

Human Resource Development and Career Support

“Employees” form the basis of all business activities, and we are supporting self-realization of individuals through Toyota Auto Body’s Career Support Program (CSP).

Basic Policy

We are aiming to build a relationship of sharing and maintaining the high aspirations of our employees and company.

Company

Contributing to society through achieving customer satisfaction

Relationship of shared high aspirations

Individuals

Self-realization through work and exhibiting creativeness



Activity Status

Development and Employment of Self-disciplined Employees

Toyota Auto Body makes clear the “image of employees we aim to develop” and every year we employ workers systematically.

Shifts in Employment Numbers

(Year)	2006	2007	2008
Regular entry	425	513	305
Mid-year entry	418	205	430
total	843	718	735

(People)

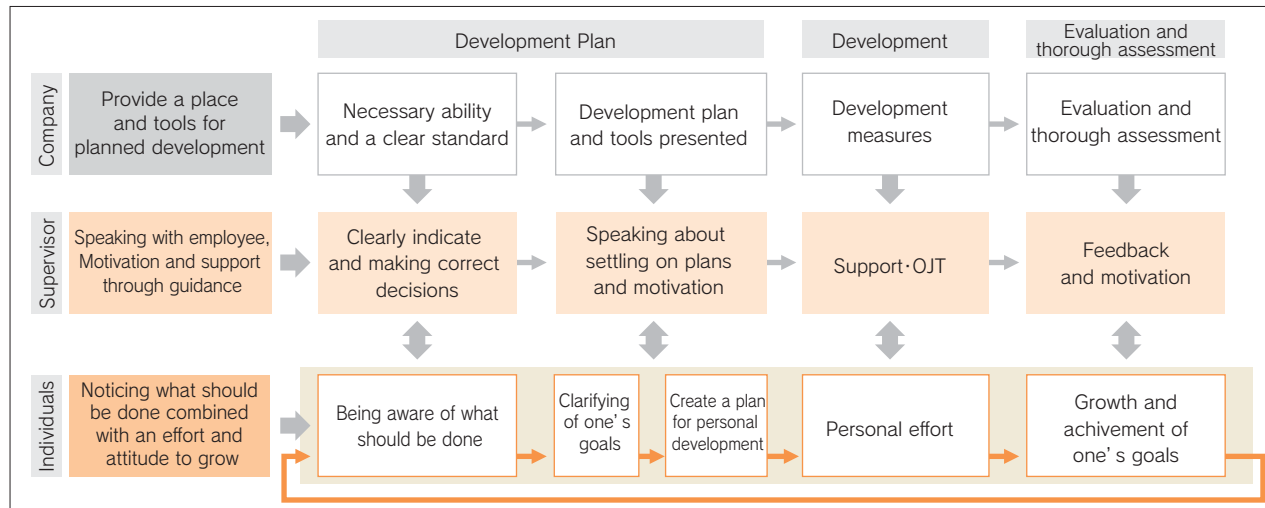
In the “Toyota Auto Body Group Action Plan” we clearly state and conduct employment that does not discriminate based on social status, disabilities, sex, principles, or race.

We promote individual growth and we are building a planned, mid and long-term system for human resource development, as well as clarifying our “image of employees we are aiming to develop.”

Supporting Growth for Individuals With Our Career Support Programs

In promoting growth of individuals, we are constructing a planned, mid and long-term system for personal development that clarifies the “image of employees we are aiming to develop” in order to have each employee think and act on their own in being active as “self-disciplined employees.”

Career Support Program (C S P)



Activity
Status

Centralized Training Facilities to Strengthen Manufacturing Ability

The Toyota Auto Body Group is aiming to be NO.1 in manufacturing through SQSD (Safety, Quality, Cost, and Delivery) by progressing with continued *kaizen*(improvement) activities on the basis of “standard operations” with visualization of processes by employees with the key word “*jikotei-kanketsu*” (defect-free process completion to ensure that no defective product is passed on to other production processes). As a concrete example of our efforts, we have centralized skill training facilities, previously located in each plant, to be at the Global Production Support Center (GPC) from December 2006, making uniform skill training possible. Currently, other than for new employees, we are also conducting skill training for not only new employees, but also for fixed-term contract laborers before employees are assigned to a specific manufacturing-related position. In FY2008, we trained 4,413 people who are now active in manufacturing.

Skill Training at GPC Before Workers Are Assigned to a Position



New employee technical training



Skilled laborer technical training



Fixed-term contract laborer technical training



Activity Status

■ Achieving Global Human Resource Development

In looking to ensure and develop employees who will be active in manufacturing globally, we have constructed a registration system for employees demanded globally. We are also promoting planned human resource development through advancing in actively conducting international training that begins with language training. Furthermore, from overseas companies, we are developing employees who support Toyota Auto Body internally and externally to expand globally in putting energy toward human resource development for “allowing worksite instruction” through practical education by managers and supervisors who form the core of our worksite staff.



Language training (Chinese)



Trainees presenting results



Students engaged in practical training

■ Three Outstanding Technicians Awarded by Aichi and Mie Prefectures

Two employees from Aichi Pref. were awarded and one from Mie Pref. received an approval certificate for being outstanding technicians.



Aichi Skill Award winner
Production Group: Teruo Suzuki



Aichi Skill Award winner
Production Group: Chuji Kawamura



Highly Skilled Technician approval certification
Production Group: Asai Masami