

# Education system (Brother Industries, Ltd.)



Role and Assignment level	Position-based education	Global	Career development/ Diversity	External training	Extension training/Departmental training/Personal development			
					Extension training (hosted by the Human Resources Dept)		Departmental training	Personal development
					Conceptual skills (conceptualization)	Interpersonal skills (Interpersonal skills)	Technical skills (work performance/specialist skills)	
<b>Manager</b> Training for those stepping down from management roles due to age limit New GM training New manager training Substitute car training	Training for those stepping down from management roles due to age limit New GM training New manager training Substitute car training							
<b>Project leader/Expert</b> Global leader who can assist and substitute for managers or a person engaged in equivalent high-level professional work His/her work: · is directly connected to departmental goals. · is extremely challenging due to many budgetary, lead time, and other restrictions. · requires sophisticated expertise and skills. · requires the ability to deal with many people in and outside the company.	Substitute TM training	Suspended due to COVID-19 Pandemic Training for overseas assignments	Career design programs (CDP 30/CDP 40/CDS-N/CDP-N) - Career development support lecture Seminar on support for balancing work and nursing care Women's career development support training	External training program	Online responsiveness (Meeting productivity techniques)	Harassment training Remote management training one-on-one training DX HR training support	Safety, health, and mental health education (Line care and self-care) Foreign language education & lectures DX HR training education (RPA·BPMM)	Technology/Quality/Cost/Skill training (Company-wide technical education) Expertise training (on a departmental basis) Correspondence education E-learning
<b>Project promoter</b> Global leader who can promote one or more projects His/her work: · is directly connected to departmental goals. · is challenging due to budgetary, lead time, and other restrictions. · requires expertise in given assignment areas and peripheral knowledge. · requires the ability to negotiate across departments mainly with people inside the company.	Training for promoted employees (Leadership skills, Problem resolution)	Short term dispatch for technical young trainees Trainee program Overseas dispatch for administrative trainees						
<b>Person in charge of assignments</b> Person in charge of assignments who can cope with practical challenges by following the PDCA cycle His/her work: · is partly connected to departmental goals and involves practical operations. · is restricted by relatively lax budgetary, lead time, and other regulations. · requires operational knowledge based on past cases and experiences. · requires the ability to consult and coordinate with people in and outside the department.	Basic skill training for young employees (Thinking, communication, mindset)							
<b>General worker</b> He/she: · can implement assignments accurately and promptly. · can gain the trust of associates through his/her performance. · acts as both a teacher and learner. · demonstrates high comprehension. · can propose improvements in his/her assignments. · is practicing a good habit and growing every day.	New employee follow up training New employee orientation		Mentoring Program		Training for office-type and skill-type employees (work performance /communication)			