**Part II – How to Man the Helm—On Where Our Journey Goes**

1. Towards Our Future

As of 2025, Japan’s population growth rate is -0.5%, according to Worldometer. This demographic decline is expected to reduce the number of young professionals entering software and hardware engineering in the future. ~~Former DTPH President—and now Chairman—Jim-san emphasized the importance of leveraging professionals in the Philippines~~. Facing the inevitable challenge of declining population in Japan, President Gabby-san advocates the strengthening of recruitment activities in DTPH, and creating an environment for hired professionals engaging in the long run. Moreover, President Gabby-san aims to enhance our systems, education, and training programs that will contribute to the society and build our own careers.

*“We will also provide opportunities to participate in projects that connect not only the Philippines but also the DN group’s countries, aiming to create a workplace where engineers can grow and feel fulfilled.”*

*—President Gabby*

He believes that through the active engagement of Filipino talents, it may be one of the solutions in addressing the shortage of workforce in Japan—especially, in software and hardware engineering fields.

When it comes to global competitions in the realm of advanced technology, having a promising career aligned with providing innovative solutions and driving progress is rewarding for an individual. As a DTPH Engineer, you might wonder, *how can a DTPH Engineer be recognized as a competent professional in a global standard?* For Pres. Gabby-san, utilizing AI and other cutting-edge technologies will greatly contribute to the competence of a DTPH Engineer. In addition, he remarked that Filipino Engineers has a significant advantage since Filipino’s have a strong English skill. Most of the information of new technologies are available in English; therefore, taking advantage of this strength makes DTPH engineers one step ahead. Hence, DTPH actively provides opportunity for DTPH engineers to maximize new technologies such as using AI. Besides, Pres. Gabby-san puts an effort in disseminating the results of our efforts both within and outside the DN group, thereby improving our overall presence.

2. Towards Continuous Innovation

To Pres. Gabby-san, *Fusion* is a combination of two different culture—the Philippines and Japan—into one harmonious entity that shares a common goal of breaking barriers to foster long-lasting, meaningful human relationships, and mutual respect that transcends countries and customs. For him, fusion plays a crucial role in enhancing collaboration. It makes each member express their opinion freely and can enhance their expertise through collaborating with colleagues with diverse values and experiences.

*“We believe Fusion plays a major role as a platform for individual growth and team unity.”*

*—President Gabby*

Having this kind of opportunity, what should DTPH talent look forward to? According to Pres. Gabby-san, *“By working with people from diverse backgrounds across nationalities, cultures, and departments, DTPH talents gain a global perspective and new ideas. In addition, by building relationships and networks through projects, DTPH talents have the potential to advance their careers and participate in international projects. We believe Fusion is a platform that offers diverse opportunities and an environment where DTPH talents can maximize their potential and grow.”*

3. Towards Pioneering of Cutting-Edge Technology

Toyota is already stepping up the game by unveiling innovative technologies that redefine the driving experience such as pushing Liquid Hydrogen in motorsport and introducing FCEV in the market. Through this effort, the perspective of Pres. Gabby-san towards the bold move of Toyota is that through its trailblazing ideas in providing life-changing experience that will meet the needs of a changing society, it tackles challenges such as energy supply, driving range, and refueling speed, while expanding mobility choices for society.

Gearing towards the increasing demand of smart automobile especially in the Advanced Driver Assistance Systems (ADAS), Pres. Gabby-san ensures that DTPH talents have the opportunity to propel the development of leading-edge—ADAS and autonomous driving—technologies by actively participating in initial model development projects. By means of these efforts, it allows DTPH talents to be heavily invested in process design and quality control as a precursor to mass production.

*~~“We believe that DTPH talents’ involvement in diverse projects leads to individual growth and contributes to improving the technological capabilities of the entire company and creating new innovations.”~~*

Through the integration of the Software and Hardware divisions, DTPH strengthens collaboration across diverse areas of expertise. President Gabby-san explains, *“In the short term, we will promote the use of DX to improve the efficiency of hardware work, thereby strengthening the foundation for collaboration with software and hardware division. In the long term, we aim to build an integrated software-hardware development system within DTPH, similar to that promoted by DTJP, and to promote product development in an organization that combines the expertise of both fields.”*

4. Towards Environment and Community

DTPH is well-recognized for driving positive change in both the environment and community. As for Pres. Gabby-san, he will sustain projects that directly contribute to the Philippine society, such as the Jeepney Project and Smart Agri. Through these initiatives, it gives him a strong sense of connection with the local community and the environment. *“I find them very rewarding and inspiring,”* he said.

To be continued…

**Reference:**

**https://www.worldometers.info/world-population/japan-population/**