

Contributing to Educating the Next Generation as a Manufacturing Company

Contributing as a manufacturing company to development of the younger generation who will lead us in the future.

MinebeaMitsumi is implementing various initiatives at its bases globally in order to achieve this.

We interviewed key players responsible for lessons at schools, work experience, and environmental education about the aims and results of such initiatives.



Mitsumi Robotics Laboratory

CEBU MITSUMI, INC. (Philippines)

Ms. Desiree Peralta
Recruitment Specialist
Human Resource Division
CEBU MITSUMI, INC.

In recent years, securing engineers has become a critical issue for manufacturers in the Philippines. At Cebu Mitsumi, we are working to make it more appealing for members of the younger generation to build a career as an engineer. We lease our research and testing facilities to universities and established the Mitsumi Robotics Laboratory in 2016, whereby we dispatch employees to give lectures.

Universities do not always have the most up-to-date research facilities. By offering use of our facilities, students are able to experience higher level research and the latest technology. Naturally, this contributes to nurturing better engineers, which makes this an extremely valuable program for the students, the university, for ourselves, and for the manufacturing industry as a whole.

It was not always easy to gain cooperation from universities, but by holding discussions with universities about the needs of industry and the academic field, we have been able to conduct plant tours and OJT*, which led to the success of this latest initiative.

To date, almost 100 students from two universities have participated in our Laboratory. Surveys of participants indicate a very high level of satisfaction, and some students chose to take part in OJT with us immediately following the lectures. Furthermore, our Laboratory has been designated as a required unit for graduation by the computer engineering department at one university.

Moving forward, we are considering an initiative whereby participating students will launch projects aimed at actually resolving regional issues. At the same time, we hope to hold Laboratories at more universities in order to contribute to the development of excellent engineers.

* On the Job Training: Work-based training of employees.



Lecture given by an employee

Environmental Education for Children

Bang Pa-in Plant (Thailand)



Ms. Charini Phunkasem
Training and Development Center Staff
Human Resources and Administration Division
NMB-Minebea Thai Ltd.

Since 2016, Bang Pa-in Plant has been working to raise the environmental awareness of children at schools in Ayutthaya Province through initiatives to teach the importance of separation of garbage.

This includes teaching the children about the state of Thailand's garbage problem, systems for processing garbage and recycling, and explaining the consequences when garbage is not separated. In addition, we use various group activities and games for the students to experience actual garbage separation and to convey the significance of the activities. Furthermore, we donated 12 containers for garbage separation with the

aim of ensuring that it will continue, and also supplied 1,133 items including books, posters, and pamphlets concerning resource conservation and energy issues.

Everybody considers education to be important. In particular, it is crucial to nurture awareness of environmental protection among the younger generation who will lead our communities in the future. Our company helped contribute to the formation of better communities through activities such as this, and we take pride in our efforts.



Activities at the elementary schools

Lessons at Schools about Environment and Hygiene

Lop Buri Plant (Thailand)



Ms. Thitaporn Kingnon
Environment Staff
OHS & ENVI Division
NMB-Minebea Thai Ltd.

Lop Buri Plant has been cooperating with the local community and schools in supporting education. In November 2016, we gave lessons for 35 students in grades 4 and 5 at a local elementary school to raise awareness regarding the natural environment and hygiene.

A total of six lessons were given, covering five key topics of waste disposal; a survey of mosquitoes and larva; animals and insects that spread disease; nutrition and food safety; and handwashing.

Many of the materials used are specialized and difficult, however we prepared animations to help the children's understanding and devised quizzes and games to help convey the information. As a result, the children showed

great interest and the school indicated that it hoped that we could plan similar activities in the future.

We believe there is still a lack of awareness and many misunderstandings concerning environmental issues and hygiene, both in the community and in schools. We hope that our efforts can play a part in spreading correct understanding of these matters.

Furthermore, we feel that such activities can help to build a good relationship between the community and the company. Moving forward, we hope to expand such activities to other schools and communities.



Lesson given at the school by an employee



TECHNOlino: Providing Opportunities to Experience Scientific Technology

myonic GmbH (Germany)

Mr. Franz Bauhofer
Trainer
myonic GmbH

Since 2009, we at myonic GmbH have been conducting an activity known as TECHNOlino for local preschool-aged children. This includes plant tours for children, and visits to kindergartens by our trainees to perform experiments and hold craft classes. This project, conducted under the auspices of a federation of business operators which our company belongs to, aims to provide opportunities to preschool-aged children that nurture their interest in science and technology.

In deciding upon the content of the lessons, we selected activities which children of that age could perform themselves, and most importantly, ensured that there was no risk of accidents. The children were

brimming with curiosity and even posed some difficult-to-answer questions. These experiences provide significant learning opportunities for our research students, and also provoke new ideas throughout the company.

We certainly hope that some of the children who took part in the classes may grow up to become interns or trainees in our company in the future. Furthermore, we hope to continue such initiatives and develop them further in the future, whereby we can encourage more people to take an interest in our company.



Trainees instructing the children



Nurturing Human Resources in Collaboration with the Community

New Hampshire Ball Bearings, Inc. (U.S.)

Mr. Gary Groleau
Corporate Manager
Labor Relations & Organizational Development
New Hampshire Ball Bearings, Inc.

In New Hampshire, where New Hampshire Ball Bearings, Inc. (NHBB) is based, the manufacturing industry is less popular than other fields, and recruiting personnel with high-level technical skills is therefore a great challenge. For this reason, we conduct initiatives in collaboration with the community, accept university student interns, and arrange work experience, which we will continue moving forward in order to nurture human resources for the future.

For example, each year, New Hampshire Manufacturing Week is held state-wide through collaboration between the Manufacturing Extension Partnership (MEP), in which I also act as an advisor, and state education and economic departments.

During Manufacturing Week, manufacturers including NHBB conduct plant tours and other activities for junior

high and high school students.

Through these efforts, we hope to make students aware of the wide range of products being manufactured, and also offer opportunities for them to discuss their possible career path* in the manufacturing industry. This program was started by NHBB's Laconia Plant but it was quickly adopted as a state-wide program.

In FY2016, NHBB welcomed visits by 1,850 students from 44 schools during Manufacturing Week. Furthermore, in fiscal 2017, the program will be held on a much larger scale, and Manufacturing Week will be expanded to Manufacturing Month.

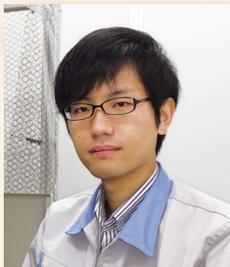
*The way that a person progresses in their work, how they are employed, and what experiences and skills they acquire.



Training at regional technology educational facilities

Lectures at Elementary Schools

Yonago Plant (Japan)



Mr. Akihiro Mito
Section 1, Brushless Motor Engineering Department
DC Motor Business Unit

In February 2017, we gave a lesson to 60 students in grade 5 at Minokaya Elementary School in Yonago City. The topic was “Learning about motors.” In the lesson, the children divided into groups and assembled simple motors, with the aim of nurturing their interest in motors and manufacturing. We held discussions with the teachers ahead of the lessons to develop content that would most appeal to the children.

On the day, the children raised their hands to ask many questions, and their enthusiasm almost overwhelmed our employee who gave the lessons. Some of the children experienced difficulties with the assembly, but

in the end, all of the groups succeeded and they were thrilled when the motors worked.

Through these classes, we believe we were able to raise the students’ awareness of the existence of devices such as motors, that enhance our lives, building upon topics that they study about at school such as electricity and magnetism. Moving forward, we hope to continue such activities, whereby children will hear about MinebeaMitsumi, and we can increase the number of young people interested in working at our company.



Motor assembly

Work Experience for Junior High School Students

Karuizawa Plant (Japan)



Mr. Hirofumi Shigenobu
Supervisor
Personnel & General Affairs Division
Karuizawa Plant

At the Karuizawa Plant, we have long been accepting high school students for internships and giving lessons at junior high schools. Since 2014, we began also accepting junior high school students for work experience.

Under this program, three to four students from Miyota Junior High School visited the plant for two days and experienced processes such as the assembly of ball bearings. There was very strong demand to participate in our work experience, and in the selection process. All the applicants proved to be serious and enthusiastic students. After the experience, feedback from students included messages such as “I want to work at MinebeaMitsumi in the future.”

We believe it is an important mission for us to provide junior high school students, who have many options for the future, with the opportunity to experience manufacturing, in order to enhance their interest so that we can prepare the next generation. In addition, it provides our employees with an opportunity to feel pride in their company when they receive feedback from the children. Moving forward, we hope to continue to contribute to the community in various ways so that even more students will show interest in taking part in work experience at our company.



Work experience orientation