

**Casting Industry Employment Program Launched by National Huwei
Agricultural and Industrial Vocational Senior High School: Taking into
Account Employment and Academic Studies**

(Courtesy of Shi, Hui-Ling at the Division of Academic Senior High Education)



The K-12 Education Administration, Ministry of Education, has continued to advance vocational education and established an industry-academia cooperation platform with the Taiwan Casting Industry Association, through which the National Huwei Agricultural and Industrial Vocational Senior High School has been counseled to collaborate with seven casting manufacturers for three consecutive years, to jointly implementing the "Casting Industry Employment Program." Students after graduating from this program will be employed directly; moreover, they can receive further academic studies as formal employees at the National Yunlin

University of Science and Technology. As such, they can take care of both employment and academic studies. This program has been well received by all sides of society.

According to the K-12 Education Administration, casting is one of the important professional techniques in the industry. The Taiwan Casting Industry Association has begun to cultivate local technical talents since the school year of 2018 in the hope of meeting the needs of relevant local industries, while counseling the National Huwei Agricultural and Industrial Vocational Senior High School to offer the Casting Industry Employment Program. This program adopts the practical skills of the casting industry as the core of the curriculum, and the school and the cooperating manufacturers will jointly hold a seminar in the second semester of 11th grade to introduce the spirit, curriculum planning, and business training plans of this program to students in study areas related to machinery and power machinery, and their parents as well. After the selection process, those admitted students will formally enroll in this program in the 12th grade.

This program has entered its third year since its establishment, emphasizing practical courses, including practical experience in the industry and inviting the students of this program and their parents to a cooperating company to understand the training methods of various jobs; meanwhile, consultants are invited to serve as collaborative teachers, through which mentors, assumed by factor managers, guide students in learning about practical skills in the industry through the mentorship model. Students in the second semester of the 12th grade must receive four months of vocational skills training of cooperative education at a cooperating manufacturer. During the training period, they can receive NT\$25,000 a month as a living allowance from the manufacturer.

In addition, in accordance with the rules of employment-oriented program subsidies, the K-12 Education Administration subsidizes each student in this program with NT\$5,000 per semester. If a student is determined to engage in casting-related industries after graduation, an additional

subsidy of NT\$10,000 of “employment incentive” will be offered per month, and the student can receive up to NT\$120,000 throughout this program.

After graduating from this program, when the students work at a cooperating institution, they can receive further academic studies as formal employees at the National Yunlin University of Science and Technology. Their starting salary is NT\$30,000 in the first year of college, and then the salary will be adjusted according to their work attitude, work performance, and professional abilities. If they obtain Level-B licenses required by the manufacturer year by year, their salary will reach NT\$50,000 or higher after graduation from college. Compared with general university graduates, the students from this program will have accumulated more than 4.5 years of labor insurance (including six months in senior high school), and their professional skills would have been substantially polished, while they will obtain a bachelor's degree from the National Yunlin University of Science and Technology, making them more competitive in the workplace.

The K-12 Education Administration emphasized that the current rate of students in this program being employed by cooperating manufacturers after graduation exceeded 90%, and hoped to motivate students to join this program through the model of "academic studies for employment" to achieve the purpose of sustainable management and technical inheritance. It is also expected that in the future, more industries can follow this model adopted by the casting industry to actively provide a complete talent training program and a comprehensive salary and benefit vision, to guide young students to the workplace in the most practical way under the two-pronged cooperation model of "academia + industry."