

Nurturing Engineers and Technicians at Subcontractors

Based on the philosophy that “Kajima and its subcontractors coexist for mutual prosperity,” Kajima undertakes training with subcontractors, including engineer and technician training.

Basic Policy

Kajima works to maintain management stability at excellent subcontractors through appraisals of management and construction capabilities, and through planned orders. At the same time, Kajima supports its main subcontractors in the recruitment and training of engineers and technicians so that these partners can maintain stable management.

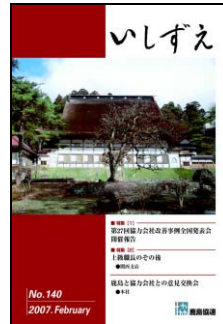
The Kajima Business Cooperative has mutual aid as its foundation. The Cooperative is involved in management and technical guidance, training programs, the provision of information, and injury prevention programs. It also holds regular meetings at which opinions can be exchanged.



A *Kaizen* Case Study Presentation Meeting held jointly by Kajima, the Kajima Business Cooperative and Rokueikai. Finalists chosen from regional preliminary meetings present operational improvement (*kaizen*) case studies in a contest designed to contribute to the enhancement of construction standards and encourage an innovative corporate culture.



Exchange of frank opinions with Kajima directors and senior employees about the issues they are facing (meetings conducted at Head Office and branches)



Kajima Business Cooperative's quarterly newsletter *Ishizue*. This publication includes news items on legal issues and construction technology, and introduces local community and other activities.

Support for the Nurturing of Engineers and Technicians

Development Training for Engineers and Technicians

Utilizing the Fuji Education and Training Center, which is supported by the Ministry of Land, Infrastructure and Transport and the Ministry of Health, Labour and Welfare, Kajima nurtures the development of engineers and technicians. Four course curricula are taught, including Kajima's unique “Civil engineering construction management basic course” and the “Structural frame basic course” recommended by Kajima. In financial year 2006, 35 persons completed courses.



Training carried out at the Fuji Education and Training Center

Training to Improve the Skills of Supervisors

To maintain and enhance the standard of Kajima's construction management, we believe it is essential to steadily recruit and assign highly capable supervisors to our project sites. Based on this thinking, Kajima chooses outstanding graduates of its training courses for supervisors and safety and health controllers, who receive Kajima's unique advanced supervisor training.

Excellent Engineers & Professionals Award (E Award)

This award is given to excellent engineers and professionals working at subcontractors who have made notable contributions to projects. To raise motivation levels, Kajima confers awards on outstanding engineers and technicians. 680 persons received awards in financial year 2006. Of these, 234 were in the civil engineering category and 446 were in the building construction category.

Voice of an E Award Winner Yoshinori Suzuki, Contech Co., Ltd.

“Since 2001, I have received an award every year. The other large construction companies don't have a program of this kind, and I think it is a big encouragement for us. I intend to keep up my efforts to win awards in future years, and also support the training of young construction workers so that they too can win awards in the future.”



Ensuring Appropriate Dealings with Subcontractors

Kajima works to build appropriate subcontracting relationships with its subcontractors. Kajima strictly complies with laws relating to subcontracting in Japan.