# UT Group Starts Operating the "E-Pro System," a Grade-based, Skill-linked Personnel System, Enabling UT to Visualize and Appropriately Evaluate Skills of Semiconductor Engineers[1]

Operation of the system, jointly with client companies, is expected to facilitate assignment of 1,700 semiconductor engineers and transfer of 300 engineers to client companies' employees by FY3/2026

UT Aim Co., Ltd., a wholly owned subsidiary of UT Group Co., Ltd., will start operating the E-Pro System (Engineer Professional Course), a grade-based, skill-linked system which enables personnel managers to visualize and appropriately evaluate skills of semiconductor engineers. The system will be put into operation on July 1, 2024. UT Group engages in dispatch of workers in the manufacturing and engineering fields and its wholly-owned subsidiary UT Aim is focused on its Manufacturing Business sector.
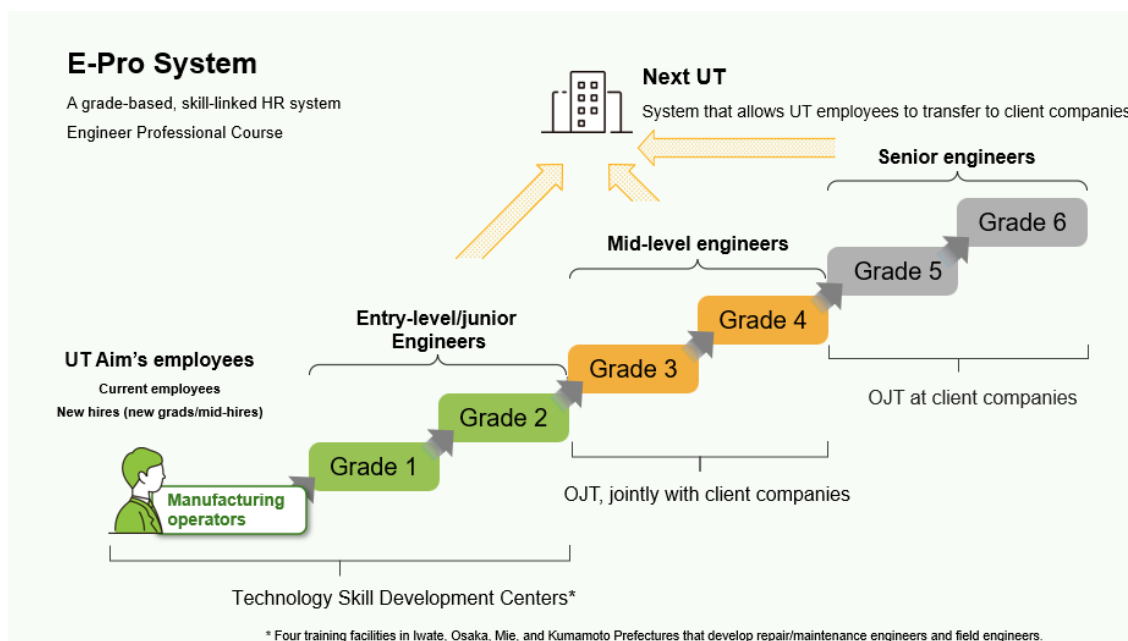
■ **Background to the introduction of the E-Pro System**

The new system is based on UT Group's corporate purpose, "We at UT Group aim to realize a society in which all people who are willing to work are equally given opportunities for skill development and career formation, and are treated fairly," It is the latest innovation in UT Aim's concentration on developing human resources for semiconductor work. We train semiconductor manufacturing equipment engineers[2] at our own Technology Skill Development Centers. We have so far developed and assigned 1,729 engineers[3] to client companies. In addition, as part of career support for employees, UT Group as a whole operates "Next UT," a system that allows employees to transfer to client companies as their full-time employees.

To date, a total of 4,038[4] employees have been sent out, of which 1,023[5] have become full-time employees at client companies in the semiconductor field.

Recently, semiconductor-related companies have been building new factories in Kyushu and other parts of Japan, and competition for human resources for semiconductors is intensifying. In order to deal with human resources issues faced by the semiconductor industry as a whole, UT Group will start operating a grade-based, skill-linked E-Pro System, which enables to visualize and appropriately evaluate skills of semiconductor engineers. This is to respond to the long-standing needs of both UT Aim's clients (to retain engineers working in their factories) and to UT Aim 's employees (to qualify for higher salaries), and to make people outside the semiconductor industry aware of the merits of working in the semiconductor industry.

■ About the E-Pro　System

In the conventional semiconductor industry, it was difficult for dispatched engineers to have their experience and skills to be reflected in their salary and benefits. With the newly-launched E-Pro System, by using UT Aim's unique grade, evaluation, and wage tables, it will become possible to visualize the experience and skills of dispatched engineers by coordinating together with client companies. Synchronizing with clients has been a challenge, for reasons including career development and salary increases for dispatched engineers. On the client company side, employers can expect to better retain engineers by improving their compensation.

Grade table of the E-Pro System

The E-Pro System has six job type courses and six grades for each. The grade table is used to visualize the level of work of an individual engineer with the client company.

Setting by individuals and job types

Setting grade by individuals

Grade	Anticipated role	Repair/ maintenance engineer	Field engineer	Process engineer	Test/ development engineer	Evaluation/ analysis engineer	Design/ development engineer
6	Senior engineer; overall tech management						
5	Senior engineer; process tech management						
4	Senior engineer; leader						
3	Mid-level engineer						
2	Junior engineer; assistant						
1	Entry-level engineer; Trainee						

An example of evaluation criteria for the E-Pro System: for repair/maintenance engineers

Each job type and each grade have been defined by evaluation items, evaluation terms, and standard criteria. Together with each cooperating client company, UT Aim will assess each engineer's role and consistency in working according to the assessment criteria.

Grade	Anticipated role	Technical skills	Work capability	Contribution to team
6	Senior engineer; overall tech management	Repair and maintenance; overall management	Evaluation of work execution capability according to the role grade	Additional points
5	Senior engineer; process tech management	Serious troubleshooting; process management for repair and maintenance		
4	Mid–level engineer; leader	Light troubleshooting; group management for repair and maintenance		
3	Mid-level engineer	Repair and maintenance		
2	Junior engineer; assistant	Assistance for repair and maintenance		
1	Entry-level engineer; Trainee	Training in repair and maintenance		

■ Future goals

UT Aim currently has 5,148[6] employees in its Semiconductor Business Division and plans to increase the number of candidates for semiconductor engineers by hiring or transferring 3,500 personnel through mid-career hiring or intra-group transfers by FY3/2026. Among them, 1,700 will be assigned to client companies as semiconductor engineers. In addition, for client companies that wish to hire full-time employees rather than dispatched workers, we plan to transfer 300 UT Aim's employees to client companies' employee status by FY3/2026 by utilizing the Next UT system, which supports such transfer.

1. Semiconductor engineers include semiconductor manufacturing equipment engineers (general term for maintenance and field engineers), process engineers, test and development engineers, evaluation and analysis engineers, and design and development engineers.

2. Semiconductor manufacturing equipment engineers are maintenance engineers and field engineers. They have the knowledge and skills to manage equipment and facilities in the semiconductor manufacturing process and to make plans for productivity improvement.

3. The number of semiconductor manufacturing equipment engineers as of the end of March 2024

4. The number of transfers from UT Group companies as of the end of March 2024

5. The number of transfers from the semiconductor field as of the end of March 2024

6. The number of employees as of the end of March 2024

End

[About UT Group]

Since its founding in 1995, UT Group has consistently grown by focusing on the growth of its employees and the provision of reassurance in their lives.

UT Group dispatches workers to the manufacturing industry as its main business and provides services in a variety of fields, beyond the boundaries of regional areas, industries, job types, and working hours.

In keeping with the Mission, "Create vigorous workplaces empowering workers," UT Group is committed to creating "a future workstyle platform," which will become a new component of social infrastructure, with the aim of realizing a sustainable society in which both workers and companies can grow.

Company Outline

Company name: UT Group Co., Ltd. (listed on the Prime Market of the Tokyo Stock Exchange)

Website: https://www.ut-g.co.jp/

Location: Denpa Bldg. 6F, 1-11-15 Higashi-Gotanda, Shinagawa-ku, Tokyo 141-0022

Representatives: Yoichi Wakayama, Chairman and Representative Director
Manabu Sotomura, President and Representative Director

Founded: April 2, 2007

Capital: 1,190 million yen (March 31, 2024)

Business: Dispatch and outsourcing of permanent employees in manufacturing, design and development, construction, and other sectors

Number of employees: 53,467 on a consolidated basis (March 31, 2024)

[For inquiries]

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