
2023 NTT GROUP SUSTAINABILITY CONFERENCE
Realization of an Inclusive Society through the
Employment of People with Disabilities and the DX (Digital
Transformation) of Regional Companies

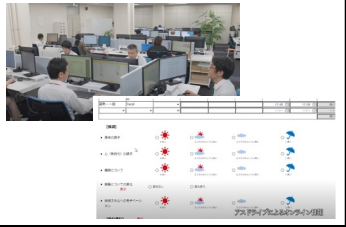


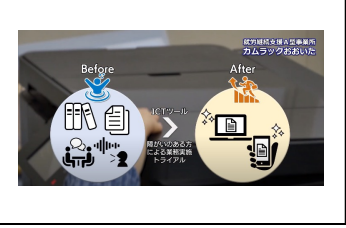



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NO	scene	English	Time
1		<p>Oita Prefecture is known as the Onsen(hot spring) Prefecture, where many people visit.</p>	00:00
2		<p>As represented by Japan Sun Industries, which opened in 1965, and Oita International Wheelchair Marathon with a history of over 40 years,</p>	00:06
3		<p>Oita is a pioneer prefecture in Japan, aiming to create a society where people with disabilities can enrich their work and lives.</p>	00:16
4		<p>In 2018, through the ICT Collaboration Agreement concluded between NTT West and Oita City, starting with the digitalized Oita Accessibility MAP and</p>	00:25
5		<p>Kokoro No Barrier-free Training to detect barriers within the city, we have been promoting the realization of an inclusive society.</p>	00:38
6		<p>Realization of an Inclusive Society through the Employment of People with Disabilities and the DX (Digital Transformation) of Regional Companies</p>	00:47
7		<p>Since the ICT Collaboration Agreement, I have found through various activities that many people with disabilities feel the same desire to work and contribute to society as we do.</p>	00:51


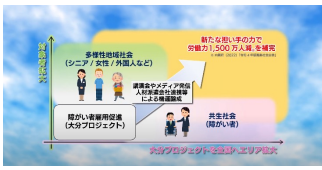

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NO	scene	English	Time
1		<p>Meanwhile, a lack of workforce in regional areas is a severe issue, and the urgent issue is to improve business efficiency. As an initiative to address these two issues, we are aiming to establish a business cooperative.</p>	01:02
2		<p>Here in Oita, we have been engaged in initiatives to realize an inclusive society where all people, regardless of with or without disabilities, support each other as a pioneer city of sustainability.</p>	01:15
3		<p>When I worked in the Disability Welfare Division of Oita City in 2018, we promoted the development of a disabled people-friendly city, for example, by creating an accessibility map through the ICT Collaboration Agreement with NTT West.</p>	01:24
4		<p>NTT West has expertise not only in ICT utilization but also in the employment of people with disabilities at their special subsidiary company. We thought that if our company, local companies, and NTT West worked together, we could work on solving a local problem: expanding employment for people with disabilities and eliminating workforce shortages.</p>	01:37
5		<p>A lack of workforce and digital transformation are urgent concerns in Japan, especially for companies in local cities.</p>	01:57
6		<p>The solution to these issues is the realization of an inclusive society through the employment of people with disabilities and companies' digital transformation by working with local companies.</p>	02:07
7		<p>NTT Lucent makes efforts to create a working environment where people with disabilities can thrive and continue working.</p>	02:18

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1		<p>For example, when hiring people, we minimize the mismatch with them by spending more time on a workplace experience and considering them to maximize individual abilities and strengths after employment. We also check on their individuals' work, health, and mental statuses on a timely basis utilizing our unique system, Asudrive.</p>	02:28
2		<p>Such assistance related to employee retention and growth can largely contribute to promoting this activity.</p>	02:50
3		<p>A trial was implemented at five supporting companies in December 2022.</p>	02:59
4		<p>They digitalized a large volume of paper media, including contracts using ICT products provided by NTT West. Also, they transcribed voice data into text including meetings to drive operational efficiency.</p>	03:05
5		<p>In addition, it was proved that using know-how from NTT West's special subsidiary company Lucent allows the company to solve the issue of the lack of a workforce and the promotion of digital transformation, and that ICT can support the employment of people with disabilities.</p>	03:21
6		<p>As we were facing issues on both digital transformation of business operations and employment of people with disabilities, the idea of establishing a business cooperative was the perfect solution. In the trial, NTT West helped us to digitalize contracts originally stored in paper form.</p>	03:37
7		<p>The addition of information, such as the name of the contract and the date of the contract, made it easy to search and manage. Digital transformation of operations, one of our issues, has made a step forward. I am confident that this activity will improve awareness of diversity promotion.</p>	03:50

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NO	scene	English	Time
1		<p>In order to expand the opportunities for people with disabilities to play an active role, we are considering various potentials for business growth, such as the establishment of new business cooperatives, application of the framework to the existing business cooperative, and support for individual companies, etc..</p>	04:05
2		<p>Also, we are aiming to allow everyone including not only people with disabilities but also elderly people, women, and foreigners to work in ways they like, and create opportunities for diverse human resources to play an active role that results in the resolution to any workforce shortages.</p>	04:20
3		<p>The NTT West Group will endeavor to realize an affluent society where everyone, regardless of with or without disabilities, can live and work with a smile utilizing ICT.</p>	04:36
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