

Current state, issues, and directionality of capacity building of human resource in Area 1 Hagi

Preconditions: Hagi City is the chief manager of Hagi Reverberatory Furnace, Ebisugahana Shipyard, Ohitayama Tataro Iron Works, and Hagi Castle Town. Shoin Shrine (a religious organization) performs that role for Shokasonjuku Academy.

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component parts	<ul style="list-style-type: none"> Subsequent to World Heritage inscription, Hagi City conducted two training sessions on conservation and management of the component parts for each of their owners and chief managers. 	<ul style="list-style-type: none"> As chief managers of the component parts, Hagi City and Shoin Shrine (a religious organization) are responsible for leading development project in the buffer zone to be appropriate for conservation and management for the relevant component parts while properly engaging in management, including for changing current state within the component parts. The city's Cultural Property Protection Division therefore needs to share information and communicate certainly with local departments of the Government of Japan in Yamaguchi Prefecture and the development departments of the Yamaguchi Prefectural Government and Hagi City. It is necessary to maintain and reinforce the structure of the Cultural Property Protection Division of the Hagi municipal office and enhance staff skills, tasks for restoration and public utilization will be largely concentrated during the next 10 years. The city will need to secure sufficient experts, especially for conservation and surveys for historic buildings and excavation surveys for archaeological remains, in view of the quality and quantity of future works. 	<ul style="list-style-type: none"> As a supervisory unit for the World Heritage protection, Hagi City's Cultural Property Protection Division will ensure that there are no detriment to the component parts and their environs owing to changes to their current states and development in areas that include the buffer zones. It will do so by inviting World Heritage experts or officials from the Cabinet Secretariat and other entities as lecturers in regularly holding conservation and management training sessions for all stakeholder and staffer levels of the local departments of the Government of Japan and Yamaguchi Prefectural Government and Hagi City officials who are involved in the conservation and management works of the component parts. Secure personnel, including the experts in charge of conservation and management of historic buildings and excavation survey, and enhance human resources, including for personnel dispatched from related agencies, such as Yamaguchi Prefectural Government. For personnel engaged in protecting heritage property to acquire more advanced knowledge and skills, allocate budgets that enable them to participate in training sessions prepared by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution or other specialist institutions.
b) People performing administrative tasks (designated administrators and other managers) at the component parts	<ul style="list-style-type: none"> Hagi City has not assigned people performing administrative tasks (designated administrators and other managers) for each of the component parts in the Area 1, Hagi. 	<p>None in particular.</p>	<p>None in particular.</p>
c) People undertaking routine maintenance, including cleaning and repairs, at the component parts	<ul style="list-style-type: none"> Yet to be implemented. 	<ul style="list-style-type: none"> Local guides currently undertake daily cleaning for the component parts. Although they have been trained as tourist guides, these people have received no training in-site conservation and management. 	<ul style="list-style-type: none"> Ensure that those engaging in daily cleaning also attend the regular conservation and management training sessions of Hagi City's Cultural Property Protection Division to acquire knowledge about such tasks and enhance their capacity buildings.
d) People permanently engaged in guidance work at the component parts	<ul style="list-style-type: none"> Subsequent to World Heritage inscription, there were four training sessions relating to the Sites of Japan's Meiji Industrial Revolution for people permanently engaged in guidance work. 	<ul style="list-style-type: none"> Most guides are retirees in their 60s and 70s, and there are concerns that the number will decline. Visitors have started to ask for explanations about the positioning of each component part in the overall context of the Sites of Japan's Meiji Industrial Revolution and the connections to the component parts in other Areas. Although overall seminars about the Sites of Japan's Meiji Industrial Revolution were held subsequent to the World Heritage inscription, these were insufficient for guides to digest all the knowledge and use it effectively in their work. 	<ul style="list-style-type: none"> Hagi City will hold regular seminars on the Sites of Japan's Meiji Industrial Revolution and other courses that include visiting the component parts in other Areas to develop new guides by helping them to acquire the knowledge they need to guide and explain things to visitors and enhance their capacity buildings.

Current state, issues, and directionality of capacity building of human resource in Area 2 Kagoshima

Preconditions: Eight people from Kagoshima City, 58 from Shimadzu Limited, and approximately 30 from Partnership Council for Modern Industrial Heritage Sites in Kagoshima

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component parts	<ul style="list-style-type: none"> ● Kagoshima City encourages municipal workers in relevant departments and agencies to participate in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. The goal of the session is for relevant local public officers to share common knowledge overall about the Sites of Japan's Meiji Industrial Revolution, Outstanding Universal Value, and its conservation and management mechanisms. ● The private business that owns the component parts has already conducted training sessions twice after World Heritage inscription for those in charge of Shuseikan's operation and maintenance and the management of Sengan-en, to publicize the World Heritage overview and value. 	<ul style="list-style-type: none"> ● Ongoing training opportunities are necessary for Kagoshima City and the private business that owns the component parts to undertake conservation and management works and publicly use for the component parts based on proper World Heritage knowledge. 	<ul style="list-style-type: none"> ● Kagoshima City will continue to encourage its relevant officers to participate in the training sessions that are organized by the World Heritage Council for the Sites of Japan's Industrial Revolution aiming at capacity building of those officers in the field of conservation and management mechanisms of the World Heritage property. ● The private business that owns component parts will continue to conduct training sessions to share information about the overview of the World Heritage property, its Outstanding Universal Value, and ideal maintenance and management practices among those undertaking Shuseikan operations and maintenance and management of Sengan-en.
b) People performing administrative tasks (designated administrators and other managers) at the component parts	<ul style="list-style-type: none"> ● In reality, there are almost no opportunities for local businesses commissioned to manage the Component parts to acquire some degree of World Heritage expertise and skills. 	<ul style="list-style-type: none"> ● There is a need to provide opportunities for businesses managing the component parts to receive expert instruction on enhancing their World Heritage expertise. 	<ul style="list-style-type: none"> ● The Shuseikan Area Conservation Council, of which secretariat is Kagoshima City, will provide opportunities to businesses managing the component parts to learn about the overview of the property, its contribution to the Outstanding Universal Value, and ideal maintenance and management practices from the World Heritage perspective, such as by inviting experts to deliver lectures.
c) People undertaking routine maintenance, including cleaning and repairs, at the component parts	<ul style="list-style-type: none"> ● In reality, there are almost no opportunities for those directly engaging in cleaning, repairs, and other daily maintenance and management tasks at the component parts to acquire some degree of World Heritage expertise and skills. 	<ul style="list-style-type: none"> ● Regular instructions by experts are necessary so that the operators who daily manage and maintain the component parts can draw on World Heritage knowledge in their work. 	<ul style="list-style-type: none"> ● The Shuseikan Conservation Council, of which secretariat is Kagoshima City, will provide opportunities to the operators who daily manage and maintain the component parts to learn about the overview of the property, its contribution to the Outstanding Universal Value, and ideal maintenance and management practices from the World Heritage perspective, such as by inviting experts to deliver lectures.
d) People permanently engaged in guidance work at the component parts	<ul style="list-style-type: none"> ● The Kagoshima Convention and Visitors Bureau, Partnership Council for Modern Industrial Heritage Sites in Kagoshima and other entities are conducting training sessions on World Heritage overview and how to deal with foreign tourists for volunteer guides, hotel employees, and other tourism personnel. ● As a result of these and other initiatives, certain numbers of trained tourism personnel are available to explain the component parts to visitors. Personnel numbers are limited, however, and few can explain relationships with other component parts of the Sites of Japan's Meiji Industrial Revolution. 	<ul style="list-style-type: none"> ● Regular instructions by experts are needed for tourism personnel to engage in guidance work at the component parts to acquire sufficient World Heritage knowledge for their work. ● To accommodate visitors with more guides in the future, ongoing initiatives are needed to deepen the understanding and interest among more citizens about the component parts. 	<ul style="list-style-type: none"> ● The World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and other entities will produce training materials for capacity building and conduct training sessions on the Outstanding Universal Value as a World Heritage property, historical stories about each industrial field, technologies for posterity, and other information, for tourist guides and other relevant component parts stakeholders. The Council will also make training materials available on its website. ● Such organizations as the Kagoshima Convention and Visitors Bureau and the Partnership Council for Modern Industrial Heritage Sites in Kagoshima will continue conducting training sessions for volunteer guides, hotel employees, and other tourism personnel to share knowledge about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution. Both organizations will also encourage volunteer guides and other personnel to participate in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and use training materials that the Council in question prepared. ● In line with the "Kagoshima Modern Industrial Heritage Cooperation Action Plan" established by the Partnership Council for Modern Industrial Heritage Sites in Kagoshima, foster activities to increase public awareness about the Sites of Japan's Meiji Industrial Revolution through classes at elementary and junior high schools, training sessions for teachers, and courses for citizens, cultivating and expanding the pool of hospitality personnel.

Current state, issues, and directionality of capacity building of human resource in Area 3 Nirayama

Preconditions:

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component part	<p>● Izunokuni City World Heritage personnel take part in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to enhance capacity building for conservation and management. Participants endeavor to share their knowledge with colleagues.</p>	<p>● Izunokuni City needs to promote capacity building initiatives for human resource (skill developments) to ensure a consistent approach for all stakeholders involved in daily conservation and management of the component part and enhancement of understanding of the Outstanding Universal Value of the property as a whole.</p>	<p>● Izunokuni City will plan and conduct training sessions for municipal employees through experts lecture about implementation and operations of the projects for restoration and public utilization of the component part and the advanced case studies and other tools.</p>
b) People performing administrative tasks (designated administrators and other managers) at the component part	<p>● Izunokuni City has not assigned people performing administrative tasks (designated and other managers) for the Nirayama Reverberatory Furnaces.</p>	<p>None in particular.</p>	<p>None in particular.</p>
c) People undertaking routine maintenance, including cleaning and repairs, at the component part	<p>● Izunokuni City World Heritage personnel take part in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to enhance capacity building for conservation and management. Participants endeavor to share the knowledge with colleagues of the city after training.</p>	<p>● Izunokuni City needs to promote capacity building initiatives for human resource (skill developments) to ensure a consistent approach for all stakeholders involved in daily conservation and management of the component part and enhancement of understanding of the Outstanding Universal Value of the property as a whole.</p>	<p>● Izunokuni City will plan and conduct training sessions for municipal employees through experts lecture about implementation and operations of the projects for conservation, restoration, presentation and public utilization of the component part and the advanced case studies and other tools.</p>
d) People permanently engaged in guidance work at the component part	<p>● There are around 70 Japanese and foreign language guides, but they are all aging.</p> <p>● Local guides at Nirayama Reverberatory Furnaces participate in annual training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to enhance their skills. After training, participants endeavor to share their knowledge with members of the Nirayama Reverberatory Furnaces local guide organization.</p>	<p>● Izunokuni City needs to improve the skills of guides by collaborating with the guide organization and to address guide aging.</p>	<p>● Izunokuni City will provide specialized knowledge communication and educational opportunities for interested citizens to improve skill of and address the aging of guides. It will also undertake public awareness initiatives relating to World Heritage component part and the associated heritage sites in the community and at schools and other places to encourage people to become guides and make the community more supportive of tourism.</p>

Current state, issues, and directionality of capacity building of human resource in Area 4 Kamaishi

Preconditions: Eight people from Kamaishi City (six from the Department of World Heritage, with four of them working concurrently in other areas and five people responsible for cultural properties at the Administrative Division of the Board of Education of Kamaishi City, three working concurrently in other areas)

Type of personnel	Current state (capacity building measures taken to this day)	ISSUES	Directions
a) Owners and chief managers of the component part	<ul style="list-style-type: none"> ● Kamaishi City encourages municipal workers in relevant departments and agencies to participate in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. The goal of the session is for relevant local public officers to share common knowledge overall about the Sites of Japan's Meiji Industrial Revolution, the Outstanding Universal Value, and its conservation and management mechanisms. ● Kamaishi City requires workers from two component part owners to accompany municipal workers to site explorations and other activities to promote understanding about the overview and Outstanding Universal Value of the World Heritage property. Those owners are the Sanriku-Chubu District Forest Office of the Forestry Agency and Kamaishi Kozan Co., Ltd., a subsidiary of Nittetsu Mining Co., Ltd. ● Kamaishi City has not assigned people performing administrative tasks (designated and other managers) for the Hashino Iron Mining and Smelting Site. 	<ul style="list-style-type: none"> ● Kamaishi City faces a shortage of municipal workers. This is due to increased workloads relating to projects to restore damage by Great East Japan Earthquake of 2011 and a 2016 typhoon. ● Because of personnel reshuffles, declining understanding about the World Heritage property has become a concern for Kamaishi City and the Sanriku-Chubu District Forest Office of the Forestry Agency. 	<ul style="list-style-type: none"> ● Kamaishi City will train new staffs. ● Kamaishi City will enhance a common awareness about preservation, notably through gatherings of the Kamaishi Conservation Council.
b) People performing administrative tasks (designated administrators and other managers) at the component part	<ul style="list-style-type: none"> ● Kamaishi City has not assigned people performing administrative tasks (designated and other managers) for the Hashino Iron Mining and Smelting Site. 	<p>None in particular.</p>	<p>None in particular.</p>
c) People undertaking routine maintenance, including cleaning and repairs, at the component part	<ul style="list-style-type: none"> ● Kamaishi City commissioned around 10 members of the Hashino Town Promotion Association, taking turns so two at a time manage the information center. All association members take part in management, including to weed at and around the Hashino Iron Mining and Smelting Site four-times a year. ● To acquire certain levels of specialized knowledge about the World Heritage property and response capabilities, Kamaishi City is encouraging members of the Hashino Town Promotion Association to participate in guide training sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and in an annual course run by municipal workers. 	<ul style="list-style-type: none"> ● In general, retired members of the Hashino Town Promotion Association over the age of 60 are involved in maintenance and management of the component part. The aging of members reflects depopulation. 	<ul style="list-style-type: none"> ● Kamaishi City will seek financial resources for managing the Hashino Iron Mining and Smelting Site, so people can make a living from the work. ● Kamaishi City will continue to encourage Hashino Town Promotion Association members to participate in guide training sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and an annual course held by the municipal workers.
d) People permanently engaged in guidance work at the component part	<ul style="list-style-type: none"> ● Kamaishi City has commissioned members of the Kamaishi Tourist Volunteer Guides Association as volunteer guides for tourists, with one permanently stationed. ● Only one person belonging to the Kamaishi Tourist Volunteer Guides Association is permanently stationed and cannot handle sudden visitors as the person guides people around at regular intervals. ● The Kamaishi Tourist Volunteer Guides Association holds training sessions once a month, and endeavors to disseminate information on the history of Iron in Kamaishi, including at the Hashino Iron Mining and Smelting Site. The association participates in training for guides sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. 	<ul style="list-style-type: none"> ● Many members of the Kamaishi Tourist Volunteer Guides Association are after retirement, so the membership is aging. ● Because there is an excessive desire to disseminate information about Kamaishi, the needs of visitors are not always met (there is a need to correct the disparity between knowledge and what tourists want to know). 	<ul style="list-style-type: none"> ● Kamaishi City will seek financial resources for managing the Hashino Iron Mining and Smelting Site, so people can make a living from the work. ● As well as providing guide training, endeavor to hold tourist hospitality classes. ● The Kamaishi Tourist Volunteer Guides Association will continue to conduct monthly training for members. ● Kamaishi City will continue to encourage members of the Kamaishi Tourist Volunteer Guides Association to participate in training for guides sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution.

Current state, issues, and directionality of capacity building of human resource in Area 5 Saga

Prerequisites: Saga City manages the Mietsu Naval Dock on a daily basis. The Construction Department's south construction office looks after the park, the Agriculture, Forestry, and Fisheries Department's Fisheries Division oversees the fishing port, and the Board of Education's Cultural Promotion Division looks after the National Historic Site. The Planning and Liaison Department's Mietsu World Heritage Division is in charge of conservation and management of the World Heritage component part. The Tsunetami Sano Memorial Museum (whose administrative remit includes the Social Education Division of the Board of Education) draws on volunteer staff to act as guides for history and also uses children as guides to show people around the Museum and areas designated as a National Historic Site and provide commentary.

Type of personnel	Current state (capacity building measures taken to this day)	ISSUES	Directions
a) Owners and chief managers of the component part	<ul style="list-style-type: none"> ● Saga City manages the Mietsu Naval Dock. It endeavors to share information and collaborate with related departments under the "Municipal Office Liaison Meetings for Conservation, Presentation, and Utilization of Mietsu Naval Dock". ● Saga Conservation Council comprises national and related local governments organizations, owners of the component part, and local communities. It endeavors to share information and collaborate in conservation and management of Mietsu Naval Dock. ● Staffers from Saga City's Mietsu World Heritage Division participate in the semiannual training sessions for conservation and management that are organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to accumulate knowledge and information. 	<ul style="list-style-type: none"> ● By offering training courses, seminars, and other opportunities, it is important to ensure that Saga City personnel in relevant departments understand the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution as a whole and the positioning of Mietsu Naval Dock therein while enhancing their knowledge so that they can appropriately undertake conservation and management of the component part. ● It is necessary for the personnel of Saga City's Mietsu World Heritage Division to undertake conservation and management of Mietsu Naval Dock while closely collaborating and liaising with relevant departments and striving to improve their skills so that they can properly operate the Saga Conservation Council. ● The Mietsu World Heritage Division of Saga City needs to hold regular training sessions to amass and share information on conservation and management of Mietsu Naval Dock and to produce conservation and management manuals for the relevant municipal office departments that daily undertake maintenance of Mietsu Naval Dock. 	<ul style="list-style-type: none"> ● The Mietsu World Heritage Division of Saga City will hold training sessions for the staff of related departments involved in conservation and management of Mietsu Naval Dock to foster understanding about the Outstanding Universal Value of the Site of Japan's Meiji Industrial Revolution overall and the positioning of Mietsu Naval Dock therein and encourage ideal conservation and management practices. ● By holding Saga Conservation Council meetings and the Municipal Office Liaison Meeting for Conservation, Restoration, Presentation, and Public Utilization of Mietsu Naval Dock, the Mietsu World Heritage Division of Saga City will pursue close collaboration and information sharing between the relevant authorities. ● Personnel from Saga City's Mietsu World Heritage Division and relevant departments of the municipality will participate in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. ● The Mietsu World Heritage Division of Saga City will produce conservation and management manuals to share among the relevant authorities. It will also use manuals in training sessions for relevant municipal office departments that conduct daily management.
b) People performing administrative tasks (designated administrators and other managers) at the component part	<ul style="list-style-type: none"> ● Saga City has not assigned people performing administrative tasks (designated and other managers) for Mietsu Naval Dock. 	<p>None in particular.</p>	<p>None in particular.</p>
c) People undertaking routine maintenance, including cleaning and repairs, at the component part	<ul style="list-style-type: none"> ● There is no current training for those undertaking routine maintenance, including cleaning and repairs, at the component part. 	<ul style="list-style-type: none"> ● To maintain the Mietsu Naval Dock environs in good conditions in terms of a World Heritage component part, those undertaking routine maintenance, including cleaning and repairs, at the component part need to properly understand the positioning of Mietsu Naval Dock in the Outstanding Universal Value. 	<ul style="list-style-type: none"> ● Relevant municipal departments involved in daily management will use manuals to ensure ideal practices for those undertaking routine maintenance, including cleaning and restoration, at Mietsu Naval Dock.
d) People permanently engaged in guidance work at the component part	<ul style="list-style-type: none"> ● Several times a year at Tsunetami Sano Memorial Museum adjacent to Mietsu Naval Dock, Saga City's Mietsu World Heritage division and Social Education Division hold training seminars for local volunteer guides, museum employees, and other volunteers. The seminars convey the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution and the positioning of Mietsu Naval Dock therein and explain how to deal with visitors. ● Saga City's Mietsu World Heritage Division encourages local volunteer guides at Mietsu Naval Dock to participate in guide training sessions by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. At the same time, it encourages them to engage with guides for other component parts. ● Saga City's Mietsu World Heritage Division and the Tsunetami Sano Memorial Museum conduct training courses for new entrants to increase the number of volunteer guides. 	<ul style="list-style-type: none"> ● There is a need to expand the guide system and secure new guides to ensure that activities are sustainable. ● It would be ideal to create an environment that is more attractive for volunteer guides and create a more extensive and more robust training and operational system of guides for improving their quality. ● It is necessary to enhance training for local volunteer guides, employees of Tsunetami Sano Memorial Museum, and other volunteers to convey correct and comprehensible information about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution and the positioning of Mietsu Naval Dock therein. 	<ul style="list-style-type: none"> ● Saga City's Mietsu World Heritage Division and the Tsunetami Sano Memorial Museum will continue to operate a training program for volunteer guides, museum employees, and other volunteers. The program encompasses attuning guides to match visitor understanding levels and provide desirable responses. ● Use guide manuals produced by the Saga City's Mietsu World Heritage Division for the above program including training sessions and update the manuals as needed. ● As well as recruiting volunteer guides, Saga City's Mietsu World Heritage Division and the Tsunetami Sano Memorial Museum will create an environment that is conducive to sustainable volunteer guide work by providing training and other support.

Current state, issues, and directionality of capacity building of human resource in Area 6 Nagasaki

Preconditions:

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
<p>a) Owners and chief managers of the component parts</p>	<ul style="list-style-type: none"> As owner of the Takashima Coal Mine, Hashima Coal Mine and Glover House and Office, Nagasaki City has allocated the personnel needed to conserve cultural properties and World Heritage component parts through such organizations as the municipal office's departments of cultural property, World Heritage promotion, the tourism policy planning, and the tourism promotion. Mitsubishi Heavy Industries Nagasaki Shipyard directly manages Kosage Slip Dock and other working properties and allocates the required people. At Glover Garden, which includes the Glover House and Office, a Nagasaki City-designated administrator oversees operation of the facilities, provides information to educate the public, and conducts investigations and research. Nagasaki City set up the Institute of Nagasaki Studies within the Nagasaki Museum of History and Culture to study the Nagasaki's history. The prefectural and municipal governments of Nagasaki jointly run the museum. Nagasaki City workers participate in training sessions sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and endeavor to improve their abilities for conservation and management. Mitsubishi Heavy Industries Nagasaki Shipyard, which is the owner of Kosage Slip Dock and other working properties, provides opportunities to exchange opinions and hold discussions with the prefectural and municipal governments of Nagasaki at least once annually. However, details about the Sites of Japan's Meiji Industrial Revolution's training sessions have yet to be conveyed effectively. Although the designated administrator of Glover House and Office has received information as needed, details of the Sites of Japan's Meiji Industrial Revolution's training sessions have yet to be conveyed effectively. 	<ul style="list-style-type: none"> It is necessary to promote capacity building for human resources through conducting regular training sessions under the guidance by the experts in different fields, so that the managers of the component parts and other related parties can acquire the necessary skills of conservation and management for their daily work and activities and enhance their capabilities by learning about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution and the positioning of the component parts therein. There is a need to share information among site managers and maintenance and management staffs who participates in the training seminars organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution, so that they can understand the Outstanding Universal Value of the property as a whole, positioning of the component parts therein, and enhance their conservation and management skills. As well as training those involved in disseminating information and conducting research, it is also necessary to train people with advanced structural repair and restoration skills. 	<ul style="list-style-type: none"> Nagasaki City will encourage guides and other relevant parties to participate in training and other events sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to bolster the required knowledge and skills. Nagasaki City will hold training sessions or seminars at least once annually for local residents, guides and related organizations involved in preservation and utilization of the component part. It will also hold evacuation drills to ensure visitor safety. Nagasaki City will help cultivate tourist guides by sending lecturers to local travel businesses and other organizations. Nagasaki City will plan sessions to train new and current municipal officials and businesses to enhance their awareness and hold seminars and other events for citizens that highlight modern heritage, including that relating to the Sites of Japan's Meiji Industrial Revolution. Add the Sites of Japan's Meiji Industrial Revolution to the topics of regular seminars held by Nagasaki City and the Institute of Nagasaki Studies. While disclosing information on restorations, Nagasaki City will train engineers to become well versed in research and public usage of cultural properties, utilizing the Heritage Manager qualification system offered by the Nagasaki Association of Architects and Building Engineers. Recruit residents as volunteer guides to augment Nagasaki "Saruku" guides.
<p>b) People performing administrative tasks (designated administrators and other managers) at the component parts</p>	<ul style="list-style-type: none"> Though Nagasaki City's municipal officials participate in various training sessions sponsored by the World Heritage Council for Sites of Japan's Meiji Industrial Revolution to enhance their ability to conserve and manage component parts, the contents of sessions are not sufficiently communicated to the staffs of local daily maintenance and management operators. 	<ul style="list-style-type: none"> All guides need to fully understand the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution. It is necessary to cultivate guides who can explain to visitors the Outstanding Universal Value of Sites of Japan's Meiji Industrial Revolution. Training in communication and service skills, and domestic and overseas cultures and languages to match guide qualifications and abilities is needed to handle individual and group tours by domestic and international visitors. 	
<p>c) People undertaking routine maintenance, including cleaning and repairs, at the component parts</p>	<ul style="list-style-type: none"> Guides participate in training sessions that the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution holds annually, and endeavor to improve their guiding abilities. Although participants share what they learn from the sessions with other related parties, not all staffs are necessarily apprised with the details. Nagasaki City holds an annual modern heritage seminar for residents. Nagasaki City sends lecturers to sessions that citizens and businesses run on the Sites of Japan's Meiji Industrial Revolution. Although the Institute of Nagasaki Studies regularly presents study reports and conducts seminars, it has yet to hold a seminar on the Sites of Japan's Meiji Industrial Revolution. The Nagasaki International Tourism and Convention Association offers seminars every year for "Saruku" Guide, a local community organization by local residents' association and volunteers that explains the city's cultural properties to tourists and other visitors. The goal is to enhance the skills and knowledge of guides and broaden their networks. For Hashima Coal Mine, the operator of tourist boats to the island trains its own safety instructors and guides. 		
<p>d) People permanently engaged in guidance work at the component parts</p>			

Current state, issues, and directionality of capacity building of human resource in Area 7 Miike (Miyanojohara Pit, Miike Coal Mine)

Preconditions:

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
<p>a) Owners and chief managers of the component parts</p>	<ul style="list-style-type: none"> ● The relevant Omuta City municipal officials participate in the annual conservation and management training session held by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to acquire the required knowledge, including about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution and the conservation and management mechanisms. ● Participants of the training session report, liaise, and consult regarding what they have learned with colleagues through reports on their business to maintain standards of knowledge and ideas that are comparable with those for other component parts. 	<ul style="list-style-type: none"> ● It is necessary to encourage participation in the capacity building program for human resources as municipal officials yet to have sufficient basic knowledge about the Sites of Japan's Meiji Industrial Revolution. ● Related municipal departments and agencies are gradually cooperating more in the field of World Heritage conservation and management. Nonetheless, there is still a need for a personnel structure that makes it possible to enable to broadly and continuously cultivate people who are well versed in the field of conservation and management for World Heritage property and cultural property across boundaries among the departments concerned. 	<ul style="list-style-type: none"> ● The relevant municipal workers attend a training course on conservation and management of the property that is held by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution, so that they can receive training about the Sites of Japan's Meiji Industrial Revolution's overall, the Outstanding Universal Value of the property as a whole, and its conservation and management mechanisms. ● Session participants report, liaise, and consult regarding what they have learned with colleagues through reports on their business to maintain standards of knowledge and ideas that are comparable with those for other component parts.
<p>b) People performing administrative tasks (designated administrators and other managers) at the component parts</p>	<ul style="list-style-type: none"> ● Omuta City has not assigned people performing administrative tasks (designated and other managers) for the Miyanojohara Pit. 	<p>None in particular.</p>	<p>None in particular.</p>
<p>c) People undertaking routine maintenance, including cleaning and repairs, at the component parts</p>	<ul style="list-style-type: none"> ● Personnel in charge of daily maintenance and management participate in an annual training session on conservation and management of the component parts in Omuta City, learning about the Sites of Japan's Meiji Industrial Revolution overall, the Outstanding Universal Value of the property, and the conservation and management mechanisms. 	<ul style="list-style-type: none"> ● It is necessary to conduct ongoing consistent training, as the annual knowledge and management session in Omuta City is patchy and understanding of the participants is superficial. 	<ul style="list-style-type: none"> ● Conduct ongoing training sessions for conservation and management of the property several times during the year in Omuta City to enhance personnel awareness. ● Encourage guides to participate in training sessions and seminars sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and Fukuoka Prefectural Government, enhancing their skills by promoting and educating about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution while fostering and expanding the pool of human resources.
<p>d) People permanently engaged in guidance work at the component parts</p>	<ul style="list-style-type: none"> ● Since FY 2017, those have participated in monthly sessions held by Omuta City regarding the Outstanding Universal Value of Sites of Japan's Meiji Industrial Revolution and the mechanism for its conservation and management. ● They have also taken part in Miike Area guide training sessions, which the "Area 7 Miike Hospitality Council" holds three times a year. ● All people engaged in guidance work take these sessions and exchange opinions while endeavoring to maintain standards of knowledge and ideas that are comparable with those for other component parts. 	<ul style="list-style-type: none"> ● Basic knowledge about the Sites of Japan's Meiji Industrial Revolution is inadequate. There is a need to equalize skills and knowledge and implement a more advanced, capacity building training program for human resources with repeated sessions, as there is a gap among individual skill levels. 	<ul style="list-style-type: none"> ● Encourage guides to participate in training sessions and seminars sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and Fukuoka Prefectural Government, enhancing their skills by sharing and educating about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution while fostering and expanding the pool of human resources. ● Encourage stronger and broader collaboration between the component parts in the Area. ● Foster "through guides" who can serve visitors moving all over the Miike Area.

Current state, issues, and directionality of capacity building of human resource in Area 7 Miike (Manda Pit, Miike Coal Mine)

Preconditions:

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component parts	<ul style="list-style-type: none"> ● Arao City provides annual training session for municipal officials to enhance their understanding of the Sites of Japan's Meiji Industrial Revolution. It also incorporates World Heritage content in its training curriculum for new employees. ● Arao City and the designated administrator of Manda Pit facilities jointly hold annual training sessions for the designated administrator's workers. ● The city invites outside lecturers and experts to conduct annual World Heritage lectures and symposiums for enhancing the awareness of citizens about the World Heritage property. ● Arao City's workers participate in the annual session for conservation and management held by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution, so that they can learn about the Outstanding Universal Value of Site of Japan's Meiji Industrial Revolution and its the conservation and management mechanisms. ● The tourism divisions of Omuta City, Arao City, and Uki City organized the "Area 7 Miike Hospitality Council" to hold annual training sessions for guides in the Miike Area. 	<ul style="list-style-type: none"> ● It is necessary to encourage active participation in the capacity building program for human resources as Arao municipal officials yet to have basic knowledge about the Sites of Japan's Meiji Industrial Revolution. ● Collaboration among related departments and agencies of Arao City in World Heritage conservation and management is inadequate. There is a need for a personnel structure that makes it possible to enable to systematically cultivate people who are well versed in the fields of conservation and management for the World Heritage property and cultural properties. 	<ul style="list-style-type: none"> ● Improve basic knowledge about the Sites of Japan's Meiji Industrial Revolution among Arao municipal officials and other related entities by expanding the scope of trainees, encouraging more Arao municipal officials in particular to participate. ● Draw on World Heritage and other local resources to make the city more attractive, holding workshops and town building symposiums in collaboration with universities and other research institutions, providing new opportunities to cultivate human resources.
b) People performing administrative tasks (designated administrators and other managers) at the component parts	<ul style="list-style-type: none"> ● Arao City and the designated administrator of Manda Pit facilities (Arao Sightseeing Association) jointly hold annual training sessions for designated administrator workers. ● Participating in lectures and symposiums held once a year by Aro City. ● Participating in Miike Area guide training sessions that the "Area 7 Miike Hospitality Council" holds three times annually. 	<ul style="list-style-type: none"> ● It is necessary to verify if the designated administrator (Arao Sightseeing Association) acquires basic and sufficient knowledge about the Sites of Japan's Meiji Industrial Revolution. ● Personnel shortages have been an issue for the designated administrator (Arao Sightseeing Association), reflecting employment terms and other factors. ● There is insufficient collaboration between related departments and agencies and component parts. 	<ul style="list-style-type: none"> ● Encourage employees and other workers hired by the designated administrator (Arao Sightseeing Association) to actively take part in training sessions and lectures sponsored by Aro City to cultivate and expand hospitality professionals by sharing and educating about the World Heritage value of the Sites of Japan's Meiji Industrial Revolution. ● Reinforce collaboration between relevant departments and agencies of Aro City and between the component parts within the Area.
c) People undertaking routine maintenance, including cleaning and repairs, at the component parts			
d) People permanently engaged in guidance work at the component parts	<ul style="list-style-type: none"> ● Aro City and the designated administrator of Manda Pit facilities (Arao Sightseeing Association) jointly hold annual training sessions for designated administrator workers. ● Participating in lecture and symposiums held once a year by Aro City. ● Participating in annual guide training sessions held by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. ● Participating in Miike Area guide training sessions that the "Area 7 Miike Hospitality Council" holds three times annually, and skill enhancement training sessions. 	<ul style="list-style-type: none"> ● A human resources shortage owing to the aging of guides has been an issue. ● Collaboration between related departments and agencies of Aro City is inadequate for explanations to visitors. ● Collaboration between component parts is inadequate for explanations to visitors. 	<ul style="list-style-type: none"> ● Encourage guides to actively participate in training sessions and lectures sponsored by Aro City to cultivate and expand hospitality professionals by sharing and educating about the World Heritage value of the Sites of Japan's Meiji Industrial Revolution. ● Reinforce collaboration between relevant Aro City departments and agencies and between the component parts in the Area. ● Explore initiatives to attract younger people, such as by using social media to encourage them to register as guides. ● Aro City will consider deploying a certified guide program. ● Foster "through guides" who can serve visitors moving all over the Area 7 Miike.

Current state, issues, and directionality of capacity building of human resource in Area 7 Miike (Misumi West Port)

Preconditions:

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
<p>a) Owners and chief managers of the component part</p>	<ul style="list-style-type: none"> Established the Uki City World Heritage Exchange Headquarters to promote close collaboration between related departments and agencies and implement projects smoothly and effectively. Attend the training session on conservation and management of the World Heritage property as a whole and the Mietsu West Port held by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to improve municipal officials' knowledge. 	<ul style="list-style-type: none"> Such owners of the each land of component part as Government of Japan, Kumamoto Prefectural Government, and Uki City are managing it individually, Uki City Board of Education needs, however, to undertake comprehensive conservation and management of the component part and address related administrative matters. There is a need for all employees involved in tourism and other areas, not just those engaged with conservation and management of the component part, to learn and share common understandings about the Sites of Japan's Meiji Industrial Revolution. 	<ul style="list-style-type: none"> The Uki City World Heritage Exchange Headquarters, which comprises related municipal departments, will spearhead coordination and role allocation, collaborating with Government of Japan, Kumamoto Prefectural Government and the related departments of Uki City to push ahead with management and operations of projects concerned. Site managers are also Miike Conservation Council members, and will accordingly convene meetings and take the initiative in exchanging information and opinions. Encourage the relevant officials to participate in the training sessions on conservation and management of the property that are sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution, apply their knowledge received at the session to the conservation, management, presentation and public utilization projects.
<p>b) People performing administrative tasks (designated administrators and other managers) at the component part</p>	<ul style="list-style-type: none"> Established the Uki City World Heritage Exchange Headquarters to promote close collaboration between related departments and agencies and implement projects smoothly and effectively. Attend the training session for conservation and management of the component part that has been held by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution to improve municipal officials' knowledge. 	<ul style="list-style-type: none"> Such owners of the each land of component part as Government of Japan, Kumamoto Prefectural Government, and Uki City are managing it individually, Uki City Board of Education needs, however, to undertake comprehensive conservation and management of the component part and address related administrative matters. There is a need for all employees involved in tourism and other areas, not just those engaged with conservation and management of the component part, to learn and share common understandings about the Sites of Japan's Meiji Industrial Revolution. 	<ul style="list-style-type: none"> The Uki City World Heritage Exchange Headquarters, which comprises related municipal departments, will spearhead coordination and role allocation, collaborating with the Government of Japan, Kumamoto Prefectural Government and related departments of Uki City to push ahead with management and operations of the projects for conservation, restoration, presentation and public utilization of the component part. Designated administrator and other managers are the members of Miike Conservation Council, and will hold meetings and exchange information and opinions.
<p>c) People undertaking routine maintenance, including cleaning and repairs, at the component part</p>	<ul style="list-style-type: none"> Operators commissioned to manage maintenance and designated administrators to operate by the city, manage, and clean sites. Since they deal with component part on a daily basis, they also attend meetings as members of the Miike Conservation Council, participating in its work. 	<ul style="list-style-type: none"> Commissioned operators and designated administrators are engaging in management and other work, and given their close involvement with component parts and their sensitivity to changes, there is a need to collaborate closer and build a contact structure with them. 	<ul style="list-style-type: none"> The Misumi West Port meeting is organized once monthly to gather community views. Misumimachi Promotion Co., Ltd., Uki Tourist Association, Misumi shops existed in the area of Misumi West Port, and local resident representatives compile their requests to conservation, restoration, presentation and public utilization of the component part, and Uki City reflect their requests on the discussion at the working group of Uki City World Heritage Exchange Promotion Headquarters. There will be a need for a mechanism to assess the requests of local residents and visitors, while improving the discussion at the working group. The commissioned operators and designated administrators are also members of Miike Conservation Council, and will exchange information and opinions at the meeting of the Council.
<p>d) People permanently engaged in guidance work at the component part</p>	<ul style="list-style-type: none"> Uki Tourist Association is providing tourist guides for Misumi West Port, and revised prices in FY 2017 to ensure sustainability in the years ahead. Participating in the guide training session particularly organized by the Uki Tourist Association and another guide training session sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and the Miike Area Hospitality Council. 	<ul style="list-style-type: none"> It is necessary to continue training and informing Misumi West Port tourist guides so that they can provide more qualitative tourist experiences to the visitors. There is a need to explain about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution as a whole, positioning of its component parts therein, links to the Miike Area, and other information. 	<ul style="list-style-type: none"> While increasing the number of tourist guides for Misumi West Port, cultivate human resources and improve skills, notably through training sessions by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and the Miike Area Hospitality Council.

Current state, issues, and directionality of capacity building of human resource in Area 7 Miike (Miike Port)

Preconditions: The manager of the entire port is the Ports and Harbors Division of Fukuoka Prefecture. The owners are the Government of Japan, Fukuoka Prefectural Government, Omuta City and private enterprise. The World Heritage Registration Promotion Office of the Cultural Promotion Division of Fukuoka Prefectural Government and Omuta City jointly disseminate information about the component parts of the World Heritage property.

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component parts	<ul style="list-style-type: none"> ● In Fukuoka Prefectural Government, officials from the Ports and Harbors Division, which oversees Miike Port, participate in training sessions organized by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. These sessions are to share knowledge among relevant local public officers about the whole picture of sites, their Outstanding Universal Value, and conservation and management mechanisms. ● Personnel from Omuta City, the owner of the Old Nagasaki Customs, Miike Branch and Miike Coal Railway, also participate in these sessions. 	<ul style="list-style-type: none"> ● Miike Port is still working site as an industrial port, so the development and continuity of the port and harbor activities are important. At the same time, port and harbor plans encompass conserving the component part as one of the World Heritage component parts, so the port manager must cater to industrial activity and conservation obligations. ● City administrative offices differ for the Old Nagasaki Customs, Miike Branch and Miike Coal Railway, which are constituent elements partially included in the area of National Historic Site, and partially designated as Structures of Landscape Importance, and parts of the roads. Close collaboration within municipal office departments is therefore necessary. 	<ul style="list-style-type: none"> ● For Miike Port, maintain an awareness of World Heritage conservation through closer collaboration and information sharing between Ports and Harbors Division as the manager and the World Heritage Registration Promotion Division of Fukuoka Prefectural Government, which disseminates information on the World Heritage Outstanding Universal Value and the positioning of component parts therein and other information.
b) People performing administrative tasks (designated administrators and other managers) at the component parts	<ul style="list-style-type: none"> ● It is difficult for operators commissioned to undertake daily maintenance and management of Miike Port to acquire certain expert knowledge and response capabilities about component parts. ● Cultural properties personnel at Omuta City managing the Old Nagasaki Customs, Miike Branch have specialist knowledge about National Historic Sites. They have attended the national government's cultural properties training sessions, so there are no issues with their management capabilities. ● It is difficult for the manager of the Miike Coal Railway, which is part of the port district, to acquire expert knowledge and response capabilities regarding component parts. 	<ul style="list-style-type: none"> ● The current on-site manager of Miike Port has overseen the component part since its inscription on the World Heritage List. The manager understands the World Heritage Outstanding Universal Value and uses the facility carefully. It is necessary to pass on knowledge of the World Heritage Outstanding Universal Value to future managers so that the port can continue to be used. ● Administrative offices within Omuta and Arao Cities differ for Old Nagasaki Customs House Miike Branch Office and Miike Coal Railway, which are constituent elements partially included in the area of National Historic Site, and partially designated as Structures of Landscape Importance, and parts of the roads. Close collaboration within municipal office departments is therefore necessary. 	<ul style="list-style-type: none"> ● Through opportunities such as those with the Miike Conservation Council (working properties), collaborate closely with Fukuoka Prefectural Government, Omuta City and site managers and other personnel to maintain an awareness of conserving the component parts of the World Heritage property.
c) People undertaking routine maintenance, including cleaning and repairs, at the component parts			
d) People permanently engaged in guidance work at the component parts	<ul style="list-style-type: none"> ● Omuta City has employed and stationed local guides at the observation point installed in 2015 along the Ariake Sea Coastal Road. They participate in the volunteer guide training sessions of the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. ● These guides have also taken part in Miike Area guide sessions held by the Miike Area Hospitality Council, set up by Omuta City, Arao City and Uki City. ● These guides have participated in Omuta City's monthly training course since FY 2017. They have learned about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution, and the mechanisms for conservation and management. ● All operators take the above courses and exchange views while endeavoring to maintain standards of knowledge and ideas that are comparable with those for other component parts. 	<ul style="list-style-type: none"> ● Basic knowledge about the Sites of Japan's Meiji Industrial Revolution is inadequate. There is a need to equalize skills and knowledge and implement a more advanced personnel training program with repeated sessions, as there is a gap among individual skill levels. 	<ul style="list-style-type: none"> ● Encourage guides to actively participate in training sessions and seminars sponsored by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and Fukuoka Prefectural Government, enhancing their skills by cultivating personnel and educating about the Outstanding Universal Value of the Sites of Japan's Meiji Industrial Revolution while fostering and expanding the pool of human resources. ● Encourage stronger and broader collaboration between the component parts in the Area. ● Foster "through guides" who can serve visitors moving all over the Area 7 Miike.

Current state, issues, and directionality of capacity building of human resource in Area 8 Yawata

Preconditions: The Imperial Steel Works, Japan (First Head Office, Former Forge Shop, Repair Shop) and Onga River Pumping Station are located on the premises of the currently operational Yawata Steel Works of Nippon Steel & Sumitomo Metal Corporation. In principle no outsiders can enter the site.

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component parts	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation shares and introduces information on the relevant component parts in-house through internal newsletters and DVDs. 	<ul style="list-style-type: none"> ● There is a need to foster understanding of the Outstanding Universal Value of the World Heritage property as a whole and the positioning of 23 component parts therein. 	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation will internally share information on the component parts concerned. ● Based on discussions with Nippon Steel & Sumitomo Metal Corporation and other related entities, Kitakyushu City and Nakama City will undertake specific training measures.
b) People performing administrative tasks (designated administrators and other managers) at the component parts	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation shares and introduces information on the relevant component parts in-house through internal newsletters and DVDs. 	<ul style="list-style-type: none"> ● There is a need to foster understanding of the Outstanding Universal Value of the World Heritage property as a whole and the positioning of 23 component parts therein. 	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation will internally share information on the component parts concerned. ● Based on discussions with Nippon Steel & Sumitomo Metal Corporation and other related entities, Kitakyushu City and Nakama City will undertake specific training measures.
c) People undertaking routine maintenance, including cleaning and repairs, at the component parts	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation shares and introduces information on the relevant component parts in-house through internal newsletters and DVDs. 	<ul style="list-style-type: none"> ● There is a need to foster understanding of the Outstanding Universal Value of the World Heritage property as a whole and the positioning of 23 component parts therein. 	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation will internally share information on the component parts concerned. ● Based on discussions with Nippon Steel & Sumitomo Metal Corporation and other related entities, Kitakyushu City and Nakama City will undertake specific training measures.
d) People permanently engaged in guidance work at the component parts	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation shares and introduces information on the relevant component parts in-house through internal newsletters and DVDs. ● Guides of Kitakyushu Tourism Volunteer at the viewing areas for the First Head Office and volunteer guides of Nakama City Tour Guide Association at the viewing areas for Onga River Pumping Station provide explanations to visitors. ● Kitakyushu City, Nakama City and Nippon Steel & Sumitomo Metal Corporation encourage volunteer guides to participate in the annual training sessions organized by the World Heritage Council of the Sites of Japan's Meiji Industrial Revolution. At the same time, they distribute appropriate materials so that guides can improve their skills and expand their activities, notably by explaining about the Outstanding Universal Value and all of the 23 component parts. 	<ul style="list-style-type: none"> ● There is a need to foster understanding of the Outstanding Universal Value of the World Heritage property as a whole and the positioning of 23 component parts therein. ● There is a need to enhance the skills of volunteer guides. 	<ul style="list-style-type: none"> ● Nippon Steel & Sumitomo Metal Corporation will internally share and introduce information on the relevant component parts. ● Based on discussions with Nippon Steel & Sumitomo Metal Corporation and other related entities, Kitakyushu City and Nakama City will undertake specific training measures. ● Collaborate with the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution and use its training sessions and materials effectively to enhance guide skills.

Schedules and contents of training sessions and other plans held to date by the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution

Preconditions:

Type of personnel	Current state (capacity building measures taken to this day)	Issues	Directions
a) Owners and chief managers of the component parts	<ul style="list-style-type: none"> ● Conducting training sessions twice annually for workers of municipalities that constitute the World Heritage Council for the Sites of Japan's Meiji Industrial Revolution. ● The first session was mainly for newly transferred staffs to learn such basics as the World Heritage overview, Outstanding Universal Value, and the conservation and management mechanisms. ● The second session was for all staffs, covering such topics as conservation and management of the component parts, World Heritage trends, and regional revitalization. ● The lecturers have included university professors, Cabinet Secretariat officials, and Council secretariat personnel. 	<ul style="list-style-type: none"> ● In the second session for officials of all relevant municipalities, as the situations differ according to component parts, it is needed to coordinate requirements by the municipalities and set up optimal training topics catering to those requirements. 	<ul style="list-style-type: none"> ● In view of the desires of relevant municipalities and while collaborating with universities and other research institutions, the Council will invite appropriate lecturers for each topic. It will continue to organize training sessions in keeping with requests from relevant municipalities.
b) People performing administrative tasks (designated administrators and other managers) at the component parts	<ul style="list-style-type: none"> ● As conservation and management approaches depend on the nature of the component parts, each municipality would ideally provide its own training session led by staffs who have attended the training sessions organized by the Council. The Council therefore offers no training for people performing administrative tasks (designated administrators and other managers). 	None in particular.	None in particular.
c) People undertaking routine maintenance, including cleaning and repairs, at the component parts	<ul style="list-style-type: none"> ● As conservation and management approaches depend on the nature of the component parts, each municipality would ideally provide its own training session led by staffs who have attended the training sessions organized by the Council. The Council therefore offers no training for people undertaking routine maintenance, including cleaning and repairs. 	None in particular.	None in particular.
d) People permanently engaged in guidance work at the component parts	<ul style="list-style-type: none"> ● As the property comprise a series of 23 component parts and because guides need to provide consistent explanations for each component part, including the Outstanding Universal Value of the World Heritage property as a whole and positioning of the component part therein, the Council provides training session to representative guides of each Areas. ● The Council augments this training session by enabling guides to share information on implementation in their Areas and exchange their opinions, thereby providing opportunities to foster cooperation between component parts. ● The lecturers at the training session include Council secretariat personnel and staffs of local public agencies involved in conservation and management of the World Heritage component parts that take advanced initiatives, and others. 	<ul style="list-style-type: none"> ● Some training contents need to be customized to convey abstract contents such as complex stories and the roles of 23 component parts to relatively elderly guides. 	<ul style="list-style-type: none"> ● The Council will hold joint training sessions as needed for representative guides to form the cores for each Area. ● Through training sessions for municipality officials as described in a), the Council will endeavor to ensure appropriate training sessions for Area guides, spearheaded by municipalities.