

Employee Development and Training

Oji Management Office-sponsored Training Achievements

Training Title		FY2020			FY2021			FY2022			
		Number of times	Number of participants	Total training hours	Number of times	Number of participants	Total training hours	Number of times	Number of participants	Training hours	Total training hours
1.Global human resources development* ¹											
	Oji Global School	-	-	-	-	-	-	-	-	-	-
	Young Global Challenge (India training)	-	-	-	-	-	-	-	-	-	-
	Subtotal	0	0	0	0	0	0	0	0	0	0
2. New employees											
	Group joint new employee induction training	1	79	593	3	59	1,328	3	62	7.5	1395
	Oji Management Office New employee training	18	49	6,615	17	49	6,248	17	41	7.5	5227.5
	Follow-up training	1	49	368	1	49	368	1	40	7.5	300
	Subtotal	20	177	7,576	21	157	7,944	21	143	22.5	6922.5
3. Diversity											
	Diversity management training for new department managers	2	45	360	2	63	284	2	65	6.5	422.5
	Skill development training for managers* ²	1	34	136	-	-	-	-	-	-	-
	Diversity management web training	-	2,000	2,000	-	2,479	2,479	-	2640	1	2640
	Career advancement training for career track employees	2	55	385	2	58	406	2	58	10	580
	Career design training for young career-track employees	2	71	497	2	66	462	2	67	7	469
	Seminar for those returning from childcare leave	1	5	15	-	-	-	1	13	2.5	32.5
	Study session on balancing work and nursing care	2	121	121	2	122	122	2	165	1	165
	Mental Health Seminar							1	67	1	67
	Subtotal	10	2,331	3,514	8	2,788	3,753	10	3075	29	4376
	Total	30	2,508	11,090	29	2,945	11,697	31	3218	51.5	11298.5

*1 -: Not implemented after FY2020 from the viewpoint of countermeasures against new coronavirus.

*2 Integrated with diversity management training for new department heads in FY2021.