

Raising Up a New Generation of Craftspeople

Kajima recognizes the vital role that education plays in helping employees to improve their management skills and to master the construction technologies developed by their predecessors. Human resource development is vital to maintaining and building upon Kajima's long track record of quality. The company systematically provides specialized training in all required fields in order to retain and further develop its outstanding employees.

Emerging Leader Safety Seminars

Kajima's Tokyo Architectural Construction Branch holds Emerging Leader Safety Seminars for its employees under the age of 35 responsible for on-site construction management. These seminars combine the benefits of systematic group learning with the merits of on-the-job training, which helps employees learn through experience.

The seminars are held for each type of work so that the participants can choose the type they are in charge of. These seminars provide a venue for employees to interact with around 10 of their peers involved in the same kind of construction work to improve their knowledge and awareness of safety. In 2007, these seminars were held 52 times for a total of 469 participants.

Project managers and construction managers give the lectures at these seminars, explaining construction techniques and discussing their own innovations and



Emerging Leader Safety Seminar

experiences. Employees learn about safety management methods used at other sites and the most up-to-date safety equipment by exchanging opinions with their peers facing the same issues and their seniors, who have experience resolving a variety of problems. The seminars also provide an opportunity to build networks with a diverse group of people.

In addition, participants exchange views on the causes and mechanisms of past disasters and identify countermeasures. This helps them learn how to design preventive measures to ensure that similar disasters never occur again.