

Cultivating Specialist Human Resources

in addition to the initiatives across Fujitsu and all domestic Group companies, we are carrying out human resources development at each department with an emphasis on specialization closer to their respective fields.

For details on human resources development at each department, see below.

Global Solutions Division	<ul style="list-style-type: none"> • Providing standard training packages for SE professionals who are engaged in the creation of products and services <ul style="list-style-type: none"> - Learning how to work as a Fujitsu SE and acquiring fundamental knowledge - Acquiring specialist skills as a Fujitsu SE depending on function, role and level • Planning and implementation for the FUJITSU Convention 2020 <ul style="list-style-type: none"> - Providing a place that goes beyond divisions and occupations, where the entire Fujitsu Group mutually shares and learns about ideas relating to the technology, know-how, business models and services developed in the course of employees' daily work
Japan Region	<ul style="list-style-type: none"> • Promoting measures to train 7,320 former salespeople, including those from other divisions and Group companies, to become business producers • Developing a framework for business producer skills and revamping the mechanisms and systems for evaluating primary specialist skills • Dispatching staff members to external training and encouraging them to acquire public qualifications, with the aim of becoming a team of professionals who command high value on the market • Developing measures to improve well-being and job satisfaction, themed around engagement, career design, and diversity and inclusion
System Platform Business Division	<ul style="list-style-type: none"> • Strengthening human resources development for areas of business growth <ul style="list-style-type: none"> - Strengthening the development of human resources who can provide services with software, and who can promote sales of the company's products and services to the market - Expanding powerful technology that supports businesses (agile development, 5G, etc.) • Creating a cross-organizational forum for global business expansion <ul style="list-style-type: none"> - Expanding overseas work experience programs - Strengthening of cooperation between professional engineers in Japan and overseas
Global Corporate	<ul style="list-style-type: none"> • Conducting training and dispatch of employees to overseas locations to enhance the expertise of each function
Fujitsu Laboratories	<ul style="list-style-type: none"> • As one of the world's leading laboratories, implementing a program for young researchers to send them overseas, with the aim of enabling all researchers to flourish at a high level internationally • Short-term overseas assignments: All researchers will plan and conduct their own visits to international conferences and overseas research institutions within three years of joining the company (approximately 10 days) • Long-term overseas assignments: Researchers negotiate for invitations to conduct research at overseas graduate schools and research institutions, then spend one year on-site to have discussions and debates with top-notch overseas researchers, in order to give greater depth to their perspectives and knowledge, reinforce their research, build networks with overseas researchers, and link those efforts to joint research (up to 10 researchers selected each year)