

Learning the Basics of Infrastructure Setup

Sato Kogyo and Institute of Technology of Cambodia have started 2nd Japan Internship

SATO KOGYO CO., LTD.

Sato Kogyo Co., Ltd. has accepted three interns from the Institute of Technology of Cambodia (ITC), with which it has signed a memorandum of understanding on educational cooperation, and they began their training on February 18.

Overview of the Internship Program

The second term of this internship is a 13-week program held at the Technical Center SOU, where staff from technical departments and civil engineers from field assignments serve as instructors. The program is intended for 5th-year civil engineering students of ITC. Through hands-on work experience in Japan, students aim to acquire the knowledge and skills necessary for construction projects and learn the fundamentals of infrastructure development.

The main curriculum of the internship includes:

- ◆ Contract management
- ◆ Budget management and budget implementation reports
- ◆ Construction management (quality control, as-built control, as-built schedule control),
- ◆ Surveying, BIM/CIM, civil engineering design, and research and development
- ◆ ICT applications
- ◆ On-site training (open-cut construction and mountain tunnel construction)

Additionally, this internship program is recognized as part of the academic curriculum at ITC.

Company Initiatives for Global Talent Development

Our company has been operating in Southeast Asia for over 50 years, consistently seeking talented individuals from both Japan and abroad who can succeed on a global stage. Currently, Japan's construction industry faces significant challenges, including a decline in the number of construction workers. In response, industry-wide efforts are being made to attract more people to the field by enhancing its appeal. Additionally, recruiting skilled talent from overseas is seen as a valuable solution to address these challenges. With this in mind, our company recognized the need to broaden our global perspective.

Based on the areas where we operate, we have considered collaborating with overseas universities and, in July 2024, signed a memorandum of understanding with ITC regarding educational partnership. In February 2025, we conducted the first session of the internship program, and of the four participants, two joined the company in October 2025. We have continued this program, and it has now reached its second session.

In this plan, the opinions of previous participants have also been reflected. The curriculum has been designed to promote better understanding by taking into account the relationship between construction management and design. Through this internship program, we aim to help students gain practical experience, support their career development, and reduce the risk of job mismatches after graduation.

Within our company, we believe that interaction with motivated international students who are interested in Japan will foster a deeper understanding of diverse values, enhancing creativity and driving innovation. Such engagement will not only strengthen our competitive edge but also contribute to attracting outstanding talent. We are confident that these efforts will support our company's sustainable growth.

※ Institute of Technology of Cambodia

Abbreviation : ITC

Founded : 1964

Address : Russian Federation Boulevard, Sangkat, Toek leak 1, Khan Tuolkok Phnom Penh

※※ Four 5th year students of ITC Engineer Program participated as intern



Classroom-style learning in the conference room



Tour of the full-scale tunnel experiment facility ①



Tour of the full-scale tunnel experiment facility ②



Tour of the full-scale tunnel experiment facility ③