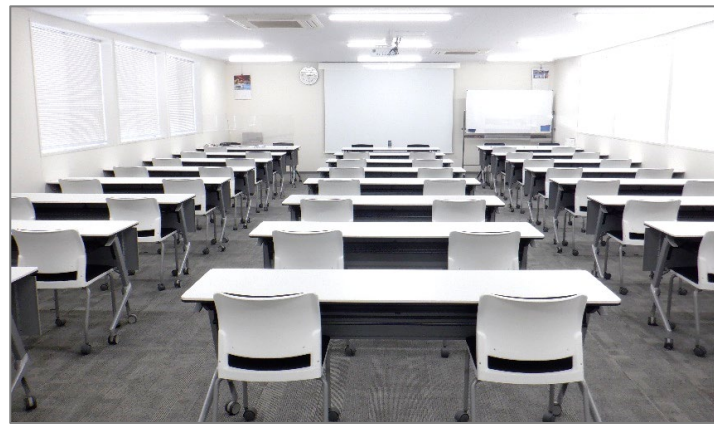
- To promote welfare, improve construction technology, ensure quality, promote construction safety, and facilitate smooth operations, thereby contributing to friendship among members and the development of Shimizu's business and promoting co-existence and co-prosperity

Kaneki-kai and Shimizu have a strong partnership of mutual trust that has been likened to the "Pair of wheels for a car"

### 3. Construction Skilled Training Facility “SHIMIZU TAKUMI TRAINING CENTER”

#### 【 Background 】

- In response to concerns over a shortage of skilled construction workers at construction sites, Shimizu established a training facility for construction technicians to build a supply chain to train and secure skilled workers for its partner companies.
- Jointly operated with Kaneki-kai companies, operations commenced in July 2020. Usage statistics for fiscal year 2024 reached 2,484 individuals, with cumulative usage since opening reaching approximately 10,000 individuals.



#### 【 Key Initiatives 】

##### ■ Workforce Development

- Conducting various training programs and workshops

##### ■ Workforce Recruitment

- Promoting recruitment of young workers through facility tours and training/workshop

### 3. Construction Skilled Training Facility “SHIMIZU TAKUMI TRAINING CENTER”

#### 【Initiatives】

- Propose new training and workshops as needed in response to requests from partner companies, **continuously improving and enriching training content**
- **Begin offering on-site training sessions at branch locations** nationwide in response to requests from branches

#### ■ Training and Workshops

- New Employee Training
- Specialized Education Workshops
- First-Year Follow-Up Training
- Second-Year Follow-Up Training
- **Field Management Training**
- Supervisor Re-education (for renewal procedures)
- **Communication Skills Improvement Training**
- Multi-Skilled Worker Training
- CAD/BIM Training
- **Uzbekistan Technical Intern Trainees Reception Training & Special Education Workshops**
- **Foreman Training for Foreign Workers**
- **Off-site delivery of the above training programs and courses**

#### ■ Site Visits and Collaboration with Other Organizations

- SHIMIZU TAKUMI TRAINING CENTER Tour
- Facility Tour
- Observation of Training and Workshop Sessions
- Industrial High School Trade Experience Class
- Japan Structural Concrete Pouring Certification

#### ■ Internal Use

- Various training programs
- Productivity improvement support
- Assist Tools
- Robot Development and Experimentation

※Items in red text

New initiatives introduced since the 2022



# 3. Construction Skilled Training Facility “SHIMIZU TAKUMI TRAINING CENTER”

## 【 New Employee Training 】



### 3. Construction Skilled Training Facility “SHIMIZU TAKUMI TRAINING CENTER”

#### 【 Various Practice Sessions & Workshops 】





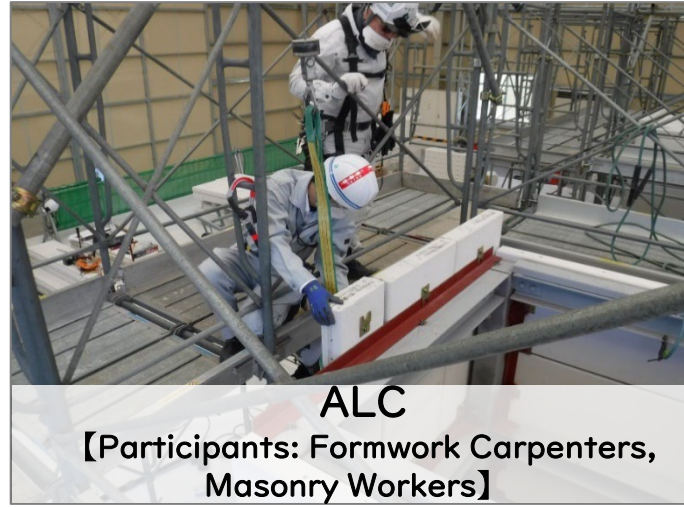
### 3. Construction Skilled Training Facility “SHIMIZU TAKUMI TRAINING CENTER”

#### 【Multi-Skilled Worker Training】



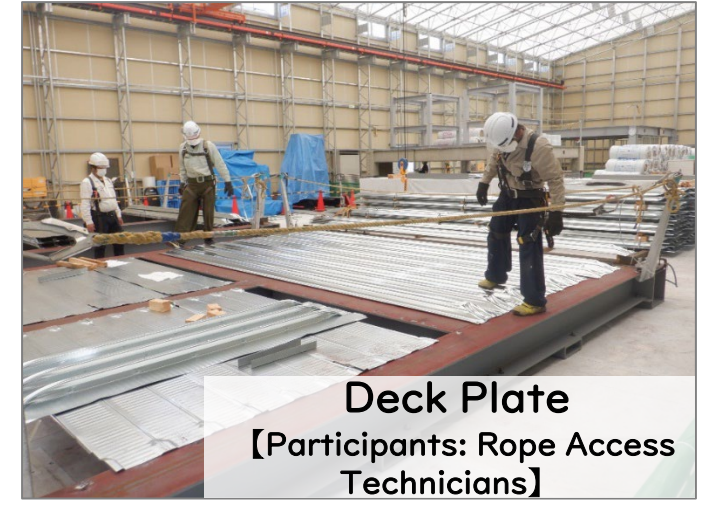
**Fireproof Wrapping**

【Participants: Carpenters, Painters, Civil Engineers】



**ALC**

【Participants: Formwork Carpenters, Masonry Workers】



**Deck Plate**

【Participants: Rope Access Technicians】

#### 【Development and Verification of Assist Tools and Machinery】



**Electric Mobile Work Platform "Sky Runner", Wireless-Operated Material Handling/Lifting Device "Sky Table"**



**Large Stage Scaffolding Movement Experiment**

## 4. Initiatives to Support Global Construction Workers: Technical Intern Trainee Acceptance Support

### 【 Initiatives 】

- In anticipation of Japan's declining population, Shimizu is working to support subcontractors in accepting technical interns as part of its efforts to **promote the active participation of foreign workers in the construction industry going forward.**

### 【 Background 】

- Following a request for **consultation** regarding the acceptance of technical intern trainees from a Kaneki-kai member company, **we decided to provide support.**
- Since **Shimizu** employs **personnel from Uzbekistan**, we began by supporting the acceptance of trainees from Uzbekistan.
- Uzbekistan, **as a country**, was also proactive **in sending personnel to Japan.**

### 【 Support Details 】

- Skilled trainee interviews for Shimizu's subcontractors **were conducted locally with support from Uzbekistani personnel employed by Shimizu.**
- After arrival in Japan, **technical intern trainees receive orientation and special training at THE SHIMIZU TAKUMI TRAINING CENTER.** (cumulative total of approximately **130 trainees accepted**).
- Shimizu **mentors (Uzbek personnel)** visit technical intern trainees to **to provide support for their daily lives and mental well-being.**



Acceptance of 1st and 2nd Cohorts



4. Initiatives to Promote Global Construction Workers : Technical Intern Training Program Support

[Uzbekistan Technical Intern Trainee Orientation Training]



Safety Experience Learning VR Accident



Safety Experience Learning Full Harness Safety Belt



KY Training Group Work

【 Special Training Course for Uzbekistan Technical Intern Trainees 】



Special Training Course: Circular Saw



Special Training Course: High-Lift Truck Operation Experience