

Human Resources Management

Managing the logistics of a global workforce for an organization with such diversified goals as the ICDF presents myriad challenges. As a nonprofit organization, the ICDF has limited opportunities to expand financial assets, but its human resources assets represent a limitless panorama. Recognizing this, management has made specialized training and education for all employees a top priority.

The computerization of human resources data, which was accomplished in 2002, has improved efficiency in managing an increasingly large pool of personnel, and the standardized procedures that have been introduced for both domestic and overseas employees are leading to better organizational development. The staff handbook describing these procedures will continue to be revised as times and requirements change.

Following is a description of some of the human resources management operations undertaken during fiscal 2002.

Workforce Study and Training

As part of a specialized training program for domestic personnel, two managers enrolled in management courses at the National University of Singapore Business School, and one specialist benefited from six months of training at the Asian Development Bank. Some 130 staff members participated in various training courses at the Ministry of Economic Affairs' Professional Training Center, the Taiwan Academy of Banking and Finance, and other training organizations.

1. Three overseas technical mission employees were selected to carry out masters degree work at National Pingtung University of Science and Technology. The advanced training will qualify these persons to serve as senior specialists or mission chiefs in future. In addition, 62 overseas technical mission members attended seven day training courses in Taiwan.
2. The ICDF encourages all personnel to participate in foreign language training. In Taiwan, 47 employees enrolled in intensive English language training courses, while technical mission members posted overseas trained in the languages of their host countries. Two employees traveled to Guatemala for intensive Spanish language training, while six persons received French language instruction in Senegal or Burkina Faso.

Personnel Training for Technical Missions

In 2001, five trainees undertook studies in technical missions in Indonesia, Burkina Faso, Haiti and Guatemala. Two of them subsequently completed three month internships and, after certification by mission chiefs and approval by the human resources management committee, became formal members of the technical missions.

In 2002, eight individuals hoping to work in technical missions were selected to undergo specialized agricultural training at facilities run by the Council of Agriculture.

The Taiwan Youth Overseas Service

In 2001, in an effort to expand the horizons of national service while promoting international cooperation, the government inaugurated the Taiwan Youth Overseas Service. This allows selected servicemen to serve in technical and medical missions.

During that first year, the ICDF trained 37 servicemen. The young men, with specialized backgrounds in agriculture, irrigation engineering, medicine, economic, trade and computers, were then sent to 26 different missions in Africa, Central and South America, the Caribbean, and the Asia Pacific region. Their performance has been outstanding, and eight have won special merit awards.

In 2002, another 35 individuals, with specialties in agriculture, medicine and medical technology, joined the program. President Chen Shui-bian personally handed the flag to them in November, as they began their journeys to 29 technical or medical missions in 24 different countries.

ICDF Outstanding Personnel, 2002

I. Awards for Excellence

Supervisor:

- Chen Ai-chen

Staff:

- Wu Tai-sheng, Hsu Chi-ru

Technical Mission:

- Technical Mission in Honduras

Technical Mission Leader:

- Shih Ming-nan, Technical Mission Leader in Malawi

Technical Mission Personnel

- Lee Chen-chung, Technical Mission in Burkina Faso (Africa)
- Mo Go-tsun, Technical Mission in Marshall Islands (Asia Pacific and Middle East)
- Wang Tzeng-ruey, Technical Mission in Nicaragua (Central and South America)

II. Honorable Mention

Supervisor

- Suen Gow-shyang

Staff

- Peng Li-in

Technical Mission Leader

- Hseu Ming-Lii, Technical Mission Leader in Palau

Technical Mission Personnel

- Tsai Pei-kao, Technical Mission in Malawi (Africa)
- Lin Ming-shian, Technical Mission in Saudi Arabia (Asia Pacific and Middle East)
- Li Ching-shui, Technical Mission in Paraguay (Central and South America)