

AJCE Activity 2008

## Young Professionals Exchange Programme 2008

-a great success of revitalized YPEP-



**Keiichi Kanai**

Chairman

Professional Development Promotion Sub-Committee ,AJCE

Young Professionals Exchange Programme (YPEP) was established in 1996 to develop good relationship and friendship between Japanese and Australian young consulting engineers through mutually visiting and staying with the member firms of AJCE and its Australian counterpart, ACEA (Association of Consulting Engineers Australia). While its primary purpose is to provide young engineers in both countries with opportunities to experience a different culture, to

learn different engineering skills, and to create an extensive network of young professionals, we are hoping that in the future we will see joint business projects be formulated through the network established in this programme. In the past decade, more than 100 young engineers participated in the programme, and it has been noted in the FIDIC member society as a good example of international capacity building effort.



Signing Ceremony of MOU in 1995

In 2006, after 10 year of mutual exchanges, some new ideas were infused to YPEP, such as "pre-visit dialogue" in which a trainee communicates with a mentor from the host company for several months prior to visiting the company, to exchange information and to prepare for the upcoming on-site training. This new element proved, in 2007, to be very helpful for the trainees to get familiar with the host company and jump start the on-site programme. It contributed a lot to revitalize the programme.

Last year, AJCE sent 6 young engineers from 5 member companies to Australia. Each trainee

Trainees of YPEP 2008

| No. | Company                       | Name               | Host Company in Australia     | Office     |
|-----|-------------------------------|--------------------|-------------------------------|------------|
| 1   | CTI Engineering Co.,Ltd       | Shinichiro Kai     | GHD                           | New Castle |
| 2   | Chodai Co.,Ltd                | Tadashi Hasegawa   | GHD                           | New Castle |
| 3   | CTI Engineering Co.,Ltd       | Takuya Yagami      | Arup                          | Brisbane   |
| 4   | Oriental Consultants Co.Ltd.  | Yuki Morinaga      | Costin Roe Consulting Pty Ltd | Sydney     |
| 5   | IDEA Consultants,Inc.         | Masato Ishiyama    | Masato Ishiyama               | Brisbane   |
| 6   | P.T.Morimura & Associates,LTD | Hidechika Nakamura | Simpson Kotzman               | Melbourne  |

stayed with one of the ACEA's member companies for 3 weeks in October. We are very grateful that all the trainees were well taken care of by ACEA and five host companies, and we would like to thank them for their hospitality and kindness.

Upon the trainees' return, AJCE held a review session in which all the trainees presented the summary of their experience in Australia. According to what I saw and heard in the session, YPEP2008 was a great success. I believe that they spent wonderful three weeks full of discoveries, new knowledge, suggestions, discussions, arguments and friendships. In addition to regular training activities such as an exchange of professional opinions on certain themes, working on an actual project, site visit and seminar, their first-hand experiences of real life of Australian consulting engineers must have been very valuable.

After the presentations, the trainees and other participants including members of AJCE's Young Professional Group had discussions in small groups on three topics:

- 1) Work style of Australian engineers
- 2) Possibility for Japanese consultants to thrive in overseas market
- 3) Relationship among consultants, contractors, governing bodies and civilians



Trainees' and their hosts in YPEP 2008 at Sydney

The trainees' fresh experiences from Australia and other participants' broad knowledge and different perspectives made the discussions very active and productive. It was a wonderful opportunity for everybody to review and appreciate the YPEP2008 and its outcome. I truly hope that all six trainees capitalize on this experience, maintain the established human network, and realize the actual business partnership with Australian engineers some day. AJCE will strongly support their effort to do so.

We have already started preparing for this year's YPEP, in which AJCE and its member firms welcome Australian young engineers in October, and we firmly believe that it will be another success in the history of this outstanding programme.

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## 2008 YPEP Exchange Program Report



**Shinichiro Kai**  
 YPEP2008 Trainee  
 CTI Engineering Co., Ltd.

### Introduction

I had training at GHD Newcastle in Australia. GHD is an international consultant based in Australia. Newcastle is a second biggest city in New South Wales country which is 150km off from Sydney. Newcastle thrives for exporting coals from Newcastle Port.

### 1. Overview of Training

After meeting at ACEA meeting, my training at GHD started for two weeks. I was assigned to road planning and designing group.

My mentor was Daniel O'sshaunessy. He works in GHD for four years after graduating Newcastle University.

I joined the work for making a study of traffic impact when overtaking is closed for construction of Minimbar Project.

Minimbar Project is constructing third tracks of railroad for reinforcement of coal freight. This project is near completion.

There was interesting situation. In Japan, if we showed unjudgeable figure based on criteria for evidence, Japanese road administration will not agree. In contrast, in Australia, it's all right as evidence. Australian says "Criteria are criteria!Åh

### 2. Living in Australia

In a weekend, Daniel brought us to Nelson bay where big sand exists. We enjoyed riding a four wheels bike on sand and watched "Tin City" in which people live in houses on the sand.

### 3. Conclusion

It was a first time for me to go abroad for training. It was different from just a traveling abroad. I experienced not only difference in culture between Australia and Japan but also working style and technical criteria.

I enjoyed Australian's living and working style. I would like to thank GHD and ACEA for their kind hospitality.



Fig.1 GHD Newcastle



Fig.2 in Daniel's home



Fig.3 Tin City on the sand

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**YPEP2008 REPORT**



**Masato Ishiyama**  
 YPEP2008 Trainee  
 IDEA Consultants, Inc.

**Outline**

For about 3 weeks from October 7, to October 25, 2008 I visited Brisbane Branch of "OPUS QANTEC McWILLIAM" for visit-training. In "OPUS", I actively participated in the professional training and the weekend life, and it was very stimulating.

**Pre-visit training**

Prior to visit-training, I had three months of pre-visit training. It started with each other's self-introduction, a company profile, then communication by email such as to finalise training schedule with Nathan Scott, my mentor. Because of the pre-visit dialogue, I was able to perform the visit-training in Australia smoothly.

**Visit-training**

In the visit-training, building site inspection and the training in the office were main contents.

Regarding building site inspection, I could visit various construction sites such as apartment, supermarket, hospital, and bridge. As the site inspections, buildings in particular, were my first experience, I was very pleased and inspired.

During the training in office, I took charge of load calculations of building structures and design of a bridge. In the course of training, I had a chance to discuss about difference in "Professional Development of engineers" between Japan and Australia.



**Life in Australia**

Living environment in Japan is not so stimulating as I live there for long time. In turn, Brisbane is quite comfortable city to me. In the office, there were a few telephone calls during office working hours, thus office environment was quiet. Situation in Japan is contrary, frequent phone calls keep us busy and make working environment uncomfortable.



In the visit-training, I commuted office from rental apartment. However, I stayed at Nathan and Jason's house in the weekend and at time of business trip to the Sunshine Coast office. Because of heartfelt hospitality of their family, I could enjoy home stay. I would like to express millions of thanks.

Nathan took special care of me in week days and week ends despite of his busy working schedule. He took to Brisbane city sightseeing, soccer games, zoo, and restaurants that were quite excellent guidance to experience Australia in various ways.

**Thank you**

Through the training, I could experience not only professional practices but also difference in culture and work environment between Japan and Australia. This will broaden my way of thinking as consulting engineers.

I would like to thank everyone in OPUS QANTEC McWILLIAM and structure group members; Mark, Aaron and Jason. I woe special thanks to Nathan for his kind hospitality. I extend my thanks to David of "ARUP"

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## YPEP2008 in GHD (Newcastle)



**Tadashi Hasegawa**  
 YPEP2008 Trainee  
 Chodai Co., Ltd.

### Summary

In three weeks of 07/10/08 to 23, I attended YPEP 2008 as a trainee. Purpose of YPEP exchange program is to learn and understand the differences in business practices and life styles between Australia and Japan, and make trustworthy relationship between Australian young professionals and Japanese young professionals.



This year, six Japanese trainees visited Australian host companies.



### About pre-visit dialogues

Before the visit to Australia, Pre-visit dialogues took place for smooth implementation of the exchange program. These dialogues took place with E-mail between host company and trainee.

### About host company

I visited Newcastle for the exchange program. Newcastle is a city of beautiful beach and historic architecture.



My host company GHD is a big firm and employs 7,000 people in the world. GHD Newcastle office has 160 employees.

I found difference with Japan that is many woman employees work in office (25% of all employees). I thought this point is associated with working time and work environment.

In addition, office space is very large and comfortable, which made me envious.

### About exchange program

Working time of GHD is 8:30 to 17:00 including lunch time (1 hour, we can select free time). Project scale is larger than Japan. One project integrates many parts, for example bridge design, road design, system design, environment.

On 2nd Friday at Newcastle office, one project was finished and we had lunch party. I attended the party and found out that many people were engaged in the project.

I compared Australian bridge design criteria with those of Japan and made a report. My speciality is bridge substructure design and seismic design.

I found out the bridge designs are similar, but seismic design force in Australian is quite smaller than that of Japan. I guess that Australia has never had big earthquakes in the past.



### About life in Australia

I met many Australian people in three weeks during the program. All of them were very friendly and I could spend very comfortable time.

In one weekend, I experienced 4WD drive at the Stockton Beach and drove to Hunter Valley, known for wineries.

### Acknowledgment

I am profoundly grateful to the all members of host company GHD, ACEA, AJCE, and members of Chodai Sapporo branch who generously supported my participation to the YPEP08.



## AJCE Activity 2008

### YPEP2008



**Takuya Yagami**  
 YPEP2008 Trainee  
 CTI Engineering Co.Ltd

#### 1. Summary

I had an opportunity to stay at ARUP for three weeks in October 2008. Before visiting Australia, I experienced pre-visit dialogue with my mentor in ARUP for two months. Because of this dialogue, I could get into the training in Australia smoothly.

#### 2. Training in ARUP

##### Technical Tour

I participated in two-day Technical Tour for Young Professional. I studied the water supply projects in South East Queensland. The most impressive thing for me was that the "Networking" time was set in the Tour. During this time, participants could get to know each other. It is not common in Japan.

##### Workshop

During this training, I experienced a meeting with a client. The relationship with the client and ARUP seemed very good. Workshop with the client that I joined was very constructive. This workshop gave me very good ideas as how decisions are made together with clients.

##### Capacity Building for Young Professionals

ARUP and CTI have similar training programs such as OJT, presentation training, software skill training. But there is one big difference. ARUP has many offices around the world. Therefore, ARUP can promote transfers of engineers to overseas offices. This brings advantages over the company because it can build effective networks of consulting engineers around the world.

##### Presentation

I gave a presentation about rivers in Japan, and ARUP also presented about their water related projects. Through these presentations I could learn the differences between Australia and Japan regarding policy and enforcement on river planning.

#### 3. Work-life balance

##### Working Hours

Employees can choose work hours in a week as long as the total work hour per week is satisfied. Therefore one of the employees leaves office at 2 p.m. on Wednesday and Friday. I'd like to propose this system to my company. Office becomes almost empty at around 18 p.m. But during busy time, some employees bring work to their homes. It is similar to Japanese consulting engineers.

##### Holidays

Employees have 20 day holidays in a year. Their bosses insist that they take all of them. In addition, employees can earn 10 more holidays by sacrificing their salary. My company gives also 20 day holidays to employees, but we actually cannot take them all.

#### 4. Life in Australia

During this training, I and another trainee were sharing an apartment near the office. We sometimes bought groceries at a supermarket. Therefore I got to experience what it's like living in Australia. Thanks to friends in ARUP, I also enjoyed watching a soccer game, playing with koalas and kangaroos, fabulous beach, and a lot of delicious foods.



#### 5. Acknowledgment

Thanks to everyone in ARUP and ACEA, I spent a fruitful time in Australia. I hope this training program will continue and more people experience this valuable training. I really hope that this "networking" will contribute to further development in the good relationship between the Japanese and Australian consulting engineers.

## AJCE Activity 2008

### REPORT of YPEP2008



**Yuki Morinaga**  
 YPEP2008 Trainee  
 Oriental Consultants Co., Ltd.

#### 1. Introduction

The Young Professionals Exchange Program (YPEP) is the program of mutual visit and the training of the young engineers in Japan and Australia. It has started in 1996 based on the memorandum of understandings between AJCE and ACEA I 1995. The purposes of this program are in the skill improvement and the view expansion of the trainees themselves, and in the construction of an excellent relation to keep the development in the future into the business with the maintenance of networks cultivated in the training programs.

This report is on visit-training and pre-visit training in 2008. The visit-training was carried out in Sydney and Newcastle, Period of the program was 7<sup>th</sup> - 25<sup>th</sup> / October.

#### 2. Pre-visit training

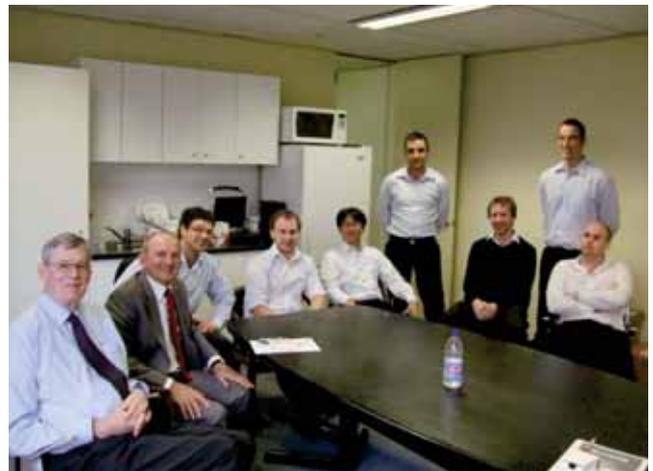
In this program, trainees had obligation to prepare for the visit-training in advance by contacting mentors in the host companies. We exchanged profile of trainees, specialized fields, and the plan of the schedule of visit-training by E-mail. Through the information exchange, I could spend time in Australia effectively. Mr. James Disher, my mentor and Mr. Mark Wilson took care of me for training and home-stay. They applied their experience as the YPEP2007 trainees and planned my program enthusiastically and friendly.

#### 3. Visit-training

##### 3-1. Outline of the host company

Costin Roe Consulting Pty Ltd. is a consulting firm mainly working for private customers. They

provide services in structural designs in the Residential, Commercial, Industrial, and civil engineering fields as well as the maintenance and repair of housing complexes so-called "Strata Engineering Solutions". Though they are small-scale organization of about 20 employees, they have a variety of business results from small-scale projects like structural inspection of individual house to large-scale projects that require diversified technology like design and management of compound facilities.



##### 3-2. Activity of the consultant engineer in Australia

In Australia, the consulting engineers promote activities that will contribute to the improvement of status of their profession besides their regular practices.

By the request from ACEA secretariat, professionals visit high schools where the students who refrain from entering into college gather. The professionals explain subject like "What is the occupation of consulting engineer?". ACEA

pursues this approach to contribute to the improvement of engineering education and helping to raise the level of interest & ability in engineering from a long-term aspect. This would encourage them to enter into colleges, eventually into consulting engineering industry. Mr. James Disher, my mentor also contributed to this activity in the past. It is encouraging to see promotion of similar initiatives by ACEA.

**3-3. Home-stay in Newcastle**

I basically stayed in the condominium in Sydney. I also stayed home of Mr. Mark Wilson who is senior engineer of Mr. James Disher, and works in Newcastle office. It was a precious experience for me to be able to touch Australia's unique culture and lifestyle through the home-stay with his family, and to watch Japan from another aspect.



**3-4. Young Summit**

We had the Young Summit (Reporting Seminar) at ACEA office with Australian professionals on October 24th. In the seminar, Japanese trainees reported on the content of the training each. We exchanged the opinions about the difference of the Young Professionals Development System in Japan and Australia.



**4. Difference in Professional Development Programs between Japan and Australia**

**4-1. Internal Course**

There are On-the-Job Training and mentoring program in Costin Roe. The system has many common features about the education method from the young to senior. Study meetings are regularly carried out in the office.

**4-2. External Course**

There exists master's degree acquisition and seminar participation activities outside of the company. In Australia, as for the master's degree acquisition, the emphasis seems stronger than Japan, and the system of support from a company is more advanced than that of Japan. As for seminar participation, the system is similar to Japan as the Continued Professional Development system is applied. But its function is quite different. In Japan, it is offered basically to hear specialist's presentations. Participants leave soon after the presentations without networking. In Australia, participants exchange opinions positively and make efforts to expand their networking and knowledge before and after presentations. We should follow this kind of good practices in Japan.

**5. Acknowledgment**

I wish to express my gratitude to ACEA and AJCE for their support and encouragements. Special thanks to everyone in Contin Roe Consulting who welcomed me and made my training fruitful and memorable. I would like to extend my thanks to management of Oriental Consultants who gladly sent me to this program. I woe special thanks to my family for their warm support.

Hereafter, I will try further promotion of the YPEP for the improvement of the consulting engineer's status and recognition, by taking the experience and networks obtained through this program.



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## YPEP2008 in SIMPSON KOTZMAN PTY LTD (Melbourne)



**Hidechika Nakamura**  
 YPEP2008 Trainee  
 P.T.MORIMURA & ASSOCIATES, LTD

### 1. Prologue

I joined the Japan-Australia exchange training program YPEP2008. In the pre-visit period of 4 months, I exchanged information with the SIMPSON KOTZMAN, the Australian firm that provides similar services as ours. I was least fluent in English among the participants but tried my best. Visit-training in Australia was just for 3 weeks. However, I gained a lot of invaluable experiences.

### 2. Host Company Description

My host company "SIMPSON KOTZMAN" (herein after referred as SK) is a consulting firm in building engineering services in mechanical, electrical and ESD engineering fields. Their main works cover shopping centres, office buildings, large apartments and schools. SK has main office in Melbourne and branch office in Sydney whose staffs are around 30 to 40.

### 3. Content of Visit-training Program

#### 3-1. Training in Engineering Services

I was assigned to support lighting system design. Using standard design calculations, I assisted in designing lighting and Control systems.

#### 3-2.Site Visit

I visited construction site locating outside of Melbourne. Difference with Japan is that engineers can not conduct site supervision without the license named "RED CARD", which will be issued after safety training.

#### 3-3.Participation in seminars

During training, there was a seminar on BIM. 3D Design is important issue in Japan. I found that it has not yet introduced in Australia. Additionally, I participated in a seminar using lunch break which serves as a useful reference. I thought that efficient time management like this should be introduced in our company.



Site visit- Swimming pool enclosure



Internal seminar

#### 4. Capacity Building of Young Engineers

In the field of mechanical and electrical engineering, SK places importance in capacity building of young engineers in

- Communication skills,
- Early involvement of YEs in projects as good On-the-Job Training,
- Attend industry events, seminars, and
- Networking in education.

Method of training for young engineers seems almost the same in Japan and Australia. Regarding networking in Japan, we gain experience through projects not from preliminary education. System of building engineering services is different in every project in Japan. With this in mind that building engineering services in Australia keep consistency, thus well established.



Tram and City

#### 5. Life in Melbourne

Melbourne is the 2<sup>nd</sup> biggest city in Australia and old buildings are blended with modern and traditional buildings. There were many parks throughout the city with plenty of green spaces. The streets are built in grid lines and TRAMS run on main streets.

SK has friendly atmosphere. They communicate well and joke regardless of senior or young which was very impressive.

I was very surprised that many people left the office at 6 o'clock. On Friday, some of them start drinking from lunch!



SK's Young Engineers

I had opportunities of seeing animals indigenous to Australia with young engineers and enjoyed walking on nearby beach. I was invited to home party and enjoyed the gathering.

#### 6. Summary

Through the training, I could learn building engineering services in Australia.

In addition, I learnt their working style, time management and way of living. All of these, would be of valuable help in my life.

I would like to thank those who supported the training program; ACEA, AJCE, SIMPSON KOTZMAN and P.T.Morimura & Associates. I apologize for not able to fully respond to the training program due to my poor English.

I would like to express special appreciations again to all the staffs of SK for their heartfelt hospitality.



Enjoyable Home Party

AJCE Activity 2008

## Report of Official Function



**Tadashi Hasegawa**  
 YPEP2008 Trainee  
 Chodai Co., Ltd.

### Welcome Reception

After 10 hours of long flight from Narita to Sydney, trainees and mentors gathered at the ACEA main office in Sydney and welcome reception took place in the afternoon of 7<sup>th</sup> October.

At first, trainees were somewhat stiff in conversation because of fatigue after long flight, stress and language barrier. But cheerful mentors and Ms. Frances Lemon at ACEA made our stiff mind open up gradually.

We introduced ourselves. I initiated talking but felt nervous because of rather poor English.

After the reception, we moved to scenic restaurant in Sydney. It started with self-introduction, and then lunch with pizza and beer followed. Rare foodstuffs like crocodile, emu and kangaroo meat were on the pizza! They were much delicious beyond imagination. And some beers made us cheerful.



Lunch party

### Sydney Sightseeing

Before we moved to host companies, we had a short time to visit Sydney Opera House, locating in a harbor where we enjoy watching beautiful town and the Harbor Bridge.

While visiting the Opera House, we were impressed hearing about fascinating story about construction of the Opera House. Unfortunately, we could not take pictures inside because of stage preparation but it was very beautiful. A huge pipe organ surprised us.

Then we departed for host companies by airplane, car and other means.

### Farewell Party

After three weeks of training, trainees and mentors gathered at ACEA main office in Sydney again on 24<sup>th</sup> October.

At Young Summit (details: refer to another report), we made presentations regarding achievements made in the training program.



Inside of Sydney Opera House

After the Summit, we moved to farewell dinner at Thai restaurant facing the Sydney Harbor. Succeeding with exchange of opening addresses, trainees and mentors had pleasant drinking time. We all became congenial company after a full of stimulating conversation. Nobody could expect this at the welcome reception. Of course dishes were excellent!

### After Party

After dinner, we moved to bowling alleys and Karaoke party followed. Australian bowling alleys have different illumination and mood from those of Japanese. But once games have started, that was not a problem at all.

The games were really exciting. We were one family.

We went to Karaoke after bowling! We got slight culture shock. Not like in Japan, room was

illuminated in red and screen showed only letters. Japanese Karaoke rooms are softly lighted and letters on a screen come together with motion pictures.

We sung favorite songs and spirited up passionately.

The Karaoke singing was supposed to last for 1 hour, but the date has changed when we left there.

### Acknowledgment

I had a little hesitation at the beginning of the visit-training.

However, it was overwhelmed by super hospitality of everyone in host companies as well as ACEA. We felt quite safe and comfortable throughout the training and social programs.

I am profoundly grateful to the all mentors, members of ACEA especially Frances and AJCE staffs.



After young summit



Farewell dinner



Strike Bowling



Karaoke

## AJCE Activity 2008

# YPEP2008 Young Summit Report



**Hidechika Nakamura**  
YPEP2008 Trainee  
P.T.MORIMURA & ASSOCIATES, LTD

In the followings are brief summary on the Young Summit held on the last day of YPEP2008.

### 1. Agenda of Young Summit

DATE: Friday 24 October, 2008

Time Schedule:

- 2.00pm~ Opening address
- 2.10pm~ Presentation by Trainees & Discussion
- 3.20pm~ Afternoon Tea
- 3.35pm~ Presentation by Trainees & Discussion
- 5.00pm End

Venue: Meeting room, ACEA main office, Sydney

### 2. Contents of Young Summit

In the Young summit, there were 14 participants. They were 6 trainees, 6 young engineers from host companies and 2 ACEA staffs.

The contents of reports from trainees were different from the past because no specific topics were given by ACEA. Discussions were based on

the presentations regarding the training program. In addition, differences in the young professionals training program between Japan and Australia was selected as a topic.

### 3. Training Program

As the details of training programs are presented in the separate section, summary of the presentations and discussion are reported.

#### (1) Similarity in Training and Education

- On-the-Job Training
- Young engineers submit reports and have the opportunities to present in periodical seminars on technical and operational aspects.
- There are several educational programs such as " PDP and CPD " for professionals offered by the Institution of Engineers and Institution of Professional Engineers in Australia/ Japan. And similar programs by other organisations.
- Advanced or expertise engineering study in Universities



Young Summit Participants



Presentation by Mr. Yagami

**(2) Difference in Training and Education**

- The way of On-the-Job training. Senior engineers involve positively in the course of practices carried out by junior engineers when it is appropriate.
- The style of seminar is different from Japan considerably.
- Young professionals are encouraged to obtain Postgraduate degree, such as Master's degree.
- Networking is considered as important practice .

**4. Summary**

I observed that training programs for young

professionals in Australia are provided mainly by On-the-Job Training. The fundamental methodology and contents of training programs seem similar in Australia and Japan.

However, interaction between senior and junior professionals in Australia appeared much active than Japan. This also applies to implementation of training program for young professionals.

Furthermore, system of Networking in Australia seems far advanced than that of Japan.

I strongly feel that we should introduce this practice in Japan.



Presentation by Mr. Ishiyama



Presentation by Mr. Hasegawa



Presentation by Mr. Kai



Presentation by Mr. Morinaga



Memory of YPEP2008 in ACEA

## AJCE Activity 2008

# Round Table Discussion at YPEP 2008 Reporting Conference

### Yoshihisa ASADA

Professional Development Promotion Sub-Committee, AJCE  
Young Professional Group, AJCE



### 1. Introduction

The reporting meeting for the young professional exchange program (YPEP) between AJCE and ACE was held at the conference room of Oriental Consultants Co., Ltd. on 7<sup>th</sup> November, 2008. The main speakers were the six trainees who had received three months of pre-training before leaving for Australia and three weeks with the Australian host company from 6<sup>th</sup> October to 26 October. Another 20 young professionals also participated. The discussion covered: (a) an outline of YPEP activities, (b) reporting of the YPEP activities in 2008, (c) round table discussion and (d) introduction of FIDIC-YPF / AJCE-YPG activities.

|             |   |
|-------------|---|
| Date:       | 7 <sup>th</sup> November, 2008 (Friday)                                   |
| Venue:      | Oriental Consultants Co., Ltd.  |
| 13:30-13:35 | Opening remarks   |
| 13:35-13:45 | What is the YPEP?   |
| 13:45-15:05 | Reporting of YPEP 2008 (official events held, each trainee, Young Summit) |
| 15:05-15:20 | Tea break   |
| 15:20-17:15 | Round table discussion  |
| 17:15-17:25 | Introduction of FIDIC-YPF, AJCE-YPG                                       |
| 17:25-17:30 | Closing remarks   |
| 17:45-19:00 | Networking  |

This report presents details of the round table discussion.

As a part of agenda item (b), each trainee spoke about their experience from the training program and presented opinions on differences between

the consulting engineer professions in Australia and Japan with respect to processes and procedures, the working environment, and human resource development.

### 2. Topics of round table discussion

The round table discussion was designed as an opportunity to discuss the differences between Japan and Australia reported by the participants and their implications for the future professional development of young Japanese consulting engineers. The discussion topics were formulated by the core-members of the young professional group with reference to the trainee's requests. The table below shows the three selected discussion topics.

|         |   |
|---------|---|
| Topic 1 | Working style for consulting engineers in Australia                           |
| Topic 2 | Possibility for penetrating overseas markets by Japanese consulting engineers |
| Topic 3 | Relationships between consultants, clients and the public                     |

The discussion was proceeded by dividing into three groups and two trainees were allocated to each group, creating a dynamic atmosphere. Trainees were assigned to play the role of facilitating the discussion, compiling the points raised, and presenting the outcome to the whole group after the round table discussion.

The outcomes of the discussions on each topic were as follows.

#### Topic 1: Working Style of Australian consulting engineers

Topic 1 was guided by a presentation of trainee,

Mr. Masato Ishiyama, IDEA Consultants, Inc., then discussion involving all participants followed.

Mr. Ishiyama reported that the main characteristics of the working style in Australian consulting engineers are (a) they work less overtime, (b) they receive fewer phone calls from clients; quiet office environment helps to concentrate in work, and (c) there are more opportunities for networking in the consulting engineering industry outside of their company.

After his presentation, there were questions and opinions expressed by participants. A summary of this discussion is as follows.

| Opinion/Question  | Response from Trainee  |
|---|--|
| Is the reduced overtime reflected in the salary system?   | In Australia, although the salary system is not clear, monthly salaries were said to be about \$US3,500 for an engineer with 25 years experience, and house rent costs about \$US1,000. They certainly don't seem to have higher salaries, but they seem to have better quality of life.                                 |
| What are the differences between Australia and Japan with respect to on-the-job training (OJT)? | There are more tangible targets for training and evaluation system. For acquiring qualifications, the company provides the opportunity for technical experience and to allow them to submit training reports.  |
| What are the features of guidance provided by senior engineers?                                 | There is frequent checking of the younger engineer's work progress and outputs, and guidance given (though it sometimes feels like they are only being given tasks as a part of their normal duties, not for specific purpose of training). Young engineers are always encouraged to express their opinions in meetings. |

**Topic 2: Possibility of penetrating the overseas market by Japanese consulting engineers**

Topic 2 was formulated to discuss the possibility of Japanese consulting engineers entering into overseas markets and was conducted by group discussion. This topic seemed slightly abstract and broad, so a sub-title was adopted: "What kind of Japanese engineering expertise are superior to overseas?"

Discussion points

1. What kind of Japanese engineering expertise were recognized from their training that can be applied to overseas markets?
2. What are the advantages in technology, engineer's capability, or production systems?
3. What are the problems or challenges need to be overcome?

A summary of the group discussion is as follows.

- (1) What Japanese technologies can be proudly applied overseas?
  - High standard engineering expertise (e.g., anti-seismic technology) and keeping project time schedule in time.
  - Engineers with a broad engineering



Photo 1. Round Table Discussion

background and knowledge (in Australia many engineers can handle only their own field of specialization).

- High capability of solving problems (precise thinking, good concentration); however, weak on original thinking and creative ideas.
- (2) Advantages in technology, engineer's capability, or production systems.
    - When a Japanese company attempts to enter into overseas market, it would be appropriate to joint venture with Australian company.
    - Enhancement of sales requires technologies that do not exist in the target market.
    - Have to understand that possession of high technology alone does not guarantee high sales. Marketing efforts customized for the target country are essential for effective and efficient promotion.
    - Overseas projects normally require total project management.
  - (3) Problems or challenges that need to be overcome
    - Language skills, multi-cultural understanding and appropriate communication skills; all



Photo-2. Round Table Discussion

need to be improved as much as possible.

- We should study and be trained in project management for high-level engineering judgment.

**Topic 3: Relationships between Consultants, Clients and the Public**

Topic 3 dealt with issues and activities concerning the relationships with contractors, clients, and the public from the viewpoint of Japanese consultants.

A summary of the results of the group discussion is as follows.

1) Contractors - Clients Relationship

- The relationship between Japanese consulting engineers and their clients is like a relationship between an employer and an employee (possibly due to the history of the birth of consulting engineering in Japan).
- Australian consulting engineers have responsibility for whole projects, from design to construction; therefore, the industry has high status. Also, consultants have considerable flexibility to exercise judgment which is built into their contracts with clients.
- For example how much difference in the status of consulting engineers in Japan and other countries. In England, sometimes consulting engineers request research from private firm such as think-tank. Consulting engineers have superior role..

2) Relationship with Public

- In Australia, public relations activities by consulting engineering bodies are conducted frequently and by various methods (including visits to high schools). As a result, public gain higher awareness in the role of consulting engineers, similar to the awareness of doctors and lawyers.

Due to time limitations, the group discussions were allocated for only 30 minutes on each topic. However, participants raised many interesting points in lively discussions, which were much appreciated by the meeting organizers. One of the participants pointed out that this kind of information exchange between young

engineers can be extremely helpful for career planning.

At the end of the group discussion, one participant suggested that we young engineers should take the initiative to change the status of consulting engineers and our working environment. We should not expect or depend on clients and our companies to change the situation.

**3. Conclusion**

This discussion provided a precious opportunity for us to freely exchange opinions based on the experiences from YPEP 2008. Many thanks go to all participants. The exchange program provided a great opportunity for the trainees to compare circumstances in Australia and Japan. Participants had valuable experience in identifying the differences in culture and ways of practice and associated issues, presenting findings, and discussing them with other young Japanese engineers.

Hopefully, more in-depth analyses of the causes of the differences between the consulting engineer profession in Japan and other developed countries will be continued, thereby identifying directions and actions for improvement. The young professional group (YPG) in AJCE will continue to organize these kinds of opportunities for discussion and networking for young professionals.



Photo-3. YPEP 2008 Trainees and Participants (after the networking session)