

● The main issues of construction labor market

- Decrease the overall construction workers
- Aging of construction workers
- Poor working environment
 - working hours, wages, working conditions, etc.
- Lower female entering rate



◆ Steps to overcome the above issues

- Improve the construction work environment for securing younger generation workers and female workers
 - establish technical schools by each sector
 - development the rational method of constructions, systems and products
 - register a “construction carrier up system” for better personal treatment by skills
 - to increase motivation (emotionally and physically) by award system
 - implement various action plans by united government and the private sector

Training school programs, Change in awareness of company

Training program are basically implemented by each private company.

Case1: SUMITOMO FORESTRY Group

◆ Sumitomo Forestry School of Professional Building Techniques

- In-house educational institution
- Over 1,200 people had completed since 1988.

• Basic practical training



• Polished skills program w/competing tournament



• Model house training



• Developing the discipline of a member of society, Industry



Aiming Integrated Education Program from the cradle to support launching their own company

Case2: YKK Group

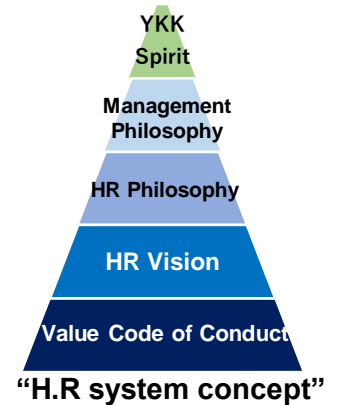
◆ YKK's Challenge Working styles Reform Project

- Total YKK Carrier up Program from a trainee to professional
- Human resource development by the H.R. system

• Practice an approach to Diversity



• TPM practice



• Basic practical training for all employees



• Sales Engineerization practice from just sales rep.



Construction workers by age

as of 2017

(age)

retire these area after 10years



secure & train young generation

(10 thousand person)

Changes in carpentry work population and productivity

