

2024

*JAPAN INTERCULTURAL ACADEMY
OF
MUNICIPALITIES*



Japan Municipal Training and Research Foundation

Greetings



Japan Municipal Training and
Research Foundation

Chairperson

MATSUI Kazumi

(President of the Japan Association of
City Mayors / Mayor of Hiroshima City)

Thank you very much for your understanding and ongoing support for the Japan Municipal Training and Research Foundation's operations.

In May of last year, the novel coronavirus disease was classified as the same as seasonal influenza under the Infection Control Act, and pre-COVID-19 life has returned to normal at our foundation's two training academies, where local government officials from around the country gather. I would like to once again express my respect and gratitude to all the local government officials and medical professionals across the country who have dedicated their efforts during this time.

The social situation surrounding municipalities has been changing dramatically in recent years. Administrative issues are expected to become further complex and diverse due to the progression of the declining birthrate and aging population, the decrease in the working-age population, the increased risk of large-scale disasters and infectious diseases, the advancement of the digital society, and the diversification of people's values. To respond appropriately to these structural changes in the socio-economic environment and the diversification of resident needs, it is necessary to continuously work to develop municipal employees who can act autonomously and strategically with their local communities in mind.

At our two training academies, our foundation provides highly specialized, cutting-edge knowledge and information to not only municipal employees but also mayors, council members, and others. More than 290,000 people have taken these courses, and our network is spreading across the nation.

We will continue to do our utmost to develop human resources who will take on the responsibility of the local community so that they can adapt to the changing times and respond appropriately to a wide variety of challenges.

We sincerely ask for the continued understanding and cooperation of all municipalities and related organizations across the country.



Japan Intercultural Academy of
Municipalities

President

OGISAWA Shigeru

Since its establishment in 1993, The Japan Intercultural Academy of Municipalities (JIAM) has operated as a training institute providing cutting-edge, advanced, specialized knowledge and skills to mayors and officials of municipalities across the country, as well as assembly members who support local government. In fiscal year 2023, approximately 6,000 people participated in the training, the same number as before the COVID-19 pandemic, and the total number of participants since the course began will reach approximately 120,000. This is all thanks to your support and cooperation, and we would like to express our sincere gratitude.

The situation surrounding our country is becoming increasingly severe, with a worsening population decline and aging society, rising prices, and increasingly severe and frequent disasters, as well as concerns about the impact of the unpredictable international situation. Municipalities, which are on the front lines supporting the lives of their residents, are being called upon to respond boldly to these dramatic changes in the social environment and the many challenges that await them, and to create sustainable local communities where everyone can live comfortably.

To achieve this, it is necessary for each and every person involved in the public sector to improve their problem-solving capabilities. JIAM offers training to meet the needs of our customers, such as cultivating a broad perspective that includes international situations, the ability to flexibly respond to changes in the times, planning skills to discover and solve local issues, and building personal networks with relevant parties both inside and outside the government nationwide. In fiscal 2024, we plan to expand areas of interest to municipalities, such as digital transformation and human resource management, and hold over 100 training sessions across a wide range of themes each year.

JIAM is in Karasaki, Otsu City, overlooking Lake Biwa, the largest lake in Japan, and Mount Hiei, a sacred site in Japanese Buddhism. It also enjoys an advantageous location adjacent to Kyoto, the capital for a thousand years, and has played an important role in the political and cultural history of the area since ancient times. JIAM is an ideal place for human resource development and training, and the results of the many people who gather to learn and interact at JIAM will surely become a powerful driving force for problem-solving in each region.

If you have the enthusiasm, please come and visit JIAM. All our staff look forward to welcoming as many people as possible from municipalities across the country to participate in the training.

JIAM Overview

● Objectives

High-level professional training for municipal personnel (including city, town, and village assembly members as well as mayors) is conducted in order to further the development of human resources in municipal government, facilitate smooth public administration, and contribute to the overall development of local authorities.

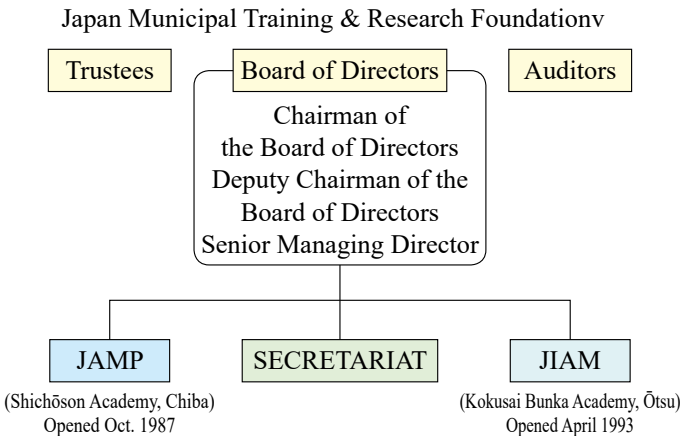
● Management

The Japan Municipal Training & Research Foundation was established in cooperation with the Japan Association of City Mayors, the National Association of Towns & Villages, support from the Ministry of Internal Affairs & Communications, other government ministries, and numerous affiliated bodies.

● Appellation

In Japanese, the Japan Intercultural Academy of Municipalities (JIAM) is known as “*Zenkoku Shichōson Kokusai Bunka Kenshūsho*,” or the shortened form: “*Kokusai Bunka Academy*.”

● Organizational Structure



● Development Details

- December 1989 • Japan Municipal Development Corporation’s Medium-Term Project Planning Committee (chaired by the late Prof. Masataka Kōsaka, Kyōto Univ.) submits report advocating creation of a training facility designed specifically to enhance the ability of municipal personnel in meeting the demands of an internationalizing society
- February 1990 • Japan Municipal Development Corporation, Japan Association of City Mayors, and National Association of Towns & Villages adopt the basic plan for preparation of a new training facility for municipal personnel
- April 1990 • Formation of the preparatory committee for the creation of the training facility (chaired by the late Prof. Masataka Kōsaka) and, opening of the Office for the Establishment of a National Intercultural Training Institute
- December 1990 • Training framework determined
- April 1992 • Establishment of JIAM Secretariat
- April 1993 • JIAM Opens
- July 2000 • Total graduates exceeds 10,000
- December 2002 • Extraordinary meeting of Steering Committee endorses proposal for more extensive training functions
- April 2003 • JIAM’s structure amended to provide more integrated study opportunities for a wider range of municipal needs
- Commemoration of 10th Anniversary
- Publication of 10-year Chronicle
- November 2006 • Total graduates exceeds 30,000
- October 2008 • Establishment of Japan Municipal Training & Research Foundation
- Handover of training duties from Japan Municipal Development Corporation
- July 2011 • Total graduates exceeds 50,000
- April 2013 • JIAM marks its 20th anniversary
- April 2014 • Japan Municipal Training and Research Institute is officially named a public service corporation
- August 2019 • Total graduates exceeds 100,000
- April 2023 • JIAM marks its 30th anniversary

Training Summary

● Summary of 2024 Training Priorities

With the acceleration of global structural changes associated with Russia's invasion of Ukraine, the Palestinian situation, and climate change issues, Japan is simultaneously facing multiple internal and external challenges, including increasingly intense and frequent disasters, a declining and aging population, falling birthrates, a weak yen, and high prices.

Under such circumstances, local governments must carefully monitor international trends to promptly respond to these challenges. In addition, based on digital transformation (DX) and green transformation (GX), it is necessary to make local communities and local economies more sustainable and resilient to changes.

For this reason, local governments need to strategically work to develop and secure the human resources who can take on these responsibilities, including by recognizing the need to secure diverse human resources, developing human resources through reskilling and skill improvement, and creating a work environment in which all employees can maintain work-life balance and maximize their abilities.

In this context, JIAM supports the development of talented individuals with high competence for planning and problem resolution, as well as an understanding of and sensitivity to various international viewpoints, by emphasizing the training priorities outlined below to help improve public welfare.

1. Enhanced training for problem resolution to effect regional revitalization

In response to changing social and economic situations and to realize regional revitalization, training programs are provided to foster the ability to adeptly respond to diverse issues with a broad perspective and flexible thinking, making the most of regional characteristics.

① Training for local-government administration in response to depopulation based on DX promotion and other efforts

Population shrinkage requires local-government measures based on correct understanding of regional conditions and future population estimates. In this context, JIAM provides training on organizational and community development to promote municipal DX and collaboration to optimize local-service provision by resource-limited municipalities.

Examples:

- Promoting Counter Operation Reforms Using Digital Technology [new]
- Promoting DX for Small Local Government [new]
- Promoting DX within Local Government [content modified]
- Training to Develop DX Promotion Leaders [content modified]
- Solving New Administrative Issues Using Design Thinking Techniques [new]
- Fundamentals In Data Analysis for Local Government Personnel — From Analysis to Policy Making [offered twice in 2024]
- Behavioral Economics for Local Government Personnel — Focusing on Nudge Theory
- Creation and Enlargement of Affiliated Populations

② Training to support regional growth

Enhanced training supports initiatives for decarbonization to create a virtuous cycle between local economies and the environment, promote regional industry and develop leaders with full leverage of unique local characteristics.

Examples:

- Local Government Marketing Strategy — Thinking about the Appeal of Local Resources from an Overseas Perspective [new]
- Community-based Zero Carbon Initiatives [content modified]
- Promoting GX and Policy-making for Local Industry — Thinking from Economic and Industrial Cycles [content modified]
- SDGs - New Visions for Regional Growth
- Sightseeing Strategies for Local Areas — Aiming for Continuous Tourism
- Local Government Support for Small and Medium Enterprises

③ Training for multicultural community-based inclusion

In line with an expected increase in the number of non-Japanese residents, JIAM also offers training of human resources capable for proactive work on resolving local issues in collaboration with related organizations and residents. This will support the development of multicultural communities in which cultural differences and individual values are respected.

Examples:

- Creating Sustainable Local Communities and Diversity — Thinking about Diversity from the Perspective of Multicultural Coexistence [new]
- Multicultural Community Development Course [offered twice in 2024]

- Local Government Policy Making for Non-Japanese Residents — Training for Front-line Personnel
- One-Stop Consultation Desk for Foreign Residents

Training focuses on local collaboration for inclusive communities with safety-nets enabling the development and expression of personal potential and a sense of fulfillment, regardless of age, gender, handicap, and nationality.

Examples:

- Toward the Realization of a Community-based Society — Focusing on a Multi-layered Support System [new]
- Communications Skills for Personnel Counselors — Focusing on Micro-counseling
- Local Development with Participation of the Young Generation
- Child Care Support — Becoming a Worry-Free Community for Raising Children [content modified]
- Support for Independence among the Disabled

2. Enhanced training to improve organizational strength through human resource management

Training is provided to help maximize staff motivation and skill sets, thereby improving productivity and promoting social change to allow diverse work styles.

Examples:

- Human Resource Development Seminar for Personnel Division Managers
- Delayed Retirement and the Utilization of Senior Human Resources — Heightened Engagement for Improved Organizational Capability
- Promoting DX within Local Government [content modified] [retitled]
- Training Young Personnel Who Will Lead the Next Generation [Interval Training]
- Human Resource Management in Local Government
- Management Training for Women Leader [offered twice in 2024]
- Senior Manager Training — Managing of Diverse Personnel and Varied Work Styles

3. Enhanced training crisis management for disasters, etc.

Training is provided to strengthen crisis management in case of disasters and infectious disease outbreaks, which have become increasingly severe and frequent in recent years.

Examples:

- Toward the Realization of a Community-based Society — Focusing on a Multi-layered Support System [new]
- Communications Skills for Personnel Counselors — Focusing on Micro-counseling
- Local Development with Participation of the Young Generation
- Child Care Support — Becoming a Worry-Free Community for Raising Children [content modified]
- Support for Independence among the Disabled

4. Enhanced training on global awareness and perspectives

Overseas training supports the development of human resources capable of planning medium-to-long-term policies from a global perspective through studying measures taken by overseas local governments vis-à-vis the way of thinking about community development.

Examples:

- Local Management for a Diverse Populace — Learning from America's Most Livable Municipalities [on-campus & abroad]
- European Lessons in Sustainable Community Building [on-campus & abroad]
- Municipalities' Overseas Strategy — Interaction Within a Vibrant Asia and the Promotion of Regional Exchange [on-campus & abroad]
- Policy Development Using Happiness Indicators Learned from Advanced Cases — to Improve the Well-being of Residents [new]
- Creating Our Town's Future Based On World Affairs — Top Manager Seminar

5. Collaboratively offering basic subjects that support municipal administration, such as tax/legal affairs

Both academies offer joint training in basic subjects that support municipal administration, such as tax/legal affairs, to meet the high training needs and make it easier for people to take the courses.

Examples:

- Legal Affairs A — Legal Fundamentals and Practice
- Legal Affairs B — Application
- Local Inhabitant Tax Assessment
- Service Fee Recovery Methods
- Election Duties

6. Enhanced training for human resource development to support local communities

JIAM training supports a diversified human resource pool (e.g., municipal mayors, municipal officials, local legislators and NPO employees) essential for future community development.

① Training for municipal mayors, etc.

Examples:

- Special Seminar for Municipal Mayors and Assembly Members [offered thrice in 2024] [content modified]
- Special 'Local Management' Seminar for Mayors (Chiki Keiei Juku)
- Creating Our Town's Future Based On World Affairs — Top Manager Seminar [retitled]

② Training for municipal assembly members

Training to improve individual legislator's policymaking capacity is provided to effect regional revitalization.

Examples:

- Special Seminar for Municipal Mayors and Assembly Members [offered thrice in 2024] [content modified] [retitled]
- Municipal Assembly Member 3-day Training: Seminar for Newly Elected Assembly Members [offered twice in 2024] [content modified]
- Municipal Assembly Member 3-day Training: Social Security and Social Welfare
- Municipal Assembly Member 2-day Training: Disaster Preparedness Roles for Assembly Members [offered twice in 2024] [retitled]

③ Training also available for NPO staff providing local development services

Training appropriate both for municipal officials and NPO staff offering public services is provided.

Examples:

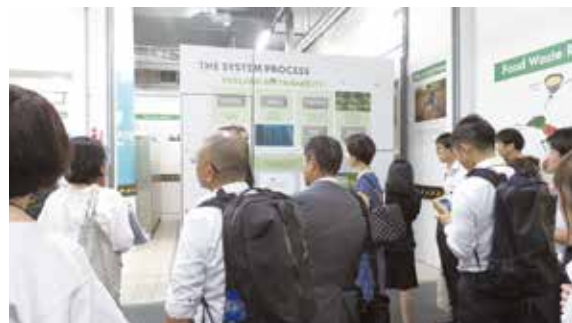
- Nurturing a Multicultural Society for Future Generations - Academic Support for Children with Roots Abroad
- Libraries and Community Development
- Human Resource Building for Nation-wide Community Development
- Sightseeing Strategies for Local Areas — Aiming for Continuous Tourism [retitled]
- Creation and Enlargement of Affiliated Populations [retitled]

④ Implementation of collaborative programs with Kyoto University (open seminars)

To support ongoing improvement of JIAM training quality, annual seminars open to the general public are provided as part of human development programs in collaboration with Kyoto University Public Policy Graduate School.

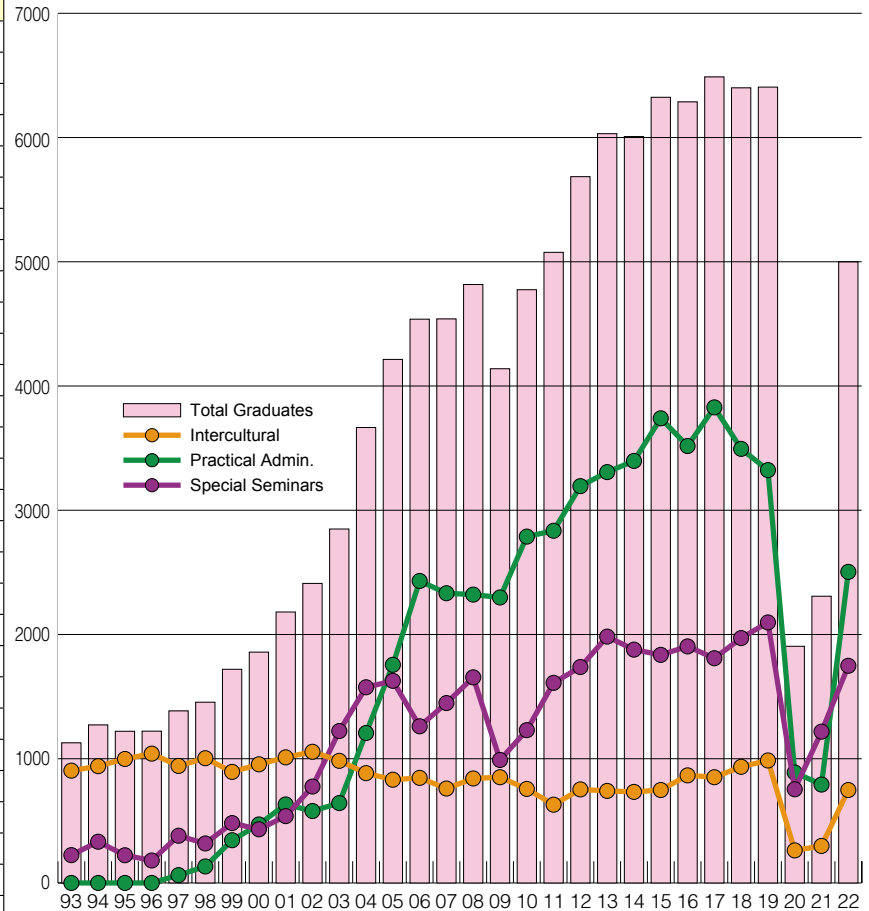
7. Effective use of training methods

Workshop-style discussions and interactive hands-on learning methods (including field work, role-playing and 'world café' formats) are used to enhance the effectiveness of JIAM training, allowing trainees peer study group work and insight sharing. Courses end with attendees reviewing their learning experience for full absorption of expertise and related utilization at work.



JIAM Graduate Statistics

YEAR	INTER-CULTURAL	PRACTICAL ADMIN.*	SPECIAL SEMINARS	TOTAL GRADUATES	CUMULATIVE TOTAL
93	904	—	224	1,128	1,128
94	940	—	332	1,272	2,400
95	998	—	223	1,221	3,621
96	1,041	—	181	1,222	4,843
97	942	63	380	1,385	6,228
98	1,004	133	318	1,455	7,683
99	894	344	482	1,720	9,403
00	955	471	432	1,858	11,261
01	1,011	632	538	2,181	13,442
02	1,056	579	776	2,411	15,853
03	983	643	1,223	2,849	18,702
04	884	1,207	1,575	3,666	22,368
05	831	1,756	1,627	4,214	26,582
06	846	2,431	1,261	4,538	31,120
07	760	2,332	1,448	4,540	35,660
08	841	2,321	1,655	4,817	40,477
09	851	2,298	990	4,139	44,616
10	757	2,788	1,230	4,775	49,391
11	630	2,835	1,611	5,076	54,467
12	753	3,194	1,738	5,685	60,152
13	741	3,307	1,983	6,031	66,183
14	733	3,397	1,878	6,008	72,191
15	748	3,740	1,836	6,324	78,515
16	866	3,517	1,904	6,287	84,802
17	851	3,828	1,809	6,488	91,290
18	935	3,494	1,971	6,400	97,690
19	986	3,323	2,097	6,406	104,096
20	262	889	754	1,905	106,001
21	298	792	1,218	2,308	108,309
22	748	2,504	1,748	5,000	113,309
TOTAL	25,049	52,818	35,442	113,309	



*2020 and 2021, due to the impact of the Covid-19 pandemic, trainee numbers have been greatly affected.

*Practical Administrative Training figures (2004-2007) include the Information Technology graduates.

*Intercultural Training and Practical Administrative Training includes figures for the overseas training program graduates.

*Some 2021 training courses canceled due to Covid-19 were offered on-lined instead with 859 persons, not included in the above figures, taking part.

Provision of Information

Kokusai Bunka Kenshū - Quarterly Journal

New and existing local public administration topics attracting great attention are addressed via leading experts' essays or commentary and regularly accompanied by frontline case studies.

In addition, a rich selection covering important municipal policy-making issues, matters related to practical administration, and serialized articles are offered.

Kokusai Bunka Kenshū is published in March, July, and November. It is distributed to all municipal and prefectural governments' personnel

Compendium of Local Government Case Studies

Case studies introduced in JIAM's various training programs are available on our website. (<https://www.jiam.jp>)

JIAM Mail Magazine

A monthly e-mail magazine is distributed to registered readers. (See JIAM's website for registration details.)



Overview of Facilities

JIAM's classroom facilities have been designed to meet the widely diverse needs of its training formats and class sizes; and in addition the IT Room, Library, and dormitory, serve an integral function in this comprehensive training institute.

● Classroom Facilities



Auditorium



JIAM Hall



Lecture Room



Classroom



Lecture Hall



IT Room

● Accommodation Facilities



Trainees' Accommodation



Lounge



Main Lounge



Main Dining Hall

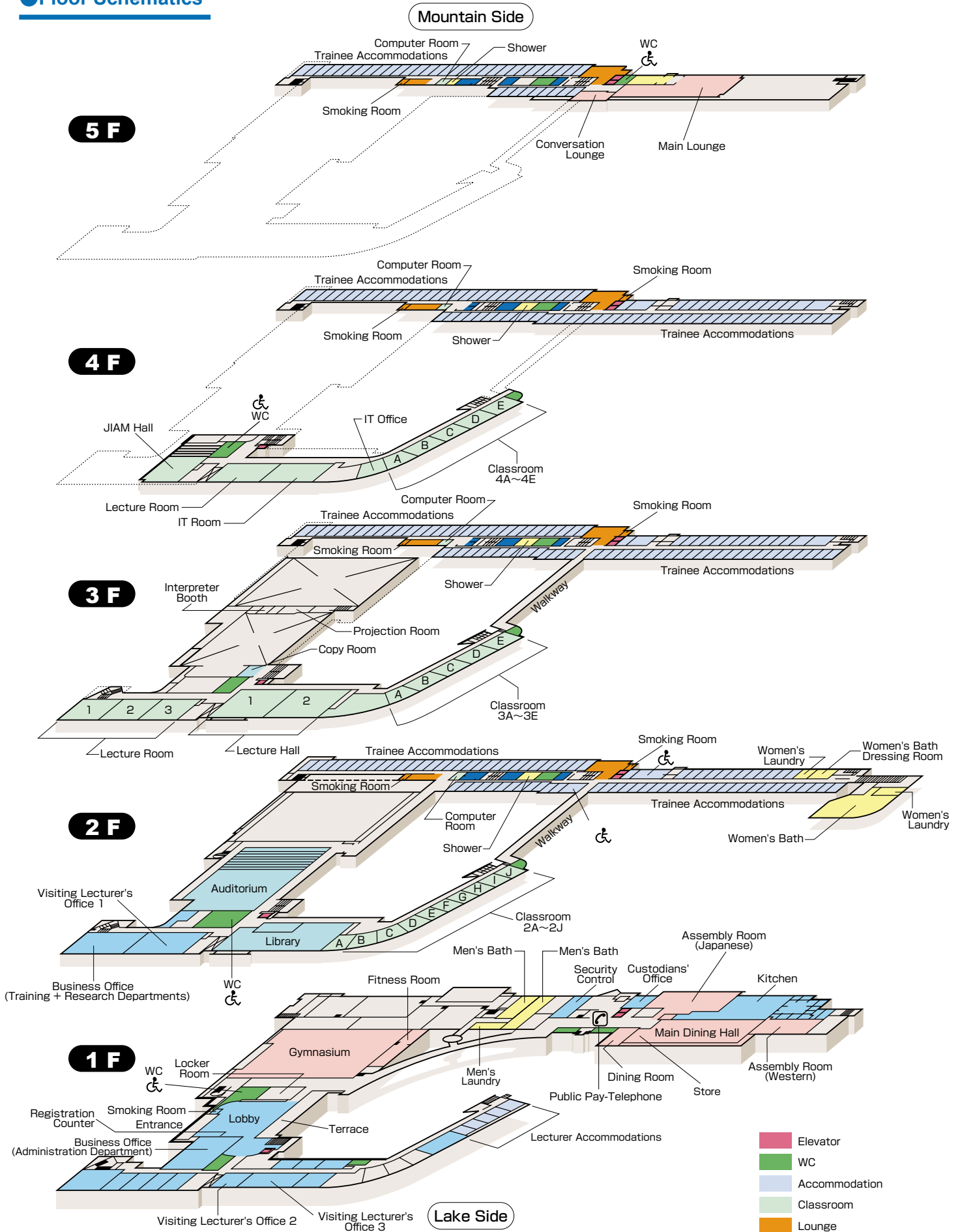


Library

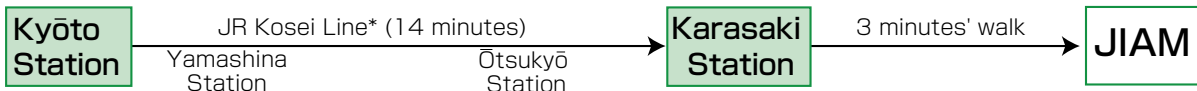


Store

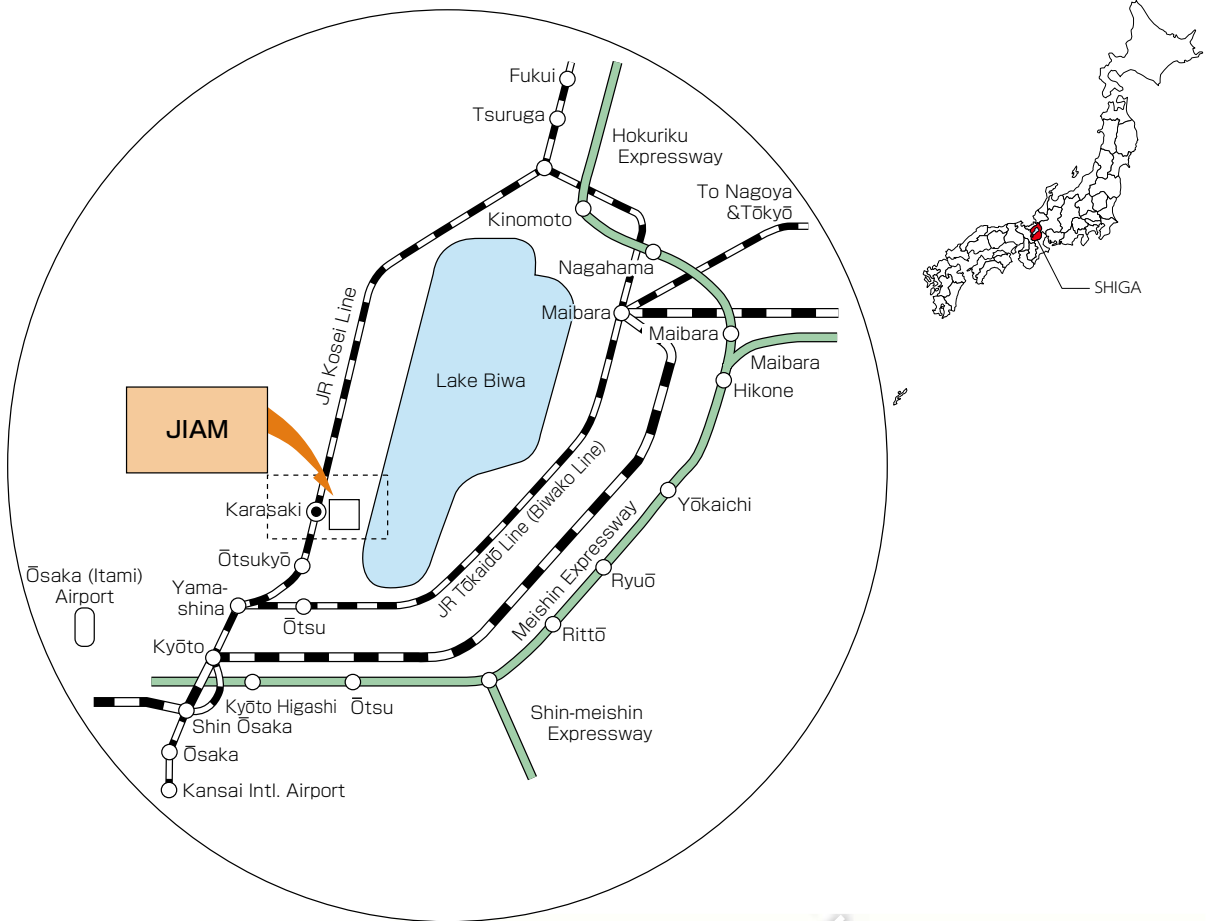
Floor Schematics



Location and Access to Public Transportation



*Only 'local' trains stop at Karasaki Station



Map of the JIAM Surroundings





The JIAM motto meaning that
“with hard work, nothing is impossible.”



JAPAN INTERCULTURAL ACADEMY OF MUNICIPALITIES

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