

Nomination: 18061

Early Win Workplace Experience (EW) Program

Page: General Information
Name of Organization / Company Taishin International Bank Co., Ltd.
Logo Download File (https://asiastevieawards.secure-platform.com/file/26298/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyNjI5OCwiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImInbm9yE5%8F%B0%E6%96%B0%E9%87%91%E6%8E%A7%E6%A8%99%E8%AA%8C%E4%BC%81%E6%A5%AD%E8%89%B2-03.png)
Web Site Address https://www.taishinholdings.com.tw/tsh/ (https://www.taishinholdings.com.tw/tsh/)
Page: Entry Information
Entry Title Early Win Workplace Experience (EW) Program
Category L01 - L03 - Award for Innovation in Human Resources > L02. Award for Innovation in Human Resources Management, Planning & Practice > Financial Services Industries
Submission Format An Essay of up to 625 Words
Essay <p>Taishin Holdings is one of the best performing Financial Holdings in Taiwan, which includes subsidiaries such as banking, securities, life insurance, investment trust, investment advisory, venture capital, asset management, etc. Until 2022, Taishin Holdings operated with approximately 10,000 employees and 106 branches in 11 countries/area. Because Taishin has always cherished employees, we have received international recognition, including the Asia-Pacific Stevie Award in 2019, the Best Employer in Asia Award from HR ASIA for six years since 2018, and the world and emerging market indices of the Dow Jones Sustainability Index (DJSI) for four years.</p> <p>Since the stability of talents and the organizational vitality are the keys to the sustainable development of enterprises, Taishin has established long-term relationships with campuses and recruited young talents in advance. To ensure that the values of newcomer match the core values of Taishin, and to shorten the transition period, Taishin has launched the "Early Win Workplace Experience Program" since 2011. Through the industry-university cooperation model, we adopted the concept of "employment upon graduation", recruited outstanding senior undergraduates to graduate students, and planned a half-year to one-year comprehensive internship program. This program allows fresh graduates to experience the service model of the financial industry, develop passion, and bridge the gap between school and practice. After optimization of the program, it had launched during 2021~2022 includes:</p> <ol style="list-style-type: none">1. Provide flexible internship schedules in line with personal schedule;2. Provide comprehensive orientation to quickly integrate into the workplace;3. Internship with counter service specialists to practice full-featured business and quickly master the financial profession;4. Accomplish the internship task through the guidance of the manual;5. Provide full subsidies for financial professional license examinations;6. Provide employment counseling, resume writing, interview skills and workplace etiquette, etc.;7. Mentoring to guide interns to master training essentials and solve problems faced in the workplace;8. Recommendation from the supervisor to transfer to full-time positions, so that interns can smoothly enter the workplace upon graduation. <p>Taishin Financial Holdings is the first company in Taiwan to promote long-term internship programs. In 2022, it has signed industry-university cooperation programs with more than 80 colleges and universities, held more than 80 workplace experience briefings, received nearly 2,000 resumes, and admitted more than 450 interns. We have reduced recruitment costs by approximately 1.2 million through transferring interns to full-time employees; by the end of 2022, the Early Win workplace experience program has achieved remarkable results in the recruitment of young talents:</p> <ol style="list-style-type: none">1. Stable source of talent: more than 40% of the new recruits at the operating counters of Taishin have been directly transferred from interns;2. High pass rate of probation: the pass rate of the probation period is 17% higher for those who have participated in EW program than those who have not.3. High retention rate: The retention rate of interns transferred to full-time staff is 21% higher than that of full-time staff recruited through general channels during the same period;4. Good performance: The performance of interns transferred to full-time staff is 13% higher than that of regular staff recruited through general channels in the same period.5. Reduce recruitment costs: In 2022, Taishin reduced recruitment costs by about NT\$1.2 million through transferring interns to full-time employees.6. Build a close relationship through industry-university cooperation: In 2022, Taishin was awarded honorary certificates of industry-university cooperation by various well-known domestic colleges and universities for actively assisting schools in cultivating talents and guiding youth employment.7. Recognized by government institutes: In 2022, Taishin was invited by the Employment Service Office of the Taipei City Government to become the first enterprise of the cooperative internship platform 3.0. <p>Owing to the excellent results of the program, Taishin has expanded the internship units, and has provided a more comprehensive career development system. We expect to cultivate more outstanding young financial talents in the future.</p>

For this category please provide

An essay of up to 625 words describing the nominee's innovative achievements in human resources since July 1 2021, **OR** a video of up to five (5) minutes in length illustrating the same.

Optional (but highly recommended), a collection of supporting files and web addresses that you may upload to our server to support your entry and provide more background information to the judges.

Do You Have Supporting Files You Would Like to Upload?

Yes

Audio (Mp3), Documents (PDFs, Word, PowerPoints), Images (PNG, JPG, TIF), and Video (Mp4)

200 MB Max per File

File 1

Download File (<https://asiastevieawards.secure-platform.com/file/26299/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyNjI5OSwiYWxsYXN0b3R0aWduZWVcmwiOiJGYWxzZSI6ImNm9yStevie%20Award%20for%20Innovation%20in%20Human%20Resources%20Management-%20Planning%20%26%20Practice-%20EW.pdf>)

File 2

No File Uploaded

File 3

No File Uploaded

File 4

No File Uploaded

File 5

No File Uploaded

File 6

No File Uploaded

File 7

No File Uploaded

File 8

No File Uploaded

File 9

No File Uploaded

File 10

No File Uploaded

Do You Have Website URLs you would like to link to

Yes

URL 1

<https://www.taishinholdings.com.tw/tsh/index.html> (<https://www.taishinholdings.com.tw/tsh/index.html>)

URL 2

URL 3

URL 4

URL 5

URL 6

URL 7

URL 8

URL 9

URL 10

By your submission of this entry to The Stevie Awards you verify that you have read and agree to abide by the regulations, terms and conditions of the competition (<http://asia.stevieawards.com/rules-and-terms-conditions-competition>).

Terms and Conditions

I Agree