

September 17, 2024

Daito Trust Construction Co., Ltd.

Daito Trust Construction begins recruitment of capable construction management engineers from Uzbekistan

Aims to secure capable human resources from abroad capable of playing important roles in its businesses from the start in response to restrictions adopted in 2024 on overtime work in the construction industry

On September 14, 2024, Daito Trust Construction Co., Ltd. (head office: Tokyo, Japan) began recruitment of highly capable human resources from Uzbekistan, as part of efforts to secure capable human resources from abroad. Securing technical human resources in Japan has become increasingly challenging due to declining numbers of domestic students and science and technology graduates, restrictions adopted in 2024 on overtime work in the construction industry, workstyle reforms, and other factors.

Over the two-day period of September 14-15, 2024, members of our management decided to hire five students from Tashkent State Technical University, based on interviews conducted in Uzbekistan. Plans call for the students hired to come to Japan in December 2024, where they will work under employment conditions comparable to those for employees hired in Japan. After completing training for new hires, starting in April 2025, alongside those hired in Japan, they will be assigned to work in construction management at our three construction facilities in Tokyo. Uzbekistan is known for its hard working population with strong interest in industries including the field of construction. We will position these new hires to play crucial roles in our businesses from the start, based on training in Japanese and support to adapt quickly to life in Japan, thereby making the most of their diligence, outstanding communication abilities, and a passion for acquiring professional construction techniques.

We will provide as much support as we can to ensure that some of these new employees can earn First Class Building Operation and Management Engineer certification within at least four years after hiring. This will be the first attempt in Japan to secure frontline human resources who require licenses.

Through these and other efforts to hire capable human resources from abroad, we will maintain and enhance our direct implementation structure, integrated with thorough quality control, to deliver a stable supply of high-quality buildings for lease.



An interview by members of Daito Trust Construction management in Uzbekistan

■Post-hiring support for human resources from abroad

Plans call for this support to include Japanese-language training, pre-employment training, and support for visa and immigration procedures from September through November, before arrival in Japan and the start of actual employment. After arriving in Japan, the employees will be provided company housing and living support at levels equivalent to those provided to employees hired in Japan, along with ongoing Japanese-language education, on-the-job training, and other training.

■Earning First Class Building Operation and Management Engineer certification

First Class Building Operation and Management Engineer certification is one type of Building Operation and Management Engineer certification, a system overseen by the Ministry of Land, Infrastructure, Transport and Tourism of Japan. Those who obtain this important technical qualification will thereafter provide fundamental support in building construction, preparing implementation plans for all aspects of construction work ranging from steel frames through carpentry and interior finishing work, as well as process management and oversight of quality and safety at construction sites. The certification requires a certain degree of real-world experience. Since FY2024, taking the Second Stage examination has required three years of real-world experience, including one year of specialized real-world experience, after passing the First Stage examination (thus, at least four years' practical experience is required).