Career Design Support

Fujitsu works to energize its organizations and workforce by cultivating a rewarding workplace culture that values career development and providing various forms of support that encourage each employee to pursue self-initiated career growth. To do so, we have created organizations that focus exclusively on career design support. These activities are in line with the revisions to the Human Resources Development Promotion Act in effect since April 2016.

Career Seminar

In collaboration with organizations specializing in education, Fujitsu hosts training programs for all employees, including managers, to encourage future career planning. The training programs welcome roughly 1,800 employees every year.

Participants have given high praise for the training sessions. “The session helped me take inventory of my own values and strengths,” one employee said, while another commented that, “The program showed me how important it is to start working on my future career path now.” The program also acts as a catalyst for development: “Through the session, I started to figure out what I’d need to do to live my life and do my job the way I want to–I’m more motivated than ever to enhance my skills.”

Career Counseling

Fujitsu provides counseling services to its employees upon request, offering an opportunity to focus on their future career plans and find ways to further their career design on their own.

Internal Posting Program/Internal Recruiting Program and Free Agent (FA) Program

Fujitsu has established the following programs to help employees find a direction for their careers. Through these programs, we aim to provide more opportunities for career selection, and to achieve self-initiated career promotion, optimal placement of employees, and a corporate culture of embracing challenges.

- Internal Posting Program/Internal Recruiting Program
  These programs post job openings and target employee qualifications on our intranet, with the openings placed into categories such as business fields which require strengthening and projects in need of focused reinforcement. Widely soliciting employees across the Group for job posts leads to more active utilization of our human resources and greater discovery of employee skills and talents that are not as readily accessed through our primary employee placement system. The internal posting program and internal recruiting program have been implemented since 1993 and are now firmly established. To date, approximately over 3,000 employees (as of the end of FY 2018) have changed positions through these programs.

- FA (Free Agent) Program
  In addition to the programs discussed above, the FA Program places greater emphasis on an employee's own goals and will, allowing employees to choose on their own to apply for a different position. The program provides the opportunity to move into a desired position or department, provided that the employee has reached a specified level of experience. This program has been implemented since FY 2003 and approximately over 600 employees (as of the end of FY 2018) have transferred positions as a result.

Support for Performance of Senior Employees

In addition to the career development support discussed above, employees who wish to seek opportunity outside of Fujitsu are changing careers and succeeding at their new companies or organizations, with the support from our specialized career counselors.

Furthermore, with the post-retirement re-employment system, Fujitsu responds flexibly to the diverse needs of seniors, such as work-life balance and nursing care.