



Employment and Start-up Service Program for the Rehabilitated— Employment Guidance

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According to related domestic studies, ex-offenders with the highest recidivism rate are the ones that are “un-

willing to work or have no jobs.” Also, the top three basic requirements for “after-care,” as identified by the reha-

1. Authored by Director of Taiwan After-Care Association Taipei Branch.

bilitated, are “family support,” “stable employment,” and “emotion management.” Evidently, stable employment is a key factor in “after-care” for the rehabilitated who have served their time. The rehabilitated often have to endure suspicion from society, and it is difficult for them to enter a workplace and start afresh. Taiwan After-care Association Taipei Branch strives to help the rehabilitated find work as well as stability in life.

Starting from 2001, the Branch has planned, organized, and developed a series of measures for the rehabilitated and family members by focusing on their employment and start-up needs and integrating management and business operation philosophies and resources of the private sector. The chairpersons of the Taipei Branch over the years have consolidated resources of industrial and commercial enterprises and organizations within the Branch’s jurisdiction to offer the rehabilitated job and entrepreneurial opportunities, hoping to create more employment opportunities for probationers, halfway house students, and the rehabilitated and seamlessly bridge skills training in

prison and workplace requirements.

I. Hosting Employers Seminar

To show employers the determination of the rehabilitated to start afresh, the Branch collaborated with Taipei City Employment Services Office to host the “Employers Seminar” and invited representatives of over 50 enterprises and social organizations to attend. Through topics such as “testimonials by the rehabilitated” and “employers’ experience-sharing,” employers came to understand that Taiwan After-care Association was the bridge of communication between them and the rehabilitated, and the Association would remain by the side of the rehabilitated to provide services, encourage and push them, and help them adapt to workplace. The seminar opened new windows for the rehabilitated as companies and enterprises provided them with job opportunities and became the Branch’s collaborative employers; the seminar also became a platform where enterprises and companies can collaborate in after-care service measures to provide the rehabilitated with new employment channels.



II. Organizing Employment and Start-up Expo in Prison

For the first time, coffee franchises and fried-chicken food truck were brought into Taipei Prison, as the Branch organized the very first “Employment Expo” and “Start-up Expo” in the prison, giving inmates an opportunity to find jobs prior to their release, so that they could start working as soon as they leave the prison. After the project was launched, the Ministry of Justice promoted the concept throughout the island, and organized expos at various prisons.

1. First-ever Employment Expo

Taiwan After-care Association Taipei Branch aims to help the rehabilitated make career plans and prepare for employment or start-up in advance and find out more about their own vocational aptitude and suitable jobs, so that they could plan future life and return to workplace smoothly and lead a stable life and give back to the society. With this in mind, the Branch organized the “Employment Expo” combining charity and social resources in Taipei Prison in 2001.

This marked the first time that employers and vocational training programs carried out recruitment in prison, preparing the inmates for their life after release in advance and ensuring that they would not be denied a job due to their “ex-offender” identity. The Expo featured 4 main sections: “Onsite Recruitment,” “Vocational Training,” “Employment Information,” and “Showcase of Prison Skill Training”. Not only did the inmates participate in the expo, charity groups and enterprise representatives were also invited to visit and partake in the charity auction of inmates’ works to benefit more inmates and the rehabilitated.

2. First-ever Start-up Expo

On September 3, 2003, the Branch integrated start-up resources, including employment service, small start-up, franchise chains, vocational training, and companies and enterprises, and brought these resources to Taipei Prison. This way, inmates could make plans during their time in prison and prepare themselves in advance; thus, when they were released, they would have already make assessments and been fully pre-

pared to enter workplace or start up own business. The Expo featured the latest technology in the market, such as mobile coffee carts and fried-chicken truck in the shape of a golden rooster, introducing inmates to the latest start-up trends and concepts to further motivate them. The Expo also featured areas including “Mobile Coffee,” “Start-up Kaleidoscope,” “Employment Information,” and “Vocational Training,” providing inmates opportunities to learn more about the various aspects of em-

ployment and start-up and get hands-on experience.

The Expo also invited officials from the Ministry of Justice, Ministry of Economic Affairs, Taipei District Prosecutors Office, and Taiwan After-care Association, to jointly witness this milestone event in the reform of the corrections system.

Also, a successful entrepreneur, Chairman Cai Yung-fu of Sinte Painting, at-





tended and shared his experience and journey as a former inmate, encouraging inmates to face their lives after release in a rational way, make right choices, and live to be their true selves happily.

The Expo featured the following areas:

(1) Employment Information Area

The Beitou Branch of Taipei City Employment Services Office provided employment information displays, employment counseling service, and vocational aptitude test— “What I like to Do” helped inmates learn more about public employment service agencies and the services they provided. It also encouraged inmates to consider suitable employment upon their release to effectively improve the slumping employment rate.

(2) Vocational Training Area

Vocational training agencies were invited to introduce the various types of training they offer so that inmates with no expertise or skills could familiarize with the channels of vocational training. These agencies included Taipei Voca-

tional Training Center under the Bureau of Labor Affairs, Taipei City Government, Taishan Vocational Training Site and Northern Training Center, Council of Labor Affairs, Executive Yuan, and Chinese Culture and Social Welfare Fund Vocational Training Center,

(3) Start-up Counseling

Through one-on-one counseling, National Association of Young Entrepreneurs, R.O.C. shared with inmates the preparation, mental adjustment, education and training, and success rate analysis of start-up; staff members of Taiwan Business Bank Fuxing Branch also gave a presentation on “Channels to access bank loans and interest rates for government subsidies.”

(4) Prison Skill Training Achievements Area

The area showcased works of koji pottery, calligraphy, and painting by inmates participating in skill training classes. Inmates gave live performance of wheel throwing and painting. One inmate, Malcolm (born in 1952, former system analyst), who was from U.K. and was serving a life sentence for

drug offense, exhibited a painting entitled “Portrait of Chinese Lady” that garnered much praises, aptly showcasing the success and achievement of the prison’s skill training and art enlightenment.

(5) Dreams Area: Start-up Fund over 100,000

A. Shung Ye Group: Displayed mobile coffee shop and franchising information.

B. Rich Maker International Marketing: Displayed fried chicken, tea shop, and rooster-design food cart, as well as franchising information.

(6) Start-up Kaleidoscope

A. SMEs

Including: Hope Workshop, Jing Zhuan Teashop, Artisan Bakery, 3D Healthy Pen (won Gold Medal at International Exhibition of Inventions Geneva, and outstanding design patents in numerous countries), Sino Cell Technologies (displaying 12 products including After-care Series—Creative Recycled Paper Products, Eco-Friendly DIY File

Holder, recycled stationery), 3D Cushion, and women’s fashion.

B. Prison Skill Training

Japanese cuisine has always been regarded as a healthy diet, and Chairperson Xue Feng-zhi of the Branch foresaw that Japanese cuisine would be a prominent trend in the market, and there would be a large demand for Japanese cuisine chefs. Thus, the Branch invited five renowned chefs, including Chairman Li Yi-li of Santaya, Chairman Yong Lian-sheng of Umemura, and chef of Chuto Plaza Hotel, to host Japanese cuisine class in the prison. They set up a Japanese-style environment, where all students had to put on Japanese-style uniforms and learn proper Japanese etiquettes, turning the prison into a Japanese restaurant. Japan’s NHK and United Daily News visited the prison and covered the story of the class, recognizing Taiwan’s effort in helping inmates with employment and re-entry. At the expo, the trainees showcased their achievements, making delicious sushi onsite. The inmates all trained hard, and the warden of Taipei Prison specially instructed to invite the



family members of the inmates participating in the Japanese cuisine training (selecting those who were being released in six months, whose family members were willing to help them with start-up) to come to the Start-up Expo. It is hoped that consolation and encouragement of family members would help the inmates live out their fullest with courage.

III. New Employment Mindset – Pre-Employment Education and Development

1. The Branch collaborated with Taipei City Employment Services Office to jointly organize “Fresh New Start—Employment Guidance and After-care Program Promotion”. In this monthly in-prison program including employment counselling experts, psychological counselors, and Employment Service Office staff were invited to give introduction on how to make use of public employment service agencies and employment networks to find jobs, providing inmates pre-employment guidance, including mental preparation, workplace analysis, and career planning, as well as current market trends,

interview skills, and etiquettes.

2. Joining forces with probation officers from Taipei District Prosecutors Office and Taipei City Employment Services Office, the Branch organized “Unemployed Probationers Employment Guidance” program for new probationers who are looking for a job. The Director of Taipei City Employment Services Office, who was also a committee member of the Branch, personally introduced the various services offered by the Office and provided latest job market intelligence, locations of employment agencies, diagram of service categories, and free vocational aptitude test, preparing the probationers for employment.

IV. Employment Network

1. Collaborating with Job Banks to Explore Employment Resources

Based on place of residence, expertise, hours, and salary demand of individual clients, the Branch’s staff members utilized National e-Job Website, 1111, 104, 123, and 518 Job Bank, to timely and quickly provide job opportunities and contact employers to set up interview

time to shorten employment procedures.

2. Establishing “Employment Instant Messenger” with Taipei City Employment Services Office Jingmei Branch

When companies and franchise chains expand operations, or when government agencies organize exhibitions and events, they needed a large number of workers; they would notify the Branch immediately, and the Branch would arrange group interviews for the rehabilitated and set up group employment register. By meeting the the demand for a large pool of applicants looking for jobs, the Branch aimed to increase job opportunities for the rehabilitated, while also helping employers and the rehabilitated apply for specific grants and subsidies.

V. AIDS Care Competence Symposium—Embrace Health, Welcome New Life

The society often has negative impressions of HIV-positive drug addicts, and many of them, upon release from prison, face discrimination by certain professions. They do not understand

their employment rights and related laws and regulations and experience more barriers and obstacles. Furthermore, they lack sources of accurate information and positive support from their peers. In order to enhance their self-care competence, provide social support and resources, and offer latest information on AIDS treatments, Taiwan After-care Association Taipei Branch and Taiwan Lourdes Association co-organized the “HIV-Positive Drug Addicts Healthy Life Conference.”

The health of HIV-positive drug addicts is often the top factor preventing them from stable life and employment; they have difficulty sustaining basic living standards due to financial stress and lack of health, making it difficult for them to rebuild life.

The purpose of the event is to enable HIV-positive drug addicts to learn health-related knowledge so they can properly take care of themselves, elevating their quality of life and capacity to work. The event also educates them on employment-related laws and rights, preventing discrimination resulted from exposure of privacy, which ultimately



8 Oct., 2014, AIDS Care Competence Symposium



2 Dec., 2015



2 Oct., 2013

affects their employment. Also, through participating in the conference, the Branch hopes that HIV-positive drug addicts can learn accurate information, and pass it on to other HIV-positive patients. They can thus expand their so-

cial support network and establish positive interpersonal relationship, which would become the foundation of their new life.

VI. Anticipated Benefits

