

FY2025 Q1 One-on-One Meetings

Key Questions and Answers

(Some parts of the contents have been added or modified for easier understanding.)

Q: What advantages would engineers enjoy by joining Artner?

A: Generally speaking, manufacturers are usually the first choice for aspiring engineers, especially those in hardware, when it comes to preferred employers. Recently, manufacturers are also gradually making a systematic transition to job-based employment. However, nearly all manufacturers still employ a main career track recruitment system. Accordingly, even if someone wants to work in such a field, there is no guarantee they will be assigned to work duties in their desired field. Given that, among individuals whose thinking is especially engineer-oriented, we are seeing a sizeable increase in people who rank technical service companies such as Artner as their first choice rather than manufacturers.

Q: How long is the average dispatch period?

A: Before the global financial crisis of 2008, most contracts lasted one year. However, a trend of canceling staffing agreements mid-contract (colloquially called “hakengiri” in Japanese) has spread. The majority of contracts now last three months. At the same time, as they are automatically renewed, in principle, as long as there are no requests from clients to terminate them, contracts currently continue for just over three years on average. Even should the project in question end, in the majority of cases, engineers proceed to another project by the same client. Consequently, the average annual utilization rate has risen to over 98%.