

Special Topic Presentation – Responding to the New Southbound Policy: Professional Human Resources Development

Outline:

1. Direction for the Southbound Policy

1. Southbound policy: An entry ticket to the global market.
2. Preliminary work for Southbound Policy: Market surveys, establishment of suitable investment opportunities.
3. Conditions for success with the Southbound Policy: Funds, technology, markets, human resources, information.
4. Development of production chains: Parts, technology, assembly, sales; integration of various professions and establishment of teams; division of labor and utilization of strengths of individual teams.
5. Focus on people: In-depth cultivation, language communication skills, professional team training.
6. Hire international students studying locally and hire or cooperate with local reliable Overseas Chinese to overcome communication difficulties.

2. Southbound Team Cultivation: Necessary Capabilities

1. Professional skills that meet market needs (For example, in the case of Charoen Pokphand Enterprise: farming, animal husbandry, feed, food processing)
2. Internationalization of outlooks and opening up of attitude towards learning.
3. Bilingual or multi-lingual language abilities.
4. Multi-cultural understanding, communication and coordination abilities.
5. Ability to face challenges and solve problems.
6. Abilities in strategic thinking and crisis management (turn crisis in to opportunity).
7. Teamwork and leadership abilities.

3. Industry-Government-Academia Human Resources Training Cooperation

1. Academia:
 - (1) Hold foreign language and Chinese language training classes;
 - (2) Hold technical skills training courses;
 - (3) Interact and hold student exchanges with countries of interest;
 - (4) Establish information platforms for education and industry.
2. Government:
 - (1) Streamline visa and related document procedures;

- (2) Establish databases on overseas professionals;
- (3) Establish databases on overseas regulations and tax requirements;
- (4) Provide efficient channels for finances;
- (5) Provide scholarships for local and overseas students.

3. Industry:

- (1) Consider public sentiment and follow regulations (e.g. tax requirements and labor laws); operate businesses responsibly.
- (2) Provide local and international internship opportunities.
- (3) Provide employment opportunities.

4. Charoen Pokphand Enterprise as Example for Industry-Academia Cooperation:

1. NPUST:

- (1) A reputable center for Tropical Agriculture, suitable for agriculture development in Southeast Asia;
- (2) Has sister relationships with and exchange students from universities in ASEAN countries; conducts bilateral exchanges, and professional international human resources training;
- (3) Recruits students from ASEAN countries (Thailand: Chinese language Ability);
- (4) Is building a Southbound Education Exchange and Professional Talent Platform.

2. Charoen Pokphand Enterprise:

- (1) Conducts industry-academia cooperation and exchange (jobs fair);
- (2) Provides industry internship opportunities;
- (3) Provides job opportunities for Thai students studying in Taiwan;
- (4) Is building a Thailand CP Group human resources exchange platform.

5. Conclusion:

1. Actively cultivate international human resources with applicable talent and capabilities.
2. Establish a sound plan for human resources cultivation.
3. Encourage academic interaction and student exchanges between Taiwan and Southeast Asian countries.
4. Integrate industry, government and academia human resources as effectively as possible.
5. Improve technical ability training.
6. Diversify employment opportunities and provide information on international employment.
7. Establish a comprehensive human resources database and optimize matchmaking.

綱要：

1. 南向政策的方向：

1. 南向政策：正確，取得通往全球市場之入門票
2. 南向政策前置作業：市場調查，訂定正確投資方向及項目
3. 南向政策成功之要件：資金、技術、市場、人才、資訊
4. 發展產業一條龍：零配件、技術、組裝、銷售等，整合各專業，組成團隊，分工合作，發揮團隊力量
5. 以人為本，在地深耕，語言溝通能力，培養專業團隊
6. 聘用國內外留學生、聘用或與當地有信用之華僑合作，解決語言溝通之問題

2. 南向團隊之培養--團隊應具備之能力：

1. 符合市場需求之專業能力(以卜蜂為例:農牧、養殖、飼料、食品加工)
2. 國際化視野與開放學習心態
3. 雙語或多國語言之外語能力
4. 跨文化認知與溝通協調能力
5. 面對挫折與衝突解決能力和耐力
6. 策略思考與危機處理能力(化危機為轉機)
7. 團隊合作與領導能力

3. 產官學人才培育合作：

1. 學術：
 - (1) 辦理外語及華語培訓班
 - (2) 辦理專業技術訓練課程
 - (3) 與重點國家相互交流、交換留學生
 - (4) 建立就業和產業資訊平台
2. 官方：
 - (1) 簽證及相關文件手續簡化
 - (2) 建立海外人才資料庫
 - (3) 建置海外法規及稅務之資料庫
 - (4) 提供有效融資管道
 - (5) 提供海內外留學生獎學金
3. 產業：
 - (1) 符合民情及遵守法規(如:稅務、勞工法)，正派經營
 - (2) 提供海內外實習機會
 - (3) 提供就業機會

4. 以卜蜂及屏科大產學合作為例：

1. 屏科大：

- (1) 享譽熱帶農業中心，適合東南亞農業發展
- (2) 東盟重點國家姐妹校及交換學生，雙向交流，培養國際人才
- (3) 招收東盟重點國家學生(泰國:華語能力)
- (4) 搭建南向教育交流及人才輸出入平台

2. 卜蜂：

- (1) 產學合作交流(就業博覽會)
- (2) 提供企業實習機會
- (3) 提供泰國在台留學生就業機會
- (4) 搭建泰國 CP 集團人才交流平台

5. 結論：

1. 積極培養國際化人才，適才適用
2. 建置完善的人才培育計畫
3. 鼓勵東南亞與台灣學術交流及交換留學生
4. 整合產官學，人力資源效益最大化
5. 提升專業技能之培養
6. 增加多元就業管道，提供國際就業資訊
7. 建立完整人才資料庫，人力媒合最佳化