

附 錄 1

Invitation Letter

- for the 53rd National Skills Competition of Japan and other Activities -

October 26, 2015

Dear Delegates and WSI members

We would like to express our sincere appreciation for your continuous cooperation and support that you have kindly extended for the development of multilateral relationship among Northeast Asian WSI members.

On behalf of World skills Japan, I am pleased to invite you for the visit to the National Skills Competition of JAPAN from December 4th until December 7th, 2015, while holding the meeting for Northeast Asia Regional Skills Competition.

We are pleased to invite 1 expert and 2 competitors in the skill of Mechatronics, and 1 delegate from each WSI Member country/region. The tentative schedules during the visit are shown below.

As a host organization of this competition, we would bear expenses associated with your visit in Japan including accommodation, daily meals and domestic transportation (exclusive of round-trip airfare). If you need an interpreter for your expert and competitors, please hire by yourselves. And we will also cover his/her expense under the same conditions as the other guests (exclusive of round-trip airfare and interpretation fee).

Please kindly provide us the names and positions of your delegate, expert, competitors, and interpreter no later than November 11th (Friday) with the attached questionnaire.

●Tentative schedule for WSI members

Date	Event	Remarks
December 1 (Tuesday)	<ul style="list-style-type: none"> Arrival at Haneda International Airport (Pick-up from the Airport to the hotel) **ETA by 16:00 is appreciated. 	
December 2 (Wednesday)	<ul style="list-style-type: none"> Visit to a company facility which is one of the Competition sites. 	In Ibaraki Prefecture

December 3 (Thursday)	<ul style="list-style-type: none"> • Visit to the Competition for the skill 'Mechatronics' • Meeting for Northeast Asia Regional Skills Competition 	
December 4 (Friday)	<ul style="list-style-type: none"> • Opening Ceremony of the Competition • Welcome Reception hosted by the President of JAVADA 	
December 5 (Saturday)	<ul style="list-style-type: none"> • Visit to the National Skills Competition sites • Excursion 	
December 6 (Sunday)	<ul style="list-style-type: none"> • Departure from Haneda International Airport 	

● **Tentative schedule for Expert and Competitors**

Date	Event	Remarks
December 1 (Tuesday)	<ul style="list-style-type: none"> • Arrival at Haneda International Airport (Pick-up from the Airport to the hotel) **ETA by 16:00 is appreciated. 	
December 2 (Wednesday)	<ul style="list-style-type: none"> • Preparation for the Competition of the skill 'Mechatronics' 	
December 3 (Thursday)	<ul style="list-style-type: none"> • Participation in the Competition 	
December 4 (Friday)	<ul style="list-style-type: none"> • Awards for the Competition of the skill 'Mechatronics' • Opening Ceremony of the Competition • Welcome Reception hosted by the President of JAVADA 	
December 5 (Saturday)	<ul style="list-style-type: none"> • Visit to the National Skills Competition sites • Excursion 	
December 6 (Sunday)	<ul style="list-style-type: none"> • Departure from Haneda International Airport 	

**Please note that the schedules above may be subject to change.

Hotel information : APA Hotel & Resort <Tokyo Bay Makuhari>

Address : 2-3, Hibino, Mihama-ku, Chiba-shi, Chiba

TEL : 043-296-1111

Website :

<http://www.apahotel.com.e.ju.hp.transer.com/language/shutoken/tokyobay-makuhari/>

Should you have any question regarding the visit, please do not hesitate to contact us.

We are looking forward to meeting you soon in Japan.

Once again, thank you very much for all the cooperation you have made for us.

Sincerely yours,

秋本 洋

Hiroshi Akimoto

Official Delegate

WorldSkills Japan

附錄 2

The 53th National Skills Competition in 2015 of Japan Itinerary for Delegates from Chinese Taipei



For
Mr. Ming-Shan CHEN & Ms. Ms.Yu-Jen TING

Date	Time	Event	Remarks
Dec.1 st Tue	12:40	Arrival at Haneda International Airport (CI220) (Welcomed by JTB Staff)	
	14:00	Transfer to the hotel by Limousine Bus	Approx. 1 hour
	15:30	Check in APA Hotel & Resort <Tokyo Bay Makuhari> [Address]: 2-3, Hibino, Mihama-ku, Chiba-shi, Chiba, 261-0021 http://www.apahotel.com.e.ju.hp.transer.com/language/shutoken/tokyobay-makuhari/	
	18:30	Meet at the hotel lobby Orientation of the schedule	
	19:00~ 20:00	Dinner at the hotel	
Dec.2 nd Wed		Breakfast at the hotel	
	9:30	Meet at the hotel lobby	
	10:00	Transfer to Hitachinaka City	By Bus
	12:30~ 14:00	Seafood Lunch at Nakaminato	
		Transfer to Hitachinaka City	By Bus
	14:30~ 16:00	Visit to Hitachi Automotive Systems, Ltd.	
		Transfer to Chiba	By Bus
	18:30~ 20:00	BBQ Dinner at Sapporo Breweries in Funabashi, Chiba	
Dec.3 rd Thu		Transfer to the hotel	By Bus
	20:30	Arrival at the hotel	
		Breakfast at the hotel	
	9:30	Meet at the hotel lobby	
		Transfer to Makuhari Messe	10 mins walk
	10:00~ 11:30	Visit to the Competition of the skill 'Mechatronics' at Hall 10, Makuhari Messe	
		Transfer to the hotel	10 mins walk

Date	Time	Event	Remarks
Dec.3 rd Thu	12:00~ 13:00	Lunch at the hotel	
		Transfer to Makuhari Messe	10 mins walk
	14:00~ 16:00	Meeting for Northeast Asia Regional Skills Competition at 2F Meeting Room, Hall 10, Makuhari Messe	
		Transfer to the hotel	10 mins walk
	18:00~ 20:00	Dinner at the hotel	
Dec.4 th Fri		Breakfast at the hotel	
		Free time	
	12:00~ 13:00	Lunch at the hotel	
	13:30	Meet at the hotel lobby	
		Transfer to Makuhari Messe	10 mins walk
	14:00~ 15:30	Opening Ceremony of Japan National Skills Competition	
		Transfer to the hotel	10 mins walk
Dec.5 th Sat		Breakfast at the hotel	
	9:30	Meet at the hotel lobby	
		Transfer to Makuhari Messe	10 mins walk
	10:00~ 12:00	Visit to the Japan National Skills Competition sites	
	12:00~ 21:00	Excursion : - Sushi Lunch at the seaside city Kisarazu - Transfer to Kamakura through Tokyo Bay Aqua-Line - Visit to Engaku-ji temple (national treasure Shariden), etc. in the old traditional city Kamakura - Transfer to the dinner place by taxi - French Dinner - Back to the hotel	By Bus
Dec.6 th Sun		Breakfast at the hotel	
		Check out the hotel	
	10:10	Meet at the hotel lobby	
	10:27	Transfer to the airport by Limousine bus	Approx. 1 hour
	14:15	Departure from Haneda International Airport (CI221)	

Contact :

* Mr. Hiroshi Akimoto (Official Delegate of JAVADA) Mobile: (+81 Country Code) 080-2816-5151

* JAVADA - Skills Promotion Department : Phone: +81-3-6758-2852 / Mail: world@javada.or.jp

附錄 3

日本第 53 屆全國技能競賽職類及選手統計一覽表

項次	職類	選手總數	男性	女性
1	機械組裝(Mechanical Device Assembly)	42	42	0
2	沖壓工具製造(Press Tool Making)	38	38	0
3	精密機械製造(Instrument Making)	16	15	1
4	機電整合(Mechatronics)	82	81	1
5	機械製圖(Mech, Drawing & Design)	37	36	1
6	車床(Turning)	54	52	2
7	銑床(Milling)	50	49	1
8	建築鋼構製作(Construction Steel Work)	20	20	0
9	焊接(welding)	31	31	0
10	模具製作(Pattern Making)	10	8	2
11	汽車板金(Autobody Repair)	19	19	0
12	板金(Sheet Metal Work)	8	8	0
13	配管(Plumbing)	48	46	2
14	工業電子(Industrial Electronics)	48	43	5
15	電工(Commercial Wiring)	40	40	0
16	工業控制(Industrial Control)	13	10	3
17	石雕(Stonemasonry)	10	10	0
18	油漆(Plastering)	11	11	0
19	家具木工(Cabinetmaking)	27	23	4
20	門窗木工(Joinery)	7	6	1
21	木工(Carpentry)	79	75	4
22	珠寶金銀細工(Jewellery)	8	4	4
23	花藝(Floristry)	50	8	42
24	女士美髮(Ladies' Hairdressing)	44	15	29
25	男士理容(Men' Hairdressing)	17	12	5
26	女裝裁縫(Ladies' Dressmaking)	19	1	18
27	西點製作(Confectioner)	29	9	20
28	汽車技術(Automobile Technology)	6	6	0

項次	職類	選手總數	男性	女性
29	西餐烹飪(Cooking)	49	30	19
30	造園景觀(Landscape Gardening)	39	30	9
31	和服裁縫(Kimonomaking)	22	1	21
32	日本料理(Japanese Cooking)	69	53	16
33	餐飲服務(Restaurant Service)	15	4	11
34	汽車噴漆(Car Painting)	7	6	1
35	冷凍空調(Refrigeration)	22	20	2
36	資訊與網路設計(IT Network System Administration)	8	7	1
37	電訊布建(Information Network Cabling)	23	23	0
38	網頁設計(Web Design)	21	14	7
39	建築工事(Construction Worker)	15	14	1
40	建築鋪面(Wall & Floor Tiling)	11	11	0
41	鐘錶修理(Watch Repair)	16	13	3
合 計		1,183	944	239

附錄 4

The Schedule of the Project Meeting for NEARC

Date : December 3rd, 2015 Thursday 14:00~16:00

Venue : Meeting Room, 2F, Hall 10, Makuhari Messe

Agenda :

1. The review of the past discussion topics for NEARC project
 - (1) The schedule
 - (2) The opinions made by each country/region
2. Further discussion for NEARC project

Documents distributed :

1. Consensus Schedule for Northeast Asian Skills Competition – Document#1
2. The Views of Each Country/Region
(as of the meeting in Chinese Taipei 2015) – Document#2
3. The Agenda for the Project Meeting of NEARC – Document#3

『Consensus Schedule for Northeast Asian Skills Competition』

Period	Basic Policy	Comment
Stage 1 2013	Promote Exchanges Between Member States	<ul style="list-style-type: none"> ▶Discuss further on a draft suggested by Japan during the CPW and future schedules ▶Promote exchanges between member states participating in July WSC and discuss specific competition rules ▶Invite member states (China, Chinese Taipei, Japan) to the national competition in October, host international symposium and discuss competition policies
Stage 2 2014	Dispatch experts & Northeast Asia Regional Skills Competition(NARSC)	<ul style="list-style-type: none"> ▶Dispatch and exchange a panel of experts for national competitions in Korea, China, Chinese Taipei and Japan ▶Attend and Observe other regional competitions including EuroSkills, and study their structures (*if conditions are right and mature) ▶Discuss the NARSC at the Swiss General Assembly in September
Stage 3 2015	Special Competition	<ul style="list-style-type: none"> ▶Stipulate policies in document at the WSC in Brazil and consent ▶Dispatch a panel of experts and competitors to national competitions in China, Chinese Taipei, Korea and Japan, and host at least one trade if possible.
Stage 4 2016	Expand Special Competitions	<ul style="list-style-type: none"> ▶Expand the number of trades participating in special competition ▶Make an agreement the 1st official hosting country and trades

* This schedule can be revised according to discussion among members.

The Views of Each Country/Region (as of the meeting in Chinese Taipei 2015)

Item	Japan	Chines Taipei	Korea	Remarks
Name of the NEARC	WorldSkills Northeast Asia Competition	Agreed	Agreed	-
Organization Committee	Strategy & Technical Committee	One Committee	One Committee	-
Secretariat	No Secretariat is installed	Agreed	Agreed	-
Membership fee	No Membership fee (Only for holding the competition)	Agreed	Agreed	-
The number of Competitor	2-3 per member	2-3 per member	2-3 per member	-
The trade	WSC's skill	WSC's skill	WSC's skill	-
Hosting Member	Rotation in principle	Agreed	Agreed	-
Age	According the WSI	According the WSI	According the WSI	-
Language	English	Agreed	Agreed	-
Interpreter, Skills Description, Infrastructure, Test Project	Following the WSI	Agreed	Agreed	-
Award	One Gold, one Silver, one Bronze, but only one Gold if less than 6 Competitors	Agreed	Agreed	-
Time of Holding Competition	Trade decide 3 years before Hosting Member decided 2 years before	In Initial competition, hosting skills decided first, and hosting member would be selected	Hosting member has to be decided regardless of skills	Revisited at a later date
Expert (including Chief Expert)	Following the WSI			
The number of Skills	1-3 skills	6-10 skills	6-10 skill	Revisited at a later date

The Agenda for the Project Meeting of NEARC

1. Background to the launch for NEARC project

- The origin of this project goes back to the statement made by WSI President at the General Assembly in 2011, that in the near future WSC would be held in the frequency of once per 4 years, instead of current once per 2 years, thus it would be necessary to consider that the regional competitions as EuroSkills, WorldSkills Americas, etc. should be held in order to fill the longer time-gap between WSCs after the change of frequency.
- Nevertheless, the frequency still remains once per 2 years at the moment, i.e. NEARC may not necessarily have to be held, due to the inconsistency with the above premise.
- However it is still effective for northeast Asian countries to develop a cooperative relationship and enhance efforts for WSCs.

2. The items for discussion

Based on the above situation, JAVADA would like to offer the following proposals for further discussion about NEARC. Please refer to the attached table #1 as well.

- NEARC shall not be held as an independent competition unless WSI change the frequency of holding WSCs into once per 4 years, i.e. NEARC shall be a special competition on the occasion of national skills competitions of each country/region. The target of holding NEARC is the achievement of better records at WSCs.
- The communications among experts, competitors, etc. at the national skills competition of each country/region shall continue next year and beyond, and the detailed method of organizing competitions shall be discussed accordingly. The examples of discussion issues are as follows.
 - a. Introduction of the rotation system of host country
 - b. Increase of the number of trades
 - c. Increase of the number of guest countries/regions as HongKong, Macao, etc.
- The framework of exchange of opinions within the northeast Asian region shall be established in order to enhance the level of skills for WSCs. The examples of such framework are as follows.
 - a. The exchange of information shall be implemented 6 months prior to each WSC as well as the communications among experts, in order to achieve better records at WSC.
 - b. The exchange of opinions for the future competitions success shall be held after WSCs, by integrating the feedback and the result of WSCs.

Table #1

Tentative Schedule for NEARC (tentative)

		Year 2015	Year 2016	Year 2017	Year 2018	Year 2019	Year 2020
World Skills Competition		in August Sao Paulo, Brazil	N/A	in October Abu Dhabi, UAE	N/A	in August Kazan, Russia	N/A
	Chinese Taipei	○ (Sep.)	○	○	○	○	○
	Korea	○ (Oct.)	○	○	○	○	○
	Japan	○(Makuhari, in Dec.)	○(Yamagata, in Oct.)	○ (Tochigi, in Nov.)	○ (Okinawa)	○	○
Competition		Special Competition	N/A	Special Competition (Competitors also join WSC)	N/A	Special Competition (Competitors also join WSC)	N/A
Number of Trades		1	N/A	1 ~ 3	N/A	1 ~ 3	N/A
Participating Countries		Korea, Chinese Taipei, Japan	N/A	Korea, Chinese Taipei, Japan	N/A	Korea, Chinese Taipei, Japan	N/A
Country which hosts the event for Communication among Experts, etc.		Korea, Chinese Taipei, Japan	Host country #1 (one of 3 countries, Korea, Chinese Taipei, Japan)	Host country #2 in April (6 months prior to WSC)	Host country #1 (one of 3 countries, Korea, Chinese Taipei, Japan)	Host country #2 in February (6 months prior to WSC)	Host country #1 (one of 3 countries, Korea, Chinese Taipei, Japan)
Country which hosts the meeting for exchange of information among Delegates.		Chinese Taipei, Japan	Host country #1 (one of 3 countries, Korea, Chinese Taipei, Japan)	Host country #2 in April (6 months prior to WSC) Host country #3 (After WSC)	Host country #1 (one of 3 countries, Korea, Chinese Taipei, Japan)	Host country #2 in February (6 months prior to WSC) Host country #3 (After WSC)	Host country #1 (one of 3 countries, Korea, Chinese Taipei, Japan)
National Skills Cmp.	NEARC and other related meeting						

	Year 2015	Year 2016	Year 2017	Year 2018	Year 2019	Year 2020
Time series	N/A	The event for exchange of opinions among E & D shall be held by one of 3 countries below. - Chinese Taipei (in Aug.) - Korea (in Oct.) - Japan (in Oct.)	- The event for exchange of opinions among E & D in Apr. by host country#2. - Special Competition during May to Jul. - WSC at UAE in Oct. - The event for exchange of opinions among E & D in Nov. by host country#3.	The event for exchange of opinions among E & D shall be held by one of 3 countries below: - Chinese Taipei in Aug. - Korea (in Oct.) - Japan (in Oct.)	- The event for exchange of opinions among E & D in Feb. by host country#2. - Special Competition during Mar. to May. - WSC at Russia in Aug. - The event for exchange of opinions among E & D in Nov. by host country#3.	N/A
Abbreviations						
D:Delegates						
E:Experts						
NEARC						

附錄 5

日立グループの技能五輪の取り組み

HITACHI's activity for Skills Competition

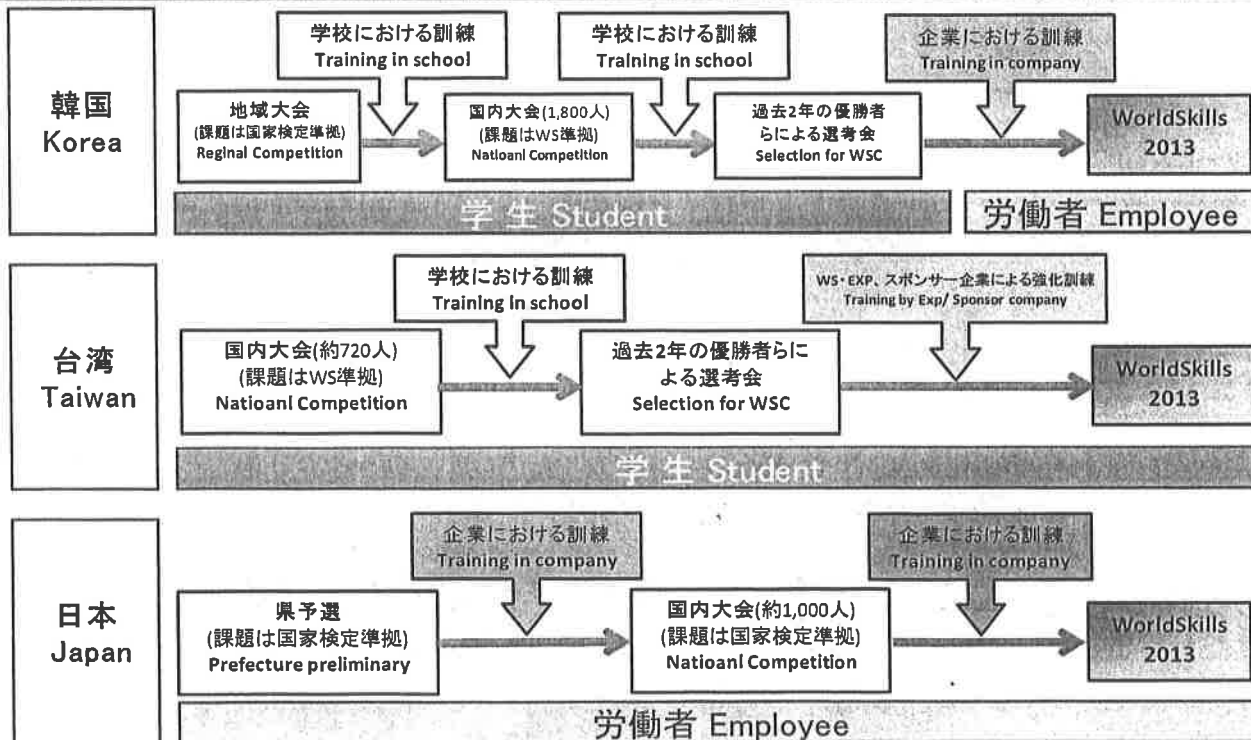
～ 自分の技で世界へ挑戦 ～
Challenge the World by one's own skill

2015年12月2日
2 December, 2015

(株)日立製作所 総合教育センター
Corporate Education & Training Center, Hitachi, Ltd.

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各国大会の比較 Comparison of each National Competition



⇒ 日本は労働者、企業による訓練が主体
In Japan, most of competitors are employees, Company trains competitors mainly
本日は1参加企業としての取り組み事例をご紹介します
Today, we would like to introduce our activity for skill competition as one of the participant companies

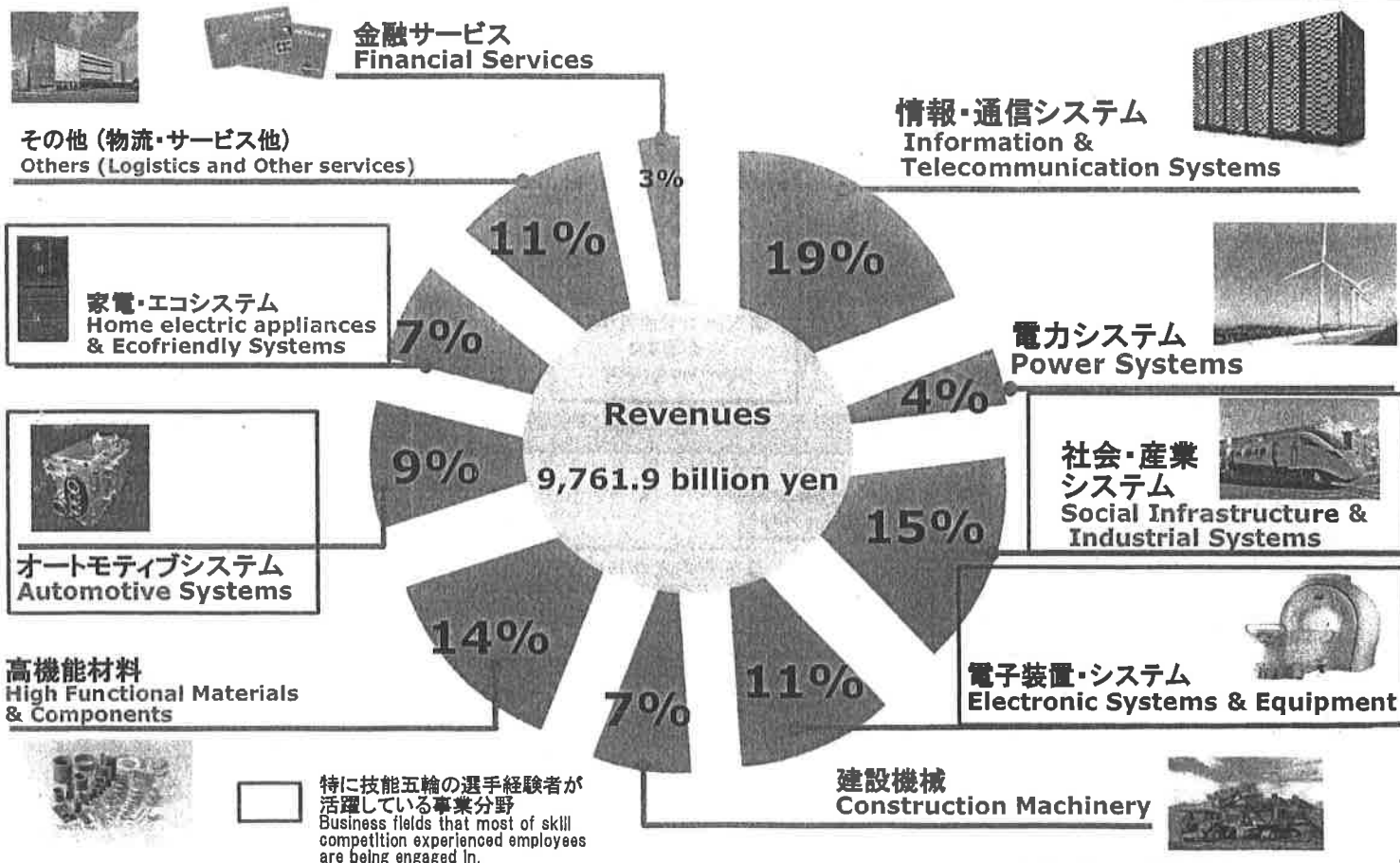
● 会社名 Corporate Name	株式会社 日立製作所 Hitachi, Ltd.
● 創業 Founded	1910 年
● 本社 Headquarters	東京都千代田区丸の内一丁目6番6号 6-6, Marunouchi 1-chome, Chiyoda-ku, Tokyo, 100-8280 Japan
● 連結売上高 Revenues*1	9兆7,619億円 9,761.9 billion yen
● 連結営業利益 Operating income*1	6,004億円 600.4 billion yen
● EBIT*1 (Earnings before interest and taxes)	5,510億円 551.0 billion yen
● 連結純利益 Net income attributable to Hitachi, Ltd. stockholders*1	2,413億円 241.3 billion yen
● 連結従業員数 Number of consolidated employees*2	333,150 名
● グループ会社数 Number of Companies*2*3	996 社

*1 FY2014 *2 As of end of FY2014 *3 Including Hitachi, Ltd.

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2

事業別売上高比率 Sales ratio of each business field (FY2014)



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3

社会・産業システム Social Infrastructure & Industrial Systems

<Main products & Services>

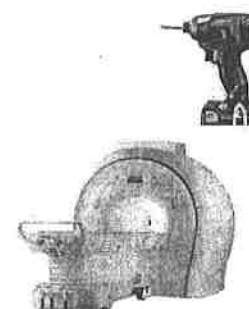
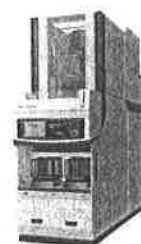
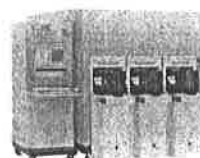
- 水処理・産業プラント Water Treatment and Industrial Plants
- 産業用機器 Industrial Machineries
- エレベーター／エスカレーター Elevators／Escalators
- 鉄道システム Railway Systems
- 原子力 Nuclear Power Generation Systems
- 自然エネルギー発電システム
Renewable Energy Power Generation Systems
- 電力流通システム Transmission & Distribution Systems



電子装置・システム Electronics Systems & Equipment

<Main products & Services>

- 半導体製造装置 Semiconductor Manufacturing Equipment
- 計測・分析装置 Test and Measurement Equipment
- 電子顕微鏡 Electron microscope
- 医療機器 Medical Equipment
- 電動工具 Power Tools



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オートモティブシステム Automotive Systems

<Main products & Services>

- エンジンマネジメントシステム
Engine Management Systems
- エレクトリックパワートレインシステム
Electric Powertrain Systems
- 走行制御システム Drive Control Systems
- 車載情報システム Car Information Systems



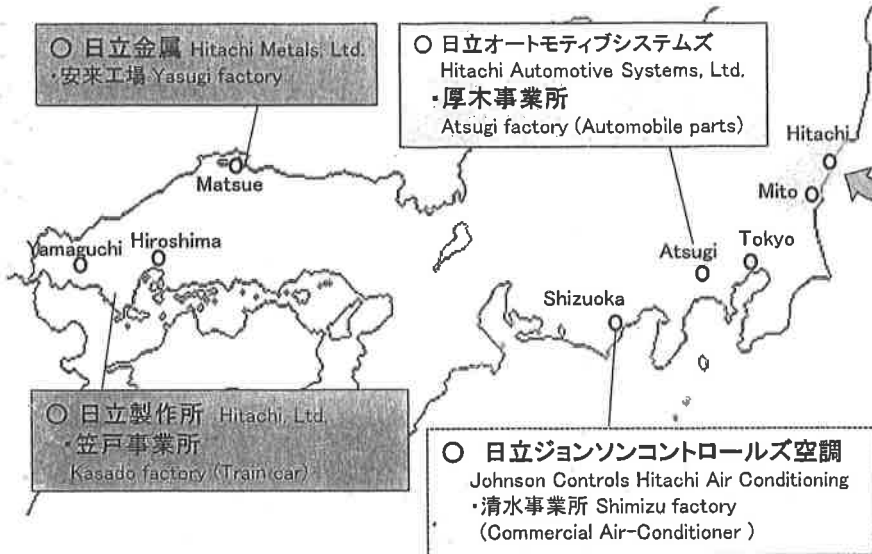
家電・エコシステム Home electric appliances & Ecofriendly Systems

<Main products & Services>

- 業務用空調機器 Commercial Air-Conditioning Equipment
- ルームエアコン Room Air Conditioners
- 冷蔵庫 Refrigerators
- 洗濯機 Washing Machines



2015年度大会 12職種に61名 (+4名:日立工業専修学校) の選手が参加予定
61 (+4 : Hitachi Technical High school student) Competitors in 12 skills will attend 2015 National Competition



基本的に訓練は各工場主体に行われている。
The training is carried out basically in each factory
時々、合同訓練やグループ内の模擬競技を実施。
Sometimes, joint training / in-group competition

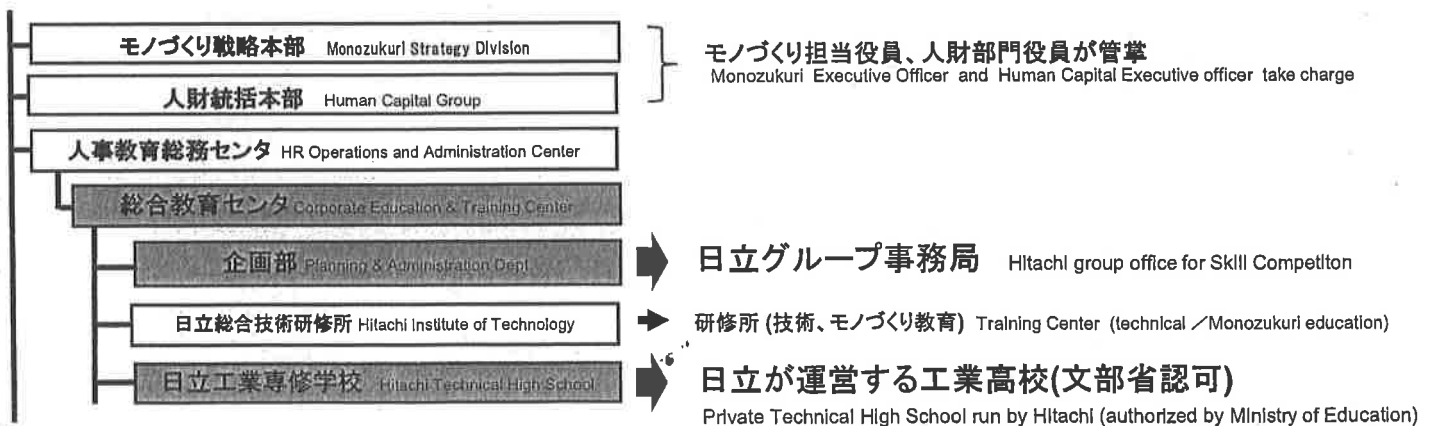
<茨城(栃木)地区 Ibaraki (Tochigi) Area>

- 日立製作所 Hitachi, Ltd.
 - ・日立事業所 Hitachi factory (Power system)
 - ・大甕事業所 Omika factory (Control system)
 - ・水戸事業所 Mito factory (Train parts)
 - ・土浦事業所 Tsuchiura factory (Plant system)
- 日立アプライアンス Hitachi Appliances, Inc.
 - ・多賀事業所 Taga factory (Vacuum cleaner, Washing machine)
 - ・栃木事業所 Tochigi factory (Refrigerator, AC)
- 日立オートモティブシステムズ Hitachi Automotive Systems, Ltd.
 - ・佐和事業所 Sawa factory (Automobile parts)
- 日立ハイテクノロジーズ Hitachi High-Technologies Corporation
 - ・那珂事業所 Naka factory (Semiconductor equipment, Medical equipment, Microscope)
- 日立ビルシステム Hitachi Building Systems Co., Ltd.
 - ・水戸事業所 Mito factory (Elevator, Escalator)
- 日立工業専修学校 Hitachi Technical High School (*) 40%

(*) 日立製作所が運営している工業学校
Technical High school run by Hitachi, Ltd.

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関連本社組織 Related Corporate Organization (Educational Institutions)



○ 日立工業専修学校 Hitachi Technical High School

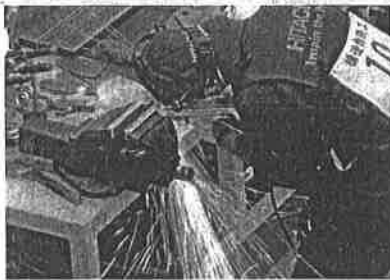
1. 創立 Foundation: 1910 (創業と同時に Started when Hitachi established)
2. 教員・スタッフ人数 Number of staff: approx. 40(Teachers, Office staff)
3. 生徒数 Number of students: approx. 260
4. 学科 Subjects: 電気科 electricity, 機械科 machinery, and 溶接科 welding
5. 特徴 Features:
 - (1) 卒業生は全員、日立グループ会社(関係会社含む)へ就職
100% graduates join Hitachi group companies.
 - (2) 将来工場のリーダーとなる人材育成のために技能教育に注力
Making efforts in manufacture skill education to develop future leaders in group factories.
 - (3) 技能五輪の選手の40~60%はこの学校の卒業生
40~60% of skill competition competitors are graduates of this school



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2015 五輪全国大会 職種(全41職種) 2015 Natinal Competition Skill category (41 in total)
 日立グループは12職種に参加(赤字) Hitachi participate in 12 skills (written in red)

No.	カテゴリー Category	職種 Skills
1	工業系 Industry	機械系 Mechanics & Engineering 機械組立て Mechanical Device Assembly, 抜き型 Press Tool Making, 精密機器組立て Instrument Making, 機械製図 Mechanical Drawing & Design, 旋盤 Turning, フライス盤 Milling, 木型 Pattern Making, 自動車工 Automobile Technology
2		金属加工系 Metalwork 構造物鉄工 Construction Steel Work, 電気溶接 Welding, 自動車板金 Autobody Repair, 曲げ板金 Sheet Metal Work, 車体塗装 Car Painting
3		電子技術系 Electronics & Technology メカトロニクス Mechatronics, 電子機器組立て Industrial Electronics, 電工 Commercial Wiring, 工場電気設備 Industrial Control
4		情報通信系 Information & Communication ITPCネットワークサポート IT Network Systems Administration, 情報ネットワーク施工 Telecommunications Distribution Technology, ウェブデザイン Web Design
5	建設/建築 Construction & Architecture タイル張り Tile roofing, 配管 Plumbing, 石工 Stonemasonry, 左官 Plastering, 家具 Cabinet Making, 建具 Joinery, 建築大工 Carpentry, 造園 Landscape Gardening, 冷凍空調技術 Refrigeration & Air Conditioning, とび Construction Worker (steepjack)	
6	サービス/ファッション Service & Fashion 貴金属装身具 Jewellery, フラワー装飾 Floristry, 時計修理 Watch repairing, 美容 Ladies' Hairdressing, 理容 Men's Hairdressing, 洋裁 Ladies' Dressmaking, 洋菓子製造 Confectioner, 西洋料理 Cooking, 和服 Japanese Kimono Making, 日本料理 Cooking (Japanese), レストランサービス Restaurant Service	



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技能五輪参加の目的 Purpose of Skill Competition Activity

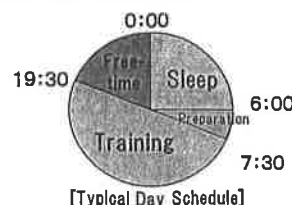
- ◇ 若手技能者に日本一・世界一への挑戦の機会を与えること
To provide young workers with an opportunity to challenge the top of Japan and the world
- ◇ 厳しい訓練を通じて、人格的にも優れたエリート技能者を育成すること
To develop elite technicians/skilled workers with good personality through intensive training
- ◇ トップ技能者を「核」として、職場全体の技能レベルを図ること
To raise the skill level of factory with top technicians serving as the "core"
- ◇ 継続することにより、技能の伝承を図ること
To transfer skills through continuation
- ◇ モノづくり企業としてのプレゼンスを向上させること
To promote Monozukuri ability as the manufacturing company

モノづくりのグローバル化が進展 → マザー工場を担う中核人財(リーダシップを発揮できる人財、タフな人財、目標に向かってつき進められる人財)が求められている

Globalization of manufacturing is in progress → Talented leaders taking the role of the mother factory are required. The intensive training for the competition is very effective to develop such future leaders.

大会に向けて専任の指導員によってフルタイムの集中した訓練が実施される
Intensive(Full time) training for competition is performed by instructor

世界に挑戦!
Challenge the world!



根底は人財育成
Bottom base is Human Development

最終目的:
トップ技能者の育成
Final goal: Top skill monozukuri-worker

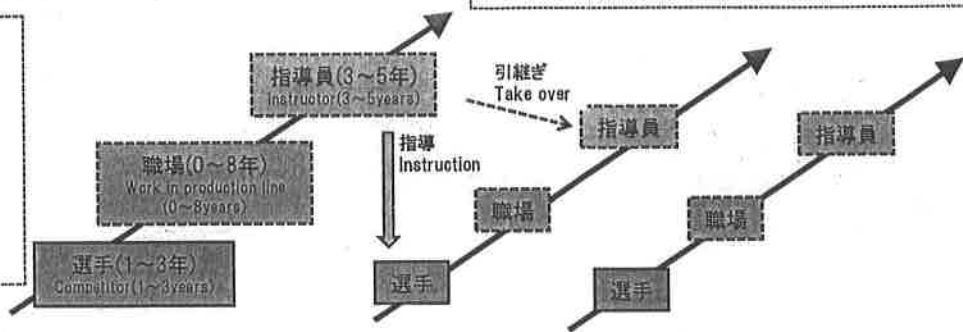
中間目標:金メダル
Intermediate target:
Gold medal

中間目標:資格・検定等
Intermediate target:
National Trade Skill Tests etc.

<基本的な考え方 Basic stance>
 ・活動を推進するために成果は必要だが、それが全てではない
 Achievement of result is important to promote the activity, however, that is not everything.
 ・最終的に人財育成につながる事が重要
 (結果出せなかった選手が悔しい思いを原動力にその後職場や指導員となって活躍しているケースも多い)
 It is important whether this activity is finally effective for human development or not. (There are some people who could not get any result in competition but turned their regret into motivation and presently playing important role as instructor of competition or leader in workplace)
 ・人財育成により合った職種があれば職種変更を検討する。人財育成の方向性と合わなければ参加を見直す。

指導員育成も人財育成
The instructor training is also included in this human development scheme

製造現場のリーダー育成のためには、部下を指導する力も必要
 The instruction ability is important to become a leader in production line
 → 指導員は選手経験者から選出
 一定期間でローテーション
 The instructors are selected from competition experienced employees, rotating in a certain period.



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日立グループの成績 Hitachi group's Result

< 直近大会の結果 Recent Results >

	年度 Fiscal year	2010	2011	2012	2013	2014	2015
国内大会 National Competition	開催場所 Place (Prefecture)	神奈川 Kanagawa	静岡 Shizuoka	長野 Nagano	千葉 Chiba	愛知 Aichi	千葉 Chiba
	参加人数 Number of competitors	56	57	57	61	52	
	金メダル Gold medal	5	5	4	4	4	
	銀メダル Silver medal	8	7	8	5	3	
	銅メダル Bronze medal	11	6	7	14	6	
	合計 Total	24	18	19	23	13	
国際大会 World Competition	開催場所 Place	-	ロンドン London	-	ライプチヒ Leipzig	-	サンパウロ Sao Paulo
	参加人数 Number of competitors	-	5	-	4	-	4
	金メダル Gold medal	-	1	-	0	-	0
	銀メダル Silver medal	-	1	-	0	-	0
	銅メダル Bronze medal	-	1	-	1	-	0
	合計 Total	-	3	-	1	-	0

<参考データ (国内大会) Data (National competition) >
 ※ 2014年度大会終了時点 At the time point after 2014 competition
 ・日立は1963年 第1回大会より継続的に参加
 Hitachi has been continuously attending the competition since 1963, the first national competition.
 ・参加選手延べ人数 Cumulative total number of competitors : 3,047
 ・メダル獲得総数 Total number of medal :
 金Gold : 256, 銀Silver : 350, 銅Bronze : 343

<参考データ (国際大会) Data (WorldSkills competition) >
 ※ 2013年度大会終了時点 At the time point after 2013 competition
 ・日立は1963年 第12回大会より継続的に参加
 Hitachi has been continuously attending the competition since 1963, the 12th WorldSkills competition.
 ・参加選手延べ人数 Cumulative total number of competitors : 143
 ・メダル獲得総数 Total number of medal :
 金Gold : 38, 銀Silver : 18, 銅Bronze : 21

- Date : 11 Aug. ~ 16 Aug. ,2015
- Opening ceremony : 11 Aug.
- Competition 12 ~ 15 Aug.
- Closing ceremony : 16 Aug.
- Site : Sao Paulo Anhembi convention center
- Competition : 50 Skills in total, 1,189 competitors from over 50 countries and regions



Team Japan



Anhembi convention center



Hitachi High Technologies
Mr. Sakai

CNC turning

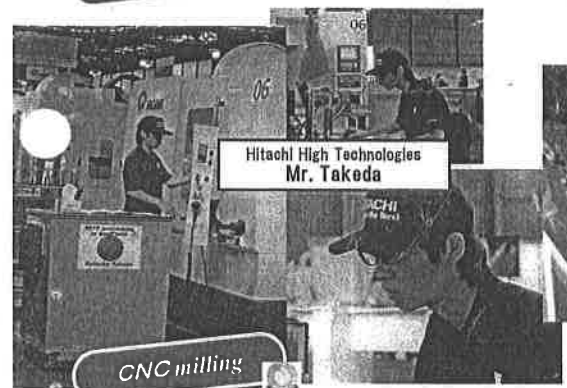
<Hitachi Gr. Result>
4 Hitachi Gr. Competitors attended and got **3 Medallions for Excellence** (CNC turning, CNC Milling, Refrigeration and Air Conditioning)



Hitachi Appliances (*)
Mr. Yamaguchi

Refrigeration and Air Conditioning

(*) Hitachi Appliances smlzu factory has become Johnson Controls Hitachi on 1 Oct.,2015

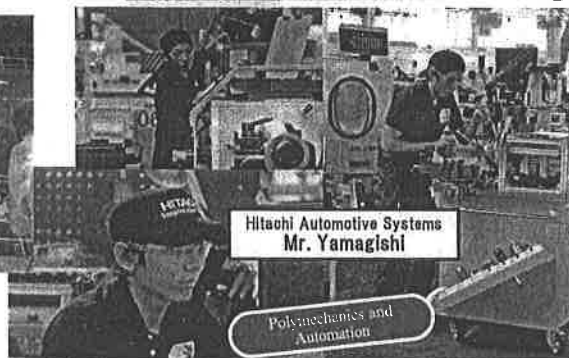


Hitachi High Technologies
Mr. Takeda

CNC milling



Team Japan and supporters



Hitachi Automotive Systems
Mr. Yamagishi

Polymechanics and Automation

HITACHI

Inspire the Next