臺貝合作開創綠色轉型人才新契機—專訪貝里斯駐臺大使梅凱瑟

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《國際開發援助現場季刊》主編

國家的永續發展，不僅仰賴經濟成長，更有賴環境保護與人力資本的相互支援。面對全球氣候變遷、產業轉型及就業型態的快速演變，如何結合綠色技能、青年培訓、藍色經濟與永續觀光，建立兼顧經濟發展、環境保育及人才培育的整合性發展模式，已成為貝里斯推動國家發展的重要課題。

作為加勒比海地區的國家，貝里斯擁有豐富的海洋與自然資源，發展藍色經濟、永續觀光及綠色產業具備一定潛力。然而，如何在開創產業機會的同時，兼顧生態保護、地方社區參與及長期經濟效益，仍有賴完善的制度規劃、專業人才培育，以及政府、教育機構與民間企業之間的協力合作。

透過技術與職業教育訓練（TVET）及跨領域人才培育，貝里斯期望進一步連結教育與產業需求，形成以技能發展帶動就業、以永續產業促進社區發展的良性循環。

臺灣與貝里斯長期維持友好合作關係，雙方合作領域涵蓋公共衛生、教育及農業等重要發展面向。隨著合作持續深化，未來亦可進一步結合臺灣在教育培訓、數位科技、產業創新及公私部門協作方面的經驗，協助貝里斯強化人才培育體系，拓展青年就業與創業機會，並推動綠色經濟、藍色經濟及永續觀光等新興領域的發展。

為深入了解貝里斯的國家發展願景、人才培育策略，以及臺貝雙邊合作的未來方向，本刊特別專訪貝里斯駐臺特命全權大使梅凱瑟（H.E. Amb. Katherine Vanessa Meighan），透過問答形式，探討綠色轉型下的技能需求、技術與職業教育訓練的推動、藍色經濟所帶來的產業與就業契機，以及永續觀光與環境保育之間的平衡。

一、隨著全球加速進行能源、產業與經濟轉型，從貝里斯的角度來看，綠色轉型如何改變就業結構與技能需求？貝里斯認為未來特別需要培養哪些新領域的專業知識與技能？

綠色轉型正在重塑貝里斯的勞動市場，而我們正從兩個方向著手應對技能方面的挑戰。

從長遠來看，貝里斯正處於奠定基礎的階段，需要培育新一代的工程師與設計師，且從一開始就注入永續發展的理念。讓這些專業人才具備規劃及建設環境韌性基礎設施的能力，而非

依賴沿襲傳統的建築與工程方法。這是投資國家長期專業能力的重要基礎。

從短期及中期來看，我們正協助現有勞動力提升技能。未來幾年，貝里斯許多基礎建設工程，仍將由目前已在相關產業工作的從業人員負責。因此，我們必須為執業中的建築師與工程師提供能力建構與進修培訓，同時將專業認證制度擴展至水電管線技工、泥水匠及電工等職業技術人員。

透過將綠色理念融入現有勞動力的專業實務，以確保正在推動的工程能順利進行，進而促進國家的永續發展目標。

二、面對產業變遷及青年就業需求，貝里斯如何運用技術與職業教育訓練、勞動力培訓或其他人才發展機制，協助青年取得符合市場需求的技能？政府、教育機構與民間企業之間的合作，又可以如何進一步強化？

貝里斯正透過多方協作，強化技術與職業教育訓練體系。我將這種模式形容為一種「三片式輪圈」模式，三種合作夥伴都扮演不同、但彼此依存的角色：

政府：負責制定策略方向與國家目標，並規劃及更新課程架構。

教育機構：負責評估並更新教育與培訓計畫，使其能夠回應市場需求。教育機構是培育技能人才的核心引擎。

民間企業：協助確認當前的技能缺口，更重要的是，藉此預測未來的就業需求，確保培訓內容持續符合產業發展方向。企業雇主最終也是我們所培育人才的主要去向。

當這個循環順暢運作時，從科學、科技、工程及數學（STEM）到機器人技術等培訓計畫，都能維持實務導向，並與實際的勞動市場需求相符。

要強化合作，就必須讓這三方持續對話與交流，使課程內容能夠隨著產業發展的速度及時更新。

三、您如何看待藍色經濟（包含深海漁業等新興領域）為青年就業、創業及人才培育帶來的機會？哪些專業技能將對貝里斯藍色經濟的發展日益重要？

藍色經濟為青年就業、創業及新價值鏈的建立，提供了實質的發展機會。貝里斯的民間企業已開始探索深海漁業相關商機，其中包括與臺灣業者建立合作夥伴關係。

與此同時，這也是對我們是否真正堅守永續發展承諾的一項關鍵考驗。我們的首要任務，是在大規模開發利用開始之前，建立健全的法律與監管制度。

這套制度必須謹慎取得平衡，既要保護環境，也要確保能創造長期且永續的經濟機會。我們也希望採取循環經濟的思維，將藍色經濟與觀光旅遊及自然保育相互連結，避免只著眼於短

期利益，或將各個發展領域彼此割裂。

在技能培育方面，我們預期以下領域的人才需求將持續增加：

- 海洋科學與海洋研究。
- 永續漁業管理。
- 經濟模型建構與價值鏈分析，以確保經濟成長既具備科學依據，也符合經濟可行性。

四、貝里斯如何在推進永續旅遊的同時，兼顧產業競爭力、環境保護與在地社區的參與？需要哪些新型態的技能與人才培訓來支持永續旅遊的長遠發展？

為了支持這種發展模式，我們需要培育具備永續管理能力的人才，包括：

- 了解永續發展商業價值的企業領導者。
- 具備技術應用能力的專業技術人員，能夠運用科技進行環境監測、趨勢預測及影響評估。

五、您認為，臺灣有哪些經驗與專業知識特別值得與貝里斯進一步交流？展望未來，臺灣與貝里斯可以在哪些領域深化合作？

貝里斯與臺灣的夥伴關係，正逐步從個別產業的支持，發展為協助我們建立整合型國家發展生態系統的合作關係。

關於近期優先事項，目前最重要的持續合作領域，仍包括以下三項：

- 公共衛生：保障人民的健康。
- 教育：培育國家的人力資本。
- 農業：支持糧食安全與經濟穩定。

這些長期以來構成雙方友誼基礎的重要支柱，未來仍將持續扮演不可或缺的角色。

關於下一階段的策略方向，展望未來，我們希望借重臺灣的專業經驗，建立一套整合性的技術與職業教育訓練體系，將數位技能、綠色產業、藍色經濟及永續觀光納入其中。

臺灣透過教育機構、非政府組織（NGO）與民間企業合作，形成研究、培訓及創新持續循環的發展模式。這正是貝里斯希望學習並依據自身國情加以調整與運用的經驗。

近期由國合會與美洲開發銀行（IDB）共同推動的「提升勞動參與率與就業能力計畫」，是推動這項工作的關鍵橋梁。

此一計畫透過現代化且有效率的方式，協助大學畢業生與國內就業機會接軌，展現國際合作如何直接為青年、女性及移民創造機會。

我們期盼，這項計畫能成為未來進一步深化雙邊合作的重要基礎。

六、面對氣候變遷、數位化，以及全球產業快速轉型，您會如何鼓勵貝里斯年輕一代做好準備，把握未來的就業與發展機會？除了技術與專業技能之外，您認為青年特別需要培養哪些能力、價值觀或態度？

我想對貝里斯的年輕人說：請為快速變化的世界做好準備，並將變局視為機遇而非威脅。氣候變遷、數位化以及全球產業的轉型，正在創造上一代人不曾存在的新興工作領域，而貝里斯的青年完全有能力參與其中。

技術與專業能力固然重要，但它們只是整體能力的一部分。我鼓勵貝里斯青年培養以下特質：

- 適應力與終身學習的精神：市場需求的技能會不斷演進，而持續學習與重新學習的能力將是你們最大的資產之一。
- 跨界合作與溝通能力：未來的挑戰，從氣候韌性到永續觀光，都需要能夠跨領域、跨學科與跨國界協作的人才。
- 環境守護的責任感：貝里斯的自然環境既是我們的文化與歷史傳承，也是國家經濟發展的根基。新一代青年將肩負守護這份資產的責任。
- 主動積極的態度與創業精神：最具韌性的經濟體，是由那些勇於創造機會、而非被動等待機會的人所建造的。

只要具備這些特質，並善用貝里斯與臺灣等友好夥伴所建立的堅實合作關係，我深信，貝里斯青年必能引領國家邁向繁榮且永續的未來。

Taiwan–Belize Cooperation Opens New Opportunities for Talent Development in the Green Transition

Interview with H.E. Katherine Vanessa Meighan, Ambassador of Belize to the Republic of China (Taiwan)

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Beyond just economic growth, a country's sustainable development relies on the mutually reinforcing roles of environmental stewardship and human capital. Amid global climate change, industrial transformation, and rapidly evolving employment patterns, Belize faces an important national development challenge: how to integrate green skills, youth training, the blue economy, and sustainable tourism into a cohesive development model that advances economic prosperity, environmental conservation, and talent development.

As a Caribbean nation, Belize is endowed with abundant marine and natural resources. However, creating new economic opportunities while safeguarding ecosystems, engaging local communities, and generating long-term economic benefits requires sound institutional planning, a skilled workforce, and close collaboration among government, educational institutions, and the private sector.

Through Technical and Vocational Education and Training (TVET) and cross-disciplinary talent development, Belize aims to strengthen the link between education and industry needs, creating a virtuous cycle in which skills development drives employment opportunities, while sustainable industries contribute to community development.

Taiwan and Belize have long maintained friendly relations and cooperation across key development areas, including public health, education, and agriculture. As this partnership continues to deepen, Taiwan's experience in education and training, digital technology, industrial innovation, and public-private collaboration could provide valuable insights for Belize.

To gain a deeper understanding of Belize's current position, we interviewed H.E. Katherine Vanessa Meighan, Ambassador of Belize to the Republic of China (Taiwan). In this interview, she discusses the evolving skills required for the green transition, the role of TVET, the industrial and employment opportunities emerging from the blue economy, and the challenge of balancing sustainable tourism with environmental conservation.

1. As countries around the world accelerate their energy, industrial, and economic transitions,

how is the green transition changing employment patterns and skills needs from Belize's perspective? What new areas of expertise and skills does Belize see as particularly important to develop for the future?

The green transition is reshaping Belize's labor market, and we are approaching the skills challenge on two tracks.

Long term, we are building a foundation. We need a new generation of engineers and designers grounded in sustainable development principles from the start: professionals who can build infrastructure that is resilient to environmental change rather than relying on traditional construction approaches. This is a foundational investment in national capacity.

In the short and medium term, we are upskilling the current workforce. Much of the infrastructure Belize will build in the coming years will be built by people already in the industry. That means capacity building for practicing architects and engineers, and extending certification to vocational trades such as plumbers, masons, and electricians. By integrating green principles into today's workforce, we ensure that ongoing projects advance, rather than undermine, our national sustainability goals.

2. As Belize responds to changing industries and the employment needs of its young people, how is the country using TVET, workforce training, or other talent development mechanisms to help young people acquire market-relevant skills? How can cooperation among government, educational institutions, and the private sector be further strengthened?

Belize is strengthening its TVET framework around a collaborative model, which I describe as a "three-part wheel," in which each partner plays a distinct and interdependent role:

- Government sets the strategic direction and national goals, and charts updated curriculum frameworks.
- Educational institutions continuously evaluate and modernize their programs so that they respond to market demand. They are the engine of skills production.
- The private sector identifies current skill gaps and, just as importantly, forecasts future employment needs, so that training remains relevant. Employers are ultimately the destination for the talent we develop.

When this cycle turns smoothly, programs like STEM and robotics remain practical and aligned with real labor market needs. Strengthening cooperation means keeping the three partners in continuous dialogue, so that curricula are updated as quickly as industries evolve.

3. How do you view the opportunities that the blue economy, including emerging areas such as deep-sea fisheries, may create for youth employment, entrepreneurship, and talent

development? What types of professional expertise and skills do you anticipate will become increasingly important for the development of Belize's blue economy?

The blue economy offers real opportunities for youth employment, entrepreneurship, and new value chains. Belizean private sector entities are already exploring deep sea fishing ventures, including partnerships with Taiwanese distributors.

At the same time, this is a defining test of our commitment to sustainability. Our priority is to put robust legislation and regulation in place before large-scale exploitation begins. This framework must strike a careful balance between environmental protection and long-lasting, sustainable economic opportunity. We also want to apply a circular-economy mindset, connecting the blue economy with tourism and conservation so that we avoid short-term, siloed thinking.

In terms of skills, we anticipate growing demand for:

- Marine science and ocean research
- Sustainable fisheries management
- Economic modeling and value chain analysis, to ensure growth is both scientifically sound and economically viable

4. Balancing industry competitiveness, conservation, and community participation is among the most important questions in Belizean tourism. These goals are often seen as competing, but I believe they can be reconciled through a community-based model built on continuous communication, compromise, and shared goals.

Sensitization is central to this. Guided by third party experts and by successful international case studies, stakeholders can build trust and better understand one another's perspectives.

To support this model, we need to develop talent in sustainable management, including:

- Business leaders who understand the commercial value of sustainability
- Technicians skilled in using technology for environmental monitoring, forecasting, and impact evaluation

5. From Your Excellency's perspective, which experiences and expertise from Taiwan would be particularly valuable for further exchange with Belize? Looking ahead, in which areas could Taiwan and Belize deepen cooperation?

Belize's partnership with Taiwan is evolving from support in individual sectors toward helping us build an integrated national development ecosystem.

Immediate priorities. The most critical areas for continued cooperation remain public health, which protects our people; education, which builds our human capital; and agriculture, which underpins food security and economic stability. These longstanding pillars of our friendship remain essential.

The next strategic step. Looking ahead, our goal is to draw on Taiwan's expertise to create a unified TVET system that weaves together digital skills, green industries, the blue economy, and sustainable tourism. Taiwan's model, in which educational institutions, NGOs, and the private sector collaborate in a continuous cycle of research, training, and innovation, is one that Belize would like to learn from and adapt to its own context.

The recent TaiwanICDF–IDB Program to Improve Labor Force Participation and Employability is a crucial bridge in this effort. By connecting university graduates with domestic job opportunities in a modern and efficient manner, it shows how international partnership can translate directly into opportunity for our young people, women, and migrants. We hope it will serve as a foundation for even deeper cooperation in the years ahead.

6. In the face of climate change, digitalization, and rapid transformation across global industries, how would Your Excellency encourage Belize's younger generation to prepare themselves to seize future employment and development opportunities? Beyond technical and professional skills, what capabilities, values, or attitudes do you believe are particularly important for young people to cultivate?

To Belize's young people, my message is this: prepare for a world that is changing quickly, and see that change as an opportunity rather than a threat. Climate change, digitalization, and the transformation of global industries are creating new fields of work that did not exist a generation ago, and Belize's youth are well placed to take part in them.

Technical and professional skills matter, but they are only part of the picture. I would encourage young Belizeans to cultivate:

- Adaptability and lifelong learning. The skills in demand will keep evolving, and the ability to learn and relearn will be one of their greatest assets.
- Collaboration and communication. The challenges ahead, from climate resilience to sustainable tourism, require people who can work across sectors, disciplines, and borders.
- A sense of stewardship. Belize's environment is both our heritage and our economic foundation, and the next generation will be its guardians.
- Initiative and an entrepreneurial spirit. The most resilient economies are built by people who create opportunities rather than wait for them.

With these qualities, and with the strong partnerships Belize is building with friends like Taiwan, I am confident that our youth can lead our country toward a prosperous and sustainable future.