



中華民國全國中小企業總會

National Association Small &
Medium Enterprises Republic of China

107
年報

Annual Report
2018

敬業樂群

用心服務

創新成長



我們的經營理念

Our Management Concepts

- ◆ 敬業樂群
Love for Your Career and People
- ◆ 用心服務
Sincerity of Service
- ◆ 創新成長
Growing with Creativity

展望經濟 迎向未來



回顧 2017 年台灣經濟，相關指標不斷呈現佳績。從年初預估經濟成長率不到 2%，隨著全球景氣好轉，出口連續兩位數成長，全年達到 13%，創下近年最佳表現。而股市衝上萬點，上市上櫃總市值達到 35.14 兆元，創下歷史新高，有助於企業籌資及民衆投資，更是讓人民有感。加以全年平均失業率為 3.76%，創下 17 年來的新低點，顯示百業蓬勃，就業良好。這些亮麗數字除了國際復甦帶動外，更是政府所擘劃 5+2 產業創新藍海策略，挑戰亞洲矽谷，為產業升級轉型打底奠基所致。這股向上力量，勢將引導 AI、無人自駕車、物聯網、智慧城市、綠能等新興產業蓬勃發展，成為帶動產業發展主要動力。

隨著全球經濟穩步復甦，世界銀行於今 (2018) 年 1 月發布最新的《全球經濟展望》報告，上調今年全球經濟成長率預測至 3.1%，甚至稱全年 GDP 增速可望達 6.7%，整體穩步上升。國際貨幣基金 (IMF) 也調升今年全球成長預估，創 7 年新高為 3.9%，預期全球經濟將寫下 2011 年以來最快成長速度。

總體經濟復甦、新興經濟體進行結構性改革、國際原物料價格走高，以及貨幣與財政刺激措施等，在在衝擊台灣企業投資及營運，中小企業必將面臨許多制度的轉變與全球經貿的挑戰。一直以來因為大環境變遷、資源受限、法規障礙、八缺等不利中小企業因素的存在，經總會屢向政府建言，反映中小企業心聲，得到政府一例一休的調整、產創條例、稅法、外國人才專法等修訂成果。未來，期盼政府在提出對應政策之餘，更能落實行動，改善中小企業經營環境及提振投資，讓企業、人民有感，以維持復甦的正向循環。

展望 2018 年，在經濟攀升、美國稅改與企業基本面強勁等利多加持之下，本會將繼續致力促進中小企業迎向新變革，朝向世界接軌，期盼發掘產業的新價值，讓政府與中小企業攜手共創雙贏，再創以小搏大的經濟奇蹟。

理事長

林登漢

Welcome 2018: Embrace Prosperity

Looking back on 2017, we see that Taiwan's economy has continuously performed well, evidenced by its favorable economic indicators. In spite of the minimal growth rate of less than 2% forecasted at the beginning of the year, the country's exports consecutively posted double-digit growth and reached 13% for the year, the best in recent years. The Taixex index also breached the 10,000-point mark, while the total market capitalization of TWSE and GTSM-listed stocks reached NTD 35.14 trillion, a historic high. These are helpful for fundraising by enterprises and for stimulating investment, which is welcomed by the public. The average unemployment rate for the whole year was 3.76%, the lowest in seventeen years. These numbers suggest a good employment market and a booming economy. While the upswing of the global economy contributed to the splendid performance, the government has made significant efforts to solidify the framework for industrial upgrade and transformation, including the 5+2 Industrial Innovation Program and the challenging "Asia Silicon Valley Development Agency". These are positive powers driving the development of emerging industries such as AI, driverless cars, the Internet of Things, smart city design and green energy, all of which contribute greatly to spurring the country's industrial growth.

Echoing the stable recovery of the world economy, the World Bank has, in the latest "World Economic Outlook" released in January, 2018, adjusted the world economic growth rate for 2018 upwards to 3.1%. The GDP growth rate for the year was even forecasted at 6.7%, marking a steady upward turn on the whole. The IMF, in the meantime, forecasted global growth for the year at 3.9%, the highest in seven years. It is expected that global economic growth will reach its highest point since 2011.

The investment environment and business dealings in Taiwan are heavily influenced by various factors, such as economic recovery as a whole, structural reform of emerging economies, rising raw material price in the international market and monetary/fiscal policies for stimulating economic growth. Challenged by several systemic changes and international trade issues, small and medium enterprises in Taiwan always need to deal with many unfavorable factors such as the changing environment, limited resources, regulatory boundaries and the "eight aspects of deficiency". The National Association of Small and Medium Enterprises R.O.C., therefore, has been in diligent communication with the government as a voice for SMEs. In response, the government has reviewed and revised the "One Fixed Day off and One Flexible Rest Day" Workweek policies, the Statute for Industrial Innovation, tax regulations and the Act for the Recruitment and Employment of Foreign Professional Talent. It is hoped that, as they contemplate policy solutions for the future, the government could in the meantime take practical action to improve the business environment for SMEs and spur investment, so as to motivate people and enterprises and secure positive economic growth.

Looking forward to 2018, we are seeing advantages including the rising economy, US tax reform and the strong financial standing of business establishments. The Association will continue providing support to its SME members to embrace changes and keep abreast of world trends. We will endeavor to find new value for the industry and create a win-win situation for the government and SMEs. Let's work together, leverage resources and create a new economic miracle for the country!

Chairman 

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一個創新求變的社團

An Innovation and Creative Association

不管是透風 還是落雨 認真打拼為前途踏著堅定的腳步 不經風雨這呢粗無論是成功 還是失敗攏是人生要走的路 暫時失志免痛朋友互相來照顧手牽手來心連心一步一腳印 為著前途 付出犧牲創造美滿的社會 幸福人生

Rise or shine, we take a firm stand over our future despite the hardships. Failure or success is only a part of life. There is no need to be discouraged by temporary losses because friends will help each other heart to heart and hand in hand through it all. I am willing to make sacrifices for the social well-being and a life of contentment.

這首歌，深切傳達了本會的使命與精神，這就是我們的會歌。

民國 61 年 7 月 17 日，中華民國中小企業協會誕生（總會前身），迄今已 46 個年頭，愈漸茁壯。

本會自成立以來，在歷任理事長帶領下，恪遵服務中小企業的原始初衷，多年來無時無刻不以「促進中小企業發展」為己任，協助政府推動經建計畫、執行輔導措施、提供服務管道，扮演政府與民間溝通橋樑的角色、促進學術研究資源導入產業界，更進而促成業界之間的交流機會，協助中小企業締造更多商機。

時至今日，本會在國內各縣市成立 57 組分級組織和跨業聯誼會，形成全省 SME 家族網絡。此外，也踏出海外延伸服務觸角，與全球 130 餘個團體建立關係，成立國際工商團體姊妹會。希望能藉此引領我國中小企業接軌國際，再創舉世矚目經濟奇蹟。

This song, our theme song, truly conveys the mission and spirit of the NASME.

The National Association of Small & Medium Enterprises, R.O.C. (NASME) founded on July 17, 1972, has become for 46 years.

Under the leadership of successive chairmen over the years, NASME has upheld the mission of "promoting SME development", by executing guidance measures and providing service channels for SME. It has also bridged communication between government and private sectors and have promoted launching of academic research resources in the industries, which in turn have facilitated industrial exchanges and thus they have created more business opportunities for SME.

Today, the nationwide SME network of NASME comprises 57 organizations and crossenterprise clubs in Taiwan. In addition, it has also extended its services overseas and has established cooperative economic and trade relations with 130 global organizations, hoping to offer guidance to SMEs so they can be in line with the world trends and once again have a worldfamous new economic miracle.

經營理念與願景

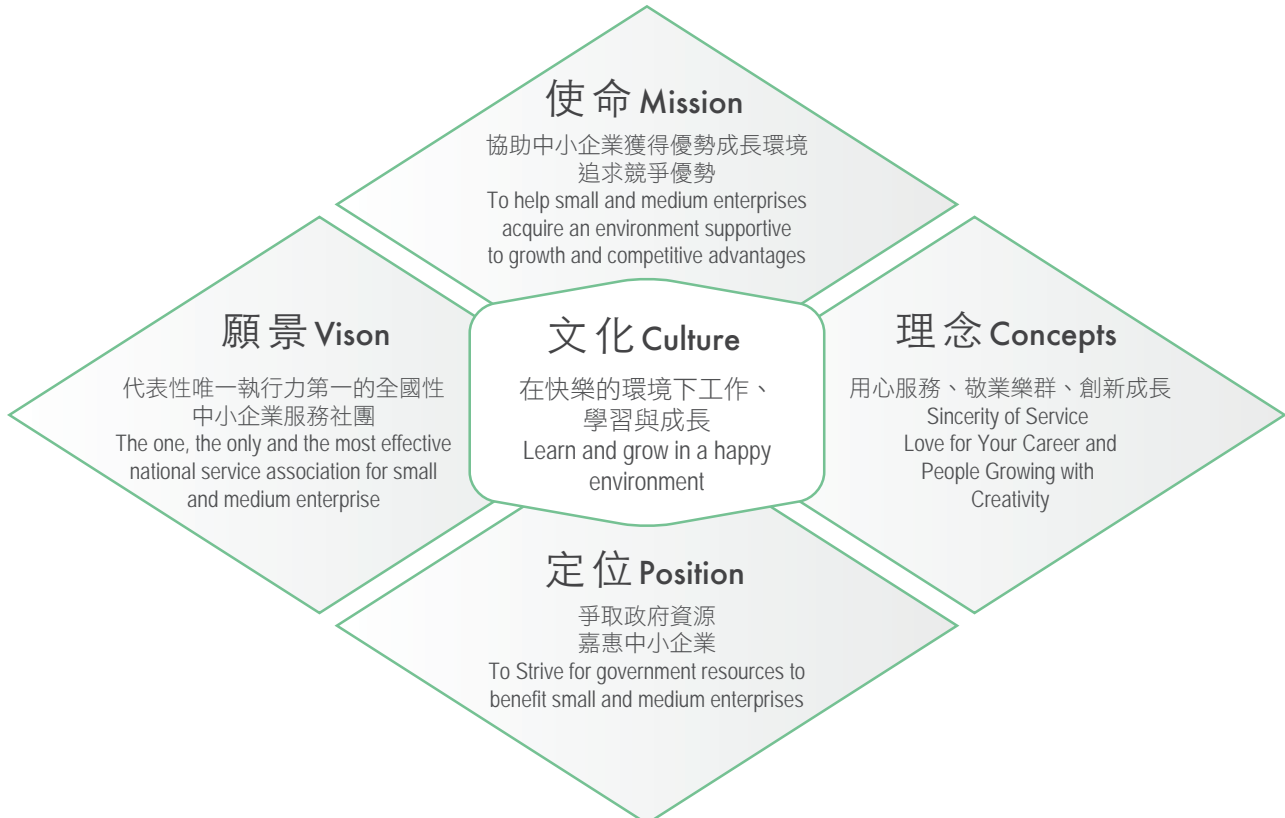
Philosophy and Vision

本會為非營利組織 (NPO)，我們一直秉持「用心服務、敬業樂群、創新成長」的理念，力求會務的健全運作。在服務中小企業工作上，積極爭取向政府建言機會，嘉惠中小企業，並向中小企業宣導政府輔導政策；同時參與各項政府標案，戮力執行各項計畫，貫徹「協助中小企業獲得優質成長環境，追求競爭優勢」的使命。

多年以來除獲中小企業好評外，民國 84 年迄今，已連續多年榮獲「內政部績優社團優等獎」的榮耀，持續向「代表性唯一、執行力第一的全國性中小企業服務性社團」願景邁進。

NASME is a non-profit organization (NPO). Upholding the philosophy of "dedicated services, gregariousness, and innovation and growth," it strives for integrity in its business conduct. In terms of provision of services for SMEs, NASME has actively sought opportunities to bring a voice to the government, advocated government's guidance policies and joined government's various biddings to implement NASME's mission of "Facilitating sound business environments for sustainable development of SMEs and pursuit of competitive advantage."

NASME has not only been well received by SMEs over the years, but has also won the "Organization Excellence Awards, Ministry of the Interior" for many consecutive years.



政府給我們的肯定 Government Recognitions

- 2008** ▶ 行政院勞委會－人力創新獎專業團體組
Human Resource Innovation Award, Professional Group Category, CLA
- 2003-2005** ▶ 經濟部中小企業處－「中小企業人力協助執行計畫」感謝狀
Certificate of Appreciation, SME Human Resource Assistance Implemental Plan, SMEA, MOEA
- 2002-2009** ▶ 經濟部中小企業處－推動終身學習護照獎牌
Lifelong Learning Passport Promotion Medal, SMEA, MOEA
- 1999-2007** ▶ 總統府－主辦總統府升旗典禮表揚紀念狀
Certificate of Commemoration for the National Flag-Raising Ceremony held at the Office of the President, Office of the President
- 1995-Now** ▶ 內政部－全國性績優社團代表
Outstanding NGO Representative, MOI
- 1992-1998** ▶ 國防部軍教處－辦理終身學習感謝獎座和辦理人才培訓感謝狀
Trophy of Appreciation for Lifelong Learning Achievements and Certificate of Appreciation for Human Resource Training, Military Education Division, MND
- 2014** ▶ 財政部－開立統一發票績優營業人
Excellence Award for GUI-Issuing Business Operator, MOF

我們的服務 Our Services

我們能為您做些什麼？

- 提升產業競爭力優勢
- 落實政令維護權益
- 開拓國外商機交流
- 建構政府與企業溝通橋樑
- 增進企業人才素質
- 創業諮詢與輔導
- 輔導激勵產業升級
- 促進就業與媒合

What can NASME do for you?

- Enhances business competitiveness and strength.
- Helps businesses enforce government rules and maintain rights and benefits.
- Explores overseas business opportunities and promote overseas exchange.
- Promotes two-way communication between businesses and the government.
- Improve personnel quality.
- Provides consultation and guidance for entrepreneurship.
- Provides guidance and encouragement for industrial upgrade.
- Enhance & integrate employment resources.

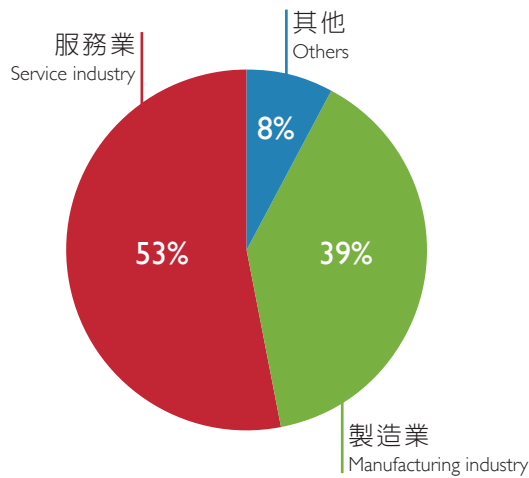
我們辦過哪些活動？

- 晉見總統 提供建言
- 行政院院長與中小企業下午茶敘
- 中小企業新春團拜
- 各類獎項選拔及會議規劃
- 各類人才培訓課程及輔導
- 國際中小企業大會(ISBC)
- 全國中小企業發展會議
- 兩岸企業家峰會(中小企業合作推動小組)
- 山頂尾溜登山健行嘉年華會
- 再現一炊煙露營活動 / 高爾夫球賽

What activities has NASME organized

- Meeting the president and making recommendations.
- Afternoon Tea with Premier and SMEs.
- SME Chinese New Year Gathering.
- Planning for various awards and conferences.
- Various talent cultivation courses and guidance.
- The 6th International Small Business Congress.
- National Small & Medium Enterprises Development Conference.
- Cross-Strait CEO Summit (SMEs Cooperation Promotion Team).
- Hilltop Carnival.
- The 1st Camping Activity / Golf Tournament.

會員組成與分布 Membership Organization and Distribution



會員行業分佈

製造業：
包括電子電器業、精密器械業、化學製品業、機械設備業、食品業、紡織業、木竹傢俱業、造紙印刷業、橡膠製品業、金屬製品業、運輸工具業等。

服務業：
包括運輸服務業、旅遊業、金融業等。

其他：
包括營建業、運輸及倉儲業、農林漁牧業等。

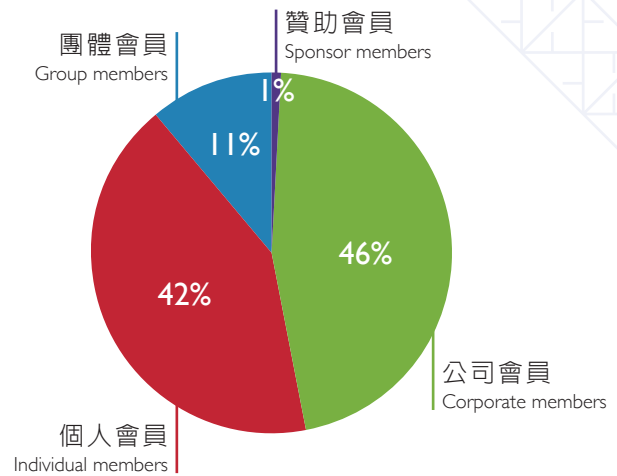
會員組成結構

個人會員：
凡經核准入會，從事經營中小企業或具有興趣及研究之個人。

公司會員：
凡經核准入會，其經營本質屬中小企業發展條例第二條規定標準之公民營公司行號。

團體會員：
1. 本會所屬各分級組織。
2. 凡贊同本會宗旨或本會輔導之各相關團體。

贊助會員：
對於本會有特殊貢獻或每年贊助經費新臺幣壹萬元以上之團體或個人。



Members Industries

Manufacture :
including electronics and appliance, precision mechanics, chemical productions, mechanical equipment, food, textile, wood and bamboo furniture, paper making and printing, rubber and plastic manufacturing, metal, and transportation tools.

Service :
including transportation service, travel, and finance.

Others :
including construction, transportation, warehousing industry, agriculture, forestry and fisheries.

Members Composition

Personal membership :
individuals who are working or interested in conducting in a small and medium enterprises.

Corporate membership :
public or private business entities whose business natures fit the descriptions in the second article of the Statute for Development of Small and Medium Enterprises.

Group membership :
1. subsidiary associations of NASME.
2. SME-pertaining groups whose membership applications were accepted.

Sponsor membership :
groups or individuals with either special contributions or sponsorship over NT\$10,000 each year to the National Association of Small and Medium Enterprises.

年度重要記事 Major Events

-  1/1 元旦總統府升旗音樂會
New Year's Day Presidential Palace Flag Raising Concert
-  1/11 行政院林全院長與中小企業下午茶敘
Afternoon Tea Discussion by Minister Lin of Executive Yuan and SMEs
-  2/10 全國中小企業聯合新春團拜
National SMEs Joint Spring Festival Greetings
-  2/14 工商團體春節聯誼會
Industry and Commerce Group Spring Festival Fellowship
-  3/9-3/10 全國中小企業理事長聯誼活動
National SME Director Fellowship Event
-  3/10 甘肅省臨夏州廣河縣人民政府馬東升縣長等來訪
Visit by Magistrate Dongsheng Ma and other Officials from Gansu Province Linxia Guanghe County People's Government
-  3/21 鹽城市人民政府戴源市長等來訪
Visit by Mayor Yuan Dai and other Officials from Yancheng City People's Government
-  3/31 奈及利亞商工總會 Chief Edem 總會長等來訪
Visit by Chief Edem of the Nigerian Association of Chambers of Commerce, Industries, Mines, and Agriculture
-  3/30 第13屆第7次理監事會議
The 7th Meeting of the 13th Supervisory Board
-  4/25 索羅門群島 H.E. Manasseh Maelanga 副總理兼內政部長等來訪
Visit by Deputy Prime Minister and Minister of Home Affairs H.E. Manasseh Maelanga and other Officials from the Solomon Islands
-  5/25 第13屆第8次理監事會議
The 8th Meeting of the 13th Supervisory Board
-  6/17-6/19 參加「第9屆海峽論壇暨第6屆共同家園論壇」（廈門、平潭）
Participated in the "9th Straits Forum and 6th Common Homeland Forum" (Xiamen, Pingtan)
-  6/28 第13屆第4次會員大會暨第9屆國家磐石關懷獎章頒獎典禮
The 4th Meeting of the 13th Member Conference and the 9th National Outstanding Care Medal Award Ceremony
-  6/29 韓國國會洪翼杓幹事等來訪
Visit by Member Ihk-Pyo Hong of the South Korea's National Assembly and other Officials
-  7/8 第5屆再現一炊煙烘肉懇親會
The 5th Cooking Smoke Again SME camping
-  7/10 馬來西亞中小企業發展機構副理 Rosman Zamri 等來訪
Visit by Rosman Zamri, Deputy Manager of SME Development in Malaysia, and other Officials
-  7/16-7/21 籌組「貴州現代農業交流考察團」
Organized "Guizhou Modern Agricultural Expedition Team"
-  7/24 日本台灣交流協會橫田光弘副代表等來訪
Visit by Vice President Yokota Mitsuo of the Japan-Taiwan Communication Association and other Officials

- ◆ 7/28 鹽城市委副書記戴元湖等來訪
Visit by Yuanhu Dai, Deputy Secretary of Yancheng Municipal Committee
- ◆ 9/1 第13屆第6次常務理監事會議
The 6th Meeting of the 13th Executive Director Board
- ◆ 9/18-9/23 籌組「浙江台灣合作周考察團」
Organized the “Zhejiang Taiwan Cooperation Week Study Team”
- ◆ 10/7 第10屆山頂尾溜嘉年華會
The 10th Peaking Mountaineering Hiking Carnival
- ◆ 10/16 福建省三明市交流協會肖華鑫副市長等來訪
Visit by Deputy Mayor Huaxin Xiao of the Fujian Province Sanming City Association and other Officials
- ◆ 10/31 第26屆國家磐石獎暨第19屆海外台商磐石獎頒獎典禮
Ceremonies for the 26th National Award of Outstanding SMEs and the 19th Outstanding Overseas Taiwanese SMEs
- ◆ 11/6-11/7 參加「2017兩岸企業家紫金山峰會」（南京）
主辦「成長型和中小企業合作推動小組專題論壇」
Participated in the “2017 Cross-Strait SME Purple Mountain Summit” (Nanjing), Held the “Growing and SME Cooperation Promotional Team Forum”
- ◆ 11/20 第24屆中小企業創新研究獎頒獎典禮
第16屆新創事業獎頒獎典禮
The 24th Taiwan SMEs Innovation Award Presentation Ceremony
The 16th Startup Business Award Presentation Ceremony
- ◆ 11/21 國際體育賽事成果發表暨感恩茶會
International Sports Event Result Publication and Thanksgiving Tea Party
- ◆ 11/28 第13屆第7次常務理監事會議
The 7th Meeting of the 13th Executive Director Board
- ◆ 11/30 成立台日合作推動小組
Formed the Taiwan-Japan Cooperation Promotion Team
- ◆ 12/5-12/10 籌組「重慶台灣周經貿考察團」
主辦「2017海峽兩岸中小企業重慶峰會」
Organized the “Chongqing & Taiwan Weekly Economic and Trade Study Tour”, Held the “2017 Cross-Strait SME Chongqing Summit”
- ◆ 12/12 國家人才發展獎頒獎典禮
National Talent Development Award Ceremony
- ◆ 12/19 蔡英文總統接見第26屆國家磐石獎暨第19屆海外台商磐石獎得獎代表
President Ing-Wen Tsai met with the winner of the current (26th) Outstanding Award winner representatives

會務推廣

EVENT PROMOTION

- ◆ 會員大會暨理監事會議
General Assembly and Meeting of the Board of Supervisors
- ◆ 元旦總統府升旗音樂會
New Year's Day Presidential Palace Flag Raising Concert
- ◆ 行政院院長與中小企業下午茶敘
Afternoon Tea Banquet with the Premier and SME representatives
- ◆ 全國中小企業聯合新春團拜
Chinese New Year Event for SMEs
- ◆ 磐石獎聯誼會
Club of National Award of Outstanding SMEs
- ◆ 第 5 屆再現一炊煙烘肉懇親會
The 5th Cooking Smoke Again SME Camping
- ◆ 第 10 屆山頂尾溜嘉年華會
The 10th Peak Mountaineering Hiking Carnival
- ◆ 全國各縣市中小企業協會活動
Activities of SME Associations of Counties and Cities around the Country
- ◆ 中小企業跨業聯誼會活動
SME Cross-Industry Club Activities

建構溝通平台 促進產業交流

Creation of a Communication Platform to Promote Industry Exchanges

本會成立 46 年來，持續地精進服務品質，搭建企業與政府間溝通橋樑，提供中小企業各項輔導與服務。自民國 84 年起，多年榮獲「全國性績優社團優等獎」的肯定。

為落實中小企業服務，本會於民國 106 年 1 月辦理「元旦升旗典禮」、「行政院院長與中小企業下午茶敘」、12 月理事長帶領磐石獎得主晉見蔡總統，積極向政府建言，傳達中小企業心聲。

在全國網絡資源部分，全臺共成立 57 個分級組織，包含 20 個縣市中小企業協會及 37 個跨業聯誼會，直屬會員代表約 1,300 家，所屬會員約 1 萬家，建構綿密的服務網絡；另，「磐石獎聯誼會」是由歷屆國家磐石獎得主所成立，為延續磐石精神，每季舉辦例會，相互觀摩交流，促進產業永續發展。

此外，為凝聚會員共識，每年精心規劃一系列活動，包括年初的「全國中小企業聯合新春團拜」、5 月「再現一炊煙活動」、6 月「會員大會」，以及 10 月「山頂尾溜嘉年華會」等，透過各項活動促進會員聯誼，進而達到產業交流之效。

Since it was founded 46 years ago, NASME has constantly refined its service quality in an effort to build a communication bridge between enterprises and the government and provide guidance and services for SMEs. NASME has been honored with numerous “National Efficient Association Excellence Award” for outstanding performance since 1995.

NASME organized a New Year Flag Raising Ceremony and an Afternoon Tea Banquet with the Premier and SME representatives in January 2017 to provide services for SMEs. In December, the chairman accompanied the winner of the Outstanding SME Award for an audience with the president Tsai to offer suggestions and convey the voice of SMEs in Taiwan.

On a national network, 57 sub-associations have been established throughout the whole of Taiwan. These include 20 county and city SME associations and 37 cross-industry clubs. A dense service network with around 1,300 direct members and 10,000 affiliated members has been formed. In addition, The club of National Award of Outstanding SMEs has been created by past award winners to perpetuate the spirit of the prize. Meetings are convened on a quarterly basis to conduct mutual exchanges and promote sustainable industrial development.

In addition, meticulously planned annual activities including the Chinese New Year Event for SMEs, the “Cooking Smoke Again SME Camping” BBQ Gathering in May, the “General Assembly” in June, and the “Peak Mountaineering Hiking Carnival” in October to enhance member cohesion, and promote friendship between members, thereby facilitating industry exchanges.

會員大會暨理監事會議



本屆國家磐石關懷獎章得主與貴賓合影，由左至右：柯承恩前院長、葉雲龍前處長、李啓賢總經理、李成家董事長、林慧瑛理事長、劉權豪立法委員以及胡婉玲副總經理

Group photo of National Award of Outstanding SMEs winners. From left to right: former dean Cheng-En Ko, former Director-General Yun-Long Yeh, President Chi-Hsien Lee, President Cheng-Chia Li, NASME Chairperson Hui-Ying Lin, Legislator Mr. Chao-Hao Liu, Vice President Wan-Ling Hu

本會自民國 84 年迄今，連續多年榮獲內政部評選為「全國性績優社團優等獎」之榮耀，除法定會議如期召開外，理監事和諧運作，會務穩健發展。

會員大會

第 13 屆第 4 次會員大會於民國 106 年 6 月 28 日下午 2 時假台北東方文華酒店大宴會廳舉行，爰例與關懷中小企業基金會共同舉辦「第 9 屆國家磐石關懷獎章」贈獎典禮，「國家磐石關懷獎章」乃延續國家磐石獎之精神，為我國唯一針對中小企業重大貢獻人士給予公開表揚之獎項，過去已表揚 8 屆共 39 位人士，本屆共有台灣大學管理學院柯承恩前院長、經濟部中小企業處葉雲龍前處長、台灣證券交易所李啓賢總經理、立法院劉權豪立法委員和民視公司新聞部胡婉玲副總經理等 5 位獲獎。

大會除進行例行性的會務報告和提案討論外，另也建請政府撥充或另尋新財源挹注中小企業發展基金，以協助中小企業發展；同時也希望政府重視儲熱儲能技術，讓綠能產業在台灣深耕永續發展；會中針對各項提案，會員皆表贊同，大會圓滿結束。

理監事相關會議

為順利推展會務並達成理監事共識，依據章程第 25 條規定召開理監事會議，在會議中進行各項工作報告、財務報告以及提案討論，提案包含兩岸企業家峰會「中小企業合作推動小組」各項工作計畫、全國中小企業聯合新春團拜、海峽兩岸中小企業重慶峰會、工商團體春節聯誼會及本會顧問聘任等 33 案。

General Assembly and Meeting of the Board of Supervisors

NASME has been awarded with the “National Efficient Association Excellence Award” by the Ministry of the Interior for many consecutive years since 1995. Apart from statutory meetings held as scheduled, supervisors work in harmony and the association is developing steadily.

GENERAL ASSEMBLY

The fourth meeting of the 13th General Assembly was held in grand fashion in the Grand Ballroom of the Mandarin Oriental, Taipei at 2:00 pm on June 28, 2017. The “9th National Awards of Outstanding SMEs” was held in cooperation with the Small and Medium Enterprise Foundation. This award is organized in the spirit of the National Award of Outstanding SMEs. It is the only award to publicly recognize the major contributors among small and medium enterprises. The Award has been held for 8 years in the past and awards were given to 39 persons. The following individuals were honored with awards this year: Prof. Cheng-En Ko, former dean of the NTU College of Management; Mr. Yun-Long Yeh, former Director-General of the Small and Medium Enterprise Administration, Ministry of Economic Affairs; Mr. Chi-Hsien Lee, President of Taiwan Stock Exchange Corporation; Mr. Chao-Hao Liu, Member of the Legislative Yuan; and Ms. Wan-Ling Hu, Vice President of FTV News Division.

After the delivery of routine reports and discussion of submitted proposals, a petition was drafted for the government to appropriate funds or search for alternative funding sources for the SME Credit Guarantee Fund to boost SME development. Another goal was to direct the attention of the government to thermal and energy storage technologies to ensure a solid foundation and sustainable development of the green energy industry in Taiwan. The members expressed their approval of all submitted proposals and the conference came to a successful conclusion.

SUPERVISORS' MEETING

The Supervisors' Meeting was held according to Article 25 of the Articles of Association in order to carry out the activities of the association smoothly and to achieve a common understanding among the supervisors. Working reports, financial reports and proposals were discussed in the meeting. 33 proposals were discussed. These include the projects of the “SME Cooperation Team” of China and Taiwan entrepreneur summits, the nationwide Chinese New Year Event for SMEs, the Cross-Strait SME Summit in Chongqing, China, the Chinese New Year Banquet for commerce and industry associations, and the hiring of consultants.



林慧瑛理事長主持會員大會 Chairperson Hui-Ying Lin overseeing the general assembly

元旦總統府升旗音樂會



政府首長蒞臨典禮現場 Chief government executives attended the ceremony

為了迎接 2017 年的到來，表達對國家的支持與對未來的期待，本會邀請六大工商團體等單位共同主辦「2017 年元旦總統府升旗音樂會」，以「2017 我們一起」為活動主題，帆船為設計概念，意含 2017 全國一起之向前行。

在蔡政府的指導下，呈現別與以往的升旗活動，希望能有更多不同年齡層參與。因此，首度將元旦升旗典禮規劃為元旦升旗音樂會，期望能帶動更多台灣青年族群的力量，在 2017 年的第一天與數萬民衆一起做一個美好的開端。此外，活動邀請國防部示範樂隊、滅火器樂團共同演出，呈現不同的軍樂面貌；並由 45 位國軍楷模領唱國歌，以彰顯國軍與國家密不可分關係與呈現中華民國和諧之土氣。

在凱達格蘭大道上，安排知名 DJ Cotton Disco 和李英宏帶動演出，北一女中樂儀旗隊、中山女高樂旗隊及 Big Apple Swing 搖擺舞團表演，以各種炫麗儀隊槍法，結合年輕世代的活力，繞行於凱達格蘭大道演出，呈現出與以往截然不同的表演風貌。

感謝政府相關部門及軍警單位鼎力協助，本會理監事、各縣市中小企業協會、跨業交流聯誼會會友及本會同仁全心支持，使得升旗音樂會順利圓滿。



示範樂隊演奏打擊樂

Percussion music performed by Ministry of Defense symphony Orchestra

New Year's Day Presidential Palace Flag Raising Concert

To usher in the 2017 and to express our support for the country and our hopes for the future, we invited the six major commerce and industry groups to co-host the “New Year’s Day Presidential Palace Flag Raising Concert”. The event has the theme of “2017 - We Are In This Together” and takes the design concept of a sailing boat to convey the imagery of us marching forward together as a nation in 2017.

Under the guidance of the Tsai Administration, the flag-raising event will be presented differently from previous years and we hope for more participation from more diverse age groups. As such, the New Year’s Day flag-raising ceremony will be planned as a concert in the hopes of galvanizing and involving the presence of Taiwan’s youth groups. Along with the participation from thousands of people from the public, the first day of 2017 will mark a fantastic new beginning. The Ministry of National Defense’s symphony orchestra and the punk band, Fire EX, have both been invited to give an alternative presentation of military music, as well as a rendition of the national anthem led by 45 model national defense personnel, to show the inseparable relationship between the country and the national defense force, while simultaneously showing the harmonious camaraderie of the Republic of China.

On Katagalan Boulevard, well-known DJ Cotton Disco and Li Yinghong (DJ Didilong) will be opening the show, followed by performances by marching bands, honor guards and color guards from the Taipei First Girls High School and the Zhong Shan Girls High School with their dazzling marching formations and gun-spinning skills, plus swing dancing will be performed by Big Apple Swing. Katagalan Boulevard will be enveloped with these rich displays of dynamic vitality from the younger generation, with their drastically different performing styles that they have lined-up.

For the smooth running and completion of this flag-raising concert, we would like to thank the government departments involved and the police/military force for their thorough assistance, as well as the full support from our board of supervisors, SME associations from various cities/counties, cross-industry interchange groups and our colleagues.



活力熱情的專業團隊 A lively and passionate professional team

行政院院長與中小企業下午茶敘



林全院長回覆企業所提問之問題 Premier Chuan Lin answering questions from enterprises

當前面臨國內外經濟環境挑戰，為深入了解中小企業經營所面臨的問題，本會和關懷中小企業基金會於民國 106 年 1 月 11 日下午 2 時 30 分假台北國際會議中心舉行「行政院院長與中小企業下午茶敘」活動。由時任行政院林全院長率領內政部、經濟部、交通部、勞動部、教育部、衛生福利部、國發會、科技部等各部會首長，回應 70 餘位中小企業主所提出之建言。

林慧瑛理事長表示，中小企業經營上所遇到的問題包羅萬象，問題看似小，但卻重要且不容忽視，期望政府能拿出魄力，對於中小企業所提出的這些問題有所回應，讓政府與企業共同攜手合作，改善整體經濟體質，開創產業新契機。

會中中小企業主就經營所面臨的問題，提出 31 項建議案，包含近日内大家所重視的一例一休，建議政府應兼顧勞工權益，並衡量各行各業的差異，給予企業營運上的彈性空間，一起度過轉型的陣痛階段。其餘建議案，提出落

實新南向政策之具體建議；建議應加速人工智慧產業之推廣；應放寬法律限制及修改不合時宜的法規，如提高外勞核配、增加外籍藍領在臺年限、鬆綁信保基金限制額度以及改善臺灣生技醫療與創業投資環境等問題。

會中林院長強調此次與中小企業代表面對面的溝通，極具意義。院長與各部會首長亦針對業者所提議題給予正面積極回應，承諾將會集合各部會力量，致力營造具競爭力、對產業界友善的投資環境。未來政府將持續透過中小企業的溝通平台，傾聽產中小企業的聲音，冀望政府與企業能共同攜手合作，改善整體經濟體質，開創產業新契。

Afternoon Tea Banquet with the Premier and SME representatives

An Afternoon Tea Banquet with the Premier and SME representatives was held in Taipei International Convention Center at 2:30 pm on January 11, 2017 by the National Association of Small & Medium Enterprises, R.O.C., and the Small and Medium Enterprise Foundation to gain an in-depth understanding of problems faced by SMEs in a challenging national and international economic environment. Premier Lin Chuan led a delegation of the heads of the Ministry of the Interior, the Ministry of Economic Affairs, the Ministry of Labor, the Ministry of Education, the Ministry of Health and Welfare, the National Development Council, and the Ministry of Science and Technology in responding to the suggestions proposed by over 70 SME owners.

Chairman Hui-Ying Lin stated that problems faced by SMEs are overarching. Some problems that may appear trivial are in fact of great significance and must not be neglected. She sincerely hopes that the government will take firm action in response to the problems identified by the SME representatives. The government and enterprises should join hands to improve the overall economic structure and create new opportunities for the domestic industry.

SME representatives attending the banquet offered 31 proposals with regard to problems they face in their operations. The proposals also covered the “One fixed day off and one flexible rest day” policy. The representatives suggested that the government should place equal emphasis on labor rights and interests and differences between individual industries. The government should offer enterprises some leeway in their operations and jointly weather the painful period of transformation. Concrete suggestions were also offered regarding the New Southbound Policy and the SME representatives recommended that the government accelerate the promotion of AI industries. Legal restrictions should be lifted, and outdated laws and regulations should be revised and amended. For instance, foreign worker quotas should be increased, the maximum duration of service of foreign blue-collar workers in



林全院長致詞 Premier Chuan Lin giving his remarks

Taiwan should be lengthened, credit guarantee fund restrictions should be loosened, and the environment for biomedical and venture capital investments in Taiwan should be improved.

Premier Lin emphasized the great significance of this opportunity to communicate with SME representatives face to face. The Premier and ministry heads responded positively to the proposals offered by the business owners and promised to harness available resources and capabilities for the creation of a competitive and industry-friendly investment environment. In the future, the government will continue to rely on SME communication platforms to hear the voice of SMEs. The goal is to improve the overall economic structure and create new opportunities for industries through collaboration between enterprises and the government.

全國中小企業聯合新春團拜



團拜祈福儀式互道祝福 Group prayer for blessing and good fortune

本會自民國 91 年起，結合全國各縣市中小企業協會及本會跨業聯誼會共同辦理本活動，共計 1,000 餘名中小企業代表參與，大伙齊聚一堂歡慶，除展現中小企業活力外，更成功增進中小企業族群的互動與交流，深受重視與肯定。

本次於民國 106 年 2 月 10 日假典華旗艦店舉行，何美玥國策顧問、經濟部沈榮津部長、勞動部林三貴次長、經濟部施顏祥前部長、中小企業處吳明機處長、外貿協會黃志芳董事長等均蒞臨會場嘉勉，會中也頒發績優縣市中小企業社團暨跨業聯誼會之獎項，以鼓勵各團體永續經營發展。



經濟部沈榮津部長頒發縣市績優社團獎項

MOEA Minister Jong-Chin Shen presenting awards to outstanding city / county organizations

團拜活動以「金雞迎旭日。雞響如意」為主題，由林慧瑛理事長邀請現場貴賓將象徵給中小企業的祝福放進金母雞籃子內，期許新的一年，現場的大頭家「事業宏圖大展」、「財源廣進發大財」，更祈福台灣經濟好還要再更好，再創經濟繁榮。

另，今年適逢雞年，配合此主題，以「續 FUN 帽子群星秀」為主軸，現場的貴賓們，均頭戴不同帽子，於活動開場時，從會場四方如同巨星般閃亮登場，現場氣氛熱絡，同時也展現中小企業的團隊魅力，閃耀全場。

Chinese New Year Event for SMEs

NASME has been organizing this activity since 2002 in cooperation with SME Associations in all cities and counties and Cross-Industry Clubs. Over 1,000 SME representatives have gathered to participate in these gala events. In addition to demonstrating the vigor and vitality of SMEs, these events also increase interactions and exchanges and are therefore highly valued and acclaimed.

This year's event was held in the Denwell flagship store on February 10, 2017. National policy advisor Mei-Yue Ho, Deputy Minister of Labor Lin San-quei, former Minister of Economic Affairs Yen-Shiang Shih, Director-General of the Small and Medium Enterprise Administration Ming-Ji Wu, and Taiwan External Trade Development Council Chairman James C.F. Huang attended the event as VIP guests. During the event, awards were presented to local SME associations and cross-industry clubs with outstanding performance to encourage sustainable operations and development.

The event was centered around the theme of "Golden Rooster Welcomes the New Year and Brings Prosperity and Good Fortune". Chairman Hui-Ying Lin invited all guests to put tokens of their blessings to SMEs in the golden rooster basket. All guests wished the business owners in attendance continued business success and



千禧聯誼會熱歌勁舞表演

Dances and music at the Millennium Social Club

great wealth for the new year. They also wished for an even better economy and greater prosperity.

In addition, a colorful FUN hat all-star show was held in coordination with the event theme to mark the arrival of the year of the rooster. All attending guests wore different hats, lighting up the venue as they made their grand entry in superstar fashion. The atmosphere in the venue was exciting, demonstrating the charm and glamor of the SME representatives.



產經聯誼會擊太鼓表演 Taiko performance at the Business and Economy social club

磐石獎聯誼會



歷屆總會長合影 Group picture of all chairpersons, Club of National Award of Outstanding SMEs, past and present

兩年一度總會長交接是磐石獎聯誼會的盛事之一，於民國 106 年 4 月 19 日假世貿聯誼社隆重舉行，在經濟部中小企業處吳明機處長見證下，由本會林慧瑛理事長監交，第 10 屆吳宗寶總會長交棒，第 11 屆吳昆民總會長榮任。活動當天多位歷屆會長到場熱情支持及參與，並有近 200 位來賓共襄盛舉。

夏季例會於 8 月豔陽如火之下展開一天行程，上午觀摩「桃城蒔菜農業生產合作社」，讓會友實際感受有機農夫樂活體驗。下午拜訪全台最大汽車芳香劑出口製造廠「睿澤企業」及知名 POS 系統整合專家「南京資訊」，透過參訪過程，分享其成功經營模式。活動尾聲就在南京資訊之空中花園用餐，由吳宗寶前總會長以辦桌方式宴請會友品嚐古早味美食，欣賞大臺北都會璀璨夜景。

另外，為歡迎最新得獎企業加入磐石獎聯誼會的行列，10 月份於台北君悅酒店舉辦迎新晚宴，邀請經濟部沈榮津部長、僑務委員會張良民主任秘書及中小企業處吳明機處長等長官親臨勉勵，海內外會友亦踴躍參與，現場氣氛熱絡，賓主盡歡。

12 月則舉辦雲林、嘉義兩天一夜的聯誼活動，吳總會長以地主身份，邀請會友到他的觀光工廠「良作工場農業文創館」作客，體驗現代畜牧與文化的結合，並參訪目前雲林唯一磐石獎會友「鍾慶科技」，了解如何從傳統製造業成功轉型科技開發製造服務業。第二天前進嘉義大林體驗在慢城中享受慢活新態度。每次透過例會活動，增進會友情感，凝聚向心力，進而促進商機交流。

Club of National Award of Outstanding SMEs

The biennial appointment of a new president is a grand event for the club. The handover ceremony was held in a grand fashion in the World Trade Center Club on April 19, 2017. The 11th President Kun-Min Wu took over office from the 10th President Zong-Bao Wu witnessed by Director-General of the Small and Medium Enterprise Administration Ming-Ji Wu and supervised by NASME Chairman Hui-Ying Lin. Several past presidents personally attended the ceremony, offering their enthusiastic support. Close to 200 guests helped turn the event into a great success.

The annual summer meeting was held on a blistering summer day in August. The one-day agenda included a morning visit to the “Taocheng” Agricultural Cooperative in Taoyuan City to give members a first-hand experience of the healthy and sustainable lifestyle of organic farmers. In the afternoon, members visited Aromate Industries Co., Ltd, the largest exporter of car fresheners in Taiwan, and Protech System Co., Ltd, a renowned POS system provider, which gave them an opportunity to observe two successful business models. The activity was wrapped up with a dinner in the Sky Garden of Nanjing Information. Previous president Zong-Bao Wu treated the members to traditional delicacies through catering. The members had an opportunity to enjoy the magnificent night view of the greater Taipei area.

In order to welcome the latest award winners to join the club, a welcome party was held in October at the Grand Hyatt Taipei. Officers such as Minister of Economic Affairs Jong-Chin Shen, Overseas Community Affairs Council Chief Secretary Liang-Min Chang, and Director-General of the Small and Medium Enterprise Administration Ming-Ji Wu were invited to personally attend the event. Members from Taiwan and overseas also participated. It was a great event and everybody had a wonderful time.

In December, a two-day friendship activity was organized in Yunlin and Chiayi. President Wu, the host of this activity, invited the members to his “Nextland” tourism factory to experience the synthesis between modern husbandry and culture. This was followed by a visit to Cobra King Industry Co., Ltd., the only club member in Yunlin, to gain a better understanding of the successful transition from traditional manufacturing to technology development and manufacturing services. On the second day, members had a chance to experience the slow pace of life and downshifting lifestyle in Dalin, Chiayi. These regular activities increase the friendship and cohesion between members and thereby create business opportunities and exchanges.



夏季例會 – 參訪南京資訊 Annual Summer Meeting: visiting Protech Systems

第 5 屆再現一炊煙烘肉懇親會



活動啟動儀式 – 林理事長、理監事、聯誼會會長共襄盛舉

Chairperson Lin, the board of supervisors and cross-industry club chairpersons at the event opening ceremony

本活動今年已邁向第 5 年，有別於以往活動型態，從兩天一夜的露營，改為一天的烘肉懇親會，同時也擴大邀請同仁共襄盛舉，讓平時辛勞的同仁透過活動，可與家人、同事一起眾樂樂，有如懇親會。

民國 106 年 7 月 8 日假桃園味全埔心牧場舉辦，近 300 位與會者攜家帶眷參與。踏入園區內，沿途上牧場風光讓人身心放鬆；抵達烤肉區後，大伙迫不及待的先進行生火、洗菜等前置工作，也有人依喜好帶各式食材讓烤肉菜色更加豐富！

因應天氣炎熱，活動也提供消暑飲品，如綠豆仙草湯、生啤酒等，供與會者自取享用。現場林理事長更加碼請與會者吃冰；鍾昆金監事親自烹煮竹筍貢丸湯，烤肉區頓時香氣圍繞，大家吃飽喝足，十分盡興。

活動開場時，邀請台下與會者與主持人一同跳最夯的觸觸舞，配合節奏強、旋律洗腦的音樂，展現活潑動感的舞姿，炒熱現場氣氛；中場也安排「玲瓏樂團」，除舞台上精湛技巧的演出外，也走進烤肉區與大家進行互動式表演，使現場氣氛 high 到最高點；大朋友小朋友一同歡樂，也為這夏天留下一段美好的回憶。



玲瓏樂團演出 A performance by the Linglong band

The 5th Cooking Smoke Again SME Camping

This activity has been organized for five consecutive years. In contrast to the two-day camping activities in the past, this year's event was held in the form of a one-day barbecue gathering. At the same time, NASME staffs were invited to help turn the event into a great success and give these hard-working co-workers and their families an opportunity and take pleasure in a social gathering.

Around 300 participants took part with their families in this year's event which was held on the Wei Chuan Pushin Ranch in Taoyuan on July 8, 2017. The rustic scenery along the trails in the park area was relaxing and refreshing. Upon arrival at the barbecue area, everyone participated in the preparations including building a fire and washing the vegetables in high anticipation of the barbecue. Some participants brought their favorite ingredients to create a greater variety of dishes.



聯誼會烤肉盛況 Social Club BBQ



報到區實況 Sign-up at the registration area

Participants could also help themselves to refreshing and cooling drinks such as Mung Bean-Grass Jelly Juice and draft beer in the blistering heat. Chairman Lin treated the participants to ice cream and supervisor Kun-Jin Zhong personally prepared bamboo dumpling soup. The barbecue area was filled with the aroma of grilled delicacies. All participants enjoyed their meals in a joyful atmosphere.

The activity was kicked off with a chok chok dance joined by all participants by invitation of the hosts. This dance is currently highly popular in Taiwan. The accompanying music had a catchy rhythm and melody and the lively and dynamic dance moves created an exciting and electric atmosphere. A performance by the superb Linglong Band was scheduled as a halftime event. The band interacted with the participants in the barbecue area, pushing the excitement to a climax. This joyful summer event left beautiful memories in the minds of all participants.

第 10 屆山頂尾溜嘉年華會



啓程儀式合影 Group photo at the opening ceremony

時光荏苒，轉眼，山頂尾溜至今已邁入第十屆！每年本會於「雙十國慶」帶領 1,000 多位中小企業主與眷屬一起登山健行，讓中小企業有與眾不同的國慶假期。本屆於民國 106 年 10 月 7 日雙十國慶連假第一天舉行，相揪健行「陽明山」，藉以紓解壓力、強健體魄，同時推廣樂活概念，展現 SME 活力！



十週年全勤獎

Thousands of people banqueting at the Chung-Shan Building

本次活動為慶祝山頂尾溜十周年，今年特地舊地重遊，回到民國 98 年舉辦時之風水寶地 - 陽明山「中山樓」，延續席開百桌的傳統，千人齊聚在古色古香、歷史悠久的建築物中享用佳餚，場面壯觀、聲勢浩大，在品嚐澎湃辦桌好料理之際，同時安排百項摸彩獎品大放送，其中最大獎「iPad」及理事長現場加碼送三包現金「兩萬元」紅包，使活動氣氛嗨到最高點！

此外，本會另精心製作山頂尾溜拍照紀念背板、時光迴廊，供與會者拍照留念，讓會員回顧過往活動樂趣。除上述摸彩大獎外，總會也特別準備十周年紀念杯分送會員，並頒發十年來風雨無阻，每年都來參加的會友「全勤獎」，整個場面熱鬧滾滾、歡笑不斷，藉此凝聚活動向心力，讓會員之間交流情誼、收穫滿滿。

The 10th Peak Mountaineering Hiking Carnival

In the blink of an eye, ten years have gone by since the first hiking event. NASME organizes annual hiking events on Double-Ten Day for over 1,000 SME owners and their families in an effort to create a unique holiday experience. This year's event was held on October 7, 2017, the first day of the long holiday weekend. The participants met up to hike Yangming Mountain. In addition to stress relief and fitness training, the event also aimed to promote LOHAS concepts and demonstrate the vitality of SMEs.

This event revisited the location of the 2009 event, the Chungshan Hall, which offers the most magnificent views on the Yangming Mountain area, to celebrate the 10th anniversary of the hiking carnival. In continuation of the event tradition, a thousand participants gathered around 100 tables in this ancient historical building to enjoy culinary delicacies in a majestic and impressive setting. While tasting the rich culinary treats, participants also had a chance to win one of the 100 attractive lucky

draw prizes. The largest prize was an iPad and the three red envelopes with 20,000 NTD each provided by the chairman during the event. These attractive prizes pushed the excitement inside the venue to a climax.

In addition, NASME provided meticulously designed photography backdrops and a time corridor for the creation of lasting photo memories of this joyful event by participants. In addition to the aforementioned lucky-draw prizes, NASME also prepared commemorative cups to celebrate the 10th anniversary of the event for all participants. Members who have participated in all events, regardless of adverse weather conditions, were honored with a Perfect Attendance Award. This lively and jovial event increased the cohesion and friendship between members and resulted in intensified and highly rewarding exchanges.



十周年慶生 10th anniversary celebration

全國各縣市中小企業協會活動



林慧瑛理事長與各縣市企業協會理事長合影 Group photo of Chairperson Hui-Ying Lin and various city/county SME associations' chairpersons

為協助中小企業在激烈的競爭環境中，站穩腳步，向前邁進，本會及各縣市中小企業協會長期深耕基層，服務廣大的中小企業族群，針對中小企業在發展上所面臨的問題，提供各類適合中小企業經營之相關課程與活動，以協助企業獲取市場行銷、技術升級、資金融通、企業傳承、人才培訓等資源，因此透過「提升縣市中小企業基層服務補助計畫」的經費補助挹注及自辦活動，每年皆辦理 400 多場次活動，以強化中小企業經營體質與提升管理能力。

為使各縣市中小企業協會更為緊密結合並健全服務網絡，臺中市大臺中中小企業協會於民國 106 年 3 月 9~10 日舉辦「全國中小企業理事長聯誼活動」，會中有除了交流聯誼外，也結合臺中市相關產業政策，與臺中市政府進行工商交流，以瞭解臺中的產業發展。隔天安排參訪國家磐石獎得獎企業 - 康淳科技、高鼎精密材料，透過對談與觀摩的互動過程，進而激發新的經營想法。

此外，為激勵中小企業社團提升服務品質及永續經營發展，每年舉辦「績優中小企業社團選拔」，以茲鼓勵，106 年度獲獎名單如下：

1. 創新服務獎：

臺東縣中小企業協會、臺中市大臺中中小企業協會

2. 金鑽團隊獎：

桃園市中小企業協會、彰化縣中小企業協會

3. 多元聯誼獎：

台北市中小企業協會、苗栗縣中小企業協會、屏東縣中小企業協會

4. 精銳服務獎：

南投縣中小企業協會、雲林縣中小企業協會

5. 會務穩健獎：

宜蘭縣中小企業協會、台南市中小企業協會、高雄市大高雄中小企業協會

Activities of SME Associations of Counties and Cities around the Country

NASME and associations all over Taiwan are deeply engaged at the grassroots level to help SMEs gain a firm foothold and forge ahead in a fiercely competitive environment. The associations provide a wide range of services including relevant courses and activities covering problems SMEs face in their development. These services also facilitate the acquisition of resources by SMEs required for marketing, technology upgrades, financing, corporate heritage, and talent training. Over 400 self-organized activities and events funded through subsidies in the context of the “Foundation Services Subsidies for County and City SMEs Enhancement” services are organized every year to strengthen the business structure and management capabilities of SMEs.

The Greater Taichung SMEs Association organized a conference of “National SME Chairpersons Gathering” from March 9 to 10, 2017 to facilitate close cooperation between SMEs Associations all over Taiwan and the formation of a sound service network. In addition to friendly exchanges and interactions between the associations, industrial and commercial exchanges were also conducted with the Taichung City Government to gain a better understanding of industrial development in Taichung in line with the industrial policies of Taichung City. On the following day, visits to The National Award

of Outstanding SMEs winning enterprises (Concord Technology and Coating P. Materials) were scheduled to stimulate new business concepts through a process of dialog, observation, and interactions.

To encourage SMEs associations to enhance their services and sustainable development, the annual “Efficient SMEs Association Award” was held. The winners of 2017 are as follows:

1. **Innovative Service Award:**
Taitung SMEs Association, GTMA SMEs Association
2. **Diamond Team Award:**
Taoyuan SMEs Association, Changhua SMEs Association
3. **Innovative Award:**
Taipei SMEs Association, Miaoli SMEs Association, Pingtung SMEs Association
4. **Excellent Service Award:**
Nantou SMEs Association, Yunlin SMEs Association
5. **Solid Affairs Award:**
Yilan SMEs Association, Tainan SMEs Association, Kaohsiung SMEs Association



績優縣市中小企業協會代表合影 Group photo of outstanding city/county SME associations' representatives

中小企業跨業聯誼會活動



績優聯誼會得獎代表合影 Group photo of outstanding cross-industry club winners

為塑造企業合作環境，擴大中小企業互助、交流，並結合企業資源，創造合作商机，共同強化競爭力，本會自民國 83 年起致力輔導中小企業彼此互助交流，歷經 20 多年的努力，至今已成立 38 組跨業聯誼會，彼此間透過共同合作、知識交流、資源整合等模式，發揮團隊合作精神，提升中小企業經營能力，強化競爭優勢。

每組聯誼會定期辦理月例會活動，內容相當多元豐富，包含有專題研討、交流聯誼、企業觀摩、合作結盟、休閒養身；及回饋社會之公益活動等，透過資源的互通，達到交人、交利、交心。

另外，為鼓勵優質的聯誼會，依爰例舉辦「績優跨業聯誼會選拔活動」，106 年度表揚名單如下：

1. **精銳團隊獎：**
同心會、台北石油會、產經會
2. **社群活躍獎：**
久久會、緣遊會、32利基會、圓緣會
3. **多元商機獎：**
新一代企業家會、創新研究獎會、緣久會、天健會
4. **熱忱活力獎：**
烏魚子合唱團會、五臨大會、圓融會、群賢會
5. **時尚樂活獎：**
美力會、學友會、千禧會、傑出仕女會
6. **魅力生活獎：**
木蘭會、樂活會、精品美學會
7. **穩健發展獎：**
金世紀會、UPS會、SMART會
8. **未來之星獎：**
菁菁會

SME Cross-Industry Club Activities

NASME has been firmly committed to providing guidance for SMEs in mutual aid and exchanges to form a cooperative environment for enterprises, expand mutual aid and exchanges, create opportunities for cooperation through the utilization of corporate resources, thereby strengthening competitiveness. Over the past 20 years, a total of 38 cross-industry groups have been established to maximize team spirit through cooperation, exchange of knowledge and resource integration, enhance the management capabilities of SMEs, and strengthen competitive advantages.

Every group organizes monthly meetings with diversified agendas including panel discussions, exchanges, enterprise observations, cooperative groups, and leisure and health. Public welfare activities are organized to give back to society and achieve an exchange of manpower, benefits, and spirit through the interflow of resources.

In addition, “Outstanding SME Cross-Industry Club” with an outstanding performance are selected and recognized on an annual basis. The following groups were honored with awards in 2017:

1. **Excellent Team Award:**
One Heart Club, Taipei Petroleum Business Club, Industrial Economics Club
2. **Active Community Award:**
Club 99, Travel Club, 32 Niche Club, Yuanyuan Club
3. **Multiple Opportunity Award:**
Next-Gen Entrepreneur Club, Taiwan SMEs Innovation Award Club, Raunchily Club, Tienchien Club
4. **Vibrant Community Award:**
Mullet Roe Choir Club, Wu Lin Club, Harmony Club, Chunhsirn Club
5. **Style & LOHAS Award:**
Milux Club, Friendscholar's Club, Millennium Club, Outstanding Lady Club
6. **Charming Life Award:**
Mulan Club, LOHAS Club, Boutique Products Club
7. **Stable Development Award:**
Golden Century Club, UPS Club, SMART Club
8. **Future Star Award:**
Jing Rui Group



微巨聯誼會 – 月例會活動

Monthly meeting at the Micro-to-Giant Social Club



老會長聯誼會 – 秋季旅遊

Autumn outing with the social club for previous chairpersons

國際經營

INTERNATIONAL AFFAIRS



國際工商團體合作交流活動

Cooperation and Exchange with International Industrial and Business Organizations



國際交流系列活動

International Exchange

推動跨國合作與文化交流 強化國際競爭力

Promotion of Transnational Cooperation and Cultural Exchanges to Strengthen International Competitiveness

隨著全球化的趨勢與變遷，無論市政府外交、經濟貿易，到民間企業團體、青年學子，皆同時面臨國際競爭帶來的挑戰，因此中小企業加強國際交流及跨國合作的機會，並隨時關注全球產業脈動與市場動態，藉此引領我國中小企業與全球接軌，在競爭激烈的市場立於不敗。

如何推動中小企業國際化、擴大其參與國際社群，以協助中小企業發展國際合作創造更多的機會，是本會的重要工作項目。在歷任理事長帶領下，戮力協助我國中小企業拓展對外商機，透過與各國的文化交流、籌組經貿考察參訪等方式，建立全球中小企業的合作網路，拓展與國際社會實質往來，敦促國內中小企業了解國際產經趨勢，與國際市場接軌。

迄今，本會已於全球 70 個國家佈點，與 130 餘個經貿團體結盟，發展各項交流工作。近年除致力於國外與兩岸建立良好合作關係，亦鼓勵我國青年多元學習，擴大國際視野，因此本會藉由教育部青年發展署辦理青年國際會議、國際研習營與交流體驗等活動，讓未來的青年領袖增進與國際青年學生、青年組織領袖交流互動，進而促進瞭解全球發展動向及我國經貿發展前景。

With the advent of globalization, foreign diplomacy initiatives of city governments, economy & trade, private enterprise associations, and students all face severe challenges generated by international competition. SMEs therefore strive to intensify international exchanges and transnational cooperation and constantly monitor global industry trends and market dynamics to bring Taiwanese SMEs in sync with global trends and ensure their survival in a fiercely competitive environment.

One of the key tasks of NASME is to promote the internationalization of enterprises and expand participation in international communities in order to facilitate international cooperation and create more opportunities for SMEs. Under the guidance of chairmen over the years, NASME is firmly committed to expanding international business opportunities for SMEs. A global cooperation network for SMEs is established through international cultural exchanges and the organization of inspections and visits in the field of economy and trade with the goal of intensifying dealings with the international community, enhancing the understanding of international industry trends on the part of domestic SMEs, and bringing them in sync with international markets.

NASME has formed alliances with over 130 trade organizations in 70 countries worldwide to boost exchanges. In recent years, NASME has been firmly committed to forming cooperative relationships with other countries, including Cross-Strait, and strongly encourages the younger generation to learn a wide range of subjects and broaden their horizons. NASME therefore cooperates with the Youth Development Administration of the Ministry of Education in the organization of Youth International Conferences, international study camps, and exchange activities to intensify the exchanges and interactions of future leaders with international students and youth organization leaders, thereby providing them with a better understanding of global development trends and national development prospects in the field of economy and trade.

國際工商團體合作交流活動



成長型和中小企業合作推動小組專題論壇 Growing and Small and Medium Enterprises Cooperation Forum

隨著國際經濟局勢的趨勢轉變，如何協助中小企業拓展國際商機，培育國際競爭力，一直為本會所重視。本會歷任理事長深具國際觀，積極協助中小企業國際發展，戮力配合我國對外貿易發展，推動國際產業合作與兩岸經貿交流，包含參與國際中小企業大會 (ISBC)、兩岸經貿活動等，同時也接待來自國際和兩岸重要代表，藉以增進彼此聯繫，時至今日已與全球約 131 個經貿團體簽署合作協議，希望能藉此引領臺灣中小企業接軌國際、走入世界，再創舉世矚目之經濟奇蹟。

國內交流

本會不定期與國際各相關單位進行交流互動，106 年度來訪之國際工商團體共計 30 餘個團體 260 多位代表來訪，包含奈及利亞商總工會、索羅門群島副總理兼內政部長、韓國國會、馬來西亞中企處副理、日本台灣交流協會、ADFIAP(亞洲暨太平洋金融機構發展協會)、聖露西亞商務部長、南非民主聯盟、日本沖繩綜合事務局、印度台北協會、山東省濟南國際商務促進中心、青海省政協經委會、北京市中小

企業平台與信息化協會、鹽城市人民政府、廈門、無錫市與上海工商聯等相關經貿團體。會中邀請國內相關企業代表共同出席座談，藉此瞭解不同國家中小企業發展狀況，彼此提出不同見解，分享理念，以加強合作關係。

國際和兩岸交流

國際交流方面，台日兩國在經貿、觀光、地方文化交流上向來友好，本會與日本、泰國交流日漸頻繁，106 年度與日本合作，前往沖繩考察，並媒合台灣五家企業前往泰國工廠區場勘，找尋適合的合作機會與投資管道。107 年度預計辦理 2 場台日交流會，串接台灣與日本中小企業經營者，建立台灣與日本產業合作溝通管道，透過雙邊產業重點高層交流會議，媒合企業交流、洽談合作，並透過了解台日中小企業產業環境與合作需求，進而尋求雙方互補合作機會，促進未來深化台日中小企業資訊共享、技術交互授權、或是商討商業合作的可能，為台灣中小企業經營者尋求海外合作、拓展海外市場之契機。

兩岸交流方面，中小企業在經濟發展中，扮演著不可替代的關鍵角色，替兩岸經濟融合提供強勁的支撐動力，也為兩岸和平發展做出重大貢獻。

本會近年來與大陸不定期互動，帶領中小企業至大陸各省市參加代表性的展會和經貿考察，分別組團參加貴州、浙江、重慶經貿考察、第9屆海峽論壇暨第6屆共同家園論壇、兩岸企業家峰會等，以協助中小企業至大陸內地拓展商機，也為中小企業的實質合作提供多元扶助。

兩岸企業家峰會

「兩岸企業家峰會」自民國102年成立以來，已邁入第五年，每年兩岸輪流舉辦年度峰會，獲致相當豐碩的成果，並獲得企業界和社會大眾的普遍關注和肯定。



印度台北協會馬經儒副會長、王振保秘書長與戴麗芬副秘書長致贈禮品合影
Gift-presenting group photo of Secretary General, Chen-Pao Wang and Deputy Secretary General Li-Fen Tai, with India-Taipei Association's Deputy Secretary General Gince Mattam

為進一步促進兩岸企業交流，建立兩岸經濟合作新模式，106年11月6~7日峰會年會期間，本會與陸方小組於南京共同籌辦「成長型和中小企業合作推動小組專題論壇」，廣邀雙方企業領袖與學者專家，依照主題「兩岸產業融合發展：新形勢、新思路、新商機」，針對各項重要產業議題進行深度討論，並提出五項對策：

1. 繼續扶植青年就學創業作為重點工作。
2. 持續推動台灣中小企業園區合作及發展。
3. 促進兩岸科技創新融合發展。
4. 促進兩岸企業融合發展，協助台商企業轉型升級。
5. 因應「一帶一路」發展機遇，推動兩岸企業合作拓展海外市場。



洪慶忠國際總召與外交部南非民主聯盟克倫柏議員等人致贈禮品
Gift-presenting of Hong Qing-Zhong, international convener, Member of Parliament, Mr. Gregory Krumbock of Democratic Alliance

Cooperation and Exchange with International Industrial and Business Organizations



日本台灣交流協會橫田光弘副代表（左三）合影留念

Flag-presenting group photo of Chairperson Hui-Ying Lin, with Japan-Taiwan Exchange Association's Deputy Representative Yokota Mitsuo, and his colleague

In view of global economic transformations, NASME places high emphasis on the expansion of international business opportunities for SMEs and strengthening of international competitiveness. The Chairman has international insight and actively helps SMEs develop their international markets. Apart from that, she also helps promote international industry cooperation and cross-strait economic and trade exchange, including participating in the International Small Business Congress (ISBC), cross-strait economic and trade activities, and receiving international and important representatives from both China and Taiwan. These are to help the development of Taiwan's international trade and to enhance communication with one another. So far, a total of 131 cooperation agreements have been signed with economic and trade organizations worldwide. The goal of these efforts is to bring Taiwan's SMEs in sync with international trends, facilitate expansion into international markets, and attract worldwide attention through another economic miracle.

EXCHANGES IN TAIWAN

NASME conducts periodic exchanges and interactions with international units. Over 260

representatives from more than 30 international commercial and industrial organizations visited Taiwan in 2017 including Nigerian Labor Congress representatives, the Deputy Prime Minister and Interior Minister of Solomon Islands, National Assembly of the Republic of Korea representatives, the Deputy Director of the Malaysian SME Administration, Japan-Taiwan Exchange Association representatives, Association of Development Financing Institutions in Asia and the Pacific (ADFIAP) representatives, the Minister of Commerce of Saint Lucia, and representatives of the South African Democratic Alliance, Okinawa General Bureau, India-Taipei Association, Jinan International Commerce Promotion Center, Qinghai Political Consultative Conference, Beijing SME Platform and Informatization Association, Yancheng People's Government, and Xiamen, Wuxi, and Shanghai Federations of Industry and Commerce. Representatives of domestic enterprises were invited to attend these exchange conferences to gain a better understanding of the current state of development of SMEs in different countries and exchange different opinions and concepts with the goal of strengthening mutual cooperation.

INTERNATIONAL AND CROSS-STRAIT EXCHANGES

Taiwan and Japan have always had friendly exchanges in the fields of economy, trade, tourism, and local culture. The frequency of interactions between NASME and Japan and Thailand are increasing. In 2017, NASME representatives proceeded to Okinawa for inspections and representatives of five selected Taiwanese enterprises proceeded to an industrial zone in Thailand to conduct surveys in search of cooperation opportunities and investment channels. Two Japan-Taiwan exchange conferences are planned for 2018 to build contacts between Taiwanese and Japanese SMEs and create communication channels to facilitate cooperation between Taiwanese and Japanese businesses. The search for opportunities for mutually beneficial cooperation is facilitated through bilateral high-level exchange conferences, exchanges of matched enterprises, and relevant negotiations, as well as a better understanding of the industry environment and cooperation needs of SMEs in Japan and Taiwan. The promotion of intensification of information exchanges between Taiwanese and Japanese SMEs, mutual licensing of technologies, or the deliberation of the possibility of business cooperation serves the purpose of identifying opportunities for Taiwanese SME owners to cooperate with overseas companies and expand into overseas markets.

In the field of cross-strait exchanges and economic development, SMEs play an indispensable role. They provide strong support for cross-strait economic integration and make significant contributions to cross-strait peaceful development.

In recent years, NASME has conducted periodic interactions with Mainland China and has led delegations of Taiwanese SME representatives to attend representative exhibitions and carry out economy and trade related inspections in various provinces and cities in China including Guizhou, Zhejiang, and Chongqing. SME delegations also

attended the 9th Strait Forum, the 6th Common Homeland Forum, and the Cross-Strait CEO Summit. These events and activities help SMEs develop business opportunities in the Chinese hinterland and greatly facilitate actual cooperation between Chinese companies and Taiwanese SMEs.

CROSS-STRAIT CEO SUMMIT

Since it was first held in 2013, the “Cross-Strait CEO Summit” has been held five times. The annual summit is held in Taiwan and China alternatively. The summit has achieved great results and has obtained general attention and recognition from the business world and the general public.

NASME and the Chinese counterpart jointly organized a Growing and Small and Medium Enterprises Cooperation Forum in the context of the CEO Summit from November 6 to 7, 2017 in Nanjing to further stimulate cross-strait exchanges between enterprises and establish a new model for cross-strait economic cooperation. Corporate leaders, scholars, and experts from both sides were invited to conduct in-depth discussion of key industry issues related to the theme of “Integrated Development of Industries on Both Sides of the Strait: New Trends, Concepts, and Opportunities”. The participants proposed five strategies:

1. Continued support for youth employment and entrepreneurship as a key priority.
2. Continued promotion of development and cooperation with Taiwanese SME parks.
3. Promotion of integrated development of technological innovation on both sides of the Strait.
4. Promotion of integrated development of enterprises on both sides of the Strait and assistance in transformations and upgrades of Taiwanese enterprises in China.
5. Promotion of cooperation between enterprises on both sides of the Strait in the expansion into overseas markets in the context of the “One Belt One Road” Initiative.

國際交流系列活動



貴賓合影 VIP group photo

青年國際會議及交流活動案

青年是促進國家發展和社會進步的核心力量，因此培養青年的國際視野和宏觀的思考能力成為政府重要的政策方向。本會為促進國際合作交流，廣續辦理教育部青年發展署「青年國際會議及交流活動案」，透過辦理不同主題的研討會及交流活動，推廣青年參與相關國際會議、鼓勵青年關注公共議題，協助青年提升國際競爭力。

本會力求開拓本國青年與全球青年交流之機會平臺，此次協助 10 名高中學子組團赴以色列參加 2017 年國際環境領導會議，及辦理 20 名臺以青年交流計畫。「2017 全球青年趨勢論壇」，邀請澳洲、馬來西亞、菲律賓、印尼、泰國、越南、加拿大、多明尼加、瓜地馬拉、英國、美國、以色列、日本、韓國、拉脫維亞等 15 國青年參與，國內外出席參與者達 250 人。針對國外與會人員，本會特別規劃以永續發展為主軸，且能體驗我國文化、生活與自然景觀的參訪行程，以達到國際交流之目的。另外，2017 年度特邀 2 位國際青年組織代表來台參與趨勢論壇，分享國際上青年在永續發展相關議

題的參與方式，讓我國青年進一步了解不同國家的政策與現況，發揮跨領域之綜效。

職能基準國際研習會議

勞動部勞動力發展署為使我國職能基準發展與應用政策與國際同步、促進國際人才發展領域交流，與配合推廣我國人才發展品質體系發展之政策，特別邀請相關人資專家學者來臺交流，藉由辦理為期 2 日的「2017 亞太職能應



以色列交流委員會代表於松山社區大學體驗書法文化
Israel Youth Development Association delegates experiencing calligraphy culture at the Songshan Community College

用與人才發展國際論壇」，吸取國際新知與實務案例，作為未來相關單位政策規劃與改善之依據。此論壇於民國 106 年假臺大醫院國際會議中心舉辦，吸引產官學訓等各界專家，超過 175 人與會。國際來賓與聽眾互動熱絡，達到凝聚各界對職能應用與人才發展的關注效果。

國際參訪活動

新加坡是亞洲地區極為重視人才的國家之一，對近年來面臨全球化、少子高齡社會、結構性失業及經濟轉型問題的我國而言，參考借鏡新加坡人才發展政策與創新經驗，可促進我國推動人才發展有效對策與觀摩學習目標。勞動部勞動力發展署為提供 2016 國家人才發展獎得獎單位參與國際會議的機會，本年度安排參加係由總部位於新加坡的 HRM Asia 所主辦「2017 亞洲人資高峰會」並參訪相關企業單位，共六日的行程。主要參與之對象族群為各部門的 C-Level（如 CEO 執行長、COO 營運長、

CHRO 人資長、CxOs 各類高階經理人）專家及產業領袖。

日本臺灣青年研習營

落實臺日雙方於民國 99 年 4 月 30 日簽署之「亞東關係協會與財團法人交流協會於 2010 年之強化台日交流合作備忘錄」（MOU）精神，擴大雙方交流。本研習營以「深入瞭解現今臺灣」為活動主題，分別帶領日本北海道大學師生團、日本各著名大學及研究所及政界新秀團，透過實地參訪、拜會瞭解臺日兩國歷史關係，以及安排國內大學生與青年們進行懇親交流會，並參觀各地文化古蹟及觀光景點，讓日本青年菁英能深入認識瞭解臺灣，相信透過此活動交流與深化，未來台日在區域安全、經貿投資、產業合作、觀光文化、人才與技術交流等方面創造更多機會，讓台日緊密的關係更加深化。



臺灣日本關係協會張淑玲秘書長與日本各著名大學及研究所學生合影

Group photo of Shu-Ling Chang, secretary general of the Taiwan-Japan Relations Association with students from Japan's renowned universities and graduate schools

International Exchange



全球青年趨勢論壇閉幕式合影 Group photo at the closing ceremony of the Global Youth Trends Forum

YOUTH INTERNATIONAL CONVENTIONS AND EXCHANGE ACTIVITIES

Our youth is the key stimulus for national development and social progress. The cultivation of an international outlook and macro-thinking skills of our youth is therefore a key policy direction of the government. NASME continues to organize the “Youth International Conventions and Exchange Activities Project” of the Ministry of Education. Conference and exchange activities with different themes are organized to give young people an opportunity to participate in international conferences, encourage them to show concern for public issues, and assist them in enhancing their international competitiveness.

NASME strives to expand opportunities and platforms for exchanges between local and international youth. This year, a delegation of 10 high-school students received assistance in the participation in the 2017 International Environmental Leadership Convention in Israel, and the Taiwan-Israel Youth Exchange program with 20 young people was continuously conducted. Young people from 15 countries (Australia, Malaysia, Philippines, Indonesia, Thailand, Vietnam, Canada,

Dominican Republic, Guatemala, UK, USA, Israel, Japan, Korea, and Latvia) were invited to participate in the 2017 Global Youth Trends Forum. The number of local and international participants reached 250. A special itinerary centered around the theme of sustainable development was planned for international participants to give them a chance to experience local culture, lifestyles, and natural scenery, and stimulate further exchanges. In addition, two international youth organization representatives were invited to attend the trends forum to share how the international youth participate in sustainable development related issues and give the local youth a better understanding of the policies and current conditions in different countries, thereby achieving cross-field synergy effects.

INTERNATIONAL COMPETENCY STANDARD CONFERENCE

The Workforce Development Agency of the Ministry of Labor organized a two-day International Discussion Forum on Asia-Pacific Competency Application and Talent Development attended by international HR experts and scholars to bring national competency standard development and application

policies in sync with international trends and stimulate exchanges in the field of international talent development in line with the policy to promote the development of the talent development quality system in Taiwan. The goal of this forum was to absorb new knowledge and practical examples as a reference for future policy planning and improvements by relevant units. The forum was held in the NTUH International Convention Center in 2017 and attracted over 175 experts from the fields of industry, government, academia, and training, drawing the attention of different circles to the issue of competency application and talent development.

INTERNATIONAL VISITS

Singapore is one of the countries in Asia that highly values talent development. In view of the challenges posed by globalization, low birth rates and aging population, structural unemployment, and economic transformation in Taiwan in recent years, reference to talent development policies and innovation experiences in Singapore can stimulate the promotion of effective talent development policies and observation and learning goals in Taiwan. The Workforce Development Agency arranged a six-day itinerary for units that had earned National Talent Development Awards in 2016 including the participation in the HR Summit Singapore held by HRM Asia, a Singapore-based company, and visits to relevant enterprises to give them an opportunity

to participate in international conferences. The main participants were experts and industry leaders at the C-Level of various departments (e.g. CEO, COO, CHRO, CXOs, and other top executives).

JAPAN-TAIWAN YOUTH CAMP

Mutual exchanges have been expanded to uphold the spirit of the Memorandum of Understanding on the strengthening of exchanges between Taiwan and Japan signed by the Association of East Asian Relations and Interchange Association on April 30, 2010. The camp is centered around the theme of gaining an “In-Depth Understanding of Taiwan”. Delegations of Hokkaido University students and faculties, and delegations of students and faculties of other renowned Japanese universities and institutes and political newcomers get an opportunity to gain a better understanding of the historical relationship between Japan and Taiwan through field trips and visits. Cordial exchange meetings with Taiwanese students and youth, and visits to cultural heritage sites and tourist attractions are organized. Young elites from Japan gain an in-depth understanding of Taiwan through these activities. It is also firmly believed that these exchanges will generate more opportunities for cooperation between Taiwan and Japan in the fields of regional security, investments, industry collaboration, tourism, and exchange of talent and technologies in the future to further intensify bilateral relations.



臺以青年交流團和與會青年分享會合影 Group photo of the Taiwan-Israel exchange delegation and youth representatives at the sharing convention

研究發展

RESEARCH DEVELOPMENT



中小企業法規環境優化及權益促進計畫

A Project to Improve the Legal Environment surrounding SMEs and Promote Their Rights and Interests



推動產業創新應用服務實證計畫

The Empirical Project for Promoting Digital Innovation Services

法規調適破冰船 產業制度接地氣

Regulation Adjustment Icebreaker & Industrial System Momentum

中小企業是台灣經濟成長的引擎，在景氣好的時候帶著台灣向前衝，在景氣不好的時候則穩住台灣腳步；此外，中小企業在提供民生所需各項消費的同時，也在不同產業領域中發揮創造性的價值，賦予產業鏈創新與進步。根據《2017 中小企業白皮書》資料可知，我國中小企業家數為 140 萬 8,313 家（佔全體企業 97.73%），中小企業就業人數達 881 萬人（佔全國就業人數 78.19%），顯見中小企業為我國經濟磐石，而在政府擘畫產業經濟的新願景下，面臨政策、法規制度的變動時，尤須藉由及時的調和與檢視，以提供中小企業友善的經營環境。

本會承辦經濟部中小企業處「中小企業法規環境優化及權益促進計畫」、「推動產業創新應用服務實證計畫」，不僅對傳統產業建立法規調適及個案協處機制，同時也研究新型態公司組織等課題，並就各項重要議題研擬具體建議，將對產業造成的影響化整為零，希冀透過各研究計畫之執行，達成促進中小企業穩健發展、永續經營的目標。

Small and medium-sized enterprises (SMEs) are the engine of economic growth for Taiwan. They can sprint Taiwan forward when the economy is good and stabilize Taiwan when the economy is bad. In addition, SMEs have also exerted creative values for the different industries while providing various household consumption goods. They can inspire innovation and progress to the entire industrial chain. According to the statistics provided by the “2017 SME White Paper”, Taiwan currently has 1,408,313 SMEs (accounting for 97.73% of the total). Up to 8.81 million people work in SMEs (accounting for 78.19% of the total). It is clear that SMEs are the economic bedrock of Taiwan. As the government formulates the new vision for our industrial economy, the government should provide timely adjustments and monitoring especially during policy and law changes in order to provide a friendly operating environment for SMEs.

NASME has conducted the “A Project to Improve the Legal Environment surrounding SMEs and Promote Their Rights and Interests” and the “Industrial Innovation Application Services Promotion Empirical Program” from the Small and Medium Enterprise Administration of the Ministry of Economic Affairs, not only established a mechanism on adaptation to regulations and assistance in case handling for traditional industries but studied new company organization-type related topics, and formulated specific recommendations for various important issues. Our goal is to break the industrial impacts into small elements and promote stable and sustainable SME development by executing various research plans.

中小企業法規環境優化及權益促進計畫



為強化與地方中小企業之溝通與連結，於苗栗地區辦理「心苗創新機・在地逗陣行」座談會

To strengthen communication and links with regional SMEs, we organized the seminar, “New Opportunities for Local Development” led by Ming-Ji Wu, director general for SMEA of MOEA, as part of the visit to the powder metallurgy industry in the Miaoli area

隨著國內外經濟趨勢與環境變遷，加上產業多元化發展，多樣化的法規需求隨之而起。為此，透過法規調適之推動，為中小企業及政府機關搭建理性對話平台，並溯本根源解決基礎性問題，以創造興利、低度管理的經營環境。法規調適平台之具體運作，除藉由實地拜訪、法案與時事觀測等主被動方式發掘問題，亦借重專家智庫之專業，進行問題釐清及法律分析，並就問題屬性及其可能影響層面，確立合適的協處管道，另輔以定期工作會議，確實管控進度。

106 年度主要運行成果，包含完成 12 例重點協處案，訪視 61 單位產業公協會及中小企業代表，針對如「新興觀光旅遊」、「自駕車」等產業領域召開交流座談會，深入了解業者所面臨的法規困境，亦針對如「包裝飲料暨電器貨物稅」、「循環經濟下食品容器再利用」等議題辦理產官協調會議，尋求問題解決之道。此外，為兼顧區域發展，於南投、苗栗等地辦理在地座談會，一方面廣納地方產業建言，一方面也強化與地方中小企業之連結。

自歷年執行經驗之累積，法規調適平台運作已趨於穩定，未來也將持續以扮演政府與中小企業之溝通橋梁為定位，致力於優化法令規範，協助排除遵法障礙，促使中小企業永續發展。



由經濟部中小企業處吳明機處長領隊，參訪苗栗地區粉末冶金產業

A group led by Director-General of Small and Medium Enterprise Administration of the Ministry of Economic Affairs Ming-ji Wu visited the Miaoli region's powder metallurgy industry.

A Project to Improve the Legal Environment surrounding SMEs and Promote Their Rights and Interests

The needs for diversified regulation have arisen with the changing of foreign and domestic economic trends and environments, as well as the diversified industry developments. As such, we have constructed a rational dialogue platform for SMEs and the government agencies via promotion of regulatory adjustments in order to trace the root causes of problems, resolve these problems, and create a prosperous and low-management business environment. In addition to discovering the problems via active and passive means, such as field visits, legal bill passage, and current affairs observation, the specific operations of the regulatory adjustment platform can also use professional expert think tanks to conduct issue clarification and legal analysis. The goal is to form a suitable assistance channel based on the nature and possible impact level of the problem, and conduct regular work meetings to control progress.

The main operating results for 2017 include completion of 12 key assistance or coordination cases and visits to 61 industry association units or SME

representatives. For example, exchange forums were held for the “emerging tourism travel” and “self-driving vehicle” industries in order to gain an in-depth understanding of the legal difficulties they are facing. We have also held industry and official coordination meetings for topics, such as “Packaged Beverages & Electrical Goods Tax”, and “Food Container Recycling under the Recycling Economy”, in hope of finding ways to resolve problems. In addition, local forums were also held in Nantou, Miaoli, and other locations to promote regional development. The goal was to listen to the suggestions from the local industries while strengthening the connections between the local SMEs.

After years of experience, operations for the regulatory adjustment platform have gradually stabilized. The platform will continue to serve as the bridge of communication between the government and the SMEs in hope of further optimizing the laws and regulations, helping to eliminate compliance obstacles, and promoting the sustainable development of SMEs.



透過產官協調會議，研議飲料品及電器貨物稅之課徵正當性及合理性

By way of the industry-government coordination meeting, we discussed tax levy legitimacy and rationality on beverages and electrical goods

推動產業創新應用服務實證計畫



中小及新創企業發展條例論壇台北場，（左起）今周刊梁永煌社長、中小企業處吳明機處長、中華經濟研究院王健全副院長及光動能生技蔡敏聖總經理

SMEs and Startup Enterprises Development Clause Forum Taipei: (from left to right) Yung-Huang Liang, Business Today director; Ming-Ji Wu, director general for SMEA of MOEA; Jiann-Chyuan Wang, vice president; and Min-Sheng Tsai, general manager for BPC Group International

隨著數位經濟時代的來臨，如物聯網、無人載具、遠距醫療照護、平台經濟、AI 人工智慧等，正驅動著產業新革命，改變人類的生活習慣。為順應數位經濟浪潮，避免法規限制產業創新，本計畫引進英日等先進國家「監理沙盒、灰色地帶解消、企業實證特例」等制度，推動我國「創新法規沙盒」，包括「法規釐清諮詢服務」及「企業創新實驗特例」兩機制。

民國 106 年 8 月 1 日建置「法規釐清諮詢服務」線上申請平台（www.sandbox.org.tw），協助企業就創新事業活動涉及法規適用灰色地帶之疑義進行釐清，降低經營過程可能面臨的遵法風險，以及把握創新時效性。

「企業創新實驗特例」機制，強調「先試先行、先興利後立法」之精神，在現行的法規監理制度下，特例允許於安全風險可控條件下，

創新活動可以實驗方式先行運行，再將實驗結果回饋法規機關作為法規調整之參考。

106 年度其他成果包括：研擬中小及新創企業發展條例草案，新增「新創實驗」專章作為實驗法源基礎；拜會 9 個地方縣市政府及相關產學單位，盤點實驗場域及蒐集創新實驗案源，形塑 107 年實驗方案；結合多元宣傳資源管道，辦理 10 場次說明會，另透過平面、電子、網路社群、交通運輸等媒體管道，進行 50 則次廣宣露出，營造我國創新氛圍，期能調和數位經濟發展與監理制度之鴻溝，並建構友善我國創新發展的法規環境。

The Empirical Project for Promoting Digital Innovation Services



未來大人物互動展攤－行政院政委唐鳳參觀 Sandbox 沙盒概念實驗室

At the Becoming Aces exhibition: Audrey Tang, the Executive Yuan's minister without portfolio, visiting concept lab Sandbox

With the advent of the digital economy era, innovations such as the Internet of Things, unmanned vehicles, telemedicine care, platform economy, and artificial intelligence are driving a new revolution in the industry and changing human habits. To promote the digital economy trend and prevent the laws and regulations from restricting industrial innovation, this project has introduced the “supervision sandbox, gray area elimination, and enterprise empirical case” systems from advanced countries such as Britain and Japan. The goal was to drive the “innovation regulation sandbox” of Taiwan, including the “regulation clarification advisory service” and the “enterprise empirical case” mechanisms.

We have established an online “regulation clarification advisory service” application platform (www.sandbox.org.tw) on August 1, 2017 to assist enterprises in clarifying doubts regarding innovative business activities related gray area laws and regulations and help them to reduce the legal compliance risks throughout business operations and stay at the forefront of innovations.

The “enterprise empirical case” mechanism is anticipated to be completed in 2018, which would emphasize the “trial before action and profit before

legislation” spirit. Under the current regulatory supervision system, exceptions can be made for innovative activities in conducting a trial run under the premise of full safety-risk control. The experimental results are then delivered to the regulatory authorities as reference for regulation adjustments.

Other accomplishments of 2017 include: R&D for the SME and startup enterprise development bill, and adding the special “startup experiment” chapter as the basis of the experimental laws; meeting with 9 local county and city governments as well as the relevant academic and industry units to inventory the empirical field and collect the sources of innovation empirical evidence in order to form the empirical programs for 2018; and combining multiple propaganda resource channels to hold 10 briefings and executing 50 publicity events via paper, digital, network community, transportation, and other media channels in order to create an atmosphere of innovation for our country. The goal is to close the gaps between digital economic development and regulatory supervision, and build a friendly innovative development regulatory environment for the nation.

獎項表揚

AWARDS COMMENDATIONS



第 26 屆國家磐石獎暨第 19 屆海外台商磐石獎

The 26th National Award of Outstanding SMEs and
19th Outstanding Overseas Taiwanese SMEs Award



第 24 屆中小企業創新研究獎

The 24th Taiwan SMEs Innovation Award Selection &
Recognition Event



國家人才發展獎

National Talent Development Awards

獎勵績優 卓越經典

Outstanding & Excellent Classic Award

我國中小企業因產業類型多元，機動且具創造能力，是我國經濟發展主脈，更在釋放經濟動能與創造就業等扮演著重要角色。

國家為表揚對經濟、創新研發、人才培育卓越之中小企業，希望樹立楷模典範，帶動我國企業互相學習成功的模式，特委託本會辦理「國家磐石獎」、「海外臺商磐石獎」、「中小企業創新研究獎」及「國家人才發展獎」，藉以表揚褒獎卓越企業。

本會擁有多年豐富辦理大型典禮經驗，秉持公正客觀的角色，邀請各界產官學研究代表以「人才發展」、「績效連結」與「創新研發」等進行審核，並與國際性指標接軌進行各階段評選，透過成果呈現建立獎項選拔之專業風格。本會更在獲獎企業推廣作業上傾盡心力，串聯媒體網絡提升獎項知名度，每年獲選之得獎企業皆深受各界一致的肯定與重視，獲獎後均提升得獎企業的產品行銷與企業形象，更帶來許多發展商機，本會也進一步辦理成功經驗發表觀摩會，促使企業互相觀摩交流，加速中小企業蛻變，創造亮眼成績。

The industry categories for the SMEs in Taiwan are diverse, flexible, and creative. SMEs are the pulse of economic development in Taiwan and play a critical role in terms of economic power exertion and job creation.

NASME has been delegated to undertake the “National Award of Outstanding SMEs”, “Outstanding Overseas Taiwanese SMEs Award”, “Taiwan SMEs Innovation Award”, and the “National Talent Development Awards” as a national effort to recognize outstanding SMEs with excellent economic, innovative R&D, and talent cultivation contributions.

NASME has many years of rich experience in holding large-scale ceremonies. NASME plays a fair and objective role by inviting the various industry, government, and academic research representatives to serve as judges to review the “talent development”, “performance link”, and “innovative development” attributes. All phases of the evaluation also conform to international standards, and the winners are professionally selected based on the performance assessment results. The Association has also endeavored to promote the award-winning enterprises by enhancing the reputation of the award via the network media channels. Each year, the award winners have been deeply recognized and affirmed by the industry. The award has also enhanced the product sales, as well as enterprise image, of the enterprise winners and created more business opportunities. NASME has also organized successful experience sharing and observation tours to promote mutual observation and exchanges between the enterprises, and accelerated the transformation of SMEs with dazzling results.

第 26 屆國家磐石獎暨 第 19 屆海外台商磐石獎



國家磐石獎得獎代表合影 Group photo of National Award of Outstanding SMEs winners

「國家磐石獎」和「海外台商磐石獎」自創辦以來，深受產官學研界之重視，也發掘臺灣許多隱形冠軍，企業得獎後仍持續精進創新，發揮引領效益，帶動上下游產業鏈共同成長，同時也創造 11 萬以上的就業機會。

本獎項向來是中小企業界的年度盛事，對所有積極奮鬥的中小企業而言，具有相當深遠的意義，這屬於國家級的獎項，是卓越中小企業尋求肯定的重要途徑。頒獎典禮於民國 106 年 10 月 31 日下午 2 時假台北君悅酒店凱悅廳舉行，超過 600 位嘉賓參與，共享喜悅與榮耀。

第 26 屆國家磐石獎獲獎企業共計 12 家，企業產業多元，中南部佔有比高，智慧型生技、二代創業、二代接班表現亮眼，甚至有四代傳承的百年老店。特別值得一提的是在自有品牌經營上，今年得獎企業以自有品牌行銷者高達 80% 以上，在這些卓越企業的帶領下，相信「臺灣製造」必定能持續在國際舞台上發光發熱。

第 19 屆海外台商磐石獎獲獎企業共計 5 家，其產業範圍涵蓋橡膠工業用管、醫學生物科技研究報告、配電盤生產與安裝、牧場觀光與當地特色產品及高品級鋼版等產業，這些在海外打天下的台商，除企業經營卓越之外，也致力於貢獻當地社會及發展經濟外交，堪稱業界典範。

另，民國 106 年 12 月 19 日由本會林慧瑛理事長率領本屆得獎企業代表前進總統府，蔡英文總統除肯定中小企業對台灣的重要貢獻，也希望得獎企業發揮楷模作用，帶動更多中小企業升級轉型、永續經營。得獎企業也與蔡總統分享經營管理心得，現場互動熱絡，也期盼政府能與中小企業一起努力，給予企業和人民充滿希望的未來。

The 26th National Award of Outstanding SMEs and 19th Outstanding Overseas Taiwanese SMEs Award

Since their establishment, the National Award of Outstanding SMEs and the Outstanding Overseas Taiwanese SMEs Award have been regarded by the industry, the government, and the academic fields as an important indicator of excellence. These awards have also unearthed many hidden champions in Taiwan. The award-winning enterprises have continued to exert the innovation and leadership effects to lead the upstream and downstream industrial chains to grow together and have created over 110,000 job opportunities.

This award has always been an important annual event for the SME community and has a very significant meaning to the hardworking SMEs. This is a national grade award and an important channel for SMEs to seek recognition. The award ceremony was held at the Banquet Hall of Grand Hyatt Taipei on October 31, 2017 at 2 pm; and over 600 guests have participated to share the joy and glory.

A total of 12 SMEs have won the current (26th) National Award of Outstanding SMEs. The winning enterprises are diverse and mostly located in the central and southern regions. They comprised smart biotechnology, second generation entrepreneurship, second generation SMEs with outstanding performances, and even a one century old 4th generation enterprise. It is worth noting that 80% of this year's award winners are proprietary brands. Under the leadership of these outstanding enterprises, we believe that "Made in Taiwan" will continue to shine in the international arena.

A total of 5 SMEs have won the current (19th) Outstanding Overseas Taiwanese SMEs Award. Their fields include rubber industrial pipes, medical biotechnology research reports, switchboard production and installation, pasture tourism, and local specialty products as well as high-grade steel panels. In addition

to outstanding enterprise operations, these successful Taiwanese SMEs have also contributed to the local community, developed economic diplomacy, and should be regarded as examples of the industry.

In addition, Chairperson Hui-Ying Lin of NASME has led the latest award winner representatives to the Office of the President on December 19, 2017. In addition to recognizing the important contribution of the SMEs in Taiwan, President Ing-Wen Tsai also hopes that the winning enterprises can serve as a role model to lead more SMEs towards upgrade transformation and sustainable development. The award winners have also shared their management experiences with President Tsai. After lively interactions, everyone hopes that the government can work together with SMEs to build a promising future for the enterprises and the people.

本屆磐石獎得獎企業 List of Winners

「國家磐石獎」得獎企業 Winners of the National Award of Outstanding SMEs

一德金屬工業（股）公司		I-TEK Metal Manufacturing Co., Ltd.
上鎧鋼鐵（股）公司		SHANG KAI Steel Co., Ltd.
生合生物科技（股）公司		Synbio Tech Inc.
科懋生物科技（股）公司		Excelsior Biopharma Incorporation
美帥化學（股）公司		Mei Shual Cosmetics Co., Ltd.
傑智環境科技（股）公司		JG Environmental Technology Co., Ltd.
惠特科技（股）公司		FitTech Co., Ltd.
晶達光電（股）公司		LITEMAX Electronics Inc.
朝程工業（股）公司		TECHWAY INDUSTRIAL CO., LTD.
歐群科技（股）公司		OCEAN TECHNOLOGIES CO., LTD.
懋莉工業（股）公司		MONY Industrial Co., Ltd.
舊振南食品（股）公司		JIU ZHEN NAN Foods Co., Ltd.

「海外台商磐石獎」得獎企業 Winners of the Outstanding Overseas Taiwanese SMEs Award

Farmers Corner Ltd Group
H2O Clinical, LLC
TSK Steel Company Ltd
佳日科技（股）公司 Best Sun Technology Co., Ltd.
緯鉅膠管（馬）私人有限公司 Wellcall Hose (M) Sdn Bhd

第 24 屆中小企業創新研究獎



經濟部沈榮津部長與第24屆創新研究獎得獎企業合影

Group photo of MOEA minister, Jong-Chin Shen, with winners of the 24th Taiwan SMEs Innovation Award

「創新」及「研發」是中小企業發展的重要指標，也是形塑企業差異化的發展趨勢，更是促進經濟成長的基礎，大幅提升企業的競爭力與影響力。經濟部中小企業處為鼓勵中小企業投入創新研發工作，自民國 82 年起由本會辦理「中小企業創新研究獎」選拔表揚活動，迄今已邁入第 24 屆，共有 3,915 件標的申請，歷屆共選出 830 件創新標的，展現出台灣中小企業持續創新的研發能量。

本獎項依標的屬性分為 5 大類，分別為「資訊與電子類」、「機械與自動化類」、「材料與生技類」、「服務類」、「綜合類」。本屆共計 106 件標的參選，經過初審與複審委員專業且嚴謹的審查，選出 29 件標的獲獎。於民國 106 年 11 月 20 日下午 2 時 30 分在臺大醫院國際會議中心舉行聯合頒獎典禮，由經濟部沈榮津部長親臨頒獎。本屆獲獎標的不論在創新性或是提升生活體驗都有亮眼表現，充分展現國內中小企業在各領域的創新成果與產業優勢。

配合「2017 臺北國際發明暨技術交易展」於民國 106 年 9 月 28 日～30 日在世貿一館展示之中小企業館，展現得獎企業創新研發成果，打造交流平台，進而提升得獎標的曝光度，創造加值效應！



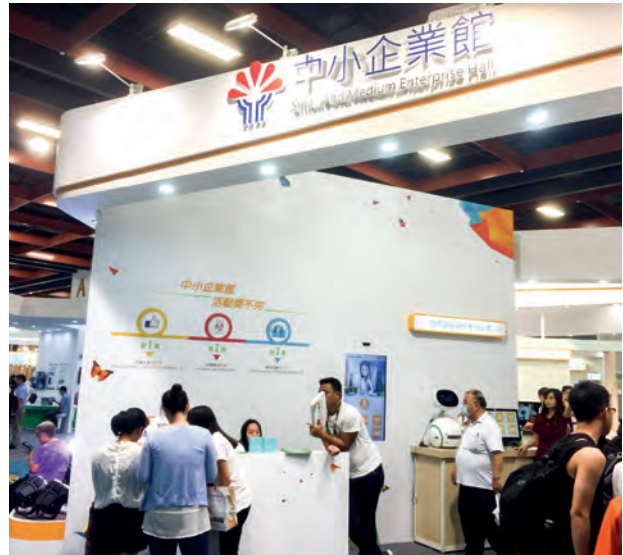
創新研究獎實訪情形

Interviewing winners of the 24th Taiwan SMEs Innovation Award

The 24th Taiwan SMEs Innovation Award Selection & Recognition Event

“Innovation” and “R&D” are the key indicators for SME development and the trend for shaping business differentiation. They are also the key to promoting economic growth and to greatly enhance the competitiveness and influences of enterprises. To encourage SMEs to invest in innovative R&D, the Small and Medium Enterprise Administration of the Ministry of Economic Affairs has organized the “Taiwan SMEs Innovation Award” since 1993. Within its 24-year history, there have been 3915 application subjects, and a total of 830 innovative subjects have been selected. This award has showcased the continuous innovative R&D energy of the SMEs in Taiwan.

The award is divided into 5 subjects: “Information and Electronics”, “Machinery and Automation”, “Materials and Biotechnology”, “Services”, and “Integrated.” During the 2017 subject selection contest, 29 subjects were selected by the initial and secondary professional review committees throughout the stringent selection process. The joint award ceremony was held at the International Conference Center of the National

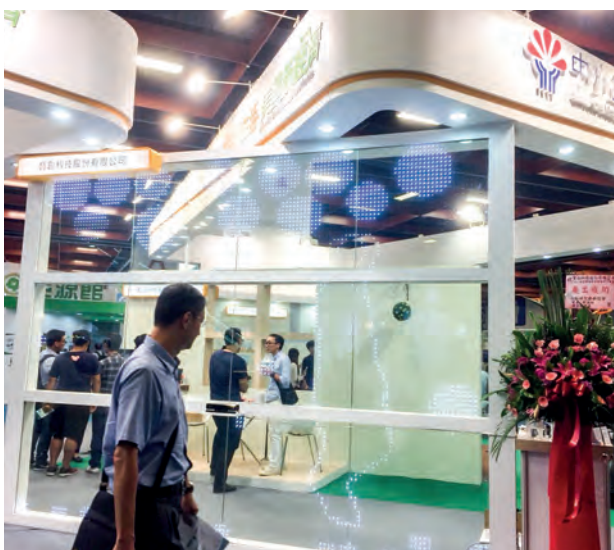


2017臺北國際發明暨技術交易展

2017 Taipei International Invention Show and Technomart

Taiwan University Hospital on November 20, 2017 at 2:30 PM. The awards were personally presented by Minister Jong-Chin Shen of the Ministry of Economic Affairs. The award-winning subjects have performed brilliantly in terms of innovation and enhancing the people's life experiences. These subjects have fully demonstrated the innovation achievements and industrial advantages of the domestic SMEs in the various fields.

We have also exhibited the innovation R&D results of the winning enterprises in collaboration with the “2017 Taipei International Invention Show and Technomart” held in the SME Hall of the Taipei World Trade Center Hall 1 from September 28, 2017 to September 30, 2017. The goal was to create a communication platform, enhance the exposure of the prize winners, and create value-added effects.



中小企業館 – 民眾體驗動態LED顯示玻璃

SMEs Pavilion: the general public experiencing the LED moving display glass

國家人才發展獎



勞動部政務次長蘇麗瓊（左七）、勞動部勞動力發展署署長黃秋桂（左八）與得獎代表合影

Group photo of (7th from the left) Li-Chiung Su, deputy minister for the Ministry of Labor; (8th from the left) Chiu-Kuei Huang, deputy director general for the Workforce Development Agency MOL and award winners

勞動部勞動力發展署為獎勵推行人才發展績效，樹立學習楷模，提升整體人才發展水準及強化我國人力資源發展，由本會承接辦理「國家人才發展獎（National Talent Development Awards，簡稱 NTDA）」，本獎項強調重視全方位的人才發展，藉由遴選獎勵人才發展績效特優的單位，樹立標竿楷模，進而引領效尤，以促進我國人力資源發展投資的效能。

「2017 國家人才發展獎」依單位規模屬性分四大獎別，分別為「大型企業獎」、「中小企業獎」、「非營利團體獎」及「機關（構）團體獎」。民國 106 年共計 103 個事業單位及機關團體報名參選，經過各階段評審委員公正且嚴謹的審查，共有 12 家單位獲此殊榮。於民國 106 年 12 月 12 日下午 3 時假松菸誠品表演廳盛大舉行頒獎典禮，由勞動部政務次長蘇麗

瓊親臨頒獎，106 年度各獲獎單位不論在人才發展體系的完整性、穩健度及績效連結與創新發展等都有優異表現，並各具人才發展特色，期待透過得獎單位成功經驗的擴散，促使我國各產業單位及機關團體對內刺激並活化優秀人才、對外進而提升整體國家競爭力。

為擴散得獎單位標竿學習效益，典禮會後邀集歷年人資相關得獎代表集聚一堂，由本年度得獎單位代表分享成功案列與與會來賓相互交流，並於民國 106 年 12 月 15 日辦理兩場成功經驗發表觀摩會，藉以帶動人才發展布局創新思維，建立學習典範、永續發展。

National Talent Development Awards

To reward talent development performances, establish a learning model, enhance the overall standard of talent development, and strengthen the human resources development in Taiwan, the Workforce Development Agency of the Ministry of Labor has delegated NASME to undertake the National Talent Development Awards (NTDA). This award emphasizes comprehensive talent development, and the goal is to select and reward units that have formulated outstanding talent development methods to serve as models for others to strengthen the human resource development and investment efficiency in Taiwan.

The “2017 National Talent Development Awards” is divided into four major categories according to the scale and attribute of the units: “Large Enterprise

得獎名單 List of Winners

大型企業獎 | Large Enterprise Award

衛生福利部雙和醫院（委託臺北醫學大學興建經營）
Taipei Medical University - Shuang Ho Hospital, Ministry of Health and Welfare (entrusted to the Taipei Medical University management)

一零四資訊科技（股）公司 | 104 Corporation

高雄市立大同醫院
（委託財團法人私立高雄醫學大學附設中和紀念醫院經營）
Kaohsiung Municipal Ta-Tung Hospital (entrusted to Kaohsiung Medical University Chung-Ho Memorial Hospital management)

雲品國際酒店（股）公司日月潭分公司
FDC International Hotels Corporation, Sun Moon Lake branch

中小企業獎 | SME Award

東毓油壓機械（股）公司 | Tung Yu Hydraulic Machinery Co., Ltd.

弘爺國際企業（股）公司
Hong Ya International Enterprise Co., Ltd.

國介企業有限公司 | Gwo Jieh Fire Protection Co., Ltd.

機關（構）團體獎 | Institution (Organization) Award

勞動部勞動力發展署桃竹苗分署
Taoyuan-Hsinchu-Miaoli Regional Branch of the Workforce Development Agency of the Ministry of Labor

朝陽科技大學推廣教育處
The Office of Continuing Education of Chaoyang University of Technology

非營利團體獎 | NGO Award

新北市手工藝業職業工會
New Taipei City Handiwork Union

財團法人水源地文教基金會 | Watersource Culture Foundation

財團法人鞋類暨運動休閒科技研發中心
Footwear & Recreation Technology Research Institute



勞動部政務次長蘇麗瓊致詞

Ministry of Labor's deputy minister, Li-Chiung Su, giving remarks

Award”, “SME Award”, “NGO Award”, and “Institution (Organization) Award”. In 2017, a total of 103 business units and organization groups have entered the contest, and a total of 12 units have won the award after the fair and rigorous multi-phase review process by the committee members. The award ceremony was held at the elite Performance Hall on December 12, 2017 at 3PM, and the awards were personally presented by Li-Chiung Su, the Deputy Minister, Ministry of Labor. The 2017 winners have had outstanding performances in terms of talent development system integrity, robustness, performance links, development innovation, and talent development. We hope that by sharing the successful experiences of the award winners, we can inspire the various units, agencies, and organizations in Taiwan to activate talent development internally and enhance the overall national competitiveness externally.

To spread the benchmarks and learning benefits of the award-winning units, the representatives of the winners gathered to share their case success experiences and interact with the guests. Two successful experience sharing and observation tours were also held on December 15, 2017 to promote innovative thinking in terms of talent development layout, establish a learning model, and advocate sustainable development.

企業輔導

SME GUIDANCE
& ASSISTANCE



創業輔導系列計畫

Business Counseling Series Programs



企業人力資源提升計畫暨充電起飛計畫、 小型企業人力提升計畫

Industrial Human Resource Investment Program & Multi-Beneficiary Vocational Training Program and Small Enterprise Talent Skill Progressive Program



微型及個人事業支援與輔導計畫

Micro Enterprises and Personal Business Support and Guidance Project



人才發展品質管理系統實施計畫

Talent Quality-Management System Implementation Plan



推動產訓認同與應用職能基準計畫

Training Recognition Advocacy and Occupational Competency Standard Application Program

打造創業轉型環境 輔導企業培訓人才

Create an Entrepreneurial Transition Environment, Counseling for Enterprise Personnel Training

根據世界經濟論壇 2017-2018 全球競爭力報告指出，全球經濟緩慢復甦，改革、創新與人才成為提升競爭力的關鍵，隨著 AR、Fintech 等新興科技崛起，各國鼓勵企業創新與創業，透過企業輔導與產業創新政策，協助企業進行創新轉型。全球經濟變化快速，除了科技與輔導的協助，人力資源重要性逐漸提升，政府也透過輔導企業與補助培訓，提升企業員工素質。本會持續深耕於中小企業經營環境，提供創業輔導、財務融資及人力資源培訓等相關措施，藉以強化我國中小企業潛力，協助產業創新轉型，重新定位台灣於全球經濟中的角色。

中小企業佔台灣全體企業家數的 97.73%，創造台灣重要的民生、就業與經濟，因此，本會積極協助政府推動各項中小企業輔導政策，在創業輔導計畫方面，包括「創業諮詢輔導服務計畫」、「新創價值共創計畫」、「臺北市融資貸款行政支援暨企業關懷輔導計畫」等，透過創業輔導課程，解決企業創新創業難題，降低經營風險，提供企業諮詢服務與創業貸款等。培育企業人才方面，透過「企業人力資源提升計畫暨充電起飛」、「小型企業人力提升計畫」協助企業辦理員工培訓，提升內部人力素質與工作技能，配合產業政策培訓人才。

According to the 2017-2018 Global Competitiveness Report published by the World Economic Forum, reform, innovation, and talent have become the key to enhancing competitiveness as the global economy gradually recovers. With the rise of the AR, Fintech, and other emerging technologies, nations have encouraged enterprise innovation, as well as entrepreneurship, and helped enterprises carry out innovation transformation via enterprise counseling and industrial innovation policies. Due to the rapid changes of global economy, in addition to the technological and counseling assistance, the importance of human resources have gradually increased and governments have also started to enhance employee quality via enterprise counseling and subsidized training policies. NASME has continued to invest into the SME operating environment by implementing the entrepreneurial counseling, financial loan, and human resources training related measures. The goal was to strengthen the potential of the SMEs in Taiwan, facilitate industrial innovation transformation, and reposition the role of Taiwan in terms of the global economy.

The SMEs account for 97.73% of the enterprises and are critical to the livelihood, employment, and economy of Taiwan. Therefore, NASME has actively assisted the government in executing various SME assistance and counseling policies, and implemented entrepreneurial counseling programs such as the “Entrepreneurship Consultation Counseling Services Program”, the “Startup Value Co-creation Program”, and the “Taipei City Financing Service Program”. The goal was to help the enterprises resolve their innovation and entrepreneurship problems, reduce their operating risks, and provide enterprise consultation services and startup financing via the entrepreneurial counseling courses. In terms of enterprise talent training, we have implemented the “Industrial Human Resource Investment Program & Multi-Beneficiary Vocational Training Program” and the “Small Enterprise Talent Skill Progressive Program” to enhance the internal manpower quality and job competency, and collaborated with the industrial policies to provide talent training.

創業輔導系列計畫



Mix Taiwan 創新創業國際趨勢論壇合影 – 左三：lightneer Peter Vesterbacka，右四：中小企業處吳明機處長

Group photo of Mix Taiwan 2017 International Innovative and Startup Trend Fourm: 3rd from left: Lightneer Peter Vesterbacka, 4th from right: Director of Small and Medium Enterprise Administration, Ministry of Economic Affairs Wu Ming-ji

中小企業為臺灣主要之經濟架構，具有創新性及變通性，為保持競爭力，能夠敏感察大環境的變化，並迅速對其做出應變；除帶動國內勞力需求創造就業機會外，對國內經濟貢獻亦不容忽視。為活絡中小企業發展，我國政府針對新創企業及經營輔導，提出多元性政策，期望強化經營體質，提升中小企業存續率，建構永續經營環境，並促使國家經濟穩定發展。

新創價值共創計畫

本計畫以 5 年內之新創企業、歷屆獲新創事業獎之企業為主，提供業師輔導、知識創造交流、資源整合與企業媒合之服務，跳脫舊有商業模式之巢臼，以市場尚未被滿足且具價值之需求為導向。透過輔導資源並舉辦相關活動，精煉企業商業模式、匯聚跨產業人才及技術並與各市場對接串連，除加速新創創新過程、深化商業互助合作、展現新穎商品與服務外，更

協助企業進行國際型經營障礙問題匯整、分析，進而到障礙解決與排除，以利我國中小企業順利營運。

本計劃共輔導 206 家新創企業，舉辦 4 場 Mixtaiwan 品牌論壇及 13 場小型沙龍；在協助新創企業逐步成長之餘，亦為鼓勵優質營運模式之新創事業，依新創事業獎選拔要點辦理「第 16 屆新創事業獎」，評選後選出 16 家新創事業，表彰今年度具創新優質之新創企業。

創業諮詢輔導服務計畫

本會自民國 96 年起執行「創業諮詢輔導服務計畫」已有 10 逾年之經驗，為協助有志創業及初創者，微型創業鳳凰提供 0800-092-957 全國免付費諮詢專線、免費創業課程及顧問輔導，以及低利率、免保證人、免擔保品、2 年免息之創業貸款資源；本年度亦進行要點修正，將

申請公司設立年限放寬至 5 年，另新增一次增貸機會，以協助創業者於各階段之資金需求。除上述執行事項外，通過貸後追蹤持續關懷，並提供尚未創業者企業見習之機會，並透過鳳凰小聚拉近企業間的距離，以凝結鳳凰向心力，促使跨業媒合及經驗交流之目的。

106 年度結合中南區執行單位辦理創業課程 161 場次，在輔導諮詢部分共計 4276 人次，協助完成創業人數達 1546 人次，創造 3844 就業機會；在融資協助部分，辦理創業貸款審查會已累計 914 件，通過件數為 469 件，核貸金額為 268,503 萬元。

臺北市融資貸款行政支援暨企業關懷輔導計畫

臺北市之中小企業逾 20 萬餘家，為北市經濟成長的動力來源，為強化中小企業經濟體質，並提供北市中小企業營運所需資金，臺北市政府與財團法人中小企業信用保證基金合作辦理「臺北市中小企業融資貸款專案」，信用保證總金額新台幣 20 億元及「臺北市青年創業融資貸款」(以下簡稱青創貸款)，信用保證總金額新台幣 12 億元，以解決企業經營時面臨的資金



南投創業輔導 Nantou Startup Guidance

問題，期能有效解決青年新創企業經營時面臨的資金問題，以促進臺北市繁榮成長並帶動經濟發展。

106 年度共舉辦 18 場審查會，青創貸款累計達 227 家通過，累計核准金額為 38547.07 萬元；中小貸款累計達 202 家通過，累計核准金額為 67,132 萬元，並完成 455 家企業關懷訪視及輔導。

推動我國創新創業掌握商機計畫

為協助國內創新創業環境健全發展，經濟部中小企業處於 106 年度推動此計畫，其中針



幸福創業微利貸款計畫 - 進階班合影 New Taipei City Happiness Course: Advanced Class at the Tucheng District Office

對二代傳承的創新或新創企業，特別延聘曾擔任知名國際級企業的 CEO 們，組成業師團隊，以外部決策小組的概念，協助國內企業二代推動創新商業模式以及企業轉型，以促進企業永續發展，並找到與新創企業間的最佳連結和合作機會。

106 年度本計畫業師團陣容橫跨經營管理、智慧製造、財務投資等高階策略領域，包括曾任甲骨文台灣地區分公司李紹唐總經理；前友達總經理暨執行長的陳來助；曾任 Intel 臺灣香港和中國區行銷總經理及首席代表陳朝益；前聯發科、小米科技財務長喻銘鐸以及李奧貝納集團執行長暨大中華區總裁黃麗燕等。

今年度輔導對象採推薦邀約制，遴選具有社群影響力及曾獲中小企業處標竿獎項之中小企業二代，由執行單位進行邀約。透過主題演講、客製化輔導、創二代新事業私董會，協助企業二代在接班與投資新事業過程中，得到具有豐富企業經營經驗的先進提供之決策建議。

創業 A+ 行動計畫

為活絡臺灣創新創業環境，並強化產業對接力度，本會自 104 年度起執行「創業 A+ 行動計畫」，結合新創團隊的「創新創意」、創



創業A+行動計畫 - 新創企業徵選會議

Startup A+ Action Plan - Innovative Enterprise Selection Meeting



推動創新創業-協助企業異業合作，媒合AR龍頭宇萌數位科技與教育訓練培訓服務緯育科技新創

Promote innovative business startups - Assist inter-industry cross-collaboration, and match-up the leading AR company, ARPlanet Digital Technology Co., Ltd, with the Wiedu Limited Corporation which provides educational training services

業導師的「經驗人脈」和中大型企業的「需求標的」，透過大小攜手、精實創業概念，建構出企業合作平台，強化新創團隊組織結構，並媒合創新商機。

本計畫藉由創業導師及中大型企業業師共同帶領的方式，以創業協作訓練工作坊、導師諮詢、媒合會議等活動規劃及協輔措施，至今已累計徵選出 127 家新創團隊、邀請近百家中大型企業，並產出 35 案媒合成果，創造上億元的商機產值，並將持續努力推動雙方共同成長。

此外，為協助創業者了解自身之創業能力優勢，針對不足之處進行創業職能學習，本計畫亦建構「創業能力診斷與課程推薦系統」，已累計超過 68 萬人次瀏覽，受測者透過線上檢測其創業適性與職能，並可將職能測驗結果連



啟動轄區夥伴對談參訪群眾募資成功單位 Initiating judicial district partners into talking and visiting organizations with successful crowd funding

結至經濟部中小企業網路大學校平台，提供即時回饋，形成雙向互動機制，同時建議受測者須加強、培養的學習地圖，提升創業成功機會。

特殊對象創業協助

為協助弱勢及特殊身分之民衆創業，並有效解決民衆創業上遭遇之困難，除各縣市政府辦理之身心障礙者貸款補助外，本會協助政府單位辦理之計畫包含「幸福創業微利貸款計畫」、「退除役官兵創業諮詢輔導服務計畫」、「花蓮縣政府身心障礙者創業知能提升講座」，皆針對弱勢及特殊身分之民衆，提供經營所需之資金並進行創業協助。106 年度共辦理創業研習課程 17 場，提供專業顧問諮詢輔導共計 825 人次；此外「幸福創業微利貸款計畫」更協助 15 家企業取得貸款資金（民國 103 年 7 月起提供二次續貸），並透過商家關懷與辦理記者會，有效提升企業能見度，促進計畫廣宣效益。



幸福創業微利貸款計畫企業見習 - 蘆洲林太太手工石烤披薩

Enterprise internship: Luzhou Ms. Lin's Hand-made Stone-baked Pizza

Business Counseling Series Programs



社企大型市集40個單位在台北車站辦理 Large-scale markets for social enterprises: 40 organizations showcased in the Taipei Train Station

Small and Medium Enterprises (SMEs) are innovative and adaptable, and are the backbone of the economic structure in Taiwan. To maintain competitiveness, SMEs must be sensitive to the macro environment changes and respond rapidly. In addition to driving the domestic labor needs and creating job opportunities, the SMEs' contribution to the domestic economy also cannot be ignored. To promote the development of SMEs, the government of Taiwan has proposed a wide range of business counseling services for startup enterprises in hope of strengthening their management constitution, improving the survival rate of SMEs, constructing a sustainable business environment, and promoting stable economic development for the nation.

STARTUP VALUE CO-CREATION PROGRAM

This program primarily focuses on startup enterprises up to 5 years' old and enterprises that have won the Business Startup Award. The program provides industry mentor counseling, knowledge creation & exchange, resource integration, and enterprise match-up filtering services. The program has transcended the stereotypes of the old business models in order to

focus on the valuable market demands that have not yet been met. The program uses counseling resources and organization of the relevant events to refine the enterprise business model, converge the cross-industry talents and technologies, and connect the various industries. In addition to accelerating the process of creativity and innovation, strengthening the commercial industry cooperation, and showcasing the novel goods and services, the program was also designed to assist enterprises in performing international operation obstacle consolidations and analyses in order to resolve and eliminate such obstacles. The goal is to facilitate the smooth operation of the SMEs in Taiwan.

The 2017 "Startup Value Co-Creation Program" has provided counseling to 206 startup enterprises throughout 4 Mixtaiwan brand forums and 13 small salons. In addition to helping the startups to grow step by step, the program also encourages new high-quality operating model startups by presenting the "16th Business Startup Award" according to the startup business award selection guideline. As a result, 16 new startups were selected as the most innovative and high-quality startup enterprises and were commended with the award.

STARTUP CONSULTATION COUNSELING SERVICES PROGRAM

The Ministry of Labor has been implementing the “Startup Consultation Counseling Services Program” since 2007 and now has over a decade of experience. To assist the aspiring entrepreneurs and startups, the Micro-Entrepreneurship Phoenix Program provides the nationwide toll-free hotline 0800-092-957 and offers free startup courses and consultation counseling as well as low interest rates, no-guarantor, no-collateral, and 2-year interest-free startup loan resources. This year, key amendments have also been made to relax the application period for startups to 5 years and added another loan opportunity to assist the entrepreneurs in meeting the funding needs at the various phases of operations. In addition to the aforesaid items, the Ministry has also provided enterprise internship opportunities to those who are not yet an entrepreneur, and used the phoenix meetings to shorten the distances between the enterprises in order to solidify their teamwork and promote cross-industry collaborations and experience exchanges.

In 2017, the Central and Southern District units have held a total of 161 courses, provided counseling to a total of 4,276 people, helped 1,546 people to complete their entrepreneurship, and created 3,844 job opportunities. In terms of financing assistance, a total of 914 entrepreneurship loan applications have been



融資貸款優良企業 – 米菲多媒體

Excellent enterprise on financing loan: MIND & IDEA FLY CO. LTD.

reviewed with a total of 469 cases approved, and a total amount of NT\$2,685.03 million in loans have been provided.

TAIPEI CITY FINANCING SERVICE PROGRAM

The 200,000 plus SMEs in Taipei City are the driving force behind the economic growth of Taipei. To strengthen the economic constitution of the SMEs and provide the necessary funding to support the operations of the SMEs in Taipei, the Taipei City Government and the Small & Medium Enterprise Credit Guarantee Fund of Taiwan have cooperated to organize the “Taipei SME Financing Loan Program” that provides a credit guarantee for NT\$2 billion and the “Taipei Youth Startup Financing Loan Program” (“Youth Startup Loan”) that provides a credit guarantee for NT\$1.2 billion. The goal was to help enterprises and young startups to resolve their financing problems encountered during operations, promote the prosperity of Taipei City, and drive the economic development.

A total of 18 review conferences were held in 2017, with a total amount of NT\$38,547.07 million in loans approved for 227 startups as well as NT\$671.32 million in loans approved for 202 SMEs. Care visits and counseling were also provided to a total of 455 enterprises.

PROMOTION OF TAIWAN'S INNOVATION AND ENTREPRENEURSHIP BUSINESS OPPORTUNITIES PROGRAM

The Small and Medium Enterprise Administration of the Ministry of Economic Affairs has implemented this program in 2017 to promote the sound development of the domestic innovation & entrepreneurship environment. For the second-generation innovation or startup enterprises, we have appointed people who served as CEOs in well-known international enterprises to form the industry mentor teams under the external decision-making team concept in order to promote innovative business models and business transformations for second-generation domestic



新創價值共創輔導 – 強普生技、守護天使林銘遠總經理

Co-creating guidance: Johnpro Biotech Inc. and Peter Lin, founder / managing director for Catalyst

enterprises. The goal is to promote sustainable enterprise development and find the best connections and cooperation opportunities among the startup enterprises.

The mentor lineup for the 2017 program comprised executives across high-level strategic fields, such as business management, smart manufacturing, and financial investment. This lineup includes Shao-Tang Li, who served as the manager of Oracle Taiwan LLC, Taiwan Branch (U.S.A.); Lai-Zhu Chen, former general manager and CEO of AUO; Chao-Yi Chen, former marketing general manager and chief representative for Intel in Taiwan, Hong Kong, and China; Ming-Duo Yu, former CFO of MediaTek and Xiaomi Technologies; and Li-Yan Huang, CEO and the Greater China region president for the Leo Burnett Group.

In 2017, the recommendation and invitation method has been adopted for the counseling targets whereby the implementation unit has invited the second-generation SMEs that have won the SME Office Standard Award and have community influences to participate. The goal was to assist the second-generation enterprises to obtain advanced strategic recommendations from people with

rich enterprise operation experiences throughout their succession and new business investment phases via keynote speeches, customized counseling, and second-generation new business private board meetings.

STARTUP A+ ACTION PROGRAM

To revitalize the startup and entrepreneurship environment while strengthening the industrial connection strength in Taiwan, the Ministry has been implementing the “Startup A+ Action Program” since 2015. The goal was to combine the “creative innovation” of the new team, the “experiences and connections” of the innovative entrepreneurship mentors, and the “demand target” of the SMEs to cooperate under the concept of entrepreneurial spirit, build an enterprise cooperation platform, strengthen the organization structure of the startup teams, and match-up the innovation business opportunities.

This program comprised events and counseling/assistance measures, such as entrepreneurship training workshops, mentor counseling, and match-up meetings jointly ran by the business startup and SME mentors. So far, a total of 127 startup teams and nearly 100 SMEs

have been invited, which produced 35 case match-up success results. The program has created hundreds of millions of business opportunities, and the team will continue to work hard to promote mutual growth.

In addition, to help entrepreneurs understand their own entrepreneurial capabilities and learn more about their entrepreneurship related inadequacies, this program has also constructed a “Entrepreneurial Capabilities Diagnosis and Course Recommendation System”. Over 680,000 people have visited the website and taken the online test to determine their entrepreneurial fitness and capabilities. The system can also link the capability test results to the SME Internet University Platform (at www.smelearning.org.tw), which offers instant feedback, forms a two-way interaction mechanism, and provides a learning map for the test subject on areas that should be strengthened and cultivated in order to enhance the chances of entrepreneurship success.

SPECIAL TARGET ENTREPRENEURIAL ASSISTANCE

In addition to the loan subsidies for persons with disabilities provided by the County and City Governments, NASME has also assisted the government units to undertake the “Happy Narrow Profit Entrepreneurship Program”, the “Entrepreneurship Consultation Counseling Services Program for Retired Officers and Soldiers”, and the “2017 Hualien County Government Persons with Disabilities” program in order to provide funding assistance for business operations and entrepreneurial startups. The goal is to help the disadvantaged and special-status citizens to start their own businesses and effectively resolve the financial difficulties encountered throughout the course of entrepreneurship. A total of 17 entrepreneurship learning courses were held in 2017, which provided professional consultation and counseling to a total of 825 people. In addition, the “Happy Narrow Profit Entrepreneurship Program” has also helped 15 enterprises to obtain financing loans (second refinancing has been offered since July 2014) and effectively enhanced the visibility of enterprises via business care and organizing press conferences.



創業A+行動計畫 – 啟動記者會 Activation press conference: Startup A+ Action Program

企業人力資源提升計畫暨充電起飛計畫、小型企業人力提升計畫



人資人員精進職能研習會 HR professional development seminar

全球經濟快速轉變，企業應與時俱進，而人力資源即是企業策略轉型的關鍵，勞動部勞動力發展署為協助企業辦理在職員工進修訓練，依企業規模訂定「企業人力資源提升計畫」、「小型企業人力提升計畫」以及「充電起飛計畫」，並提供輔導服務，協助企業規劃策略性人力資源訓練，進而提升勞工、企業、產業及國家的競爭力。

本會承接發展署企業人力資源提升計畫暨充電起飛計畫、小型企業人力提升計畫，為使計畫執行各階段順利進行，建立全區溝通暨訊息交流平台，共計辦理 8 場次工作協調聯繫會議、2 場次專案執行檢討會議及 1 場次 2 天 1 夜專業知能研習活動。同時亦建置資訊運作系統與遠距視訊查核系統，提供發展署、五分署及企業使用，藉以提升計畫各階段執行效率，促進訪視作業系統化。

北基宜花金馬分署大小人提暨充電起飛計畫 106 年度服務達 803 家企業，核定補助經費共計 114,993,694 元，實地輔導中小型企業並提供年度在職員工教育訓練規劃服務，共計達 532 家。另邀請績優企業參與人資長座談會、年度成果發表會進行提案發想與辦訓實例觀摩，藉以相互交流學習。

桃竹苗分署大小人提暨充電起飛計畫，透過舉辦各項公開說明會與研習活動，深度接觸中小企業的業主與大型事業單位人資人員，了解並幫助各規模層級企業的人才需求，協助企業持續投資人才培育，106 年度桃竹分署共計 283 家企業通過補助申請，核定補助總經費共計 51,306,535 元。

Industrial Human Resource Investment Program & Multi-Beneficiary Vocational Training Program and Small Enterprise Talent Skill Progressive Program

Enterprises must timely adapt to the rapid global economy changes, and human resources are the key to enterprise strategy transformation. To assist enterprises in providing in-service trainings, the Workforce Development Agency of the Ministry of Labor has established the “Industrial Human Recourse Investment Program”, “Multi-Beneficiary Vocational Training Program” and the “Small Enterprise Talent Skill Progressive Program” in order to provide counseling services to assist the enterprises in organizing strategic human resource trainings. The goal was to enhance the competitiveness of the laborers, enterprises, industries, and the nation.

NASME has been delegated to establish the Industrial Human Resource Investment Program & Multi-Beneficiary Vocational Training Program and the Small Enterprise Talent Skill Progressive Program. To ensure the smooth implementation of the programs at each phase and establish a comprehensive communication and information exchange platform, we have held a total of 8 work coordination communication meetings, 2 special project implementation review meetings, and 1 professional knowledge learning event that lasted 2 days and 1 night. We have also established an information operation system and remote video monitoring system for the Workforce Development Agency, the 5 Regional Branches, and the enterprises in hope of enhancing the implementation efficiency at the various phases of the project and facilitate the systemization of the visiting operations.

The Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch have provided Large and Small Enterprise Human Resource Investment Program

& Multi-Beneficiary Vocational Training Program services to 803 enterprises and approved a total of NT\$114,993,694 in subsidies. The branches have also provided counseling and annual in-service staff training services to a total of 532 SMEs. The Association has invited excellent enterprises to participate in the human resource and annual result presentation forums, so they can propose ideas, observe practical training cases, and conduct interactive learning.

The Taoyuan-Hsinchu-Miaoli Regional Branch have provided Large and Small Enterprise Human Resource Investment Program & Multi-Beneficiary Vocational Training Program services by holding various public seminars, as well as study events and conducting in-depth interviews with SME owners and large enterprise human resource personnel. The goal was to understand and provide human resource related help to the various enterprises and help them continue to invest in talent cultivation. In 2017, the Taoyuan-Hsinchu-Miaoli Regional Branch have received subsidy assistance applications from 283 enterprises and approved a total of NT\$51,306,535 in subsidies.



種子講師研習 – 進階班 Seed lecturer seminar: Advanced class

微型及個人事業支援與輔導計畫



群聚輔導增加微型企業合作與共同發展 Cluster support: enhancing micro enterprises collaboration and co-development

微型及個人事業無論從國際的數據與研究報告來看，在各個國家中皆占其整體企業的 8 成以上，同時也是一國就業機會與經濟成長的來源。「微型及個人事業支援與輔導計畫」除提供整合性支援與輔導服務外，並協助其發展核心專業能量，帶動群聚微型企業之轉型升級進而促進商機，並讓企業掌握經營資訊及經貿趨勢，降低企業經營風險及成本，使其營運穩定及茁壯成長。

今年度與過往執行比較，除了積極推動微型企業夥伴偕同創新合作外，更強化異業媒合、業師陪伴之運作，同時增加創新做法一群眾募資專案與 Line@ 線上諮詢，加強輔導質量，結合資金募集與國際網絡連結發展群眾募資、順應產業應用與趨勢。

106 年度輔導主題緊扣推動微型及個人事業創新發展，針對輔導項目進行深化與創新，持續聚焦於創新發展與促進產業升級，推動陪伴式經營輔導，協助 118 家業者升級茁壯；其中包含群聚輔導 8 群，促進廠商事業經營有感成長，並完成協助廠商開發商機合作 35 案、辦理 13 場主題小聚暨商機交流活動、6 場趨勢論壇暨成果發表會，年度營業額共計提升超過 14,273 萬元。



群聚輔導活動，促進成員知識交流與創意

Cluster support: promoting knowledge and creativity interchange amongst participants

Micro Enterprises and Personal Business Support and Guidance Project

Micro and personal businesses account for over 80% of all enterprises for any nation according to international statistics and research reports. They are also the source of job opportunities and economic growth for any nation. In addition to providing integrated support and counseling services, the “Micro Enterprises and Personal Business Support and Guidance Project” also integrated support enterprises develop core professional energy, driven the transformation and upgrade of micro-enterprise groups, and promoted business opportunities. The goal was to enable enterprises to master trade information and business trends, reduce enterprise operation risks and costs, and facilitate stable operations and robust growth.

Compared to previous years, NASME has focused on strengthening the inter-industry match-ups and industry mentor accompaniment mechanisms in addition to actively promoting micro-enterprise partners as well as innovative cooperations. Adding innovative practices such as crowdfunding projects and Line@ online consultations. The goal was to strengthen the quality

of counseling, combine fund-raising with international network connections to develop crowdfunding, for industry’s need of use and industry trends.

The 2017 counseling topic was closely related to micro and personal business innovation and development. The counseling sessions were focused on deepening innovation and continuing to focus on innovative development and promote industrial upgrade. The Association has also promoted the accompaniment style business counseling that has helped 118 operators to upgrade and become more robust, including guidance for eight clusters which led to tangible business growth. The program also completed 35 cases in helping manufacturers develop business opportunities, 13 thematic gatherings and business opportunity exchange activities, 6 trend forums and achievement exhibitions, and has increased the total annual turnover by over NT\$142.73 million.



國際論壇活動 – 協助微型企業掌握民生服務業的創新發展與產業應用

International forum: assisting micro enterprises staying attuned to the innovative development and applications of the everyday service industry

人才發展品質管理系統實施計畫



國家人才發展獎得獎單位國際參訪活動 International tours & visits for National Talent Development Awards winners

在知識經濟時代中，「人力資本」儼然成為各界最重要的生產力要素之一，人才培訓成為企業經營發展之重要工作，宜更重視訓練之品質與績效。據此，勞動部勞動力發展署就訓練之計畫（Plan）、設計（Design）、執行（Do）、查核（Review）、成果（Outcome）等五大訓練流程構面，擬定人才發展品質管理系統（以下簡稱 TTQS），以確保訓練流程之可靠性與正確性。

本會自民國 99 年迄今，持續扮演 TTQS 計畫彙整控管角色，並與勞動部勞動力發展署另案結合的分區服務中心，共同協助事業單位與訓練機構導入 TTQS。本計畫 106 年度服務內容，總計 1,539 家次事業單位與訓練機構申請評核服務；計畫控管方面，訪視各項評核、輔導及教育訓練課程計 50 場次；舉辦 TTQS 營運規劃與策略發展專家小組相關會議 12 場次。

持續推動 TTQS 專業人員訓練包括「TTQS 教育訓練講師成長工作坊」、「TTQS 評核委員及輔導顧問回流訓練」等活動，凝聚三類專業人員共識，106 年度共辦理 16 班，參與人數共 578 人。

為提供 2016 國家人才發展獎（NTDA）得獎單位參與國際會議機會，使其能參考借鏡國際人才發展經驗，反饋於自身企業，故 106 年度安排前往新加坡參加 2017 亞洲人資高峰會議及參訪相關單位，期藉他山之石建立得獎單位之標竿形象並賦予使命，帶動並逐步擴大我國整體人才發展環境。

Talent Quality-Management System Implementation Plan

In the era of knowledge economy, “Human Capital” is still regarded as one of the most important productive forces by industries. Talent cultivation has always been critical to enterprise development, and enterprises are paying increasingly more attention to the training qualities and performances. To ensure the reliability and correctness of the training processes, the Workforce Development Agency of the Ministry of Labor has established the Talent Quality-management System (TTQS) based on the 5 major orientations of training: Plan, Design, Do, Review, and Outcome.

Since 2010, NASME has organized and managed the TTQS related programs and collaborated with the regional service centers of the Workforce Development Agency of the Ministry of Labor to jointly assist business units and training organizations to incorporate the TTQS. A total of 1,539 business units and training organizations applied for the assessment services in 2017. We have also completed 50 interview evaluations, counseling, and education training sessions in terms of program control and held 12 TTQS operation planning and strategic development expert team conferences.

We have continued to promote TTQS expert trainings, such as the “Growth Workshop for TTQS Education and Training Instructors” and the “TTQS Assessment Committee and Counseling Consultation Feedback Training”, by consolidating three types of professional consensus. A total of 16 classes were held in 2017, and 578 people participated in the classes.

To provide opportunities for the 2016 National Talent Development Awards (NTDA) winning units to participate in international conferences, reference the international talent development experiences, and apply the experiences to the units themselves, NASME has arranged for them to participate in the 2017 Asian Summit in Singapore and visit the relevant business units. The goal was to enable the winning units to reference the international examples, establish a benchmark image, and take on the mission to gradually expand the overall talent development environment of Taiwan.



TTQS金牌授證儀式 Charter ceremony for TTQS assessment gold award winning organizations

推動產訓認同與應用職能基準計畫



專家學者進行人才培育及職能發展經驗分享 Specialists and scholars sharing their experience in talents cultivation and professional development

人才在產業發展過程中扮演重要角色，「產業創新條例」第 18 條明定各中央目的事業主管機關得依產業發展需要，訂定產業人才職能基準及核發能力鑑定證明，本計畫即為協助勞動力發展署推動職能基準應用相關推動工作，結合民間專業單位與相關產業組織共同推動，促成產業、企業與訓練伙伴實際多元應用職能基準，擴大職能基準應用效益，優化我國人才培育與運用效能。

透過策略聯盟運作平台，運用北區、中區、南區、人才發展標竿發展 4 個群體群組發展策略聯盟交互運作，鏈結重點產業群聚辦理分享會、焦點座談會、職能講座、工作坊與客製化的陪伴輔導等活動，藉由淺入深、熟手帶新手的方式引導與協助企業與訓練夥伴運用各項職能資源，強化人才發展效能。

各項策略聯盟活動延續 105 年的發展基礎，於民國 106 年 4 月開始啟動，全國計 502 家企業與訓練單位、1,699 人次參與，除獲得參與單位認同外，更彙收產訓單位應用職能基準的行動方案計 200 案。另為培訓職能專業人才並於北、中、南開辦 4 班職能分析職能導向課程及 4 班訓練規劃與評量職能導向課程，總計培訓超過 200 位專業人才。

「職能基準」推動主要目的為針對現今最關鍵的產業人才需求與技術缺口，提供各領域人才的標準，產業能以職能基準為基礎，自行調整後作為內部人力資源選育用留的參考依據，協助中小企業或無能力發展企業個別職能模型者，以減低或消弭從無到有耗費時間人力金錢進行建置，未來本會將秉持協助中小企業發展的精神，持續推動職能基準之應用。

Training Recognition Advocation and Occupational Competency Standard Application Program

Talents play a critical role throughout the industry development process. Article 18 of the “Statute for Industrial Innovation” provided that, “...the central government authorities in charge of end enterprises may formulate industrial human resources professional competency standards and issue capability appraisal certificates in line with the needs of industrial development.” This program aimed to assist the Workforce Development Agency of the Ministry of Labor to promote the competency standard related operations by getting the private sector units to collaborate with the relevant industrial organizations in order to construct diversified competency standard for the industry, enterprises, and training partners. The goal was to expand the competency standard application benefits while optimizing the talent cultivation and application efficiency in Taiwan.

Through the tactical alliance operation platform and the interactive operations of the strategic alliance made by the 4 talent benchmark development groups in the Northern, Central, and Southern districts, the key industry operators were gathered to hold sharing conferences, focus forums, functional seminars, workshops, and customized accompaniment counseling events. The goal was to have the experienced veterans help the new entrants and guide the industries and training partners to use the various competency resources to strengthen talent development efficiency.

The various strategic alliances have continued the development foundation formed in 2016 and established 502 enterprises and training units since April 2017. A total of 1,699 people have participated in the event. In addition to the affirmation by the participating units, a total of 200 cases production training units have used the competency benchmark action program. To cultivate



職能基準人才發展高峰會，勞動部勞動力發展署黃秋桂署長蒞臨致詞

At the Competency Standard & Talent Development Summit, Director-General of the Workforce Development Agency, Ministry of Labor Huang Chiu-kuei attended the event and gave a speech

competency professionals, the Association has held 4 competency analysis oriented courses and 4 training plan and competency evaluation orientated courses in the Northern, Central, and Southern districts, and over 200 professional talents have received the training.

“Competency standard” primarily addresses the current key industrial talent needs and the technological gaps to build a talent standard for the various fields. The industry can self-adjust the competency standard as needed and use the benchmark as a reference for internal human resource selection and hiring. The standard can help the SMEs or enterprises without the ability to develop an individual competency identification model by reducing the costs and resources needed to develop the standard from scratch. In the future, the Association will continue to facilitate SME development and advocate the application of the competency standard.

人才培育

HR CULTIVATION AND DEVELOPMENT



中小企業經營領袖暨傳承培訓計畫

Project of Outstanding SME Leader Coaching and Succession Planning



網路店面行銷實務班

Practical Online Store Marketing Courses



全民外交研習營

Public Diplomacy Seminars



農委會電農培訓及輔導專案管理

Training and Guidance Program for efarmers

全球競爭時代 創造人才整合新局面

Era of Global Competition Create a New Model of Talent Integration

美國鋼鐵大王安德魯·卡內基（Andrew Carnegie）曾有一句名言：『帶走我的員工，把工廠留下，不久之後工廠的地板就會長滿雜草；拿走我的工廠，把我的員工留下，不久之後我們會有個更好的工廠』。

員工是企業最重要的核心競爭力之一，在全球化、情勢快速變遷之現今，企業競爭邁向全世界，且期望於國際舞台佔有一席之地，企業唯有增加核心競爭力、培養各項人才、發揮團隊精神，才能勝券在握。故本會承辦各項政府人才培訓計畫或協助企業規劃教育訓練課程，遴選優質業師、顧問擔任課程講師，結合理論與實務並重，讓學習達到最大效益，同時結合各地區商機合作機會，拓展國際市場與視野，創造最佳經濟規模與人才發展。

未來本會將因應全球發展趨勢等挑戰，提供中小企業最佳的人才培訓課程與服務，且帶領中小企業開創更多新商機與發展，共創臺灣新經濟攀上高峰。

Andrew Carnegie, the great American steel tycoon, had a famous quote: “Take away my people, but leave my factories and soon grass will grow on the factory floors..... Take away my factories, but leave my people and soon we will have a new and better factory.”

Employees are one of the most important core competencies of an enterprise. Under today's globalization and rapidly changing trends, enterprises must now face global competitions. For Taiwan to have a place in the international arena, its enterprises must increase their core competitiveness, cultivate various talents, and exert team work in order to grasp victories. So, NASME has undertaken the various government personnel training programs or helped enterprises to plan education and training courses by selecting quality industry mentors or consultants to serve as course instructors. The goal of the courses was to combine theory and practice in order to maximize the learning benefits while combining the business cooperation opportunities of the various regions, expanding the international market and vision, and creating the best economic scale and talent development.

In the future, NASME will respond to global trends and challenges, provide the best talent cultivation course, and services for the SMEs, lead the SMEs to create more business opportunities and developments, and jointly bring the economy of Taiwan to new heights.

中小企業經營領袖暨傳承培訓計畫



經濟部中小企業處吳明機處長、本會蘇隆德理事與領袖班學員合影

Group photo of Ming-Ji Wu, director general for SMEA of MOEA, with NASME director, Lung-Te Su, and leadership course participants

為提升中小企業實力，帶領領導人們透過整體性視野，以宏觀的思考角度，建構在關鍵時刻逆轉勝的核心能力，更具以因應全球持續變動的變局，得以使組織持續平穩地站在趨勢浪頭上，本會執行經濟部中小企業處「中小企業經營領袖暨傳承培訓計畫」，透過研習課程、大型研討會、座談會、非正式交流會、企業訪視等辦理，促進中小企業業者提升知能並相互交流，進而使其應用於實務工作中，型塑企業經營特色與核心優勢，厚植中小企業競爭力。

本年度藉由「中小企業經營領袖研究班」、「中小企業經營領袖研討會」及「中小企業傳承研習班」等辦理，以具體實務課程及典範企業借鏡分享，協助中小企業建構傳承接班計畫並提升經營領導職能，累計培訓總時數 274 小時、總培訓 371 人次。此外，亦辦理「創業家座談會」共計 3 場次，邀請創業家與經濟部中小企業處代表共同進行座談討論，營造符合創

業家需求的經營環境，並尋求問題解決出口，以及「企業訪視」4 場次，邀請經濟部中小企業處長官，透過與中小企業主交流互動以及企業內部巡禮，進而了解產業發展需求，以改善國內中小企業經營環境。



經濟部中小企業處吳明機處長、資誠教育基金會張明輝董事長、本會戴麗芬副秘書長與學員們合影

Group photo of Ming-Ji Wu, director general for SMEA of MOEA, with PwC Educational Foundation president, Ming-Hui Chang, and our NASME deputy secretary general, Li-Fen Tai, and course participants

Project of Outstanding SME Leader Coaching and Succession Planning

To enhance the strength of SMEs, NASME has implemented the “Project of Outstanding SME Leader Coaching and Succession Planning” of the Small and Medium Enterprise Administration of the Ministry of Economic Affairs in hope of guiding the leaders to build a holistic perspective, using a macro viewpoint to construct the core competencies needed to prevail during crucial moments, and gain the ability to respond to the ever-changing world so the organization can continue to stay on top of the trends. The goal was to help the SMEs enhance knowledge and mutual exchanges via study courses, large scale seminars, symposiums, informal exchange meetings, and enterprise visits in order to apply knowledge to practical work, shape the enterprise features and core advantages, and enhance the competitiveness of the SMEs.

The “SME Leadership Training Program”, “SME Leadership Seminars”, and “SME Succession Training Course” provide specific practical curriculum and classic enterprise example sharing to help the SMEs construct inheritance succession programs and enhance management leadership competencies. The curriculum lasted a total of 274 hours and a total of 371 people received the training. In addition, we have also held 3 “entrepreneur forums” and invited entrepreneurs and the representatives of the Small and Medium Enterprise Administration of the Ministry of Economic Affairs to participate. The objectives were to create a business environment that meets the needs of entrepreneurs and offers solutions to problems. We have also held 4 “enterprise visits” and invited directors of the Small and Medium Enterprise Administration to conduct the internal enterprise tours in order to understand the industry development needs, thereby improving the business environment of the SMEs.



經濟部中小企業處胡貝蒂副處長、本會王振保秘書長與領袖班學員合影

Group photo of Pei-Ti Hu, deputy director general for SMEA of MOEA, with our NASME secretary general, Chen-Pao Wang, and research course participants

網路店面行銷實務班 Practical Online Store Marketing Courses



僑務委員會僑商處汪樹華處長及周瑞珍科長前來參與商機交流會

Overseas community Affairs Council director, Shu-Hua Wang, and section manager, Jui-Chen Chou, visiting the NASME for the commercial opportunity interchange meeting

本次研習班針對海外僑商欲於網路創業者及現職從事網路行銷之相關工作華僑人士，特別安排「網站店面行銷實務研習班」，共 12 天 11 夜完整課程，強化海外僑商網路開店技巧、行銷技巧及企業管理能力。

此次研習班期望讓僑商透過不同面向課程內容，從中學習到網路行銷技能、最新網路觀念，以結合自家商品，創造出更多異業結盟及商機媒合機會，同時拓展我國海外市場商機，促使僑商回臺投資之意願；本年度總課程時數為 70 小時，總計參與人數為 59 人，整體滿意度達 93%。

This seminar is targeted at overseas Chinese businesses that wish to engage in online commerce, and overseas Chinese professionals who are currently engaged in online marketing. 12-day Practical Online Store Marketing Courses are organized to strengthen the skills required for the creation of online stores as well as marketing and business management abilities.

The goal of these courses is to familiarize participating overseas Chinese businesspersons with the latest marketing and online commerce concepts through different course contents. Participants are able to create more cross-industry alliances and business matching opportunities and expand development of Taiwan's overseas markets through the adoption of these concepts for the company's own products. This also increases the willingness of overseas businesses to make investments in Taiwan. Two courses with 59 participants lasting a total of 70 hours were organized this year. The overall satisfaction level reached 93%.

全民外交研習營

Public Diplomacy Seminars



青年外交論壇分享者合影

Group photo of the panel speakers at the Forum

我國一向致力於推動和平外交政策，除了與邦交國建立永續關係，更和我國理念相近的國家，建立具深度及廣度之多元領域實質關係，並維持區域和平穩定。而在經濟面向上，我國亦積極參與國際經貿合作、加強全球與區域連結，間接開拓海外商機，運用並結合民間、地方政府、青年世代和企業界的能量，共同推動多層次與多面向的外交，讓臺灣成為「深化民主」、「自由選擇」、「永續創造」、「和平解決衝突」的「亞洲新價值」之典範。

本計畫著重於培養國際觀、世界觀、產業觀，因應全球化發展趨勢，設計多元研習課程，藉由專業知識與實務經驗分享及國際禮儀示範等活動，啟發學員對外交事務的新思維，進而具備隨時參與國際活動、適時為我國爭取外交空間及日常生活上的外交能力，成功達到「台灣青年 FUN 眼世界」之目標。

今年度分為青年班、社會菁英班、地方政府班及青年外交論壇，共計辦理 22 場次研習課程，1 場次青年論壇，總培訓時數為 76 小時，培訓人數為 2,999 人次，9 成以上學員回饋辦理成效滿意，並期待有更進階或其他議題課程可參與，使其更深入瞭解外交相關事務，成為臺灣在外交上的最佳幫手。

Taiwan has always been committed to the promotion of peaceful foreign policies. In addition to building sustainable relations with diplomatic allies, Taiwan also aims to establish in-depth substantive relations with countries with similar beliefs and maintain regional peace and stability. In the economic dimension, Taiwan actively participates in international trade agreements, strengthens global and regional ties, and indirectly expands overseas business opportunities. Relevant capabilities of the general public, local governments, the younger generation, and enterprises are harnessed to promote multi-level and multi-dimensional diplomacy to turn Taiwan into a paragon of democracy, free choice, sustainable creativity, peaceful solution of conflicts, and new Asian values.

This program places strong emphasis on the cultivation of an international, global, and industry outlook. Multi-dimensional course contents are designed in response to global development trends. Trainees are inspired by new ideas in the field of foreign affairs through the sharing of professional knowledge and practical experiences and participation in international etiquette activities. They gain the ability to participate in international events, create more diplomatic space for Taiwan at the right moments, practice diplomacy in their daily lives, and thereby achieve the goal.

This year, a total of 22 seminars (including programs for youth courses, social elite courses, local governments and diplomatic youth forums) and a youth diplomacy discussion forum have been organized. The total training hours amounted to 76, and the total number of trainees reached 2,999. Over 90% of all participants were satisfied with the training results and expressed the wish to participate in more advanced training or courses on other issues to gain a better understanding of foreign affairs and become an ideal assistant in the field of diplomacy.

農委會電農培訓及輔導專案管理



學員合影 Group photo of all course participants

近年來，農業價值鏈因受到電子商務發展的牽動而發生蛻變，而「農業電商」亦逐步成為熱門的關注焦點，為此，行政院農業委員會為順應農產品流通型式的變革，於民國 106 年開始推動電農（efarmer）培訓及輔導專案工作，以尚未從事電子商務銷售之農業生產者或農漁民組織成員為優先培訓及輔導對象，透過建立與整合穩定的農產品電子商務產銷鏈，提升農產品電商與海外業績成長，進而打造電農的專屬市場。

為了培育優質電農，本計畫今年首度開辦「農糧類」、「水產類」及「畜產類」等 8 梯次電子商務實作研習班，課程內容有別於以往農業耕作或養殖技術訓練，嘗試邀請農業電商業者及網路行銷專家擔任講師，利用教學之際

同步縮短農民與電商的溝通距離，使參訓學員獲得莫大助益，迴響相當熱烈；全案合計 219 人次結訓，遠超過計畫目標。

另外，計畫也邀請專家及業師共同籌組「電農體系輔導顧問團」，協助結訓學員解決實務經營問題；同時為了促進農民與電商間的合作，也依結訓學員的產品屬性順利舉辦 4 場次電商媒合會，媒合案件累計 181 案次。

Training and Guidance Program for efarmers

In recent years, the agricultural value chain has seen dramatic changes due to the rapid development of e-commerce, and agricultural e-commerce has been drawing increasing attention. The Council of Agriculture has therefore been organizing a Training and Guidance Program for efarmers since 2017 in response to transformations in the distribution modes of agricultural produce. Agricultural producers or members of farming and fisherman organizations that have not yet engaged in e-commerce sales are primary targets of training and guidance. The e-commerce and overseas sales volume of agricultural produce is increased and an exclusive market for efarmers is created through the establishment and integration of a stable e-commerce production and marketing chain for such produce.

Starting this year, eight seminars on e-commerce practices was organized in the categories of agricultural crops, fishery, and animal products to train superior



學員在課堂間學習如何透過簡易小物的擺設巧思，拍出一張吸引消費者目光的商品照

Participants learned in class how to arrange little objects for an eye-catching photograph to better appeal to consumers.



電農 – 中區媒合會 Group photo of all course participants

efarmers. Course contents are different from traditional training courses on farming techniques and cultivation technologies. Representatives of agricultural e-commerce businesses and online marketing experts are invited to serve as instructors and shorten the communication gap between e-commerce businesses and farmers through education. Participants were derive great benefits from these courses and responses have been enthusiastic. A total of 219 participants have successfully completed training which by far exceeds the original goal.

In addition, experts and industry instructors are invited to form a Guidance & Consulting Group for an efarmer system to assist trainees in the solution of practical management issues. Four e-commerce matching conferences have been held based on product attributes of successful trainees to promote cooperation between farmers and e-commerce businesses (181 instances of successful matching).

就業輔導

EMPLOYMENT COUNSELING

- ◆▶ 就業服務資源整合與研習專業培訓
Integration of Employment Resources and Professional Training
- ◆▶ 銀髮人才發展系列計畫
Senior Talent Development Programs
- ◆▶ 職業訓練專案人力運用計畫
Vocational Training Manpower Utilization Program - Dispatch Labor Outsourcing Project
- ◆▶ 國軍校級軍官退前職訓管理班
Vocational Training Programs for Field Officers of the Armed Forces Prior to Retirement
- ◆▶ 青年就業旗艦計畫
Youth Employment Ultimate Plan
- ◆▶ 新北市輔導中高齡續航
Career Navigation and Guidance Program for Middle-Aged and Senior Workers
- ◆▶ 產業人才投資方案系列計畫
Industry Talent Investment Initiative
- ◆▶ 雙軌訓練旗艦計畫暨
補助大專院校辦理就業學程計畫
Dual System of Vocational Training Project and Subsidy Plan for Employment Programs Organized by Colleges and Universities – Organization and Management Services

全方位職涯服務系統 振興勞動力經濟發展

Comprehensive Career Service System Revitalizes the Labor Force and Economic Development

根據勞動部民國 106 年 10 月底就業市場人力需求調查情形，事業單位增加僱用人力原因主要為「退離者之補充」、「需求市場擴大（含設備或部門擴充）」、「提升勞動條件」，其中「退離者之補充」居冠，顯示我國人口結構變遷加劇，面對少子化與高齡化造成的影響，以及國內外產業結構改變，國內勞動力供需失衡情形日趨嚴重，為有效解決此情形，政府推動不同年齡層工作者之職涯發展及相關就業輔導訓練、在職訓練及提供創、就業機會等整合性就業服務，以穩定現今就業市場勞動人口，此外，更積極開發潛在勞動力，包含青年、中高齡、銀髮族及二度就業婦女等特定對象，以補足就業市場勞動人口。

本會承辦政府各類專案多年，運用專業顧問群與就業資源，並結合我國整體經濟環境評估、勞動市場需求及區域特性分析，配合政府推動企業輔導、就業輔導或政策宣導，以完成各項政策之期許。同時，因應高齡化社會的來臨，本會亦協助政府持續推動中高齡人力再運用觀念，除民國 103 年成立首座銀髮人才資源中心外，本年度新北市政府亦成立中高齡職場續航中心，鼓勵企業進用並留用中高齡人力，協助中高齡與銀髮者重返職場，透過經驗傳承，創造世代交流與互動，以促進國內勞動力之發展。

A survey on the manpower demand of the job market conducted by the Ministry of Labor in late October, 2017 revealed that business units hire additional manpower for the following main reasons: “Filling of vacated positions by outgoing employees”, “increasing demand” (equipment or department expansion), and “improved labor conditions”. “Filling of vacated positions” is the most important reason. The survey also indicates dramatic changes in Taiwan’s population structure. Key factors such as low birth rates, population aging, and structural changes of domestic and foreign industries have led to a daily worsening imbalance between supply and demand for domestic manpower. The government promotes integrated employment services such as career development and guidance training, on-the-job training, and employment and entrepreneurship opportunities for workers of all ages to effectively tackle this problem and stabilize the current job market and labor force. In addition, the government also actively develops the potential labor force, including youths, the middle aged, seniors, and women returning to work, to replenish the workforce.

NASME has been in charge of the execution of various government projects over many years, we aim to achieve various policy objectives through the utilization of professional consultants and employment resources, coupled with assessments of the overall economic environment in Taiwan and analyses of labor market demands and regional characteristics in line with enterprise and employment guidance or policy education carried out by the government. At the same time, NASME also assists the government in the implementation of concepts pertaining to the reutilization of middle-aged and senior manpower in response to the advent of an aging society. In addition to the establishment of the Senior Workforce Development Service Center in 2014, New Taipei City has established a Career Navigation Center for Middle-Aged Employees to encourage enterprises to hire and retain middle-aged and senior manpower and assist middle-aged and senior workers in their return to the workplace. The passing on of experiences and inter-generational exchanges and interactions boost the development of the domestic labor force.

就業服務資源整合與研習專業培訓



宜蘭區職訓暨就業博覽會合影 Group photo at the Yilan-Region Careers & Employment Training Expo

隨著國內外經濟、社會變化及產業結構的轉型，導致失業率節節攀升，為有效紓緩失業問題，各公立就業服務機構需大量專業人力投入，為此，本會一同協助創造在地就業機會並結合個人就業、產業發展及社區文化與公共利益，協助失業者再從工作中找回信心，培養再就業能力。106 年度各項執行成果如下說明：

推動外展及鄉鎮臺等就業服務相關工作計畫－彙管作業服務

本計畫為勞動力發展署北基宜花金馬分署之業務委外案，為強化區域性服務，除「靜態」就業服務據點外，亦採取「動態」就業服務，期打破時間與空間限制，提供主動式服務。落實就業服務業務、提升就業媒合率、促進失業勞工迅速再就業及提供民眾持續而穩定之可近性及在地性就業服務。

為鼓勵未就業青年強化技能及提升就業能力，提供未就業青年訓練學習自付額補助，由公立就業服務機構提供就業諮詢，透過共同擬定訓練學習計畫，將未來職涯方向、學習目標及課程相互結合，透過系統化、密集化之課程，強化對青年職涯導引的功能，順利銜接就業。

民國 106 年度共計進用 70 名就業服務員，分別派駐於基隆、羅東、花蓮、玉里、金門及連江就業中心與北基宜花金馬分署，推展就業服務政策與相關業務。共計達成發掘失業者 12,939 人、媒合成功 10,406 人、陪同 4,738 人次面試、追蹤拜訪 26,966 人次、穩定就業三個月 3,114 人、拜訪雇主 16,942 人次、通報或開發在地就業機會數 32,372 次、提供就業資訊 41,219 次與駐點服務 872 場次。

多元就業開發方案勞務委託計畫

勞動部自民國 91 年起推動「多元就業開發方案」，協助失業者參與本方案計畫工作。為提升就業計畫效能與用人單位計畫執行能力，以增加失業者後續僱用之可能性，應有更細緻化之操作模式，包括更多各類專業人員的投入。然勞動部勞動力發展署所屬五分署受限於人力精簡政策，在編制與人力無法增加下，爰規劃辦理「多元就業開發方案勞務委託計畫」。

本會自民國 104 年起承辦勞動力發展署北基宜花金馬分署（以下簡稱北分署）「多元就業開發方案勞務委託計畫」，進用 35 名派遣人力，分別派駐於基隆、羅東、花蓮、金門就業

中心及北分署等地，深入社區，主動發掘及輔導當地優質非營利組織，申請多元就業開發方案及培力就業計畫，並再引注相關資源後，盼促使各計畫單位能自助後助人，發揮在地影響力，發展在地產業模式，增加失業者後續僱用之可能性並強化計畫執行之管理及經營輔導績效，朝社會企業方向發展。

協助失業認定暨就業諮詢服務勞務委託計畫

為紓緩失業問題，協助失業者就業準備及就業適應，進而達成穩定就業之目的，勞動部勞動力發展署特訂定「推動就業服務一案到底作業模式計畫」，其中失業認定亦採一案到底作業模式，提供求職者更完整的就業服務。

另外一案到底的個案管理服務模式指我國公立就業服務機構服務模式，隨勞動市場、就業型態及民衆服務需求轉變，自民國 101 年 11 月 1 日起，跨入一案到底服務，一對一專業化、深度化就業服務。提供求職民衆單一窗口、固定專人、預約服務之一案到底就業服務；同時就業服務員可完全掌握所有個案的全程服務過程，提供深度就業諮詢、職業心理測驗、就業促進研習活動、職業訓練或其他服務方案，提供積極性就業行動規劃之就業服務措施，進而協助求職民衆得以適性就業。以達人盡其才，才盡其用，適才適所，促進社會穩定就業之目的。

106 年度共計派駐 29 名就業服務人員，分別派駐於基隆、羅東、花蓮、金門就業中心及北分署等地，進行一案到底服務協助推動就業服務相關業務。

特定對象就業促進實施計畫－彙管作業服務

為減緩個人因失業造成之社會排斥，預防就業弱勢族群長期失業現象惡化，達成協助個人融合於社會之目標，依據就業服務法第 24 條、社會救助法第 15 條規定辦理「特定對象就業促進實施計畫－彙管作業服務」。因特定對象暨就業弱勢求職者在就業市場較不具競爭力，除積極協

助其瞭解相關資源外，並加強自身能力，建立正確職涯觀念，促進其適性就業及積極自立。

106 年度共計派駐 30 名就業服務人員，分別派駐於基隆、羅東、花蓮、玉里、金門、連江就業中心及北分署等地，進行前開對象就業促進服務。共協助特定對象暨就業弱勢者 2,200 名求職登記、特定對象暨就業弱勢者 660 名有效推介就業及推介 1,200 名二度就業婦女重返職場；為強化特定對象求職者就業能力辦理 1 場次二度婦女就業徵才活動與 2 場次中高齡者就業輔導活動，並 3 場次成長課程與 1 場次特定對象服務個案研討活動，增進就業服務員專業技能，提供專業服務，加強特定對象求職者就業信心與職場適應力，幫助其重返職場。

提升就業服務與法令諮詢電話服務績效實施計畫委外案

為積極促進工商投資及經濟發展，提供桃園市廠商優質的勞動力及失業民衆或特殊境遇民衆之充足就業機會，擬透過桃園市政府勞動局話務諮詢中心，做統一規劃對外服務窗口，提供民衆法令諮詢與就業資訊服務，俾利服務廣大民衆；並促進身心障礙者就業。

此計畫由桃園市政府勞動局主辦之業務委外案，106 年度共計進用 7 名計畫服務人員，派駐於桃園市政府勞動局電話服務諮詢中心及桃園市政府勞動檢查處，配合本計畫協助與關懷勞工，宣導傳遞就業與勞動法令相關訊息、就業服務及相關之就業促進措施。

國軍退除役官兵輔導委員會「就業服務工作勞務」勞務委外計畫

此計畫由國軍退除役官兵輔導委員會主辦之業務委外案，負責進用 28 名人力，訓練所需就業服務人員進駐退輔會、各縣市榮民服務處及職訓中心，持續開發開發企業優質職缺，推介榮民（眷）、第二類退除役官兵及國軍屆退官兵就業，並持續追蹤其後續就業狀況。

Integration of Employment Resources and Professional Training



花蓮就業中心辦理徵才活動 Hualien Employment Center hosting the recruitment fair

Transformations of the domestic and international economy, society, and industry structures have led to rising unemployment problems. All public employment service agencies need a large amount of professional manpower to effectively mitigate this problem. NASME therefore assists in the creation of local employment opportunities coupled with the development of personal employment and industries, community culture, and public interest to help the unemployed regain their confidence from their work and improve their re-employability. Implementation results in 2017 are described below:

PROMOTION OF OUTREACH AND TOWNSHIP EMPLOYMENT SERVICE PROGRAM – ORGANIZATION AND MANAGEMENT SERVICES

This program has been outsourced by the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Workforce Development Agency to strengthen regional services. In addition to static

employment service stations, NASME also adopts dynamic employment services to break through time and space limitations and gain the ability to provide proactive services. The goal lies in the implementation of employment services, improvement of job matching rates, rapid re-employment of unemployed workers, and continued provision of stable, accessible, and localized employment services for the public.

Training expense subsidies are provided for the unemployed youth to encourage them to strengthen their skills and improve their employability. Public employment service agencies provide employment counseling and joint formulation of training programs to link future career directions, learning objectives, and course contents. Highly structured intensive courses strengthen career guidance functions for young workers to ensure smooth employment.

In 2017, a total of 70 employment service specialists were hired and dispatched to employment centers in Keelung, Luodong, Hualien, Yuli, Kinmen, and Lianjiang

and the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Workforce Development Agency to promote employment service policies and relevant services. These specialists detected 12,939 unemployed individuals, successfully matched 10,406 individuals, accompanied 4,738 job applicants to their interviews, conducted 26,966 follow-up visits, achieved stable employment over a period of three months for 3,114 individuals, visited 16,942 employers, reported or developed 32,372 local employment opportunities, provided employment information 41,219 times, and organized 872 events offering on-site services.

MULTIPLE EMPLOYMENT PROMOTION AND LABOR AFFAIRS OUTSOURCING PROGRAM

As of 2002, the Ministry of Labor has been implementing the “Multiple Employment Promotion Program” to assist the unemployed in finding work in the context of this program. Refined operation modes including the assignment of more professional personnel in different categories are required to enhance employment program effects and program implementation efficiency of employing units with the goal of increasing the likelihood of follow-up hiring

of unemployed individuals. However, the five regional branches of the Workforce Development Agency, Ministry of Labor are constrained by manpower downsizing policies and are unable to increase organization size and manpower. The branches therefore plan to adopt a “Multiple Employment Promotion and Labor Affairs Outsourcing Program”.

NASME has been in charge of execution of the Multiple Employment Promotion and Labor Affairs Outsourcing Program for the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Workforce Development Agency (“the Northern Branch”) since 2015. 35 specialists have been hired and dispatched to employment centers in Keelung, Luodong, Hualien, and Kinmen and the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Workforce Development Agency to penetrate local communities and actively encourage outstanding local NPOs to apply for the Multiple Employment Promotion and Empowerment Employment Program. Upon infusion of relevant resources, subsidized planning units are expected to help others, maximize their local influence, develop local industry modes, increase the likelihood of follow-up hiring of unemployed individuals, and



基隆就業中心辦理徵才活動 Recruitment Event at Keelung Branch of Workforce Development Agency, Ministry of Labor

strengthen the management and guidance performance in the context of program execution, thereby ensuring continued progress toward social enterprise models.

UNEMPLOYMENT VERIFICATION AND EMPLOYMENT COUNSELING OUTSOURCING PROGRAM

The Workforce Development Agency of the Ministry of Labor has formulated a “One-Stop Employment Service Program” to mitigate unemployment, assist in the preparation and adaptation of unemployed individuals to employment, and thereby achieving the goal of stable employment. A one-stop model is employed for unemployment verification to gain the ability to provide more comprehensive one-step employment services for job seekers.

In addition, the one-stop case management service model has been adopted by public employment service agencies in Taiwan. Following significant changes of the labor market, employment patterns, and public service demands, a one-stop, individualized, professional, and in-depth employment service model has been in place since November 1, 2012. Job seekers receive relevant employment services from a single dedicated contact

person by appointment. At the same time, employment service specialists gain a firm grasp of the whole service process for each case and are capable of providing in-depth employment counseling, occupational psychology tests, employment promotion activities, professional training and other services. Employment service measures, including proactive employment action plans, help job seekers find suitable employment. The goal is to unlock potential and talent, make optimal use of available talent, and promote stable employment.

In 2017, a total of 29 employment service specialists were dispatched to employment centers in Keelung, Luodong, Hualien, and Kinmen and the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Workforce Development Agency to provide one-stop services and promote relevant employment services.

EMPLOYMENT PROMOTION PROGRAM FOR SPECIFIC INDIVIDUALS – ORGANIZATION AND MANAGEMENT SERVICES

The Employment Promotion Program for Specific Individuals - Organization and Management Services was formulated pursuant to the regulations set forth in Article 24 of the Employment Service Act and Article 15

of the Public Assistance Act to alleviate social exclusion caused by unemployment, prevent the worsening of long-term unemployment of underprivileged groups, and assist individuals in social integration. Since these specific individuals and underprivileged job seekers lack competitiveness on the job market, they must be given a clear understanding of the available resources and provided with accurate career concepts, their personal abilities must be strengthened, and their employability and independence must be promoted.



專案人員在職教育訓練 On-the-job training for project managers

In 2017, a total of 30 employment service specialists were dispatched to employment centers in Keelung, Luodong, Hualien, Kinmen, and Lianjiang and the Taipei-Keelung-Yilan-Hualien-Yuli-Kinmen-Matsu Regional Branch of the Workforce Development Agency to provide employment promotion services for the aforementioned individuals. These specialists assisted 2,200 specific and disadvantaged individuals in placement registration. Successful referral services were provided for 660 specific and disadvantaged individuals and 1,200 women returning to work. A recruitment activity and two employment guidance activities were organized for women returning to work and middle-aged individuals, respectively, to strengthen the employability of specific job seekers. In addition, three personal growth courses and one workshop for discussion of services for specific individuals were organized to enhance the professional skills of employment service specialists, provide professional services, strengthen the confidence and workplace adaptability of specific job seekers and assist them in returning to work.

ENHANCED EMPLOYMENT SERVICE AND LEGAL COUNSELING WITH PHONE SERVICE OUTSOURCING PROGRAM

It has been decided to assign unified contact persons for external services via the Phone Service Consultation Center of the Department of Labor, Taoyuan to facilitate the provision of services for a large number of individuals, promote employment of the physically and mentally disabled, boost industrial and commercial investments and economic development, and provide sufficient employment opportunities for outstanding workers, unemployed individuals, and individuals with special needs in Taoyuan.



基隆就業中心辦理徵才活動

Recruitment Event at Keelung Branch of Workforce Development Agency, Ministry of Labor

This outsourcing project has been organized by the Department of Labor of Taoyuan City Government. In 2017, a total of 7 planning service specialists were dispatched to the Phone Service Consultation Center of the Department of Labor, Taoyuan and the Labor Inspection Division, Taoyuan City Government to provide assistance and show concern for workers, educate them on employment and labor laws and pass on relevant information, and provide employment services and relevant employment promotion measures in line with the program.

VETERANS AFFAIRS COUNCIL EMPLOYMENT SERVICE OUTSOURCING PROGRAM

This service outsourcing project has been organized by the Veterans Affairs Council. 28 employment service specialists were hired, trained, and dispatched to VAC and Veterans Service Offices and Vocational Training Centers in various cities and counties to develop high-quality vacancies, refer veterans and their dependents, provide employment for the second category of veterans and retiring military servicepersons, and carry out continued tracking of employment conditions.

銀髮人才發展系列計畫



「青銀交流 世代共融」全國青年提案競賽頒獎典禮暨成果發表會 – 勞動部勞動力發展署王玉珊主任秘書及北分署林仁昭分署長與得獎團代表合影

Group photo of Wang Yu-Shan, secretary general, and Lin Ren-Zhou, northern branch director for the Workforce Development Agency, MOL, with award-winning organizations, at the award ceremony for the national youth proposals competition, “Youth Seniors Exchange, Generations Communion”

銀髮人才發展與就業服務整合計畫 – 彙管作業服務

為促進國內中高齡勞動參與率，減少勞動人口不足現況，勞動部特以促進中高齡就業為施政重點，延續民國 103 年成立銀髮人才資源中心之規劃，於民國 106 年建置 106 年度「銀髮人才發展與就業服務整合計畫－彙管作業服務」，廣續響應蔡英文總統勞動政策主張：支持中高齡者就業，補實國內勞動供應量，透過「重返職場」策略協助中高齡者及高齡者「活躍」職場。

本計畫係以銀髮就業媒合服務為主，採就業一條龍服務模式，提供企業雇主及中高齡者有關就業服務如職涯諮詢、職前訓練、訓後媒合、多樣化徵才活動、企業輔導團服務及中高齡職務再設計等創造勞雇雙贏，提升中高齡勞動參與率。

扭轉國人對於銀髮勞動力之刻板觀念亦為本計畫目標，除了積極於網絡社群載體及平面

媒體露出宣導外，並辦理各項倡議宣傳活動如雇主座談會、銀髮人力再運用講座、區域定點駐點服務，希冀喚起並提升國人對銀髮勞動力重視。

而為創造媒體曝光度，特規劃於上半年舉辦銀髮資源網百萬人氣活動，並於下半年度舉辦「銀髮回娘家」銀髮人才資源中心三週年成果發表等兩大亮點活動，透過多樣化活動內容以呈現本會戮力於計畫之成效，並期藉此提高計畫知名度，為國內中高齡勞動參與率再創巔峰。

銀髮勞動力再運用倡議計畫

勞動部勞動力發展署北基宜花金馬分署推動銀髮勞動力再運用倡議計畫，期望藉由本計畫之推行，呼籲社會大眾重視高齡化社會對我國勞動力市場影響，進一步建構銀髮人力開發、運用及發展價值，透過業界結合青銀交流方式，鼓勵企業進用銀髮人力，亦讓銀髮人才發揮所長，促使社會大眾持續重視銀髮議題。本計

畫辦理多項倡議活動，呼籲全民社會一同關心與加入銀髮議題，讓臺灣的勞動力進一步轉型，持續保持臺灣的關鍵競爭力。

本會承辦此計畫，辦理下列幾項工作：

- 一. 辦理退除役官兵宣導說明會，鼓勵退役官兵投入職場，共計2場次，活動人次102人。
- 二. 辦理銀髮倡議宣導活動，共計10場次，活動人次達212人。由青年進入中高齡聚集據點宣導銀髮族就創業資源，並鼓勵銀髮族重回職場。
- 三. 舉辦青年提案競賽，鼓勵青年世代關切銀髮各項議題，進而研究思考、行動規畫、親身參與，結合社會各界偕同青年學子共同營造「青銀交流·世代共融」良好氛圍，106年度共計165隊報名，經過資格審核、初審、工作坊及決審，選出27組得獎作品進行表揚及成果展現。
- 四. 辦理銀髮職務規劃師種子培訓工坊，透過職場障礙體驗，了解中高齡者的職場困境，藉由工作坊與專業師資互動，激盪創意構想，並運用設計思維扎根於銀髮友善職場、職務再造規劃領域。共計11組團隊參與活動並提出相關企劃。
- 五. 銀髮人才成功嶺激發職能就業促進課程共計辦理五場次，提升及激發銀髮人才重新進入職場之職能，如：態度、價值觀、人際關係等激發潛能就業促進課程，落實銀髮穩定就業，活動人次163人。
- 六. 企業訪視輔導團，實地了解企業工作環境及導致中高齡提早離開就業市場之障礙因素，並由專業顧問進行企業輔導，以利人員延後退出職場或促進企業願意增用銀髮者。本年度共計訪視200家企業及600名中高齡員工。
- 七. 銀髮倡議及網路亮點宣導活動，共計辦理2主題之亮點活動及與銀髮中心和北基宜花轄區各就業中心合作設計銀髮活動或課程於銀髮專櫃辦理打卡活動。持續提升對銀髮族、高齡化等議題的深入探討。
- 八. 拍攝銀髮微電影，製作銀髮族就業相關議題，以故事性帶動民衆注意力，達到宣傳效益。



勞動部勞發署身心障礙者及特定對象組施淑惠組長（左四）與北分署林仁昭分署長（左三）協同臺北市榮服處胡延年處長（左五）及新北市就服處吳仁煜處長（左六）與獲頒獎項友善銀髮雇主代表們合影

Group photo of MOLWDA's Employment Assistance for People with Disabilities and Disadvantages Division director, Shu-Hui, Shih (4th from the left), northern branch director, Jen-Chao, Lin (3rd from the left), Taipei City Veterans Service Office director, Yen-Nian, Hu (5th from the left) and New Taipei City Employment Service Department director, Jen-Yu, Wu, (6th from the left), along with representatives for the award-winning friendly employers for senior workers

Senior Talent Development Programs



106年中高齡者職務規劃種子培訓工作坊合影

Group photo of 2017 Training Workshop for Planners of Middle- and Senior-Aged Career Development

SENIOR TALENT DEVELOPMENT AND EMPLOYMENT SERVICE PROGRAM – ORGANIZATION AND MANAGEMENT SERVICES

In the wake of the establishment of the Senior Workforce Development Service Center in 2014, the Senior Talent Development and Employment Service Program was adopted by the Ministry of Labor in 2017 to increase the participation rate of domestic middle-aged and senior labor and alleviate labor shortages, and achieve the policy objective of promotion of employment of middle-aged and senior workers. In response to the labor policies of President Tsai Ing-Wen, the employment of middle-aged and senior workers is supported in an effort to replenish the supply of labor in Taiwan and the “Return to Work” strategy is adopted to rely on middle-aged and senior workers to activate workplaces.

This program focuses on employment matching services for seniors and adopts a one-stop service model to provide business owners and seniors with relevant employment services such as career counseling and training, post-training matching, diversified recruitment activities, corporate guidance group services, and job redesign for middle-aged and senior workers to create

win-win situations and enhance the participation rate of middle-aged and senior laborers.

Another goal of this program is to break through the stereotype of the senior labor force in Taiwan. In addition to active education on online social networks and in print media, different advocacy and promotional activities, such as employer conferences, lectures on reutilization of senior manpower, and regional on-site services have been organized to direct the attention of local citizens to the senior labor force.

An activity to raise the popularity of the senior resource network and a presentation of achievements titled “Seniors Return Home” on occasion of the third anniversary of the Senior Workforce Development Service Center are planned for the first and second half of the year with the goal of generating media exposure. Diversified activities underscore the department’s commitment to program implementation, raise the popularity of the program, and thereby greatly increasing the participation rate of middle-aged and senior laborers.

SENIOR LABOR FORCE REUTILIZATION ADVOCACY PROGRAM

The Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Region Branch of the Workforce Development Agency of the Ministry of Labor has adopted the Senior Labor Force Utilization Advocacy Program to draw the attention of the general public to the impact of an aging society on the domestic labor market and highlight the value of development and utilization of senior manpower. Through interactions and exchanges between industry circles, youths, and seniors, enterprises are encouraged to hire senior manpower, seniors are enabled to give full play to their talents, and the public awareness of senior issues is raised. Various advocacy activities are planned in the context of this program to appeal to the general public to show concern and actively participate in senior issues, spur the transformation of the Taiwanese labor force, and maintain the country's competitiveness.

NASME CARRIED OUT THE FOLLOWING TASKS IN THE CONTEXT OF PROGRAM IMPLEMENTATION:

1. Organization of two information meetings for veterans with 102 participants to encourage veterans to enter the workforce.
2. Organization of 10 advocacy and educational activities for seniors with a total of 212 participants. Young people educate seniors on employment and entrepreneurial resources at assembly places for the middle-aged and seniors to encourage them to return to work.
3. Organization of youth proposal competitions to encourage the younger generation to show concern for senior issues and thereby stimulate research, action planning, and personal participation and create a positive climate of interactions and exchanges and a "harmonious relationship between generations through cooperation between all sectors of society and young students". A total of 165 teams participated in these competitions in 2017 and a total of 27 award-winning works were selected, recognized, and presented after a rigorous process of verification of qualifications, initial review, workshops, and final review.
4. Organization of a training workshop for senior job planners. These planners gain a clear understanding of difficulties that middle-aged and senior workers face at the workplace through first-hand experience of workplace obstacles. Creativity is inspired through interactions between workshop participants and professional instructors. Creative design concepts are applied and take root in the fields of senior-friendly workplaces and job restructuring and planning for seniors. A total of 11 teams participated in this activity and submitted the relevant proposals.
5. Organization of 5 Competency Development and Employment Promotion Programs for senior talent with 163 participants to enhance and develop competencies required for reentry into the workforce, including attitude, value system, and interpersonal relationship related courses, to unleash potential and realize stable employment for seniors.
6. Enterprise visit and guidance teams conducted on-site inspections of working environments to gain a clear understanding of obstacles causing early withdrawal of middle-aged and senior workers from the labor market. Professional consultants provided guidance for enterprises to delay withdrawal of personnel from the workforce or increase the willingness of enterprises to increase their senior workforce. 200 enterprises and 600 middle-aged and senior employees were visited this year.
7. Organization of highlight events centered around two themes and joint design and organization of senior advocacy activities, courses, and check-in activities at special senior counters by the Senior Workforce Development Service Center and employment centers in Taipei, Keelung, Yilan, and Hualien. The goal of these activities lies in an in-depth discussion and analysis of issues related to seniors and population aging.
8. Production of micro films on issues related to employment of seniors to raise public awareness through narration techniques and achieve educational effects.

職業訓練專案人力運用計畫



專案人員協辦全國公關研習參訪活動 Project personnel assisting the organization of tours & visits for the national PR seminar

此計畫由勞動力發展署桃竹苗分署主辦之業務委外案，106 年度僱用 34 名計畫專案人員，進駐桃竹苗分署各科室及幼獅訓練場，進行職業訓練運籌品質管控業務工作事項：包括區域訓練供需調查與運籌聯繫、委外訓練計畫之企劃、職業訓練宣導與資源網管理、職業訓練實施之控管、行政、統計分析、預算管理與核銷等會計業務、訓練業務相關人力運用規劃、訓練單位與學員之輔助措施、訓後就業輔導與追蹤、查訪考核及申訴處理、職業訓練業務資訊管理系統維護管理、職業訓練生活津貼核撥及辦理服務業人才職類訓練、推動證照制度業務等綜合事項。



企業參訪 Business visits



第44屆國際技能競賽國手合影

A group photo of national players attending the 44th WorldSkills Competition

Vocational Training Manpower Utilization Program - Dispatch Labor Outsourcing Project



專案人員協辦全國公關聯繫會議 Project personnel assisting the organization of national PR contacts meeting

The provision of high-quality professional services for the general public requires joint efforts and sufficient manpower. As a result of the downsizing policies of the government, the Taoyuan-Hsinchu-Miaoli Regional Branch purchased labor services for the “execution of vocational training projects” from non-governmental units in line with the Directions for Use of Dispatch Labor of the Executive Yuan. Dispatch workers assist in the provision of non-core services that do not involve execution of public authority, including the implementation of vocational training, control, management, and planning of training quality in the areas under the jurisdiction of the branches in the context of this program.

This is a service outsourcing project adopted by the Taoyuan-Hsinchu-Miaoli Regional Branch of the Workplace Development Agency. In 2017, 34 program administrators were hired and dispatched to various departments of the Taoyuan-Hsinchu-Miaoli Regional

Branch and the You Shi Training Site to provide vocational training planning and quality control services. These services include regional training supply and demand surveys, planning, and liaison, management of proposal commitment, vocational training education, and resource networks in the context of this outsourced training program, control, administration, and statistical analysis of vocational training implementation, budget management and reimbursement, manpower planning for training services, auxiliary measures for training units and trainees, post-training employment guidance and tracking, performance appraisal examination, handling of grievances and close-out reports, vocational training service and information management system maintenance and management, granting of vocational training living allowances, organization of vocational training for service personnel of the Taoyuan-Hsinchu-Miaoli regional branch, improvement of branch hardware and software, enhancement of skills levels, and promotion of a license and certificate system.

國軍校級軍官退前職訓管理班 Vocational Training Programs for Field Officers of the Armed Forces Prior to Retirement



國軍班學員合影 Group photo of Vocational Training Programs for Armed Forces Field Officers participants

「國軍校級軍官退前職訓管理班」即為國防部輔導退伍軍官順利轉職，本年度共辦理 3 班次，分別是台北 2 班及高雄 1 班，各進行 520 小時之培訓，共計服務 106 位屆退軍官，施訓對象係針對校級以上軍官於退伍前，透過「生涯規劃」、「管理能力」、「專業能力」、「就業能力」與「業務實務」等訓練，讓屆退軍官習得就業所需管理領域之相關才能，使其於退伍後能快速適應並順利與社會接軌，有效發揮國家整體人力資源最大效益。

The goal of Vocational Training Programs for Armed Forces Field Officers organized by the Ministry of National Defense R.O.C. prior to retirement is to assist retired officers in the transition to civilian careers. A total of three programs (two in Taipei, one in Kaohsiung) of 520 hours each were organized for 106 retiring officers. The purpose of these programs is to provide retiring officers of the rank of field officer and above with the required management skills through vocational training covering career planning, management ability, professional skills, employability, and occupational practice to enable them to adapt and transition to civilian careers in a rapid and smooth manner and maximize the benefits derived from available manpower resources.



國軍班學員合影

Group photo of Vocational Training Programs for Armed Forces Field Officers participants

青年就業旗艦計畫

Youth Employment Ultimate Plan



青年就業旗艦計畫推動說明會 – 內湖 Youth employment flagship scheme promulgation seminar in Neihu

本計畫為結合產、學、訓之資源，提升事業單位雇用青年之意願，提供青年務實致用之職業訓練，以增加 15 歲以上 29 歲以下青年之就業機會。結合企業需求，採用先僱後訓模式辦理最長 6 個月的工作崗位訓練，打造安心訓練環境，以累積青年實務經驗與技能，促進事業單位與青年間之互相了解，提升持續僱用之機會。

本會承接 106 年度北基宜花金馬分署青年就業旗艦計畫，為協助企業了解計畫內容，全年共辦理 11 場次計畫推動說明會、4 場次核銷說明會；為了持續精進計畫內容與流程優化，本會辦理 3 場次期末檢討會。本計畫全年協助共計 203 家廠商招募成功、624 位學員錄訓、補助經費合計 31,104,000 元，致力協助我國青年與企業職場之連結，進而提升就業率、降低企業缺工困境，從而促進我國經濟發展。

The Youth Employment Ultimate Plan integrates industrial, academic, and training resources and aims to increase the willingness of business units to hire young employees. It provides young graduates aged 15 to 29 with practical vocational training to increase

their employment opportunities. In line with corporate needs, a model of on-the-job training of a maximum of six months after hiring is adopted. The goal is to create a worry-free training environment, enable young employees to accumulate practical experience and skills, increase mutual understanding between business units and young employees, and generate more opportunities for continued employment.

NASME is responsible for the execution of the Youth Employment Ultimate Plan of the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Work Development Agency. A total of 11 plan promotion and 4 reimbursement information meetings were held to give businesses a better understanding of the plan contents in 2017. In order to further refine and optimize the plan contents and processes, the department organized three final review meetings. In the context of this plan, a total of 203 businesses received assistance in successful recruitment, 624 trainees were hired and trained, and total subsidies amounted to NT\$31,104,000 in 2017. The department is firmly committed to establishing links between young graduates and enterprises, thereby raising the employment rate, reducing labor shortages, and boosting economic development in Taiwan.

新北市輔導中高齡續航



觀念推廣講座 Lectures For Promotion Of Relevant Concepts

隨著高齡化社會的來臨，面臨人口成長進入老化與少子化的時代，為因應未來勞動人口縮減與短缺的問題，新北市政府就業服務處全國首創「中高齡者職場續航輔導計畫」，藉此提供新北市轄內之企業與中高齡員工就業服務與生活相關資源，推動企業打造友善職場環境，增進中高齡員工穩定就業之意願，以留用或回聘的機制，使中高齡員工得以繼續留職、延後退休，創造自我價值、提升勞動參與率。

本計畫為了解企業與中高齡員工之職場需求，藉由實地訪視，共蒐集 376 份問卷進行分析，並建置中高齡員工個案管理資料庫，提供其所需資源及諮商諮詢服務。此外，為推廣本計畫理念，編撰中高齡者職場續航資源手冊及DM供民眾索取，亦透過倡議宣導活動，與新北市就業服務處所屬之就業服務站台共同辦理徵才活動及雇主座談會。針對中高齡員工，分

別於 8 月份和 10 月份辦理 2 場觀念推廣講座，安排紓壓、財務規劃、運動保健等貼近其日常生活之主題，共吸引 323 人次參與，期盼未來能夠因計畫的持續推動與執行，提升企業與中高齡者對於延後退休觀念的認同、開創勞動新勢力。



企業訪視－蝶寶五金有限公司 Business visits

Career Navigation and Guidance Program for Middle-Aged and Senior Workers

In view of the advent of an aging society and an era of population aging and declining birth rates, the Employment Services Office of New Taipei City Government pioneered the Career Navigation and Guidance Program for Middle-Aged and Senior Workers to deal with the problem of a shrinking labor force and expected labor shortages. The goal of this program is to provide enterprises within the jurisdiction of New Taipei City and middle-aged and senior employees with employment services and living resources. Enterprises are urged to create friendly working environments thereby increasing the willingness of middle-aged and senior workers to accept stable employment. A retention and re-employment mechanism enables middle-aged and senior employees to remain at their workplaces, delay retirement, create self-value, and thereby increasing labor participation rates.



現場徵才活動 On-site career fair

The program aims to gain a better understanding of workplace needs of enterprises and middle-aged and senior employees through on-site visits and the collection of 376 questionnaires for analysis. In addition, a case management database was established for middle-aged and senior employees, and the required resources and counseling and consultation services are provided. Career navigation manuals and DM for middle-aged and senior employees are available free of charge to promote relevant program concepts. Advocacy and educational activities, including talent recruitment events and employer conferences, are organized in cooperation with the employment service station which is subordinate to the New Taipei Employment Services Office. Two lectures for promotion of relevant concepts were held for middle-aged and senior employees in August and October centered around themes important for their daily lives, such as stress release, financial planning, exercise and health. These lectures attracted a total of 323 participants. The program initiators hope that the continued promotion and execution of the program will increase acceptance of the concept of delayed retirement on the part of enterprises and middle-aged and senior workers, thereby creating a new labor force.

產業人才投資方案系列計畫



北分署產投成果發表會合影 Group photo of the MOLWDA northern branch Industry Talent Investment Program

勞動部勞動力發展署為強化我國勞動力人口在職場上的共同核心職能及產業專業技術能力，以因應急速的國際經濟變遷及競爭，結合各轄區內通過 TTQS 之優質訓練單位，提供多元化實務導向之訓練課程，並補助其課程訓練費用，以激發在職勞工自主學習精神，累積個人實力與能力。

產業人才投資方案又分為「產業人才投資計畫」及「提升勞工自主學習計畫」，招生對象為年滿十五歲以上，具就業保險、勞工保險或農民健康保險被保險人身分之在職勞工，並依在職勞工身分別，給予補助 80% 至 100% 之訓練費用，且 3 年內每位學員得以補助最高新臺幣 7 萬元。

另為加強輔導受貿易自由化引發產業變遷之勞工，面臨就業型態轉變及未來對就業市場之衝擊，特別推動「充電起飛計畫」，因應產業及勞工訓練需求，針對北分署及桃分署轄區內受影響產業之在職勞工提供優質職業訓練，提升個人能力與知識技能。

106 年度北分署結合轄區內優質單位，辦理產業人才投資方案（含充電起飛計畫）共計 355 個訓練單位，共辦理 1,377 門課程，補助經費約新臺幣 2 億元，服務逾 30,000 人次的在職勞工。106 年度桃竹苗轄區內，產業人才投資方案（含充電起飛計畫）共辦理 700 門課程，補助經費約新台幣 1 億 304 萬元，服務約 16,182 人次之在職勞工。



北分署產投成果發表會與長官合影

Group photo with supervisors at the MOLWDA northern branch Industry Talent Investment Program

Industry Talent Investment Initiative

The Workforce Development Agency of the Ministry of Labor offers diversified practice-oriented training courses in cooperation with outstanding training units in different jurisdictions that have passed TTQS to strengthen core competencies and professional skills and abilities of the Taiwanese labor force at the workplace in response to rapid economic transformations and fiercing competition worldwide. The agency also subsidizes training expenses to awaken the spirit of autonomous learning and enable employed workers to accumulate personal strengths and abilities.

The industry talent investment initiative is divided into an Industry Talent Investment Program and Enhanced Autonomous Learning Program. Beneficiaries are employed workers aged 15 and above who are insured under the employment insurance, labor insurance, or farmer health insurance schemes. Based on their status, they are eligible for subsidies amounting to 80% to 100% of the training expenses. The maximum subsidy amount per trainee within three years is NT\$70,000.

In addition, the agency has adopted a Multi-Beneficiary Vocational Training Program to strengthen guidance for workers who are affected by industry transformations caused by trade liberalization, changes in employment patterns, and impacts on future job markets. High-quality vocational training is provided for affected workers within the jurisdiction of the northern and Taoyuan branches in response to industry demands and training needs of workers to enhance their personal abilities, knowledge, and expertise.

In 2017, the northern branch cooperated with outstanding units within its jurisdiction in the implementation of the Industry Talent Investment Initiative (including the Multi-Beneficiary Vocational Training Program). 355 training units offered a total of 1,377 courses to over 30,000 workers. Total subsidies amounted to NT\$200 million. In the Taoyuan-Hsinchu-Miaoli area a total of 700 courses were offered to 16,182 workers in the context of the Industry Talent Investment Initiative (including the Multi-Beneficiary Vocational Training Program). Total subsidies amounted to NT\$103.04 million.



自主計畫工作業務說明會
Information meeting of the self-regulated working plan project



期末檢討會議
Final review meeting

雙軌訓練旗艦計畫暨補助大專院校辦理就業學程計畫



明志國中辦理雙軌計畫招生宣導校園說明會

Mingzhi Junior High School for Dual System Flagship Project recruitment and promotion on campus

勞動部勞動力發展署（原勞委會職訓局）於民國 92 年起引進德國雙軌制職業訓練，並以本土化為導向改制為「雙軌訓練旗艦計畫」推展迄今；同年推動「補助大專校院辦理就業學程計畫」，上開兩支計畫整合政府、學校與企業三方的資源，以理論與實務雙管齊下的訓練模式，使技職教育及職業訓練合流，讓青年儲備職場動能，提升就業率，同時營造出讓企業「蓄才於校」，讓學子「學用無落差」的有利環境，並助業界與學界達成「人才無縫接軌」之目標。

本會自民國 101 年起陸續承辦本計畫相關業務，民國 104 年起將各工作項目整合為彙管型計畫，整合為「雙軌訓練旗艦計畫暨補助大專校院辦理就業學程計畫 - 彙管作業服務」。

在雙軌部分，結合北基宜花金馬轄區 9 所學校、79 間事業單位，共同辦理 12 個職類提供計畫訓練生進行工作崗位訓練，參訓學生超過 1,000 人；大專部分，結合 26 所學校，共同辦理 90 支就業學程計畫，參訓學生數超過 3,000 人，而為檢核訓練生及訓練單位執行成效，計畫執行期間落實訪視作業，為執行品質嚴格把關。

在廣宣作業部分，每季固定作各通路媒體露出，進行計畫資訊曝光，另針對計畫學校、事業單位及轄區國、高中（職），辦理超過 100 場次之計畫說明會，參與人數達 7,000 人次，藉由直銷宣傳，強化社會大眾對本計畫之認識，拓展計畫能見度，進而達到招生、招商等宣導效益。

同時針對本計畫合作單位辦理全國性「種子人員暨訓練協調經理訓練課程」，使各單位夥伴瞭解訓練模式及政策走向，以提高執行效益，並解決訓練生訓練期間所面臨之問題；另針對紙本教材進行編修，近年更著重於數位教材建立研發，以縮短學習時間，提升學習效益。

此外，為驗收訓練生專業技能與理論知識，檢核雙軌技職教育訓練成果，針對全國本計畫合作學校及事業單位共辦理近 100 場次、1,039 位畢業訓練生之「專業職能認證考試」，並於考試後進行「專業職能認證命題作業」針對 107 年度認證考試試題進行修訂及新增。

Dual System of Vocational Training Project and Subsidy Plan for Employment Programs Organized by Colleges and Universities – Organization and Management Services

The Workforce Development Agency of the Ministry of Labor (formerly the Vocational Training Bureau of the Council of Labor Affairs) adopted the German dual vocational training system in the form of the localized Dual System of Vocational Training Project in 2003. In the same year, the agency also launched the Subsidy Plan for Employment Programs Organized by Colleges and Universities. These two programs integrate government, university, and enterprise resources and adopt a two-pronged training model combining theory with practice, and technical education with vocational training. Young students build up workplace momentum and employment rates are increased. At the same time, a favorable environment characterized by talent cultivation for enterprises in schools and zero distance between theory and practice is created. These programs also facilitate a seamless transition of talent from academics to the industry.

NASME has been responsible for the provision of services related to these programs since 2012. Since 2015, various work items have been integrated into the Dual System of Vocational Training Project and the Subsidy Plan for Employment Programs Organized by Colleges and Universities - Organization and Management Services

In order to implement the dual system of vocational training, on-the-job training was provided for trainees in the context of this program for 12 different occupational categories in cooperation with 9 schools and 79 business units within the jurisdiction of Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch. Over 1,000 students participated in this program. In addition, a total of 90 employment programs were organized for over 3,000 trainees in cooperation with 26 colleges and universities. Visits were conducted during the program

implementation period to inspect the implementation results for trainees and training units and carry out rigorous quality controls.

In the field of promotion, program related information is revealed on various channels and media on a quarterly basis. In addition, over 100 information meetings were organized for participating universities, business units, senior and junior high schools, and vocational schools within the jurisdiction of the branch. The total number of participants exceeded 7,000. Direct promotion raises public awareness of these programs and enhances program visibility with the goal of recruiting trainees and enlisting businesses.

A nationwide training program for key personnel and training coordination managers was held to give the colleagues of cooperating units a clear understanding of training modes and policy directions to enhance implementation effects and facilitate the solution of problems encountered by trainees during training. In addition, paper materials and textbooks have been edited and revised. In recent years, the focus has been shifted to the design and development of digital materials to shorten learning times and enhance learning results.

In addition, close to 100 professional competency certification exams were jointly administered by cooperating schools and business units for a total of 1,039 trainees upon completion of training to determine professional skills and the theoretical knowledge of trainees and examine the results of the dual system of technical and vocational education. After the exam, the questions on the exam were certified and revised and new questions were added for the exam in 2018.

政策宣導

POLICY PROMOTION

- ◆▶ 中小企業公共服務計畫
SME Public Service Plan
- ◆▶ 健康促進職場輔導計畫
Health Promotion in Workplace Guidance Program
- ◆▶ 工作生活平衡輔導及推廣計畫
Work-Life Balance Guidance and Promotion Plan
- ◆▶ 優化國際體育交流活動管理計畫
Program for Optimization of International Sports Exchange
- ◆▶ 保護智慧財產權服務團暨校園深耕宣導計畫
Intellectual Property Right Protection Service Team and
Campus Cultivation Campaign
- ◆▶ 外籍勞工相關系列計畫
Foreign Worker Related Programs

深度搭橋 政策溝通最務實

Building Bridges to Ensure Pragmatic Policy Communication

政策的擬定，往往攸關未來重要的經濟、民生發展，而落實的程度，也會影響政策實際發揮的效益。唯有政府了解民衆的需求，才能訂定出精準而確實有效的政策，為民衆謀福祉讓民衆清楚政策的目的，才能讓良好的政策得以順利推動與執行。

本會在全台各縣市擁有共計 57 個次級組織，並提供各地中小企業多元的服務，保持良好互動與綿密的網絡關係，本會亦承接多項政府計畫，以瞭解政策、支持政策的精神，與政府一同思考如何制定「真正能協助中小企業」的政策，讓中小企業有感政府德政，降低政策推廣時的阻力，更以務實的角度提出建議，使政策執行得以發揮最大的效益。

本會作為政府與中小企業間重要的橋樑，促進中小企業對政策的瞭解與認同，多年來的努力，也使本會成為各相關單位推廣政策、發布訊息時的首選對象。未來本會仍將秉持強化政府與民間互動的角度，協助相關政策的推廣與落實，提升政府整體績效與形象，並以務實的政策嘉惠中小企業，創造雙贏。

Policy formulation is often of great relevance for future economic and livelihood development. The extent of policy implementation in turn affects the actual impact of policies. A clear understanding of public needs of the government, which is a key prerequisite for the formulation of accurate and effective policies that further public welfare. Only if the public is fully aware of the policy purpose can it be fully supported and advocated and the smooth promotion and implementation of good policies ensured.

NASME has a total of 57 subordinate organizations in various cities and counties all over Taiwan, provides diversified services for SMEs, and maintains excellent interactions and intimate relations. NASME also undertakes multiple government programs and assists the government in the formulation of policies that truly help SMEs by embracing a spirit of understanding and support for government policies. Reduce the resistance to policy promotion, suggestions are offered from a pragmatic perspective to maximize the effects of policy implementation.

NASME serves as a communication bridge between governments and SMEs to increase the understanding and approval of government policies on the part of SMEs. Due to its dedicated efforts, it has turned into a key partner of policy promotion and information release by related units. In the future, the department will continue to embrace the role as the facilitator of strengthened interactions between the government and the private sector. It will continue to assist in the promotion and implementation of relevant policies to enhance the overall performance and image. The goal is to benefit SMEs through pragmatic policies and create win-win situations.

中小企業公共服務計畫 SME Public Service Plan



經濟部中小企業處官方粉絲團辦理線上直播活動，由中小企業處吳明機處長與電獺少女互動介紹輔導措施

Ming-Chi, Wu, SMEA director general interacting with Aotter Girls on live streaming video on the official MOEA's SMEA fan page introducing SMEA's support measures

為使政府政策能與中小企業實質發展需求相互結合，將攸關中小企業政策服務內容主動提供予社會各界知曉，本會承辦經濟部中小企業處之「中小企業公共服務計畫」，藉由政府與政策利益關係人之橋樑搭建，致力塑造政府機關專業、親切、高效率的服務形象。

本計畫作為中小企業處及媒體的溝通窗口，主動將政策訊息傳達予媒體，並藉由重大輿情掌握以瞭解中小企業趨勢與關心議題，每月觀測之中小企業相關新聞達 1 萬則以上，觀測範圍含括平面、網路及電視媒體，製作媒體觀測分析報告予中小企業處作為政策露出策略及成效參考，並透過辦理 1 場次媒體參訪活動，帶領中小企業處長官及媒體參訪本處輔導企業，增加深度互動以加強整體行銷宣傳力道。同時，為因應社群媒體時代來臨，民國 106 年 3 月份起成立「經濟部中小企業處官方粉絲團」，輔以 2 場次之教育訓練課程，建立跨組室之小編團隊機制，整合中小企業處各項輔導措施，以即時性、互動性的方式透過網路媒體傳達給社會大眾，迄今粉絲人數近 5 萬名、發文數達千餘則。

NASME is in charge of the execution of the SME Public Service Plan, which aims to bring government policies in sync with actual development demands of SMEs and make all circles of society aware of the SME policy and service contents. A communication channel between the government and policy stakeholders is built to form a service image of government agencies characterized by professionalism, cordiality, and high efficiency.

This program serves as a contact window between the Small and Medium Enterprise Administration and the media. Information on key policies is released to the media and public opinion is sounded out to gain a better understanding of SME trends and issues of concern. Over 10,000 SME-related news items are viewed every month. The scope includes print media, the Internet, and television. The media observation analysis reports are provided to the Small and Medium Enterprise Administration, Ministry of Economic Affairs R.O.C as a reference for the revealed strategy and results of policies. In addition, one media visit activity is organized to give senior officials of the Small and Medium Enterprise Administration and media representatives an opportunity to visit enterprises that receive guidance from the administration with the goal of intensifying interactions and strengthening promotional efforts. Following the advent of the social media age, the Small and Medium Enterprise Administration Fan Page was created in March 2017. A cross-divisional editor team mechanism was established after two training courses to notify the general public of all guidance measures in an instantaneous and interactive manner via online media. The page currently has over 50,000 fans and over 1,000 posts.

健康促進職場輔導計畫

Health Promotion in Workplace Guidance Program



新北市市長朱立倫與104資訊科技、臺灣艾銳勢職場代表齊聚一堂，共同為新北市政府衛生局推動職場篩檢活動站臺

New Taipei City Mayor Li-Lun Chu, along with job market representatives of 104 Corporation and ARRIS Taiwan, showed up to support the workplace screening event by Department of Health, New Taipei City Government

職場為工作者生活中最長時間所處之場所，亦為推動健康促進重要場域，不良及有害的工作環境可能對人體造成身心傷害及疾病的發生，因此，希望藉由健康職場推動把健康資訊傳達至職場，協助職場建立健康友善的工作環境，提升職場員工健康意識，促進身體活動及實踐健康生活行為。

衛生福利部國民健康署自民國 96 年起推行「健康職場自主認證」，藉此鼓勵建立健康工作環境，本會自 102 年度起持續協助新北市政府衛生局推廣認證標章，106 年度中於新北市地區辦理 15 場說明會及衛生教育講座，今年更結合新北動健康 APP 作為個人健康自我管理工具，讓職場員工及雇主不僅可以瞭解自己的身體狀況，也藉由保持健康促進資訊的流通性及即時性達到正向幫助，共築國人良好健康生活品質。

The workplace is where workers spend most of their time. It is also a key location for health promotion. Inferior and harmful working environments can cause physical harm and diseases. The goal of the promotion of healthy workplaces therefore lies in the communication of health information and the provision of assistance for the creation of healthy and friendly working environments to enhance employee health awareness, promote physical activity, and realize healthy lifestyles.

The Health Promotion Administration of the Ministry of Health and Welfare has been advocating the practice of “Healthy Workplace Self-Accreditation” since 2007 to encourage the creation of healthy working environments. Healthy Workplace Self-Accreditation has assisted the Health Bureau of New Taipei City Government in the promotion of “Bridge of Accreditation Healthy Workplace” since 2013. In 2017, 15 information meetings and health education lectures were held in New Taipei City. This year, the New Taipei City APP “Stay Healthy” has been advocated as a personal health management tool to give employees and employers a clear understanding of their health status and build positive and healthy lifestyles for local citizens by maintaining the free circulation and instantaneity of health promotion information.

工作生活平衡輔導及推廣計畫



輝瑞藥廠企業觀摩 – 勞動部孫碧霞司長（右五）、輝瑞張耀中副總（左五）及企業代表開心合影

Business visit at the Pfizer Pharmaceuticals: group photo of Employment Welfare and Retirement Department director, Sun Pi-Hsia, Sun (5th from the right), Pfizer vice president, Zhang Yao-Chung, Chang (5th from the left) and business representatives

隨著少子化及高齡化時代的來臨，更凸顯勞動力發展的重要性，企業留住優秀人才，已成重要課題，在競爭的全球化時代，於現代工作者而言，長工時已成社會常態，欲同時兼顧「工作」、「家庭」及「健康」可謂難上加難，唯有企業營造友善及正向的工作環境，使勞工能夠自主安排工作與生活的時間，以兼顧家庭照顧之責任，如此便能無後顧之憂的在職場安心工作，亦能促進勞資和諧、強化企業競爭力。

勞動部為鼓勵企業營造友善職場，特於民國 105 年推動「工作生活平衡輔導及推廣計畫」，透過專線諮詢服務、辦理研習工作坊及企業觀摩交流、宣導推廣及補助相關措施等，使有意推動之企業，創造友善支持的工作環境，使員工安心與效率工作，提升企業生產與競爭力，營造勞資雙贏。

106 年度共辦理 3 場研習工作坊及 3 場企業觀摩交流，總計 422 人次；舉辦 8 場「計畫宣導暨核銷說明會」，企業參與達 767 人次；共計 367 家企業提出申請，並召開 2 場次補助審查會議，核定補助 312 家次，核定補助總經費 13,981,822 元；實地訪查補助企業 30 家，協助後續核銷及落實措施推動，藉此期待更多企業響應，提供完善福利與員工照顧，進而厚植國家社會競爭力。



研習工作坊 – 員工健康促進方案小組演練

Training workshop: Health Promotion in Workplace Guidance Program team drill

Work-Life Balance Guidance and Promotion Plan

The advent of the era of low birth rates and population aging highlights the importance of workforce development. The retention of outstanding talent has turned into a key task for enterprises. In our age of fierce competition and globalization, working long hours is considered normal, and it is therefore extremely difficult for modern workers to balance work, family, and personal health. If enterprises create a friendly and positive working environment, workers can independently arrange their work and leisure times and take care of their families. This allows them to perform their duties in a worry-free manner. At the same time, labor-management harmony is promoted and corporate competitiveness is strengthened.

The Ministry of Labor adopted the Work-Life Balance Guidance and Promotion Plan in 2016 to encourage enterprises to create a friendly workplace. Hotline counseling services, workshops, exchange meetings, promotion, education, and subsidies facilitate the creation of friendly working environments by enterprises willing to cooperate. This enables employees



補助宣導說明會 – 台灣佳能資訊許美惠經理分享企業相關推動經驗
Subsidy promotion seminar: Canon Manager Mei-Hui Hsu shared their enterprise-related promulgation experience

to work in a worry-free and effective manner, enhances corporate productivity and competitiveness, and creates win-win situations for labor and management.



企業觀摩 – 中華機械謝大華協理（右一）導覽企業內各場地設施
Enterprise observations - Associate General Manager of Precision Machinery Development Association of R.O.C. Xie Da-hua (first from right) led the visiting group on a tour of office facilities and equipment.

In 2017, a total of three workshops and three exchange meetings with corporations with a total of 422 participants were organized. 767 enterprise representatives participated in eight Plan Promotion and Offset Presentations. A total of 367 enterprises submitted applications and 312 of these enterprises were granted subsidies totaling NT\$13,981,822 after two subsidy review meetings. On-site visits of 30 subsidized businesses were conducted to provide assistance in follow-up reimbursement and implementation of measures. We sincerely hope that more enterprises heed the call and provide comprehensive benefits and care for their employees, thereby strengthening national competitiveness.

優化國際體育交流活動管理計畫



106年國際體育賽事成果發表暨感恩茶會中，邀請運動選手共同回顧今年國際賽事的精彩

International Competitive Sports Events Results Announcements and Appreciation Reception: The athletes were invited to look back at spectacular moments in 2017

為配合我國體育政策，持續推動臺灣主辦會議、邀訪外賓、出席會議及舉辦賽事等國際體育交流活動及其他相關事項，協助國內體育組織茁壯發展、提升國際賽事經營能力、開拓國際體育交流機會，並爭取更多國際賽事於臺灣舉辦，亦兼顧教育、人培、文化、企業合作等多重面向，促使賽事主辦單位成為標竿典範，以達相互學習觀摩之效，提升臺灣整體國際賽事質量。本計畫延續 104~105 年度所推動之相關工作計畫外，106 年度著重於「優化賽事輔導管理機制」、「強化賽事營運管理知能」、「擴散賽事辦理成果」及「協助任務型小組運作」等項目。

本計畫透過結合體育、法律、財務、媒體等專家代表共組跨領域顧問團，合力推動優化國際體育交流活動管理機制；另為強化各單項協會營運管理知能，融入多元型態之課程內容，

並針對不同層級人員進行研習活動；此外，藉由多元廣宣策略及實體活動與刊物，結合網路社群進行賽事辦理之預告與成果效益之擴散，並配合主辦單位需求之專案行政工作，全力推動本計畫順利執行。



宣傳行銷工作坊以特定賽事為討論案例，由業師引導模擬規劃賽事廣宣策略

Promotion and Marketing Workshop – Taking a specific sports event as the topic in the discussion, participants are guided by a professional trainer to simulate a plan for strategizing and promoting a sports event.

Program for Optimization of International Sports Exchange

This program was adopted to facilitate the international sports exchange and related matters including the organization and participation in meetings, invitation of foreign guests, and organization of competitions by Taiwan. It also aims to boost the development of domestic sports organizations, enhance the ability to manage international competitions, expand opportunities for international sports exchange, and facilitate the bidding for organization of more international competitions in Taiwan. The goal lies in the transformation of organizing units into benchmark models through a simultaneous emphasis on multiple dimensions including education, talent cultivation, culture, and cooperation with enterprises with the goal of achieving mutual learning and observation and enhancing the quality of international competitions held in Taiwan. This program represents a continuation of relevant work plans implemented in 2015 and 2016. In 2017, the focus lay on the optimization of the competition guidance and management mechanism, strengthening of operational management competence, diffusion of competition organization results, and assistance in the operations of task-oriented teams.

In the context of this program, experts and representatives from the fields of sports, law, finance, and media form inter-disciplinary consultant teams to join hands in the optimization of the international sports exchange management mechanism. In addition, multi-dimensional course contents are integrated to strengthen the operational management competence of associations for each discipline. Seminars are held for personnel at all levels. Competition announcements, achievements, and effects are disseminated via diverse promotion strategies, activities, and publications, and online social networks. All-out promotion and smooth execution of the program is ensured through administrative work in coordination with the demands of organizing units.



體育署署長林德福在父親節當日接受直播專訪，也力邀民衆為世大運國手加油

Sport Administration Director General Te-Fu, Lin being interviewed on live-stream video on Father's Day; strongly urged the general public to cheer on Taiwan's athletes at the Universiade

保護智慧財產權服務團暨校園深耕宣導計畫



政治大學宣導團於民國106年6月9日在臺北市北一女中與學員合影

Group photo of the Cheng Chi University promotion team with participants at the Taipei First Girls High School on June 9, 2017

經濟部智慧財產局為強化國人保護智慧財產權的正確觀念，規劃辦理「智慧財產權校園深耕宣導」，結合大專校院法律相關系所的資源，透過宣導教育活動，教導高中職以下學生正確的知識，培育學生良好的品格，深植尊重智慧財產權的理念；此外，為達到鼓勵創新研發，促進產業升級，提升國家競爭力的目的，成立「保護智慧財產權服務團」，集結智慧財產權領域之專家、學者的專業知能，走入民間各單位，向國人推廣保護智慧財產權，讓民眾能妥善並合理運用智慧財產權法令知識於生活中，落實保護智慧財產權的友善環境。

「智慧財產權校園深耕宣導」自民國 93 年開辦以來已陸續與 50 所以上大專校院結盟，並於 106 年度培育 152 位智慧財產權種子師資，成立 18 組校園深耕宣導團，並巡迴至 100 所高中職以下校園進行宣導活動，藉由生動詼諧的宣導方式，使學齡層學生對尊重智慧財產權

有更深刻的印象，總參與人數達 22,435 人。行之有年的智慧財產權法令說明會，自民國 88 年起成立「保護智慧財產權服務團」，針對申請單位對於著作權、商標、專利、營業秘密法等議題需求進行法令宣導，106 年度於北、中、南、花東等地共辦理 205 場次，總參與人數達 11,975 人。



嘉義大學宣導團於2017年6月14日在嘉義縣六美國小與學員合影

Group photo of National Chiayi University Advocacy group and the students of Chiayi County Lioumei Elementary School on June 14th, 2017

Intellectual Property Right Protection Service Team and Campus Cultivation Campaign

The Intellectual Property Office of the Ministry of Economic Affairs planned and organized an Intellectual Property Right (IPR) Campus Cultivation Campaign to reinforce accurate IPR protection concepts among local citizens. Educational activities in the context of this initiative utilize the resources of legal departments and institutes of colleges, universities, and academic institutions to impart IPR related knowledge to students at the high school and vocational school level and below, mold positive character traits, and implant respect for intellectual property rights. In addition, an IPR Protection Service Team was established to encourage innovation and R&D, promote industry upgrades, and enhance national competitiveness. The team assembles the expertise of experts and scholars in the field of IPR in an effort to promote IPR protection concepts among local citizens by visiting non-governmental units. This enables the public to apply relevant legal knowledge in a proper and reasonable manner and creates an environment friendly to IPR protection.

The Intellectual Property Right (IPR) Campus Cultivation Campaign has formed alliances with over 50 colleges and universities since its inception in 2004. In 2017, 152 IPR instructors were trained and 18 campus education teams were formed. These teams toured campuses at 100 senior high/vocational school level and below to conduct educational activities and instill a respect in students for IPR in a lively and humorous manner. These activities featured a total of 22,435 participants. Information meetings on IPR laws have been held for years. As of 1999, an IPR Protection Service Team provides legal guidance for applying units in the fields of copyright, trademark, patent, and trade secret laws. In 2017, a total of 205 meetings were organized in northern, central, southern, and eastern Taiwan for a total of 11,975 participants.



葉茂林律師於民國106年9月29日在華都文化事業有限公司與學員合影

Group photo of attorney, Mao Lin, Ye with participants at the Farseeing Publishing Group on September 29, 2017

外籍勞工相關系列計畫



直聘中心第2次在職訓練 2nd Job Training for Direct Hiring Service Center staffs

我國自民國 78 年因六年國建之推動，正式引進外籍勞工來台合法工作，在企業缺工及家庭勞力不足的市場需求下，引進外勞人數持續增加，截至民國 106 年 12 月底在臺工作的外籍勞工人數已達 676,142 人。本會承辦的外籍勞工相關系列計畫包括：

直接聘僱聯合服務中心計畫

臺灣社會在經濟及家庭結構的變遷下仰賴外籍勞工的程度與日俱增，外籍勞工已是臺灣政府不可忽視的一大族群。勞動部勞動力發展署為保障雇主及外籍勞工權益，減輕外籍勞工來臺工作之負擔，並符合我國重視國際人權及社會公益之期待，成立「直接聘僱聯合服務中心」，提供雇主續聘外籍勞工另一個管道。

本會於民國 96 年 12 月 31 日承辦至今，總服務雇主人數達 150,972 人，總服務外籍勞工人數達 158,593 人。為使直接聘僱服務更便民化，更符合單一窗口機制的服務精神，直接聘僱提供專人個案追蹤服務機制，本會案件採用「一案到底」的服務作法。從申辦流程開始，即為每個案件皆設立服務員，透過單一窗口來進行諮詢及服務，直到申辦項目完成。另為協助雇主自行管理外籍勞工，另設有「外籍勞工小幫手 APP」，提供勞工聘僱期程試算，更架設「外籍勞工在臺期間管理資訊平臺」提供健康檢查、居留證、換發護照等多元資訊。

近年來更積極輔導事業單位採用專案選工模式引進外籍勞工，此模式由事業單位提出招供需求，採用客製化方式協助聘僱外籍勞工，能夠更符合事業單位聘僱條件，持續創造勞雇雙贏。

外勞申請案件處理業務外包計畫

配合民國 96 年 10 月公告受理製造業 3K3 班常態性開放方式申請聘僱外籍勞工，勞動部勞動力發展署為處理製造業、家庭類及白領外國專業人員等各類龐大的外籍勞工申請案件並提供民衆諮詢，以業務委外方式，由本會派駐 90 名工作人員，負責外勞及外國專案人員申請案件之建檔、審查、電話諮詢、就業安定費強制執行業務等非核心及相關庶務處理工作，民國 106 年度 1-10 月共計完成 912,731 件外籍勞工案件審查，每月平均辦理 9 萬件申請案件。

協助審理製造業外勞申請案件新增人力

為協助製造業業者解決辛苦、骯髒、危險等環境與勞動條件不佳之製程人力不足現象，勞動部修正「外國人從事就業服務法第四十六

條第一項第八款至第十一款工作資格及審查標準」，自民國 99 年 10 月 1 日起調整經常性開放製造業特定製程申請引進外勞。另為獎勵臺商回臺設廠，自 102 年起新增開放「臺商回臺新增投資」案件得申請引進外勞。符合前述勞動部公告指定之業者，可依需求狀況向中央目的事業主管機關提列申請案，並據此進行案件資格審查，以供勞動部核配外勞參考。

本計畫為協助工業局受理審核符合公告製程之製造業業者申請外籍勞工案件之前期審查工作，初審廠商資格條件、檢附文件、協助審查會議及複審會議召開、個案列管追蹤等相關行政工作。



直聘中心偕同勞動部發展署及泰國辦事處拜訪家庭類雇主進行關懷訪視作業，關心外籍勞工在臺工作情形

Home visit of Direct Hiring Service Center, WDA and Thailand Trade and Economic Office for the concern of foreign workers in Taiwan

Foreign Worker Related Programs



直聘中心分享企業及勞動力發展署暢談直聘辦理經驗與好處

The discussion about benefit and experience of direct hiring service between WDA, Direct Hiring Service Center and business group

Since the adoption of the Six-year National Development Plan in 1989, foreign workers have been officially recruited to work legally in Taiwan. The number of recruited foreign workers continued to increase to meet market demands caused by enterprise labor shortages and insufficient family labor. By the end of December 2017, the number of foreign workers in Taiwan had reached 676,142. This department is responsible for the execution of the following foreign worker related programs.

DIRECT HIRING SERVICE CENTER PROGRAM

Taiwanese society is increasingly relying on foreign labor to meet the challenges generated by changing economic and family structures. The Taiwanese government cannot afford to ignore this large group of foreign workers. The Workforce Development Agency of the Ministry of Labor therefore established the “Direct Hiring Service Center” as a channel for continued recruitment of foreign workers to safeguard the rights and interests of employers and foreign workers, reduce the burden of foreign workers in Taiwan, and meet expectations in the field of respect for human rights and emphasis on social welfare.

Since December 31, 2007, when the department took charge of the program, a total of 150,972 and 158,593 individuals have provided services for employers and foreign workers, respectively. The department has adopted a one-stop service model through case tracking through dedicated personnel to increase the convenience of direct hiring services and embrace the spirit of services provided through contact person. Dedicated service personnel are assigned for every case from the beginning to the end of the application process to ensure that consultation and services are provided contact person. The department has also launched a “Foreign Labor Helper APP” to assist employers in the independent management of foreign workers and calculate hiring periods. The “Foreign Worker Management and Information Platform” provides a wide range of information pertaining to health checks, resident visas, and passport reissue.

In recent years, business units have been actively encouraged to recruit foreign workers through the “project worker selection” model. This model requires business units to submit their recruitment demands. A customized method is adopted to assist business units

in the hiring of foreign workers, thereby meeting their manpower needs and create win-win scenarios for workers and employers.

OUTSOURCING PROJECT FOR THE HANDLING OF APPLICATIONS FOR FOREIGN WORKERS

In line with the “3K3” liberalized application system for foreign workers of the manufacturing industry as per public notice in October 2007, the Workforce Development Agency provides public consultation in the handling of massive applications for foreign labor by the manufacturing industry, households, and foreign white-collar professionals. In the context of a service outsourcing model, this Department dispatched 90 specialists who are responsible for the handling of non-core tasks and general matters pertaining to applications for foreign labor and project personnel such as archiving, reviews, phone consultation, and enforcement of employment security fees. A total of 912,731 reviews of applications for foreign workers (an average of 90,000 cases per month) were completed from January to October 2017.

ASSISTANCE IN THE REVIEW OF APPLICATIONS FOR FOREIGN LABOR BY MANUFACTURING BUSINESSES TO INCREASE MANPOWER

The Ministry of Labor amended the Qualifications and Criteria Standards for foreigners undertaking the jobs specified under Article 46.1.8 to 46.1.11 of the Employment Service Act to assist the manufacturing industry in the solution of the shortage of process manpower in adverse, filthy, and dangerous working environments and poor working conditions. As of October 1, 2010, manufacturing businesses are entitled to submit applications for foreign labor for specified processes. As of 2013, applications for foreign labor are also allowed for overseas Taiwanese companies that return to invest in Taiwan as an incentive for such companies to establish manufacturing plants in Taiwan. Businesses that meet the criteria as specified in the aforementioned law may submit applications to central competent authorities in accordance with actual needs. Qualification reviews are carried out based on these criteria as a reference for the allocation of foreign labor by the Ministry of Labor.

This program aims to assist the Industrial Development Bureau in the handling of administrative tasks required for the processing and review of applications for foreign labor by manufacturing businesses that meet the required criteria, such as initial reviews, preliminary review of manufacturer qualifications and attached documents, assistance in the convening of review meetings, and listing and tracking of individual cases.



外勞申請案件處理業務外包計畫 – 在職訓練 Outsourcing Project for the Handling of Applications for Foreign Workers - On the Job Training

關於中小企業總會

ABOUT NASME



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中小企業認定標準

The Definition of SMEs in Taiwan, R.O.C.

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About NASME



會員大會

Membership Assembly

本會會員分佈全國各行各業，包括製造業、服務業、商業等；在會員組成方面，公司會員佔 46%，個人會員佔 42%，團體會員佔 11%，贊助會員 1%。

為積極建立中小企業與政府之間的橋樑及溝通管道，本會每年固定召開會員大會，邀集全體會員與會共同討論中小企業相關議題，以達成共識並向政府提出建言，充分扮演中小企業代言人的角色。

NASME members come from every fields of the industry in Taiwan, including the manufacturing, service and retail industries. Corporate members account for 46% of the membership, individual members account for 42%, group members account for 11% and the sponsor members is 1%.

In our active role as a bridge and channel for communications between SMEs and the government, the NASME regularly convenes members assembly every year where all members are invited to jointly discuss topics of interest to SMEs. Once a consensus has been established, the NASME then submits the recommendations to the government in our role as the SME spokesman.



理監事會

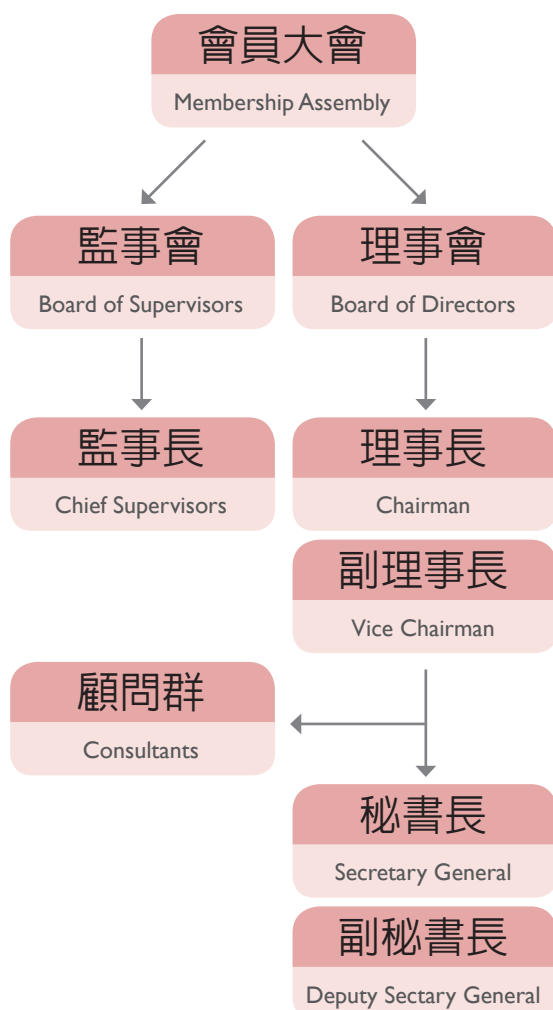
Board of Directors and Supervisors

本會理監事會仍由 46 位企業精英所組成（名單如後述），並於每半年召開一次理監事會、每季召開一次常務理監事會、每年召開一次會員大會。

The NASME boasts the strong support of our Board of Directors and Supervisors made up of top industry representatives (see following list). The Board of Directors and Supervisors is convened every 6 months, a meeting of the Standing Board of Directors and Supervisors is convened every quarter and the Membership Assembly is convened once annually.

組織架構圖

Organization Framework



秘書室 | Secretariat

- 會員服務與會務推廣
Membership services and association affairs
- 組織運作與人事財務管理
Management of organizational operations, human resources and financial affairs
- 資訊系統建構與E化管理
System infrastructure management
- 分級組織及聯誼會推廣與運作
Promotion and operation of the sub-organization
- 政策性或公益事務之舉辦與參與
Operation and Participation in Public policy and welfare

企資中心 | Enterprise Resource Planning Center

- 企業二代及高階育成
Business second-generation and high-level management incubation
- 企業輔導及內訓
Business coaching and in-house training
- 公關及整合行銷服務
PR and integrated marketing services
- 國際交流活動
International exchange activities

創輔中心 | Business startup assistance Center

- 創業即時諮詢輔導
Start-up consultancy counseling
- 創業育成培訓
Start-up incubation training
- 新創事業紮根輔導服務
New enterprise strengthening counseling service
- 新創事業政策貸款協助
Mortgage Assistance Policy for Startups
- 支援社會創新企業
Supporting social innovation enterprises

推廣中心 | Intermestic Affairs Center

- 國家人才發展與職能基準推廣應用
Promotion and application of national talent development and Occupational Competency
- 青年國際交流與職業訓練
International exchange and occupational training for youth

企發中心 | Small & Medium Enterprises Development Center

- 國家級獎項選拔與成果發表
National Awards selection and achievement presentation
- 人才發展品質系統管理與輔導
Talent Development Quality System management and guidance
- 企業聘用運動指導員補助與媒合
Subsidies and matching for enterprise hiring sports instructors
- 中小企業創業課程暨家族傳承培訓
SME and family business succession training

企研中心 | Enterprise Research Center

- 協助企業人力資源提升、鼓勵勞工自主學習
Assist to enhance the HR of business, encourage staffs' self-learning
- 產業研究分析
Industrial research and development
- 協助青年就業政策推動與服務
Youth employment policy promotion and service

職發中心 | Career Development Center

- 職涯發展暨諮詢服務
Career Development and Consultation Service
- 就業服務暨人力派遣
Employment Service and Human Resources Dispatch
- 中高齡暨銀髮勞動力倡議及運用
Promotion and Implementation of Middle-Aged and Elderly Workforce

企服中心 | Enterprises Service Center

- 中小企業法規權益策進及產業法制研究
SME Legal Rights Planning and Industry Legislation Research
- 協助國際體育運動賽事之經營體質提升
Assists for international sports events to promote the quality

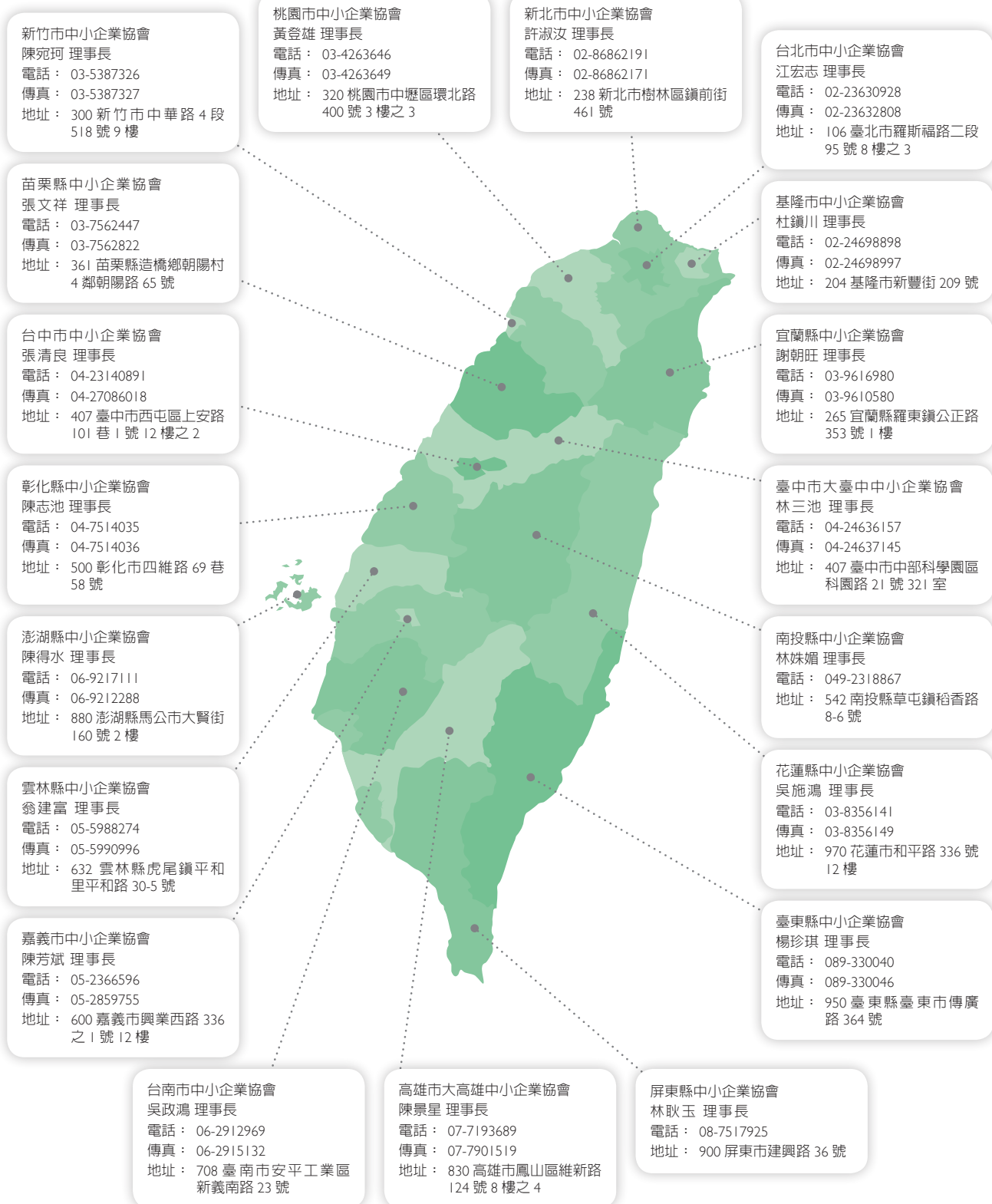
創發中心 | Innovations Development Center

- 微型企業服務創新推動
Micro business service innovation promotion
- 外交政策實務知能推廣
Foreign policy practical knowledge promotion
- 僑台商投資暨商機促進
Overseas Taiwanese business investment and business promotion
- 農民培訓輔導整合推展
Training, guidance and integrated promotion for farmers

全國網路資源

NASME's Network Nationwide

各縣市中小企業協會



全國網路資源

NASME's Network Nationwide

各跨業聯誼會



210成長聯誼會



32利基聯誼會



SMART時尚女企業家企合聯誼會



UPS聯誼會



十二聯誼會



久久聯誼會



千禧聯誼會



木蘭聯誼會



五福大會聯誼會



天健聯誼會



台北石油聯誼會



同心聯誼會



金世紀聯誼會



長心聯誼會



美力聯誼會



烏魚子合唱團聯誼會



深耕聯誼會



產經聯誼會



菁睿聯誼會



集思聯誼會



傑出仕女聯誼會



創新研究獎聯誼會



新一代企業家聯誼會



微巨聯誼會



新創事業獎聯誼會



圓緣聯誼會



圓融聯誼會



群賢聯誼會



精品美學聯誼會



緣久聯誼會



緣遊聯誼會



樂活聯誼會



學友聯誼會



鐵木真聯誼會

仁愛青年聯誼會

快樂成長聯誼會

世福聯誼會

理監事名單

Board of Directors / Supervisors Directory

職 稱	姓 名	公 司 名 稱	公 司 職 稱
理 事 長	林慧瑛	日馳企業 (股) 公司	總 裁
榮 譽 理 事 長	李成家	美吾華懷特生技集團	董 事 長
榮 譽 理 事 長	戴勝通	三勝製帽 (股) 公司	董 事 長
榮 譽 副 理 事 長	葉飛呈	地球綜合工業 (股) 公司	副 董 事 長
副 理 事 長	李育家	逸新國際 (股) 公司	董 事 長
副 理 事 長	張大為	中華徵信所企業 (股) 公司	顧 問
副 理 事 長	陳瑞宏	堡安消防 (股) 公司	董 事 長
常 務 理 事	許敘銘	帝寶工業 (股) 公司	總 裁
常 務 理 事	李永川	雅博 (股) 公司	總 經 理
常 務 理 事	吳宗寶	南京資訊 (股) 公司	董 事 長
常 務 理 事	楊益成	台灣育成中小企業開發 (股) 公司	顧 問
常 務 理 事	蔡福清	吉豐營造有限公司	總 經 理
常 務 理 事	林倬立	逸祥國際 (股) 公司	董 事
常 務 理 事	江廷芳	芳成工業 (股) 公司	董 事 長
理 事	林黎玉	勁揚國際餐飲 (股) 公司	總 經 理
理 事	蘇偉倫	日裕投資 (股) 公司	執 行 長
理 事	韓國福	海碩集團	董 事 長
理 事	林登裕	森豐國際 (股) 公司	董 事 長
理 事	趙世欽	久允工業 (股) 公司	董 事 長
理 事	陳山河	臺久企業 (股) 公司	董 事 長
理 事	洪慶忠	陵德有限公司	董 事 長
理 事	陳玲玲	台灣育成中小企業開發 (股) 公司	總 經 理
理 事	陳國統	進階生技 (股) 公司	監 察 人
理 事	林榮燦	保齊新益有限公司	總 經 理
理 事	賴木生	計量企業有限公司	董 事 長

理監事名單

Board of Directors / Supervisors Directory

職 稱	姓 名	公 司 名 稱	公 司 職 稱
理 事	林萬益	資騰科技(股)公司	董 事 長
理 事	林雅芬	東亞運輸倉儲(股)公司	財務部副總經理
理 事	江宏志	原宏、原豐、原亘開發建設公司	董 事 長
理 事	包蒼屏	包安科技(股)公司	董 事 長
理 事	呂玲達	正揚通運有限公司	總 經 理
理 事	張志龍	知本東台溫泉大飯店	副 總 經 理
理 事	廖晉寬	鴻元電子(股)公司	董 事 長
理 事	蘇隆德	穩達商貿運籌(股)公司	董 事 長
理 事	鍾淑玲	台灣歐西瑪(股)公司	副 董 事 長
理 事	張建海	頂能企業(股)公司	總 經 理
理 事	陳文彬	百卉花卉公司	董 事 長
理 事	吳俊億	玖都建設開發(股)公司	董 事 長
理 事	朱欽賢	樺晟企業有限公司	董 事 長
監 事 長	張豐國	皇廣鑄造發展(股)公司	董 事 長
常 務 監 事	林坤榮	英城營造(股)公司	董 事 長
常 務 監 事	周筱玲	元大期貨(股)公司	總 經 理
監 事	張琍華	華夏川璞文物館	副 董 事 長
監 事	鍾佩君	君貴國際有限公司	董 事 長
監 事	蔡易潔	鼎泰豐電線電纜(股)公司	董 事 長
監 事	姜守危	陸台國際有限公司	總 經 理
監 事	鍾昆金	川富科技開發(股)公司	董 事 長
監 事	程鈺婷	亮軒企業有限公司	總 經 理
監 事	趙茂林	萬能福企業(股)公司	董 事 長
監 事	鄭福深	金隆系統科技(股)公司	董 事 長

申請入會相關訊息

How to Apply Membership

會員類別 / 應繳會費

會員類別	入會資格	入會費	常年會費
個人會員	凡贊同本會宗旨，從事經營中小企業或具有興趣及研究之個人，由會員二人以上之介紹，經本會理事會通過者，得為本會個人會員。	500元	2,500元
公司會員	凡贊同本會宗旨，其經營本質屬於中小企業發展條例第二條規定標準之公民營公司行號，由會員二人以上之介紹，經本會理事會通過者均得為本會公司會員。 ※得選派會員代表二人，以行使權利。	1,000元	5,000元
團體會員	1. 本會所屬各分級組織應加入本會為團體會員。 2. 凡贊同本會宗旨或本會輔導之各相關團體，由會員二人以上之介紹，經本會理事會通過者，得為本會團體會員。 ※ 各團體會員依所屬會員人數，每滿十人選派代表一人，每一團體至少選派一人，最高十人，以行使權利。	2,000元	每位代表 2,000元
贊助會員	凡個人或團體，對本會有特殊貢獻或每年贊助經費 NT\$ 10,000元以上者，得為本會贊助會員。	-	-

申請入會相關訊息

How to Apply Membership

會員權利 / 義務

☆ 依入會時間，分為準會員及正會員

一、準會員：申請入會未達兩年者

二、正會員：成為準會員達兩年（含）以上，且至當年度會員大會召開前二個月時並無欠繳會費者

項 目	內 容
權 利	<ol style="list-style-type: none">1. 發言權2. 表決權、選舉權、被選舉權與罷免權（※準會員和贊助會員除外）3. 本會所舉辦各種服務事業上之優惠利益4. 其他會員應享之權利
義 務	<ol style="list-style-type: none">1. 遵守本會章程及決議案2. 擔任本會推定之職務或指派之任務3. 按期繳納會費
加值服務	<ul style="list-style-type: none">• 贈送會員名錄• 贈閱本會發行電子報相關刊物• 優先參加本會辦理之各項研討會、專題演講• 輔導參加中小企業相關獎項選拔• 免費提供企業內訓規劃諮詢• 優惠辦理企業內訓課程• 優惠參加本會辦理之國內外商務考察團

申請辦法

1. 請填寫會員入會申請表格，並依「申請類型」檢附相關資料，寄回本會秘書室
2. 會費繳納方式可逕寄即期支票或以郵政劃撥、銀行轉帳方式匯至本會
 - 戶名：社團法人中華民國全國中小企業總會
 - 劃撥帳號：01006622
 - 銀行帳號：06162004113（臺灣企銀南台北分行）

會員入會申請表

Membership Application Form

會員類型	<input type="checkbox"/> 公司會員 <input type="checkbox"/> 個人會員 <input type="checkbox"/> 團體會員 <input type="checkbox"/> 贊助會員									
會員代表	姓名		性別		身分證字號		簽章			
					出生年月日					
通訊地址	□□□-□□					電 話				
						傳 真				
						E-mail				
公司名稱 (服務機構)						職 稱				
						網 址				
公司地址	□□□-□□ <input type="checkbox"/> 同通訊地址					電 話				
						傳 真				
經營項目 (主要產品)	(必填)					銷售地區	<input type="checkbox"/> 國 內 <input type="checkbox"/> 海 外，_____ <input type="checkbox"/> 無			
個人及贊助會員免填	第 二 位 會員代表	姓名		職 稱		性別		身分證字號		
								出生年月日		
	工廠地址	□□□-□□					電 話			
							傳 真			
	創立日期	年	月	日	實 收 資 本 額	萬元	員工 人 數		外勞 人 數	
行 業 別	1. <input type="checkbox"/> 農林漁牧業 6. <input type="checkbox"/> 營建工程業 11. <input type="checkbox"/> 金融保險業 16. <input type="checkbox"/> 教育服務業 2. <input type="checkbox"/> 礦石及土石採取業 7. <input type="checkbox"/> 批發零售業 12. <input type="checkbox"/> 不動產及租賃業 17. <input type="checkbox"/> 醫療保健及社會福利業 3. <input type="checkbox"/> 製造業 8. <input type="checkbox"/> 運輸倉儲通運業 13. <input type="checkbox"/> 專業科學及技術服務業 18. <input type="checkbox"/> 文化運動及休閒服務業 4. <input type="checkbox"/> 水電燃氣業 9. <input type="checkbox"/> 住宿及餐飲業 14. <input type="checkbox"/> 支援服務業 19. <input type="checkbox"/> 其他 5. <input type="checkbox"/> 用水供應及污染整治業 10. <input type="checkbox"/> 資訊及通訊傳播業 15. <input type="checkbox"/> 公共行政及國防：強制性社會安全									
介 紹 人	姓 名		會員編號				簽 章			
	姓 名		會員編號				簽 章			
照 片	填表日期	年 月 日			生效日期		聯絡人			
	備註									
		<input type="checkbox"/> 申請為公司 / 贊助會員，請檢附設立登記文件一份 <input type="checkbox"/> 申請為個人會員，請檢附身分證正反面影本一份 <input type="checkbox"/> 申請為團體會員，請檢附立案證明或組織章程影本一份								

※ 團體會員第 3 位以上之代表，請依粗框內欄位填具會員代表資料，並另行檢附

※ 本表格歡迎影印使用，表單填寫完後，請傳真至 (02)2367-5952，以利確認

中小企業認定標準

The Definition of SMEs in Taiwan, R.O.C.

第一條 本標準依據中小企業發展條例（以下簡稱本條例）第二條第二項規定定之。

Article 1 These standards are in accordance with item 2, Article 2 of the Small and Medium Enterprise Development Statute (henceforth referred to as "the Statute").

第二條 本標準所稱中小企業，指依法辦理公司登記或商業登記，並合於下列基準之事業：

Article 2 The small and medium enterprises mentioned in these standards refer to all enterprises that have legally completed company registration or commercial registration and meet the following requirements:

1. 製造業、營造業、礦業及土石採取業實收資本額在新臺幣八千萬元以下者，或經常僱用員工數未滿二百人者。

In the case of manufacturing, construction, mining or quarrying enterprises, paid-in capital shall not exceed NT\$ 80 million; or the number of regular employees shall not exceed 200 persons.

2. 除前款規定外之其他行業前一年營業額在新臺幣一億元以下者，或經常僱用員工數未滿一百人者。

The enterprise is an enterprise in the industry other than any of those mentioned in the Sub-paragraph immediately above and had its sales revenue of NT\$100 million or less in the previous year; or the number of regular employees shall not exceed 100 persons.

第三條 本條例第四條第二項所稱小規模企業，係指中小企業中，經常僱用員工數未滿五人之事業。

Article 3 The term "small-scale enterprise" as used in Paragraph 2, Article 4 of the Statute shall mean a SME with less than 5 regular employees.

第四條 本標準所稱營業額，係以認定時前一年度稅捐稽徵機關核定之數額為準；其未經核定者，以下列規定認定之：

Article 4 The "total operating revenue" mentioned in these standards refers to the figure for the previous year, approved by the relevant tax-assessing agency. The following regulations should be used to provide a basis for identifying medium and small enterprises whose figures have not been approved:

1. 以事業加蓋稅捐稽徵機關收件戳之最近年度所得稅結算申報書所列之營業收入之數額為準。

The total operating revenue figure listed on the enterprise's final income tax reporting document for the most recent year, stamped with the relevant tax-assessing agency's seal should be used as a basis for identification;

2. 事業未取得前款之證明文件者，以最近全年度營業人銷售額與稅額申報書之銷售額扣除受託代銷及非營業收入後之數額為準。

If the enterprise has not received the document referred to above, the amount shall be the total sales revenue as declared in the most recent tax return, excluding income from sales on consignment and other non-sale related revenue;

3. 依法由稅捐稽徵機關查定課徵營業稅之營業人，前一年度之營業額推定為一億元以下。

For an enterprise whose business tax is determined by the tax-assessing agency, the total operating revenue of the previous year must be below NT\$100 million.

4. 事業於前一年度始登記設立未滿一年或當年度設立登記者，依各期已申報之數額換算為全年度之數額。

In the case of enterprises registered for less than one year during the preceding year or registered only during the current year, sales for the full year shall be determined by pro-rating the periodically declared amount into a full year.

第五條 本標準所稱經常僱用員工數，係以臺閩地區勞工保險機構受理事業最近十二個月平均月投保員工人數為準。

Article 5 The number of regular employees referred to in these standards shall be the monthly average number of insured employees during the most recent twelve months declared by the enterprise to the labor insurance authority in Taiwan and Fukien area.

第六條 具有下列情形之一者，視同中小企業：

Article 6 A firm which meets any of the following criteria may be regarded as a small and medium enterprise:

1. 中小企業經輔導擴充後，其規模超過第二條所定標準者，自擴充之日起，二年內視同中小企業。

If a small and medium enterprise has expanded after receiving government guidance/assistance and thus exceeds the size-limits stated in Article 2, the enterprise may be regarded as a small and medium enterprise for a period of two years following the date of expansion;

2. 中小企業經輔導合併後，其規模超過第二條所定標準者，自合併之日起，三年內視同中小企業。

If small and medium enterprises have merged after receiving government guidance/assistance and thus exceed the size standards stated in Article 2, the merged enterprise may be regarded as small and medium enterprise for a period of three years following the date of merger;

3. 輔導機關、輔導體系或相關機關辦理中小企業行業集中輔導，其中部分企業超過第二條所定標準者，輔導機關、輔導體系或相關機構認為有合併同輔導之必要時，在集中輔導期間內，視同中小企業。

Although an enterprise receiving guidance/assistance may exceed the size standards stated in Article 2, if the guidance agency or relevant organization considers it necessary to include the enterprise in guidance activities, the enterprises shall be considered a small and medium enterprise for the duration of the focused guidance period.

第七條 本標準自發佈日施行。

Article 7 These standards shall become effective from the date of promulgation.

資料來源：經濟部中小企業處-中華民國104年3月30日經濟部經企字第10404601530號令修正發布

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