



Building a better working world



Interim Professionals Service

EY Strategy and Consulting Co., Ltd.

Reskilling is the top people priority of the C-suite

Extreme shortages in high-demand skills expected by 2030.

The window of opportunity to reskill and upskill workers has become smaller in the newly constrained labor market.



125M

People in Japan

69M

Active Members of the Workforce

11M

Labor shortage by 2040

30th

Out of 38 OECD countries in workforce productivity

88%

Of companies in Japan are experiencing personnel shortage

60%

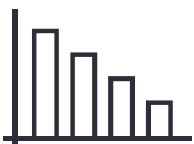
Of companies in Japan suffer from personnel shortage due to resignations

5%

Of employees are engaged vs. 20% in other G7 countries

65%

Of companies emphasize importance of digital skills



Declining workforce



Skill gaps



Slow and costly hiring process

Japan is facing an increasingly clear and present risk to our economic security due to its rapidly shrinking workforce, shaped by an aging population and declining birthdate. In-demand skills necessary to compete in a global economy are increasingly difficult for companies to source and employee engagement is at a record low.

Our Interim Professionals ("IP") practice builds a better working world for Japan's workforce with our next-generation talent platform. We are talent pioneers and mapmakers, using global best practices for talent attraction, development, and deployment to reconnect our independent consultants, our clients, and 11 million of Japan's Professionals with lifelong learning.

Leverage our Interim Professionals services to your benefit

Challenges

- Sudden personnel departures leave departments with a lack of highly skilled staff
- Untrained staff and skill gaps to execute on business strategy and projects
- High cost of attracting, hiring and training
- Increased burden on HR as the business scales
- High risks of legal disputes and conflicts caused by rigid labor laws

Business Impact

- Speed: fast turnaround and proposal of independent consultants within 48 hours
- Qualified independent consultants: More than 50 skills assessed for match
- Value: The right skills at the right time, more affordable than traditional secondment options
- End-to-end talent solution: Optimizing performance from Selection to Onboarding to Offboarding
- EY Integrity: More than 20 years of service in Japan delivering sustainable transformation to clients

Supporting Our Client's Success with Interim Professionals' Holistic Resource Solutions

Success Story ①



Client

A leading luxury confectionary manufacturer with a long history of tradition in producing premium chocolates. Our client boasts about 100 shops around the world.



Project

Expansion of retail operations into the Japanese market to navigate the local regulatory compliance, supply chain setup, financial cost analysis, and understanding cultural nuances.



Proposal

We introduced an interim manager based in Tokyo to ensure smooth coordination between global executives and local personnel. The interim manager is the acting consultant in place liaising business operations on-site and this laid the groundwork for the successful launch of the client's retail stores in Japan.

Success Story ②



Client

A global energy and chemical company which develops next-generation technologies and strengthens energy security.



Project

The unexpected retirement of a key member of the accounting & finance team brought additional pressure to the team that had already been working at maximum capacity.



Proposal

We assigned a USCPA consultant to facilitate a smooth handover during a critical transition phase from the previous incumbent. Our consultant also identified areas of improvement to reduce the overall workload on the team and supported the business until the successor was identified. Once the successor joined, our consultant enabled the smooth onboarding and handover through proper documentation as the last part of the assignment.

Contact

If you have any questions or comments about our services, you can find our contact details below.



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EY | Building a better working world

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Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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About EY's Consulting Services

In Consulting, we are building a better working world by transforming businesses through the power of people, technology and innovation. It's our ambition to become the world's leading transformation consultants. The diversity and skills of our 70,000+ people will help EY clients realize transformation by putting humans at the center, delivering technology at speed and leveraging innovation at scale. These core drivers of 'Transformation Realized' will create long-term value for people, clients and society. For more information about our Consulting organization, please visit ey.com/en_jp/consulting.

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