

October 28, 2025

UT Group Co., Ltd.

UT Aim Opens Tokyo Test Engineer Training Center in Kodaira City, Tokyo

UT aim to continuously cultivate outstanding talent who support stable semiconductor quality and mass production through our unique training model specialized for semiconductor test engineers, a field facing a severe shortage of personnel.

UT Aim Corporation today opened the Tokyo Test Engineer Training Center, a specialized human resources development facility focused on training semiconductor test engineers. UT Group provides staffing services for the manufacturing industry, and its wholly owned subsidiary UT Aim operates staffing services for the automotive and semiconductor industries.

■Background of Establishment

A semiconductor test engineer is responsible for developing and designing test programs to examine and verify whether semiconductors function properly. They are the cornerstone of quality assurance in the final stage of semiconductor device manufacturing. By ensuring test equipment performs its functions, they play a crucial role in supporting product reliability.

In semiconductor manufacturing, the test process consists of two stages: wafer testing and final testing. We develop programs to perform reliability testing to verify whether products operate according to specifications.

Despite being a critical role in the semiconductor industry, semiconductor test engineers are chronically in short supply. The reasons for this are threefold.

- Aging semiconductor test engineers due to an absolute shortage of mid-level professionals capable of immediate contribution
- Difficulty recruiting young employees due to low recognition of the semiconductor engineer profession
- Inability to keep pace with building an in-house training system for roles requiring advanced specialized skills driven by increasing semiconductor precision

The current situation is that many semiconductor-related companies face challenges in maintaining their development and production systems due to a shortage of semiconductor test engineers. Anticipating a further shortage in the future and recognizing the growing importance of training semiconductor test engineers, we have opened the Tokyo Test Engineer Training Center with the aim of providing efficient and systematic training.

■Features of UT Aim's Test Solution Business

UT Aim has specialized in dispatching semiconductor engineers for over 20 years. Since 2014, we have expanded into the “Test Solutions Business,” undertaking test program development and test process operations. Currently, we have approximately 120¹ experienced semiconductor test engineers on staff, and the cumulative number of jigs, fixtures, and test programs developed to date exceeds 3,000. We are the only company in the industry² specializing in talent development and staffing services for semiconductor test engineers. By focusing on this specific field, we deeply understand the expertise required of semiconductor test engineers and deliver training and staffing solutions that precisely meet industry needs.

■UT Aim's Unique Development Model

In the semiconductor testing field, it generally takes about five years to master foundational technologies. UT Aim has established a sustainable training system that aims for practical independence within three years. This system combines simulation training using our own equipment, career development support based on our permanent employment system, and practical assignments through contract development projects.

Characteristics of the Development Model

In training semiconductor test engineers, we employ a step-by-step skill advancement model integrated with our contract development business. This system assigns tasks according to each employee's technical level and career path, enabling steady skill improvement through practical work. Currently, we have established a six-step advancement model combined with OJT (On-the-Job Training), allowing employees to acquire knowledge and skills in a hands-on environment.

〈6-Step Step-Up Model〉

Setting by individuals and job types

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						

Setting grade by individuals

Educational Content

We implement the following phased training program designed for a three-year development period.

1 ・ Deepen your understanding of fundamental knowledge through e-learning and classroom instruction.

We provide training on the semiconductor industry and products, testing operations, and programming fundamentals.

2 ・ Simulation Training

We provide training in an environment that simulates actual work practices, such as creating test programs aligned with over 10 test items, connecting the product to be tested, and conducting tests according to the required specifications.

3 ・ Acquire extensive knowledge and skills through repeated on-the-job training involving practical application and instruction by field supervisors.

After field assignment, we assign OJT tailored to each employee's growth. Centered on OJT, we conduct simulation training as appropriate to achieve step-by-step skill improvement for employees.

Future Plans

Semiconductor test engineers are indispensable in the semiconductor industry. We are planning to expand our test solution hubs to other regions, starting with Kyushu. To contribute to the overall development of the semiconductor industry, we will strengthen our capabilities to provide high-quality services to more companies.

1 ...Enrollment figures and actual results as of the end of September 2025

2 ...Company research (as of the end of September 2025)

UT Aim Co., Ltd. Tokyo Test Engineer Training Center Overview

Name : UT Aim Co., Ltd. Tokyo Test Engineer Training Center

Opening Date : October 28, 2025

Address : Cosmo Hitotsubashi Gakuen Building, 2-13-33 Gakuen Nishimachi, Kodaira City, Tokyo 187-0045

[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: 1.43 billion yen (June 30, 2025)

Business: Personnel dispatch, outsourcing and placement businesses in manufacturing, design and development, and other sectors

Number of employees: 35,705 (June 30, 2025)

[For inquiries]

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