

September 16, 2025
Daito Trust Construction Co., Ltd.

Daito Trust Construction begins second round of recruitment of capable human resources in Uzbekistan

Conducting recruitment screening at Tashkent State Technical University to hire foreign construction management personnel

On September 17, Daito Trust Construction Co., Ltd. (head office: Tokyo, Japan) will start the second round of recruitment screening for capable human resources in Uzbekistan.

Due to the shrinking working population, securing construction management personnel has emerged as a major challenge in the Japanese construction industry. In response, we launched recruitment activities in 2024 at Tashkent State Technical University in Uzbekistan. The five Uzbek employees hired last year joined us in December 2024 and currently engage in construction management work at our construction sites.

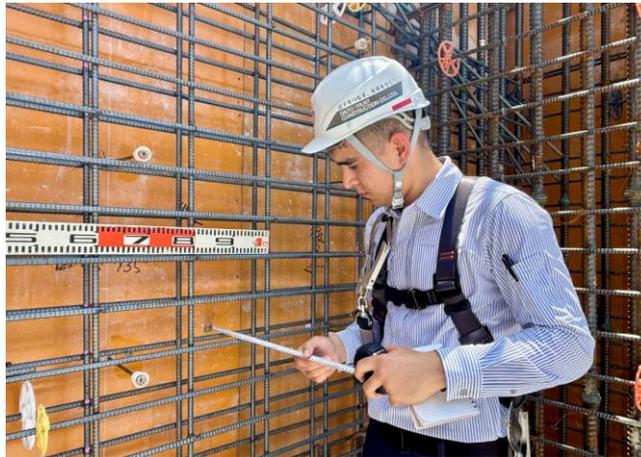
Starting this year, we also plan to begin recruiting capable construction management personnel from the pool of university students in Indonesia. In August 2025, we opened a course exclusively for Daito Trust Construction at the University of Singaperbangsa Karawang, a national university, with a view to conducting screening activities there. Recruitment screening of students who have completed the course is set to take place in 2027.

Recruiting university students from Uzbekistan, which began last year, marks Daito Trust Construction's first such efforts abroad. In 2025, continuing on from last year, our management members will visit Uzbekistan and conduct interviews of Tashkent State Technical University students to hire another five people. The selected students will arrive in Japan no later than March of next year. After receiving training alongside new Japanese graduate hires from April of the same year, they will be assigned to the construction departments and assume construction management roles.

Given the diligence, outstanding communication skills, and passion for work and the acquisition of professional construction techniques that characterize the Uzbek people, the recruits are expected to develop into personnel capable of playing crucial roles in our businesses from the start.

We will continue efforts to secure construction management personnel by recruiting such human resources from overseas and by supporting them in aspects such as improving Japanese communication skills and obtaining the First Class Building Operation and Management Engineer certification.

* The First Class Building Operation and Management Engineer certification is a national qualification. The certification requires a certain degree of real-world experience. Taking the Second Stage examination requires three years of real-world experience, including one year of specialized real-world experience after passing the First Stage examination (thus, a four-year process at minimum)



A first-round hire engaged in construction management at a construction site

■ Post-hiring support for human resources from abroad

We begin providing support for foreign recruits even before their arrival in Japan to ensure they can live and work in our country with peace of mind. We promote their smooth arrival and adaptation to the workplace by providing Japanese language education and information that will help them understand their work and prepare for life in Japan, as well as support for visa acquisition and immigration procedures before arrival in Japan. After their arrival, we support their daily life by providing employment conditions equivalent to those of Japanese employees. In terms of work, after receiving the same training as Japanese employees, they will engage in construction management work and assume the path of long-term career development while taking advantage of our support programs for obtaining certifications and other resources.

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