

Aisin's initiatives to strengthen its human capital

2 Commitment to turning engineers into professionals

For engineers engaged in production, we have a system (Career Way) that enables them to realize more keenly that they are growing, by clarifying the knowledge, skills, and techniques to be obtained according to the vocational qualification so that each individual can work on self-growth (career development) in a more autonomous and motivated manner. In addition, to stimulate employees' motivation for pursuing new endeavors, we support them in taking skill examinations (national and in-house ones).

Development of leaders for manufacturing

We also run the Aisin Academy, an internal training facility for personnel being appointed as leaders at manufacturing sites. Aimed at new employees, including those of domestic and overseas group companies, and trainees dispatched from overseas bases, the year-long training program equips participants with practical technical skills and the mental and physical training required for leaders. With our eyes toward the future, we have added a computer control course to the academy's curriculums so that employees can obtain digital skills. This course enables trainees to learn about the basics of AI and IoT and acquire skills for collecting and utilizing data that is used at production sites. Such trainees are expected to make an immediate contribution to their workites.

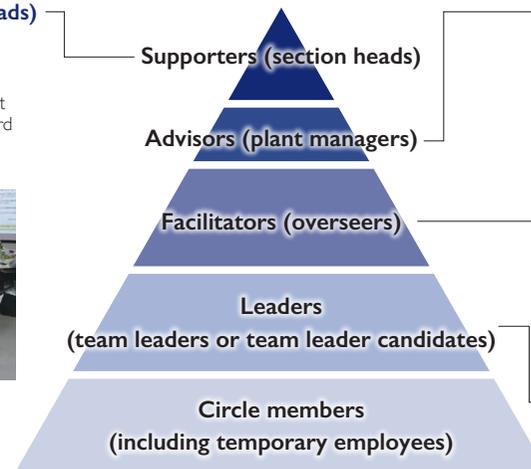
We help individuals acquire specialized knowledge and skills by, for example, offering training toward competing in the World Skills Competition. At the same time, we foster human resources who can "think and act autonomously" while demonstrating excellent manufacturing ability, patience and even an inquiring mind to identify the essence of each issue. We aim to improve the on-site capabilities and revitalize the workplace by having trainees take advantage of not only the knowledge and skills acquired in training but also the human qualities cultivated in the training process to become future leaders of the workplace.

QC Circle Activities to develop human resources at workplaces

Guided by the three principles of customer-first, unwavering efforts to make improvements, and involvement of everyone, Aisin's QC Circle Activities are characterized by the unity of everyone, from top management to circle members, toward reinforcing the workplace qualities for invigorating human resources and organizations, enhancing their capabilities to solve problems, and fostering leaders. There are approximately 1,800 circles at Aisin alone, with Circle Activities being promoted at all group companies both home and abroad. As a result of these activities, we win many awards every year at the national convention, including the "Kando Award" and "Experience Case Excellence Award."

Supporter training (section heads)

By training supporters, who serve as the key to making the QC Circle Activities more vigorous, we strive to help them learn more about their roles and support methods and share good practices toward developing and invigorating their Circle Activities.



Advisor training (plant managers)

We arrange talk session and group discussion opportunities so that QC circle advisors can learn more about their roles and use their learnings to guide and support their departments' Circle Activities.

Facilitator training (overseers)

We help overseers, who directly guide QC Circle Activities, understand more about their roles as facilitators, thereby striving to develop human resources as circle members and invigorate the activities themselves.

Leader training

We arrange talk session and group discussion opportunities so that leaders, who are directly engaged in the operation of QC circles, can learn more about their roles and other issues and use their learnings to make their circles more vigorous.