

Starting your career in **Taiwan** Country Guide for International Students



You chose to study in the United Kingdom. You are beginning to think about what your options are after graduation. Building on an excellent international education you are returning to your home country, Taiwan. You stand at the beginning of an exciting career, but what are the steps you need to take in order to find a suitable job, and where do you find the information you need?

This careers profile provides you with practical advice about returning to work in Taiwan to help you make a successful start in your career in the Taiwan labour market. Included are key facts about current trends and jobs in Taiwanese industry, advice about seeking employment in Taiwan, hints and tips for making a successful application, and helpful information sources.

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Country profile

Taiwan (Republic of China R.O.C.) has a capitalist economy that has witnessed far-reaching development over the last few decades. It has become one of the fastest-growing economies in Asia. The country leads in the area of high-technology products. Foreign trade is the main branch of the economy that has made the development of the island possible.

However, Taiwan's dependency on export makes the country very vulnerable to economic crises. Taiwan was hit hard by the current global financial crisis. Nonetheless, it seems that Asian countries are leading the recovery, with Taiwan amongst them. It is predicted that the Taiwanese economy will further develop towards a service-oriented economy. Manufacturing industries have moved from the Taiwanese island to countries with low-cost labour. In recent years relations with China have strengthened, especially in the economic sector. A large part of the direct foreign investment in China is Taiwanese and many companies are located on the Chinese mainland.

KEY FACTS: The Taiwanese economy

GDP per capita:	US\$30,000 (2010 est.)
Labour force:	11 million (2010)
Unemployment rate:	6.5% (2010)
Major sectors of occupation:	Services (60%), Industry (37%), Agriculture (3%).
Main export partners:	China, USA, Hong Kong, Japan
Main import partners:	Japan, China, USA

Taiwan currently has a high unemployment rate, mainly due to the effects of the recent global financial crisis. This affects the work possibilities for graduates, with fewer vacant job positions and shrinking salaries for graduates.

KEY FACTS: The Taiwanese graduate labour market

Average age at graduation:	26
Average graduate starting salary:	US\$800 per month
Average working week:	42 hours a week; approximately 8 hours a day
Holiday entitlement:	15 days per year

Benefits

Benefits of a UK qualification

Possibly the largest benefit which all international students receive when studying at one of the over 100 universities in the UK, is the fact that UK universities have some of the most renowned and prestigious histories of higher education in the world. Even if a graduate does not study at one of the more famous institutions, the graduate can return to their home country safe in the knowledge that no matter where they look for work, their qualifications will be highly respected. This is also useful in job interview situations, in which your study in the UK can come into conversation as a point of interest and as an example of experience in situations of teamwork, cultural awareness, when possibly you were outside of your comfort zone.

Furthermore, your experiences in writing and reading English are extremely valuable in the job market. As an added benefit, you will no doubt have been exposed to a variety of accents and dialects during your study stay, making you more open to the English language than you may have realised.

Graduating: Searching for work

Not long ago, student life and job finding was a far simpler procedure. Graduates would simply leave university, either looking for work through friends and family, a large company or a local business, and often step into a full-time job after an interview. These days, a wider variety of options exist which match the wider variety of jobs and the ease of travel which is available to the worldly student. As the number of students increases, so does the quality of the competition.

It's tough out there. Many graduates having just left university know this, whilst others are soon to find out. Since so many new university leavers have a career path in mind which they may have had for many years, the competition is fierce in many of the desirable graduate schemes. This is more the case in the UK than almost anywhere else. However, one benefit which you as an international student have is that you have a home country to which you can return. The lack of vacancies in the UK has led to many British students leaving for work further afield, often with little experience of the language in that country outside of the native English speaking countries. For example, in China whilst there are some international companies which accept English-only students, the vast majority will prefer a candidate with some basic Chinese.

It can be difficult to come across vacancies in graduate jobs, full-time occupation is hard to find without experience and most find that internships can involve heavy competition. All is not lost however! Most graduates find that the main issue is simply knowing where to look, and this guide hopes to point you in the right direction.

Main routes to employment

Getting started

When searching the Internet for job offers and vacancies, it is advisable to bookmark webpages and re-visit them regularly. Make use of email alert services offered by online resources to stay updated with the newest jobs.

Online recruitment and vacancy websites:

- 104 Job Bank: www.104.com.tw
- 1111: www.1111.com.tw
- 3wjobs: <http://tw.3wjobs.com>
- 9999: www.9999.com.tw
- Asajobs 77: www.asajobs77.com/jobs/2-Taiwan-jobs
- ejob: www.ejob.gov.tw
- My Job: www.myjob.com.tw
- Okwork: www.okwork.gov.tw
- Udnjob: <http://udnjob.com>
- Yes 123: www.yes123.com.tw

Social networking

Social networking has become an increasingly common and important part of seeking work, especially with the social media generation. Sites such as Facebook.com and LinkedIn.com have flourished into everyday use for graduates and employers alike, in order to find the right person for the job. Graduates looking for work in their home nation may already be aware of the value of such sites, and may be aware of specific sites which are specialised in their own country. Graduates can place details of themselves including their job experience, education level, home/current university as well as a photo if preferred. On some of these sites they can also search for jobs according to their specific interest or area of study. What is clear is that graduates should certainly take the time to discover the potential job opportunities which these sites offer, both socially and at a socio-professional level.

Main routes to employment

The following list of examples is not exhaustive, and contains websites with varying emphasis on professionalism and social networking.

Sites worth checking out (global):

- www.ecademy.com
- www.efactor.com
- www.facebook.com
- www.Linkedin.com
- www.myspace.com
- www.plaxo.com
- www.ryze.com
- www.spoke.com
- www.ziggs.com

As a graduate looking for work in Taiwan, you should use a variety of strategies. Newspapers are helpful starting points when it comes to job-hunting.

Key newspapers to look for:

- Central Daily News: www.cdnews.com.tw
- China Post: www.chinapost.co.tw
- The Liberty Times: www.libertytimes.com.tw
- Taiwan Daily: www.taiwandaily.net
- Taiwan News: www.etaiwannews.com
- Taipei Times: www.taipeitimes.com
- United Daily News: <http://udn.com/NEWS/main.html>

Most Taiwanese vacancies are posted online and consequently the number of advertisements in newspapers has diminished. Therefore, the use of alternative sources, persistency and well developed detection skills will help you to discover the less apparent jobs.

Main routes to employment

Graduate jobs/Careers Fairs

An interesting way of finding work or further education is through graduate fairs. With varying focuses in each event, graduates can find themselves coming face to face with companies of interest, and may even find interest in something which was not previously considered.

Graduate fairs are also a good opportunity to find out about graduate schemes being offered by companies and what these entail.

Many fairs offer other facilities such as CV workshops, letter writing tuition and a chance to network with individuals representing companies of differing sizes and reputations, thus they can offer a good learning opportunity even if you struggle to find a company suited to you.

Many universities in the UK hold their own fairs near the end of the spring/summer term and throughout the summer, so it is well worth getting involved and putting yourself out there. There may also be fairs in your home country, whether a national event or at a university which is local to you, so keep your eyes and ears open.

You may find the following websites useful for locating fairs:

- www.bvents.com/event/304732-the-guardian-summer-graduate-fair The Guardian graduate fair offers a large free fair for students in the UK for work both in the UK and abroad, including Taiwan – 2010 page
- <http://careers.mit.edu> Massachusetts Institute of Technology organises a Taiwanese careers fair, normally conducted in the US.

Alternative sources of information on jobs and companies:

- Adecco Taiwan: www.adecco.com.tw
- Employment Service Centre, Department of Labour, Taipei City Government: www.esctcg.gov.tw
- HiRecruit Services, Recruitment Centre of the Ministry of Economic Affairs: <http://hirecruit.nat.gov.tw>

Main routes to employment

When looking for a job, it is important to extend your network of contacts. Make sure that not just your relatives but also friends, former professors and teachers, neighbours and other acquaintances know that you are searching for a job and tell them what kind of job or position you are looking for.

It is advisable to register with any employment agency up to one year before the date of your return to Taiwan and also to set up a social networking page before your return. Applications for a specific role, however, should be sent no sooner than one month before your scheduled arrival back in Taiwan. Some companies will accept speculative applications but most employers expect future employees to use specific procedures through online applications or specific agencies.

The right skills and competencies

Thanks to its Confucian heritage, Taiwanese work culture praises collective efforts over individual achievements. Social skills and personal connections are also highly valued. Knowing the right people can help you in finding the right job. Thanks to the global economic climate, entrepreneurship is also greatly valued.

The global economy has influenced different parts of the Taiwanese management culture. In recent years, efficiency and flexibility have become attributes that are appreciated in employees.

Nonetheless, traditional Taiwanese customs are still highly regarded, mostly when it comes to respect for colleagues and seniority. Most companies appreciate hard-working and modest employees.

Most wanted:

- High academic record.
- Strong communication and negotiation skills.
- Strong interpersonal and social skills.
- An in-depth knowledge in your field of expertise.
- Respect for seniority.
- Modest attitude.

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Main routes to employment

The application letter

A letter of application should attract the recruiter's attention. It should make the potential employer want to look at your application in more detail, read your CV/résumé and hopefully invite you for an interview.

Precision, a positive attitude and honesty are the keywords when writing your application letter. Your letter should explain your motivation for applying and portray the competencies and skills you have gained during your studies, previous work experience or elsewhere. Try to give concrete examples and avoid empty phrases. Don't forget to address the recipient by his or her title, if possible.

The curriculum vitae (CV)/résumé

Your CV, or résumé, is an important part of the job application. A CV/résumé is typically two to three pages long, yet it should be as concise as possible. Your résumé should list your personal details, education and employment history, relevant skills, qualifications and extracurricular activities. Referees and their contact details are usually listed at the end of the CV/résumé. It is common to include personal details such as date of birth, marital status, gender, nationality, ID card number and expected salary. Passport-sized photographs can be included but are not mandatory.

Lately, a variety of foreign companies can be found on the Taiwanese island, meaning that Taiwanese graduates with a good command of English are sought after. When applying for such positions, add an English CV/résumé to your Mandarin or Taiwanese CV/résumé.

Digital applications

Digital application forms have become more common. The Internet is considered a fast medium of communication but completing an application form online requires the utmost attention; always check your submission before pressing send.

If you are making your application via email, write a concise application email with your CV/résumé attached. Applicants should always remember to use formal language when submitting an online application or applying via email.

Main routes to employment

The job interview

Throughout the application procedure it is essential to make a good impression. Never lie or bend the truth during your interview, and avoid being pushy or showy. Interviews are mostly conducted in a formal manner. Try to be subtle and modest. Do not forget the importance of seniority and greet the eldest person first. Avoid being direct and keep away from any kind of conflict.

Preparing for the interview:

- Think in advance about questions that might be asked.
- Find out the objectives of the position and the skills required.
- Research the organisation's background.
- Be clear about your skills, abilities, personal qualities and experience.
- Prepare your own questions to ask the employer.
- Make sure you arrive on time for the interview. If you are unfamiliar with the location it could be worthwhile checking it out in advance.

Where will your career take you?

Research from the i-graduate International Student Barometer study tells us the following about the main career drivers for Taiwanese graduates:

Major career drivers for Taiwanese graduates:

1. I want to develop myself.
2. I like to be recognised for my achievements.
3. Future job security is important to me.

©International Student Barometer Summer 2009

Top 3 future plans of Taiwanese students about to graduate from UK HE Institutions:

1. Employment in Taiwan.
2. Short term employment in the UK.
3. Undecided.

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Current career prospects

The global economic crisis has hit the Taiwanese economy hard, mainly due to the high import and export rates. This has heavily affected the labour market. Not only have graduate salaries diminished, but unpaid vacation leaves have been imposed on some individuals too.

Nonetheless, Taiwan is a technically advanced country with a highly developed economy. The country aims to keep its leading position in the ICT sector and wants to compete with the other advancing Asian countries. Even during this period of financial crisis, skilled graduates are still in demand. The country is trying to reverse the 'brain drain' that has affected Taiwan over the last few decades. The Industrial Technology Research Institute and Taiwanese Trade Centres, mainly based in the US, will organise fairs to recruit.

As well as Taiwanese graduates that continued studying on the island, students that studied overseas will have many opportunities in different sectors.

Where are the opportunities?

Accounting and finance

Like in the rest of the world, the financial sector in Taiwan has been hit by the global economic crisis.

This is reflected in the low number of job positions in this sector. The banking sector still needs a number of reforms, creating possible future opportunities for graduates. However, the government currently has other priorities and has postponed the restructuring of this sector.

Advanced manufacturing

Taiwan has been well known for its manufacturing in recent decades. It is now a leading player in the semi-conductor and computer hardware fields in particular. Its success is built upon its system which involves a small number of expert companies conducting research, and the vast majority of output is then produced by a larger number of less technological companies which pay the research companies for their information. There is much potential for a new graduate to find work in a Taiwanese business, and graduates may well benefit from their knowledge of English in this sector.

Current career prospects

Agriculture

Taiwanese agriculture makes up only a small percentage of the GDP of the nation, after having been driven down by increasing levels of industry in recent decades. However, there remains agricultural output in several areas such as rice and poultry. Despite not being a major world player in the agricultural industry, Taiwan still has a relatively good level of output. Levels of professionalism in agriculture have increased significantly in the last decade, which may provide career opportunities for those looking to move into agricultural management.

Architecture, planning and construction

In Taiwan, architecture is very diverse and covers a wide variety of needs both in business and housing. Taiwanese architecture does not hide its ancient as well as modern influences and would no doubt provide challenges for any up-and-coming architects. Due to the majority of new graduates leaving the island in order to seek work in mainland China, there may well be gaps in employment of which a new graduate returning to Taiwan can take advantage.

Biotechnology

Biotechnology in Taiwan has seen a steady increase in areas such as test reagents and plant seedlings in the last year, despite the global financial crisis. With existing expertise in high technology and a strong backing from the government, Taiwan has the foundations to become a global contender in this field. This is increased by the connection with mainland China, for which Taiwan can provide a service as a market stepping stone for biotech-related products. A recent international graduate highly educated in both technology and biology, can thus join a strong labour force.

Engineering

Working as an engineer in Taiwan can be a demanding occupation and engineering can be a difficult field to get into, since the standards required are extremely high and the numbers of positions available are few. You should keep an open mind and be prepared to accept any offer in this field as a means to gain experience.

Current career prospects

Health and medical care

The Taiwanese medical system is well developed and uses up-to-date technology throughout diagnosis, treatment and post-treatment care. A graduate going into this sector can expect the same standards as found in most developed countries, whilst often far more streamlined and organized than many western healthcare systems. The government has recently encouraged health workers to advance the current practices so that they maintain their comparability with other developed countries. A graduate can find a high standard of practice in Taiwan and should look forward to a challenging and worthwhile career here.

ICT and e-commerce

The ICT sector is the main contributor to the development of the Taiwanese economy. Worldwide, the country has proven to be a leader when it comes to IT products and techniques and Taiwan needs to maintain this position. The ICT sector is partly dependent on exports which have stagnated due to the global crisis. Even so, it is expected that the sector will recover soon since it is highly flexible and competitive, a requisite quality in this fast-changing industry. Different policies have been created over the past years; in 2002 the government started the 'e-Taiwan' programme which is likely to create a large number of positions. The goal is to launch and improve the e-Government, e-Society, e-Transportation and e-Industry. Taiwan mainly wants to further develop e-commerce, e-learning, gaming and digital animation. The government wants to promote digital animation development in Taiwan, instead of using Western-orientated animations.

Mining and energy

Taiwan is highly dependent on the import of energy sources. Oil and natural gases are the most used fuels. However, renewable energies are becoming more important. In 2008, around 8% of energy was generated through renewable sources. The Taiwanese government aims to augment the supply of green energy in the next decade. Not only will the negative impact on the environment diminish, sustainable energy will enhance Taiwan's competitiveness and independence in the sector as well.

These 'new' energy supplies are not yet used to the fullest, and this means that further development of these energies is needed when it comes to techniques and efficiency.

Where to find more information

General information

<http://163.29.36.51/lerc/index.jsp> Department of Labour Education Center Address 6F, No. 21, Sec. 1, Dihua Street, Taipei City

www.cier.edu.tw Institution for Economic Research

<http://laws.cla.gov.tw> Law Source Retrieving System

www.taiwantrade.com.tw Taiwan Trade

<http://hipage.hinet.net> The Official Yellow pages of Taiwan

www.tw-online.com.tw Taiwan Yellow Pages

Advice and tips on Careers Fairs, CVs and general job seeking

www.articlealley.com/article_1547972_36.html - An article for those in the nursing profession.

www.collegegrad.com/articles/dont-give-up.shtml - An article on staying positive throughout the work search process

www.employmentblawg.com/2010/job-seeking-tips-for-college-graduates - Further tips in the competitive field of employment seeking graduates

www.fpef.org/Education/Tips.htm - Some good tips on networking

www.thegraduate.co.uk/static_generic.cgi?a=tmg_jobboards – Link with good information for those still considering staying in the UK after study

www.graduateopportunities.com/career_advice/graduates_with_disability - A link providing useful tips and stats for graduates with a disability

www.londongradfair.co.uk/autumn - The Guardian's annual job fair for graduates. It is located in London.

www.marketoracle.co.uk/Article1277.html - Tips on how to work out your finances post-study.

www.online-graduate.co.uk/tipsforgrads.html - Further tips for graduates seeking work experience.

http://www.prospects.ac.uk/international_students.htm - Information for international students

Where to find more information

Books and Articles

Determinants of Highly-Skilled Migration – Taiwan’s Experiences; Chen Chui, L., Hou, L.; (Working Paper Series N. 2007-1, Chung-Hua Institution for Economic Research, Taipei, July 2007)

Business Guide to Taiwan, Elsevier Science and Technology Books; Clancy, M.; (Great Britain, November 1998)

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Disclaimer

Whilst all efforts have been made to ensure the information in this Country Guide is correct at the time of writing, readers are advised that procedures and information sources may change regularly.

Appendix 1: CV/résumé

Name
Address
(00) 0000 0000 (Telephone)
Mobile: 0900 000 000
Email: aaaa@aaa.com.tw

CAREER OBJECTIVE

Pursue a sales/marketing management position with a major industrial product producer to utilise my business development skills/experience in Taiwan, Taipei, then advance to operation management position to fully capitalise those management skills developed during my MBA study.

CAREER SUMMARY

- Ø 6 Months - Financial consultant - Financial/Mortgage Industry
- Ø 1 Year - Marketing/Sales - Embroidery/Corporate Uniform Industry
- Ø 1 Year 5 Months - Marketing/Sales - Developer/Real Estate Industry
- Ø 4 Years 5 Months - Marketing/New Business Development/Customer Service - Petrochemical Industry
- Ø 2 Years - Marketing/Customer Service - Laboratory Reagent and Instrument Industry
- Ø 10 Months - Sales/Technical Service - Spectrophotometer Industry
- Ø 1 Year - Sales/Technical Service - Industrial Chemicals Industry

EDUCATION

Sept 1998 - Aug 2001
AAA Business School, BBB University, Taiwan
Master of Business Administration

Main Areas of Study:

Finance & Economics:

1. Quantitative Analysis,
2. Financial Accounting,
3. Managerial Economics,

Appendix 1 : Sample CV

4. Valuation and Financial Analysis,
5. Management Accounting Control System,
6. Futures, Option and Application,
7. Corporate Finance,
8. Economics and Public Policy, and
9. International Finance.

Strategy:

1. Business Strategy,
2. Corporate Strategy,
3. Information System,
4. Operation Management,
5. Economics of Strategy,
6. Negotiation: Strategy and Process, and
7. Project Management.

Sept 1983-June 1987

College of Science, National KKK University, Taiwan

BSc

Main Areas of Study:

1. Organic Chemistry,
2. Physical Chemistry,
3. Inorganic Chemistry,
4. Analytical Chemistry..

CAREER OVERVIEW

January 2002 - Present

A company, Taipei, Taiwan

A company is a non-bank financial institute providing Home Loan brokerage service to the community.

My Role:

Mortgage Manager

Job Description:

Ø Develop businesses with Victorian marketing companies and promote embroidery service.

Appendix 1 : Sample CV

February 2001 - January 2002

B company, Taipei, Taiwan

B company is marketing corporate uniform and providing Victorian businesses with embroidery services. This company also distributes embroidery thread imported from Indonesian Rayon/polyester thread producer - Pearl.

My role:

Marketing & Sales Executive

Job Description:

Ø Work with overseas business clothing producers to supply embroidery houses with high quality products at reasonable costs.

February 1999 - June 2000

C company, Taipei, Taiwan

C company was an agent of Z company., which offers house-and-land package in metropolitan Melbourne region and provides town-planning services for dual/multiple occupancy developments across Victorian suburbs.

My role:

Marketing & Sales Executive

Job Description:

Ø Conduct market research task and use Microsoft Excel to run regression analysis to understand the correlation between customer profile and product.

PERSONAL DETAILS

Name:

Address:

Telephone: 0000 0000 (AH), 0900 000 000 (mobile)

Country of residence: Taiwan

Nationality: Taiwanese

Date of Birth:

Marital Status:

Languages: English, and Chinese (Mandarin, Cantonese and Taiwanese)

References: Available upon request.