

針對新南向國家之攬才推動策略

Strategic Implementation of Talent Recruitment in New Southbound Countries

壹、我國目前刻正推行之攬才策略

Our Nation's Current Talent Recruitment Strategy

我國長期少子高齡化現象，導致 15-64 歲工作年齡人口於 104 年達最高峰後，即逐年減少且結構趨於老化，由 109 年每 10 位有 4 位為 45-64 歲中高齡者，至 129 年每 2 位即有 1 位為中高齡者。因此，未來我國將面對低生育率趨勢所造成之勞動力不足問題，需積極擴充勞動供給來源，以維持國家經濟成長所需人力。

Taiwan's long-term phenomena of low birth rate and ageing has led to an annual decrease of our working population between the ages of 15-64, peaking in 2015, and is now trending towards an ageing structure. In 2020, 4 out of 10 workers are middle-aged or elderly between the ages of 45-64, a number which will progress to 1 out of every 2 workers being middle-aged or elderly in 2040. As such, low birth rates will cause our nation to face a future issue of labor shortage and require the expansion of labor supply sources to maintain the manpower needed for Taiwan's economic growth.

為解決我國工作年齡人口減少及結構老化問題，除須提升國內勞動力之質與量外，亦積極強化海外人才延攬，引入創新知識與國際觀，以利國家數位發展與產業升級，為爭取外國專業人才，本會於去（110）年 7 月推動「強化人口及移民政策」，訂定 2030 年達外國專業人才 10 萬人之目標（即 2021-2030 年淨增加 6 萬人），針對 5+2 及六大核心戰略產業，以及重點服務業國際關鍵人才需求，設定攬才目標，擬定各業別攬才計畫；透過駐外館處及駐臺代表、國際產業協會及國內外商會等推動申辦就業金卡；完善法規架構並建構友善工作及生活環境。

In addition to improving the quality and quantity of our domestic workforce to solve the issues caused by a decreased workforce population and ageing structure, we must also actively enhance our recruitment of foreign talent, introducing innovative knowledge and international perspectives to benefit our nation's digital development and upgrade of industry. In order to obtain professional foreign talent, this Council implemented a "Population and Immigration Policy" in July of last year (2021), establishing a 2030 goal of 100,000 foreign professional talent (with an annual net increase of 60,000 from 2021-2030), and established recruitment goals and programs by industry sectors in response to demand for talent in the 5+2 and 6 core strategic industries, as well as critical international talent in key service industries. Application for employment gold cards have been implemented through Taiwan's representative offices abroad, diplomatic missions in Taiwan, international industry associations, and both domestic/overseas chambers of commerce; comprehensive legal structures have also been established to make work and living environments more accessible.

單位：人 Unit: People

專業人才 Professional Talent

- 外國專業人才 **4 萬人**【國發會、經濟部、勞動部等】
- **Foreign Professionals 40,000** [NDC, MoEA, MoL]
- 外國特定專業人才 **2 萬人**【國發會、經濟部、外交部等】
- **Foreign Special Professionals 20,000** [NDC, MoEA, MoFA]

技術人力 Technical Labor

- 年輕移工 **6 萬人**【教育部、經濟部、勞動部】
- **Young Migrant Workers 60,000** [MoE, MoEA, MoL]
- 資深移工 **8 萬人**【勞動部、經濟部等】
- **Experienced Migrant Workers 80,000** [MoL, MoEA]

僑外生 Foreign Students

- 學士以上 **17 萬人**【教育部、僑委會、勞動部等】
- **Bachelor's degree or above 170,000** [MoE, OCAC, MoL]
- 副學士 **1 萬人**【教育部、僑委會、勞動部等】
- **Associate's degree or above 10,000** [MoE, OCAC, MoL]
- 海青班 **1 萬人**【僑委會、勞動部】
- **Overseas Youth Vocational Training Program (OYVTP) 10,000** [OCAC, MoL]
- 短期研習生 **1 萬人**【勞動部等】
- **Short-term Programs 10,000** [MoL]



圖 1 攬才分年目標

Diagram 1 Talent Recruitment Goals by Year

貳、針對新南向國家之攬才推動策略

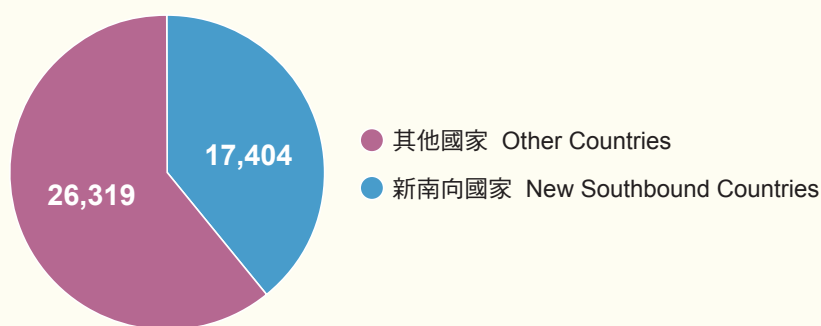
Strategic Implementation of Talent Recruitment in New Southbound Countries

新南向國家目前亦為我國攬才之重點區域，爰此本會另規劃積極推動新南向攬才行動，查 2022 年 7 月底外國專業人才有效聘僱許可共 4 萬 3,723 人次（未含學校教師），其中新南向國家為 1 萬 7,404 人次，占總許可人次的 39.8%，以馬來西亞為最多計有 6,747 人次。

New Southbound Countries are currently key regions for Taiwan's talent recruitment; as such, this Council plans to actively promote recruitment in New Southbound Countries. Data shows that as of July 2022, effective recruitment of foreign professionals has totaled 43,723 people (excluding school teachers) with New Southbound Countries accounting for 17,404 people or 39.8% of total recruitment; Malaysia was the top recruitment country with 6,747 people.

另至同年 7 月底就業金卡有效張數為 5,585 張，其中新南向國家計 865 張，占比為 15.5%，新南向國家中，以新加坡核發張數最多 235 張，占總核發張數的 4.2%、其次依序為印度 187 張（3.3%）、馬來西亞 185 張（3.3%）、澳大利亞 132 張（2.4%）等，前開核發數量相較於外國專業人才比例偏低，主要係新南向國家在產業及高階人才培育，較歐美等先進國家尚有落差，惟新加坡（235 張）、馬來西亞（185 張），以其占該國人口數量而言，就業金卡核發比例高於美國、日本、英國等。

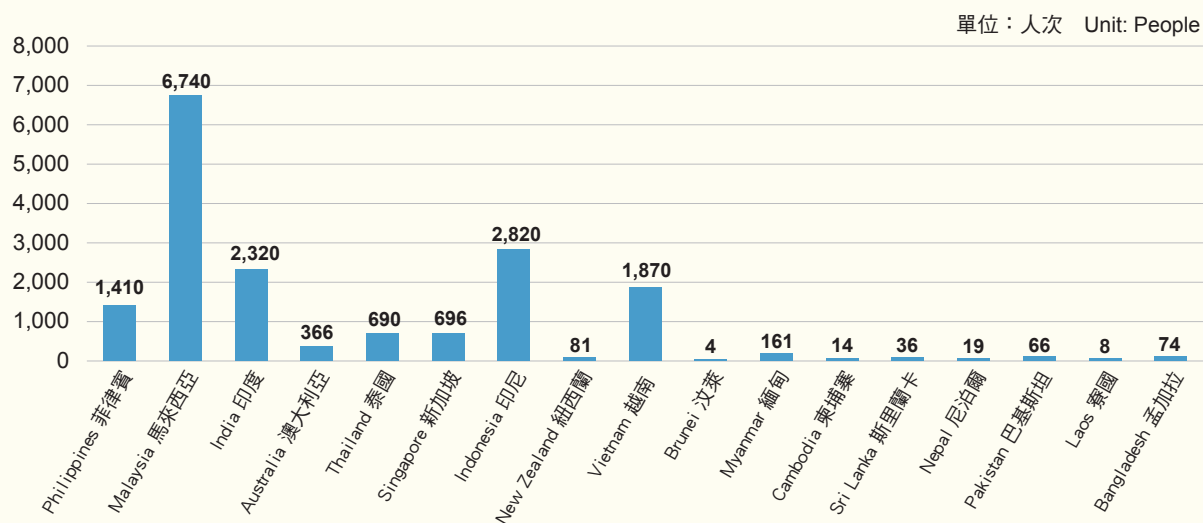
Additionally, of the valid employment gold cards as of July 2022, New Southbound Countries accounted for 865 or 15.5%; out of New Southbound Countries, Singapore was issued the most with 235 gold cards or 4.2% of all gold cards issued, followed by India with 187 (3.3%) , Malaysia with 185 (3.3%) , and Australia with 132 (2.4%) . The issuance of cards from these countries shows a lower proportion of foreign professionals primarily due to New Southbound Countries lagging behind the Europe, U.S., and developed countries in terms of industries and cultivating high-level talent; however, in terms of national population, Singapore (235) and Malaysia (185) have a higher proportion of employment gold cards issued compared to the U.S., Japan, and UK.



單位：人次
Unit: People

圖 2 2022 年 7 月底新南向國家外國專業人才聘僱許可比例

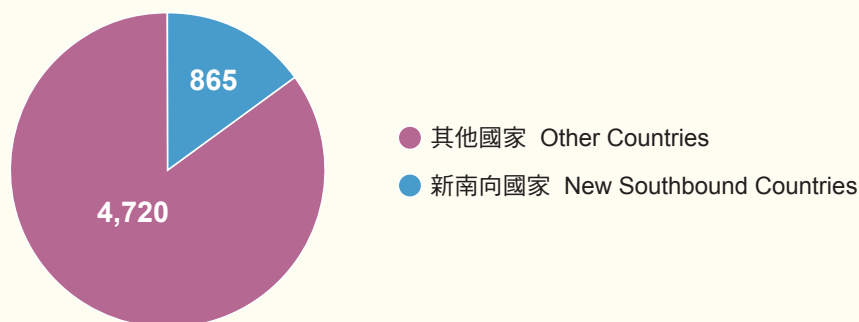
Diagram 2 Proportion of Foreign Professionals Recruited from new Southbound Countries as of July 2022



單位：人次 Unit: People

圖 3 2022 年 7 月底新南向國家外國專業人才聘僱許可申請情況

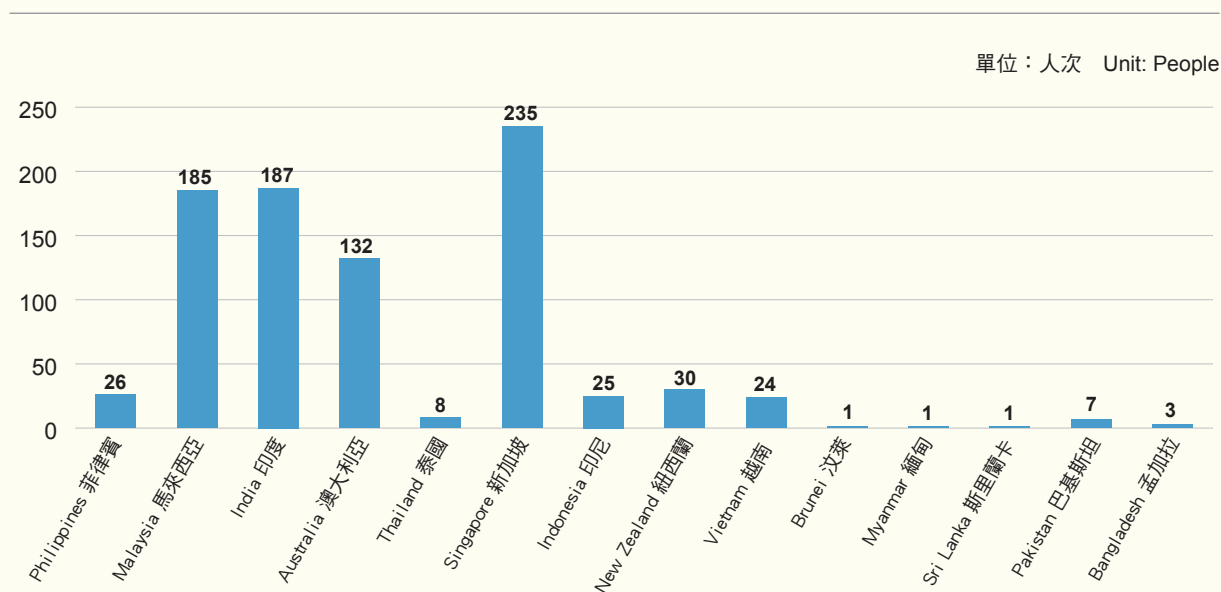
Diagram 3 Employment Permits Approved for Foreign Professionals from New Southbound Countries as of July 2022



單位：人次
Unit: People

圖 4 2022 年 7 月底新南向國家就業金卡核發比例

Diagram 4 Proportion of Employment Gold Cards Issued to New Southbound Countries as of July 2022



單位：人次 Unit: People

圖 5 2022 年 7 月底新南向國家就業金卡核發情況

Diagram 5 Valid Employment Gold Cards Issued to New Southbound Countries as of July 2022

叁、結論

Conclusion

為積極延攬新南向國家，並擴大僑外生來臺就讀、銜接就業，協助產業延攬所需人才，讓臺灣成為新南向國家人才首選，本會針對新南向國家業推動下列攬才措施：

This Council has implemented the following measures to actively extend recruitment to New Southbound countries, expanding the number of foreign students studying in Taiwan, connecting

them to job opportunities to assist industries with recruitment of necessary talent, as well as establishing Taiwan as the top choice for talent from New Southbound Countries:

一、擴大招收國際學生就讀重點產業產學合作專班，協助對接我國就業市場 Expand recruitment of international students in industry-academia programs of key industries to assist with their employment into Taiwan's job market

(一) 推動產學攜手合作僑生專班生源擴增計畫

Implement industry-academia partnership programs with expansion programs to increase overseas students

配合國內產業需求，由僑委會及教育部共同協調學校開設製造業、營造業、長照、農業及電子商務（含「資料處理」）等類科之僑生產學合作專班，俾僑外生在臺可以學有所用，畢業後能銜接我國就業市場。

The Overseas Community Affairs Council and Ministry of Education have coordinated with schools to implement academia-industry programs for foreign students in industries such as manufacturing, construction, long-term care, agriculture, and e-commerce (including "data processing") to meet demand in domestic industries. Foreign students will learn practical knowledge and enter Taiwan's job market upon graduation.

(二) 設立國際專修部，提供華語先修課程

Establish international programs; offer Chinese language preparatory programs

補助學校設立「國際專修部」，實施「學位先修」制度，強化僑外生中文能力，以利畢業後能順利進入我國企業；該制度將優先招收越南、印尼、馬來西亞、印度、泰國、菲律賓及緬甸等新南向國家學生，並通盤檢討僑外生評點制，納入副學士之為適用對象，以利畢業後能順利進入我國企業就業。

Assist schools with establishing "international programs" and implementing a "preparatory courses for degrees" system to improve the Chinese capabilities of foreign students so they may successfully enter domestic enterprises upon graduation; the programs will prioritize enrollment of students from New Southbound Countries such as Vietnam, Indonesia, Malaysia, India, Thailand, the Philippines, and Myanmar. Systems for evaluating foreign students will be comprehensively reviewed and encompass students with associate degrees so they may successfully enter domestic enterprises upon graduation.

二、鎖定所需人才，加強國內外社群連結

Target required talent; enhance ties with domestic and overseas communities

每年盤點 5+2 及六大核心戰略產業等重點產業之國際人才需求，運用大數據掌握臺灣所需高階人才全球布局圖像，以及曾與臺灣有鏈結之海外人才，俾利鎖定目標，推動專案性攬才計畫，精準延攬我國所需人才。針對新南向國家部分，已與印度清奈辦事處、澳洲辦事處、馬來西亞來臺本校友會等社群建立連結，本年更協同經濟部、國科會，及國內業者，組團赴馬來西亞、新加坡等國，參訪當地徵才博覽會、拜會駐外館處、當地臺僑與專業人員社群等，進行新南向之海外攬才工作。

Take annual inventory of demand for international talent in key industries within the 5+2 and 6 core strategic industries, utilize big data to map the global locations of high-level talent required in Taiwan as well as foreign professionals with previous ties to Taiwan to facilitate targeting, and implement special recruitment programs to accurately attract the talent needed in Taiwan. In terms of New Southbound Countries, ties have been established with representative offices in Chennai, Australia, Federation of Alumni Associations of Taiwan Universities, Malaysia, and other communities. This year, a delegation formed with the Ministry of Economic Affairs, National Science and Technology Council, and domestic companies visited Malaysia and Singapore to attend talent expos, visit overseas representative offices, and to conduct overseas recruitment with local Taiwanese and professional communities.

三、協同相關部會，建立友善生活空間

Collaborate with relevant agencies and departments to establish a foreigner-friendly living environment

110 學年開設轉銜課程 24 班、海外攬才子女專班 2 班；持續優化「海外攬才子女教育資源平臺」，提供入學諮詢及協助服務；已指定臺銀、兆豐、華南、第一等 4 家銀行擔任就業金卡人專案受理銀行；完成「租賃住宅市場發展及管理條例」及住宅租賃定型化契約之英文版，並已置於本會臺灣就業金卡網站。

During the 2021 academic year, 24 transition programs and 2 expat children programs were implemented; the "Education Platform for Expat Children" has been continuously optimized to offer enrollment consulting and assistive services; banks such as Bank of Taiwan, Mega International Commercial Bank, Hua Nan Commercial Bank, and First Commercial Bank have been designated to handle account applications for holders of employment gold cards; English versions of the "Rental Housing Market Development and Regulation Act" as well as standardized rental housing contracts have been completed and uploaded to this Council's Taiwan Employment Gold Card Office website.