

出國報告（出國類別：其他公務有關活動）

**參與 2015 年歐盟執委會
「國家專家專業訓練計畫」
(NEPTs)出國報告**

服務機關：國家發展委員會
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出國報告

【摘要】

今(104)年三月中至六月中，因參與歐盟執委會「國家專家專業訓練計畫」(National Experts in Professional Training, NEPTs)，赴比利時布魯塞爾歐盟總部成長總署見習三個月。見習期間，進行有關移民創業以及各國吸引創業人才作法兩篇研析。另拜會歐盟與創新、創業業務相關單位，以瞭解歐洲新創生態體系發展情形，以及創新研發相關政策和補助機制。另，見習期間，恰逢歐盟成長總署長率團訪台，因此亦參與部分行程規劃工作。

本報告根據在歐盟之觀察與參與，提出 3 項政策建言，包括參考「歐盟展望 2020 計畫」，為中小企業提供無縫式資金支援；參考歐洲作法，適度增加誘因，以吸引全球新創人才來台；以及善加利用歐盟既有方案，連結台歐新創生態體系。另外針對 NEPTs 計畫，亦提出參訓人員應具備相當外語水平與專業能力、參訓人員可協助外館拓展歐盟業務，以及未來似可爭取擴大 NEPTs 計畫等三項建言。

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壹、計畫緣起與目的

歐盟執委會「國家專家專業訓練計畫」(National Experts in Professional Training, 簡稱 NEPTs) 原名為「歐盟執委會結構訓練計畫」(European Commission Structural Traineeship Programme), 原為歐盟會員國成員設計, 旨在藉由會員國政府派員至歐盟瞭解相關總署短期見習工作, 促使參訓官員一則瞭解歐盟執委會之政策及運作方式, 獲取實務工作經驗, 另則運用自身專業知識及工作經驗, 與見習單位進行交流。

鑒於歐盟為一具有 28 個會員國之超國家組織, 為全球最大經濟體之一, 在國際間扮演重要角色, 其政策制訂及會員國間協調頗值我國參考, 我參訓單位亦可實地深入瞭解歐盟執委會運作與專業領域, 藉機佈建友我人脈, 以深化、廣化台歐盟實質合作關係, 因此我國於「台歐盟年度諮商會議」架構下, 洽獲歐方同意接受我派員參與該計畫, 為少數獲得參訓名額之非歐盟會員國。自 95 年起至 103 年止, 經濟部、交通部、衛生福利部、行政院農業委員會及公平交易委員會, 已派有 15 人參與該項訓練計畫。

歐盟執委會為歐盟最主要之執行機構, 下轄 33 個政務總署 (Directorate-General) 及 11 個事務總署 (Services), 前者專責推動相關政策, 後者提供行政服務或具特定任務。第三國 (含我國) 申請人, 除「鄰邦政策暨擴展談判總署 (DG ELARG)」、「司法總署 (DG JUST)」及「內政總署 (DG HOME)」不接受見習生外, 申請人可填選至多 3 個見習單位, 但需詳述自身專長、工作領域與經驗以及選擇各該見習單位之動機。以本人為例, 在考量國發會業務性質後, 依序填寫了企業與產業、研究與創新、貿易三個志願, 最後以第一志願為成長總署 (DG Grow) 錄用。

本計畫歐盟同意我國每年至多可派 4 名官員前往相關總署見習, 見習期間共計 3 個月, 可任選上半年 (3 月至 6 月) 或下半年 (10 月至 12 月) 參與。薪資及生活費用由派員機關負責, 歐盟執委會未補助費用。為利協助歐盟順利處理相關業務, 並確保台歐雙方皆可自本計畫受惠, 申請人除應具備專業知識與能力外, 亦應有良好語文 (尤其是英文) 之溝通能力。申請人填妥申請表件後, 由其所屬機關函送外交部轉駐歐盟兼駐比利時代表處, 送歐盟執委會主政單位審核。本 (104) 年我國共核錄通過 4 人, 其中 3 人 (含本人) 選擇參與上半年見習。

「國家專家專業訓練計畫」(NEPTs)，參訓對象多為有一定資歷的成員國公務員。NEPTs 之外，歐盟另外還有針對大學畢業生所提供之 5 個月的見習計畫，參訓者即所謂的「藍皮書實習生」("Blue Book" Trainees)，另外還有經雙邊協議產生的非典型實習生 ("Atypical" Trainees)。除了「藍皮書實習生」歐盟有支付微薄酬勞外，NEPTs 和 Atypical Trainees 歐盟都未支付任何費用。鑒於歐盟人力日益吃緊，實習生對歐盟而言，有相當的助益。

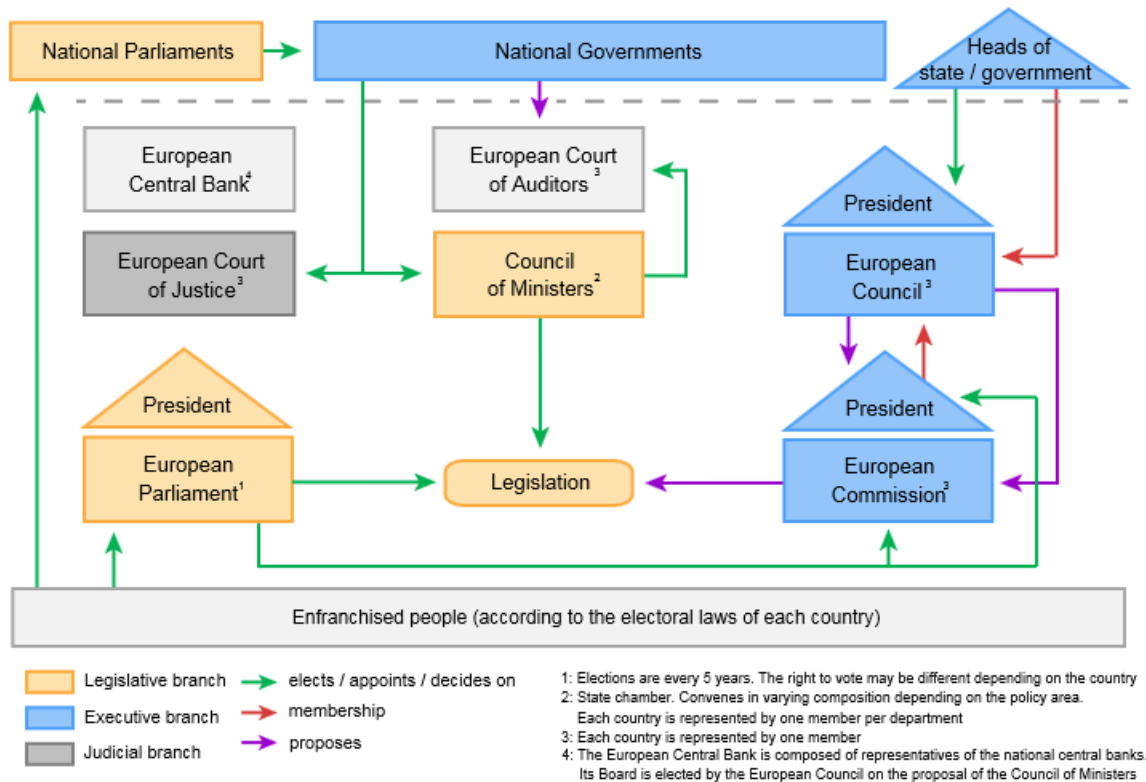
貳、訓單位簡介

一、 歐盟組織架構

歐洲聯盟 (European Union)，簡稱歐盟，1993 年根據「馬斯垂克條約」所建立的政治經濟聯盟，現有 28 個成員國，正式官方語言有 24 種，歐元 (EURO) 為歐盟的官方貨幣。根據「申根條約」，大部分歐盟成員國之間的邊境管制已取消。歐洲單一市場促使大多數歐洲的貨品、服務、資金、人員可自由流動，成為歐洲經濟成長的主要動能。

歐盟的主要組成機構包括歐洲理事會 (European Council，由成員國元首組成)、歐盟理事會 (Council of European Union 或稱為 Council of Ministers，由成員國家部長級官員組成，為歐盟的上議院)、歐洲議會 (European Parliament，為歐盟的眾議院)、歐盟執委會 (European Commission，為歐盟的行政機構，相當於一個國家的內閣)、歐洲法院 (European Court of Justice)、歐洲中央銀行 (European Central Bank) 等。

歐盟政務運作示意圖



資料來源：[Political system of the European Union](#), Wikipedia

二、 歐盟執委會、成長總署簡介

歐盟執委會（European Commission）為歐盟的主要行政部門，其任務包括提出立法建議及執行歐洲議會和歐盟理事會的決議，分配並監督歐盟預算的執行、配合歐洲法院，確保歐盟各項法律在所有成員國內執行，另在國際上代表歐盟參與各項活動。歐盟執委會由 28 個委員（Commissioners）組成，委員由各個歐盟成員國推薦一位部長級政要，經一定程序任命。執委會設有主席（President）一名，副主席（Vice-President）七名，另有 20 名委員分別掌理不同領域業務。

執委會日常業務由不同總署推動，如前所述，歐盟執委會轄下共有 33 個政務總署（Directorate-General）和 10 個事務總署（Services），各總署設總署長（Director General）一人，並由相關領域的委員（Commissioner）督導。各總署提出之立法草案需先送執委會每週會議審議，通過後再提歐盟委員會及歐洲議會。若將執委會視為內閣，則各個總署則相當於各個部會。每一總署或辦公室再下分成署（Directorates）和處（Units）二個行政層級。署（Directorates）相當於我國行政體系的處，處（Units）則相當於我

方的科，惟歐方的人員編制，規模又比我方大得多。執委會無論委員或文官於執行業務時，均需以增進歐盟整體福祉為首要考量。

歐盟執委會目前含正式與約聘及派遣員工，約 3 萬餘人，其中翻譯及行政人員約佔 1/3。受長期經濟不景氣影響，及回應各會員國要求，歐盟執委會自 2015 年 6 月開始展開瘦身計畫，並由歐盟成長總署自 2015 年 6 月 1 日起率先進行組織調整和人員精簡。成長總署員工總數原為 1400 人，初步設定裁員目標為正式員工三年裁 199 人，約聘人員每年裁 20 人，惟瘦身計畫在此之後仍會持續進行。

歐盟執委會為一多元文化、多元語言的工作環境。英語、法語均為其正式官方工作語言，所有正式文件、公告也皆以此二種語言呈現。不過日常於辦公大樓也時常聽到同仁以西班牙文、希臘文或其他語種交談。執委會同仁多能操多種語言，本人見習的單位主管 Mr. Marko Curavi c 即能操七種語言，但開會溝通或行政事宜，仍以英語和法語為主。

此次參與實習的單位為歐盟成長總署 (Directorate General of Internal Market, Industry, Entrepreneurship and SMEs, 簡稱 DG Grow), 署內依域內市場、產業、創業、中小企業以及太空等不同種類業務，又下分多個署，除行政資源署外，其餘業務部門分別由英文字母 A 至 L 代表，每一字母代表一署 (Directorate), 共計 12 個署，每一署又下分許多處 (units), 並以 1、2、3、4 等數字區分。本人今年 3 月中赴歐盟實習時，即被分至 F1 創業及社會經濟處 (Unit F1 -- Entrepreneurship and Social Economy) 見習，惟 F1 後來在 6 月組改時，被 F2 所併，組改前成長總署組織圖，詳如附錄 1。

歐盟成長總署的英文名稱即可完全反映該總署之業務屬性，其主要任務如下：

- (一) 確保歐盟區域內貨品與服務市場開放
- (二) 改善歐盟區域內貨品與服務市場之範圍、品質及競爭力
- (三) 強化歐洲產業基礎
- (四) 制訂個別產業與產業友善之政策
- (五) 推動產業創新，創造成長新泉源
- (六) 確保歐盟公共採購公平競爭
- (七) 鼓勵中小企業成長以及推動創業文化

- (八) 支持歐盟企業國際化
- (九) 協助中小企業尋求資金支援
- (十) 支持歐盟專業人員於歐盟域內自由移動
- (十一) 支援發展全球衛星導航基礎建設及服務（伽利略計畫）
- (十二) 推動歐盟地球觀測服務（哥白尼計畫）

三、F 署業務面向

鑒於中小企業是歐洲經濟的主要支柱（歐洲 99% 以上為中小企業，過去 5 年中小企業創造了 85% 的工作機會，佔整體就業的 2/3），歐盟執委會認為中小企業以及創業是確保歐盟經濟成長、創新、創造就業以及社會融合的關鍵。F 署的業務即聚焦在創業與中小企業，其所屬各處（unit）的分工如下：

- F1 負責創業與社會經濟
- F2 負責市場進入
- F3 負責資金支援
- F4 負責中小企業政策法案
- F5 負責產業群聚及新興產業

本人見習的 F1，除了處長、副處長外，另有負責政策的同仁 10 位，以及財務、行政和助理人員共 8 位，另加藍皮書實習生和我，整個處共 20 人。F1 業務主要在創業以及社會經濟二大區塊，內容包括創業教育、女性創業、青年創業、企業動能以及社會經濟等面向，相關推動內容如下：

- (一) 創業教育：在各成員國小學、中學、大學乃至研究所，推動開設創業課程，提供年輕人從心態到技術的全面性創業訓練。
- (二) 女性創業：設立歐洲女性企業家業師網絡（The European Network of Mentors for Women Entrepreneurs），提供成員國女性創業所需的指導；另在成員國間挑選事業有成的女性企業家，擔任女性創業大使（Female Entrepreneurship Ambassadors），巡迴各地向大學、社群、媒體、乃至於討會，發表演講，以鼓勵成員國女性創業。

(三) 青年創業：在 “Erasmus for Young Entrepreneurs” 計畫下，資助成員國內青年創業家跨國至另一成員國，跟年長且富實務經驗的企業家，進行 3-6 個月的見習。在此計畫下，青年創業家一方面可以獲得經營企業的實務經驗，另一方面在學成歸國後，也可以在家鄉協助所見習的企業在地拓展市場；而對年長企業家而言，可以得到年輕人創意的啟發，也可在見習計畫完成後，將生意拓展至海外，因此可算是一個雙贏的計畫。



(四) 企業動能：從公司設立、轉移、重整三面向，推動行政流程簡化，提供行政、資金及社會支援。由於歐盟之於其成員國，沒有實質約束權，所以常用同儕比較的方式，來激勵落後國向先進國看齊，以達到政策目的。以公司執照的申請流程為例，歐盟即是用各國比較的方式，促使各國採取同一標準。另針對經營不善，破產後企圖東山再起的企業，歐盟也提供行政及財務上的協助，並致力宣導，呼籲社會勿以異樣眼光看待。本年 6 月 18 日在布魯塞爾所舉辦的 “Learning from Failure – Offering a Second Chance to Honest Bankrupt Entrepreneurs” 研討會，即為此而辦。

(五) 社會經濟：歐洲擁有為數眾多的基金會、社會企業，以及信用合作社等等非營利組織，這些多為中小企業的組織，為社會創造了數以百萬計的工作。歐盟甚為重視這些組織，不僅在法規環境面上，注意確保他們跟營利事業

競爭時，享有同樣的權力，也在實質的計畫上，對這些非營利企業，提供資金與協助。此外，這個領域也推動企業社會責任（Corporate Society Responsibility, CSR）。

2013 年歐盟執委會向歐洲議會提出了一項名為「2020 創業行動計畫-再次點燃歐洲的創業精神」（Entrepreneurship 2020 Action Plan – Reigniting the entrepreneurial spirit in Europe）的計畫，這項計畫主要架構有三，第一項為教育訓練，第二項則為打造有利創業的環境，第三項則是針對婦女、高齡、移民、失業族群（尤其是年輕人）提出成功典範，各項架構下又分別在執委會和各會員國的層級上，分別羅列多項推動策略。基本上 F1 的各項業務及推動作法，其實都是依照此一計畫的規劃來進行。

參、參訓內容

在歐盟三個月的見習期間，主要參與的工作粗略可分為研究、拜會及協助三類，茲分述如下：

一、研究

鑒於移民在美國、以色列等國家對新創事業（startups）貢獻極大，反觀歐洲移民，創業比例雖高，但折損率也大，歐盟因此有意針對移民創業項目，提出有利政策並排除法規障礙，以吸引高素質創業家移民來歐，同時也鼓勵及輔導已來歐洲的移民進行創業。由於「2020 創業行動計畫-再次點燃歐洲的創業精神」2013 年提出已來，執委會礙於人力短絀，移民創業始終未開始推動，基此，本人被分派研究移民創業支援政策（Policies to Support Immigrant Entrepreneurship）。經過資料搜尋與分析後，我分別從推動移民創業的優點、移民創業主要障礙、政府在政策支援方面的可能作法、歐洲目前推動情形、澳洲成功案例等進行探討，最終以給歐盟的建議結束（報告架構初稿詳附錄 2）。

其後 F1 處長表明希望移民創業此一領域，能聚焦在如何吸引全球高素質創業家來歐，研擬推動策略。該計畫首先要做的是比較各國在吸引優秀創業人才的作法，包括歐盟各國目前推動情形，以及值得參考學習的非歐盟國家作法，本人即被賦予進行初步研究的任務。F1 處長原意打算等做出一個雛形後，再上簽爭取經費，待核准後即

委請專業研究機構，就此一議題擴大並深入研究，研擬推動策略，最終向歐洲議會提出政策建議。

本人以 **Schemes to attract global entrepreneurial talents by different countries** 為名，從標的人才、認定資格、優惠措施、選才標準、參與義務、目標成果等面向，比較各國吸引新創人才的作法。這個小小研究，一共比較了 13 個國家，包括英國、荷蘭、法國、丹麥、德國、愛爾蘭、西班牙、義大利等 8 個歐洲國家，以及智利、加拿大、澳洲、新加坡等在這個領域做得較好的幾個非歐洲國家。最終，把台灣也囊括了進去，因其時台灣正在研擬「創業家簽證」，預計 7 月開始核發（本研究原文詳附錄 2）。

由於創新創業近年已被普遍視為經濟成長的新引擎，各國政府除紛紛投入大量資源積極推動外，亦極力吸引全球優秀創業家前去創業。其中 2010 年推出的“Startup Chile” Program 是此類型最早推出的計畫，該計畫提供簽證及經費，吸引全球早期新創企業至智利創業。“Startup Chile” 推出已來由於頗具成效，引起其他國家爭相仿效。而加拿大針對具有全球競爭力以及可以創造就業的創新企業，甚至提供了永久居留的優惠。目前歐洲各國其實多已有相關計畫推動，其中又以英、法最為積極。該兩國除了提供居留簽證外，還協助免費進駐當地知名加速器、另提供財務支援，業師、行銷以及安置等協助；法國甚至還協調法航提供廉價機票等。此外，有些國家如丹麥、愛爾蘭、西班牙除了提供新創企業家簽證外，另提供家屬居留簽證，愛爾蘭甚至還提供配偶工作許可。不過計畫成功與否，其實仍須視針對申請人之篩選是否嚴格，此外輔導措施、資金補助、市場開發是否到位，也是關鍵。因三個月見習已屆期，後續即由我的 adviser 繼續完成。此外，本人還應 F1 處長指示，於處會（unit meeting）上簡報我國的新創發展政策。

二、拜會

F1 處長在瞭解我對創新創業的興趣後，特別為我介紹了四個跟創新業務有關單位去拜會。這四個單位，其中兩個是成長總署（DG Grow）內的單位，另外兩個一個隸屬通訊網路總署（DG CNECT），另一個則屬於研究創新總署（DG Research & Innovation）。各單位業務內容及拜會情形略述如下：

(一) 通訊網路、內容、技術總署「歐洲新創」小組(Startup Europe, Directorate-General for Communications Networks, Content and Technology, DG CNECT)

“Startup Europe” 是歐盟推動歐洲的新創生態體系 (European startup ecosystem) 所擬定的計畫，而該小組即為負責推動此一計畫的主政單位。這項計畫非常務實地僅提供以下三項價值主張 (Value Proposition)：

1. 針對新創事業：連結歐洲的所有新創體系，幫助歐洲新創事業，找尋歐洲的技術人員、連結歐洲正確之資金管道、進行跨國發展。
2. 針對政策制訂者；推動由下而上的運動如新創宣言運動 (Startup Manifesto Movement)，確保地區新創網絡囊括在歐洲乃至全球新創和投資網絡中，以協助在地新創事業成長茁壯。
3. 針對新創生態圈的投資人、加速器及公司：連結歐洲所有新創生態體系，協助投資人、公司以及加速器，找到最佳的新創公司。

為了增進對新創生態圈的瞭解，也為了擴大歐盟接觸面，台北駐歐盟兼比利時代表處經濟組劉副組長特別與我一同與會。DG CNECT 負責 Startup Europe 計畫團隊成員都非常年輕，由一位幹練的西班牙籍中年人領軍。他們目前專注於連結歐洲各國的新創生態體系，協助將各種資源（如人才、業師、投資人等）互通有無地送到有需要的新創生態體系手中。短短 1 小時的會面中，我們彼此用簡報互相介紹了各自的新創政策，我並且以施政榮先生的「微笑曲線」理論，指出我國政府希望能運用創意與技術，協助台灣產業往價值鏈中高附加價值的兩端靠攏。雙方交換意見之際，發覺彼此策略作法相去不遠，唯一我方略勝一籌處是，台灣的新創政策與新創公司動態，得到媒體大量的報導，進而帶動國內創新創業快速發展，Startup Europe Team 覺得這是可以學習之處。此外，他們亦對我方簡報以目前遭遇之問題破題，表示欣賞並希望效法。隔週該小組在歐洲議會舉辦的 Startup Europe Partnership Workshop，我亦被邀請參加，以瞭解歐洲新創發展情形。



2015 年 5 月 4 日 Startup Europe Partnership Workshop 在歐洲議會舉行

(資料來源：SEP 網站 <http://startupeuropepartnership.eu/tag/liz-fleming/>)

(二) 成長總署促成技術與數位經濟處 (Key Enabling Technologies and Digital Economy, DG GROW)

有感於行動通訊、社群媒體、雲端運算、大數據、智慧裝置、物聯網等所引發的新一代的數位革命，將對產業產生深遠的影響，歐盟特別成立了一個「數位創業政策論壇」(Strategic Policy Forum on Digital Entrepreneurship)，協助歐洲產業充分利用這些技術以提升競爭力，進而創造就業，帶動經濟成長，並且創造一個更好的社會。這個論壇，即由成長總署促成技術與數位經濟處擔任幕僚。由於拜會的隔週就要舉行第 5 次會議，全處都投入會議準備。根據接見的德國籍歐盟官員解說，這個論壇已針對現有的問題與挑戰，提出以下四大類 13 項建議，讓隔週的會議可進行進一步的討論。

1. 領導與合作 (Leadership and collaboration)

- (1) 展現振奮人心的領導力，設立國家數位轉型目標
- (2) 建立卓越數位轉型新中心
- (3) 建立前項這些中心的泛歐網絡，並藉由經驗共享，發展歐洲數位藍圖

2. 建立互信

- (1) 促成歐洲企業與科技平台提供者對話

- (2) 強化高品質跨領域的標準
- 3. 提供最佳的科技技術與支援
 - (1) 聚焦資金與計畫以支援數位轉型
 - (2) 宣導數位領導的重要性
 - (3) 在主流教育中開設數位課程
 - (4) 增加新的、高專業性技術的供給
- 4. 制訂更佳政策與法規
 - (1) 針對數位轉型長期記錄相關法規影響
 - (2) 邀請議員、官員、法規制訂者參與數位訓練營
 - (3) 經由數位測試來檢視新政策
 - (4) 駕馭網購的威力

(三) 研究創新總署金融工具、中小企業及國家補助處 (Financial Instruments, SMEs & State Aid, Directorate-General for Research & Innovation, DG RTD)

該處業務性質跟我國科技部類似。拜會當日，該處政策官員主要介紹在「歐盟展望 2020 計畫」(Horizon 2020) 下中小企業的機會。Horizon 2020 是歐盟一項大型研發創新補助計畫，期程長達 7 年 (2014 -- 2020)，總金額高達達 800 億歐元。計畫三大主軸分別是追求科學研究的卓越性 (Excellent Science)、促進產業的領導能力 (Industrial Leadership)、以及解決社會民生所面臨之挑戰 (Societal Challenges)，但尤其強調**創新**，補助對象涵蓋企業、學校及研究機構。在此架構下，歐盟為中小企業設計的補助機制如下：

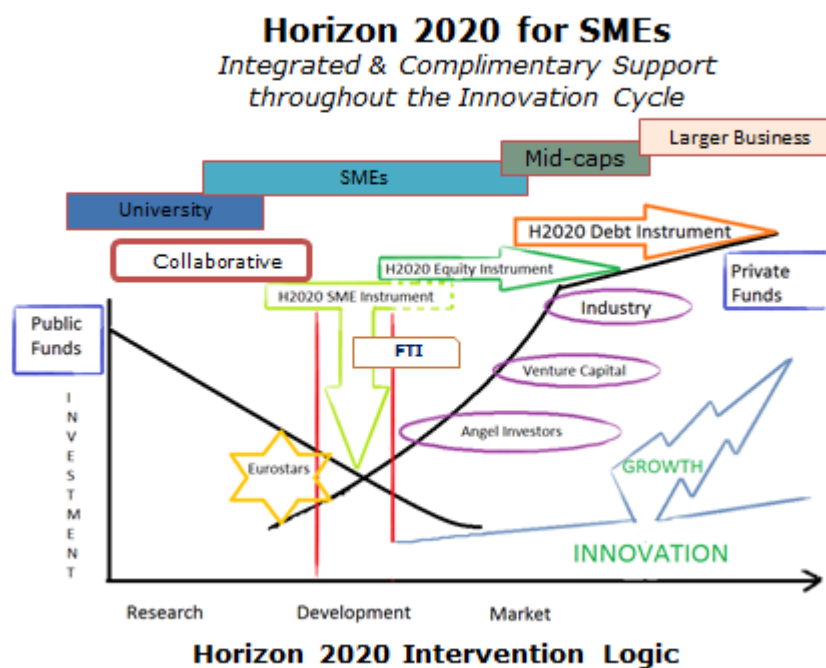
1. **中小企業跨國創新研究合作案** (Collaborative Projects for SMEs)：每案至少需含來自不同之歐盟成員國 3 人參與，總預算高達 60 億歐元。
2. **歐洲之星計畫**(The Eurostarts Programme)：是由 Horizon 2020 和 34 個 EUREKA 國家¹的國家型預算所共同資助，旨在鼓勵中小型企業將研發成果，發展成具

¹ EUREKA 為一提供泛歐研發基金之跨政府組織，目標在協調政府、學研以及企業在創新方面的努力。該組織目前專注於以科技提升歐洲企業生產力與競爭力，同時也致力於拓展國際市場、以帶動歐洲的經濟成長與就業。EUREKA 現有 41 個會員，歐盟 28 個會員國皆為其會員。EUREKA 並與一些歐盟研發

市場性及國際化的商品或服務。每案至少要有 2 個不同國家的人參與。

3. **中小企業工具 (SME Instrument)**：提供創新之補助及輔導。產品從創意到市場的三階段（創意評估、市場測試、商品上市），而有不同的補助。創意評估階段，審核通過後，每案約可得 5 萬歐元補助，商品成熟可在市場試賣的階段，每案可得到的補助從 50 萬至 250 萬歐元不等。一般來說，每案申請到的補助，約為申請經費的 7 成。
4. **創新捷徑先導計畫 (Fast Track to Innovation Pilot, FTI Pilot)**：公開徵求提案，一年徵求 3 次，每案補助申請經費的 7 成，以 300 萬歐元為上限，補助期限 6 個月。2015/2016 預算共計 2 億歐元，預計補助 100 案。本計畫側重提案可發揮的影響力 (impact)。
5. **歐盟創新者資金支援計畫 (EU Finance for Innovators, InnoVFin)**：針對中小企業放款提供放款擔保，擔保金額從 2.5 萬至 750 萬歐元不等；另針對早期新創產業，提供風險投資資金，或與天使基金共同投資。

歐盟即以此五種方式，針對中小企業的創新，從創意研發至市場開拓，提供無縫式資金支援。相關示意圖如下：



資料來源：歐盟管經 "Opportunities for SMEs in Horizon 2020, 30-9-2014"

計畫如「歐盟展望 2020 計畫」(Horizon 2020) 合作密切。

(四) 成長總署群聚及新興產業處 (Cluster and Emerging Industries, DG GROW)

拜會負責群聚業務的小組長 Mr. Christophe Guichard 後，才瞭解該處推動的產業群聚 (cluster)，與國發會產業處在台推動的新創產業群聚 (startup cluster)，性質並不相同。該處負責產業群聚的小組，主要工作為找出歐洲各產業群聚間可能發展合作關係的潛力與機會，不論是跨產業，或是跨國際的合作。然後以成功案例，或先導計畫 (pilot program) 促成各群聚間之合作。跨國合作部分，該小組代表歐盟於本年 4 月已與美國簽訂合作協議，並舉行美歐產業媒合活動。本年 10 月更將進一步將加拿大囊括進來。亞洲部分，該小組已與日本、南韓展開對話，並且開始與中國大陸接觸，不過成效不彰。本人於是趁機推薦台灣，強調台灣人才、技術皆為上乘，同時地理位置優越，為前進大陸之門戶。

由於該小組長同意台灣高科技發展有不錯表現，亦覺得可以探討雙方合作之可能性，另表達對台灣產業群聚地圖之需求。於是我立刻引介台北代表處經濟組提供其台灣產業群聚英文地圖，並進一步邀請餐敘探討日後合作可能性。

三、協助

於歐盟見習期間，恰逢歐盟執委會成長總署總署長 Daniel Calleja 規劃於本年 6 月 3-5 日率團訪台。這個「歐盟促進成長團」(Mission for Growth)，主要是利用台灣在本年 5 月加入「企業歐洲網絡」(Enterprise Europe Network, EEN) 的契機來台，目的在加強臺灣與歐盟的實質合作。58 位團員來自歐盟 14 個會員國，包括公協會及中小企業代表，產業以資通訊、電子及機械為主。本人在我國駐荷蘭代表處發行的荷蘭—歐盟經貿觀察電子報中得知此項訊息，經由我的 adviser Ms. Lucyna Kaminska 聯絡到負責此案成長總署國際處的 Ms. Anna Sole Mena，其後即受邀參與 Mr. Calleja 台灣行程的規劃與討論。

訪問團訪台期間僅有 3 日，主要行程包括舉辦一場「如何在台灣與歐盟經商」研討會、一場商機媒合會以及一場首次臺歐盟產業對話會議，在此三場活動以外，將另穿插一些零散活動，如至主要財經部會拜會、參觀大型商展及進行休閒活動如參訪台北故宮博物院等。經由長官協助，敲定了總署長至本會會拜會杜主委行程。此外，由

於該團訪華期間適逢「2015年台北國際電腦展」(COMPUTEX TAIPEI 2015)展期，而國發會在此次 Computex 展中，設有一台灣新創館，專門展出我國一些傑出新創業者的產品或服務，於是我亦提議 Mr. Calleja 至該新創館參訪，惜因路線不順，行程建議未被採納。

由於此次機緣，Anna 另邀請我參加台歐貿易技術障礙工作小組第 1 次視訊會議 (EU-Taiwan TBT Working Group)，以增進對「歐盟促進成長團」(Mission for Growth) 任務之瞭解。此外尚受邀參加 Anna 歐盟中文課，於課堂中受訪，以協助課堂學員進行中文會話。

肆、心得與建議

歐盟「國家專家專業訓練計畫」(NEPTs) 的確是一項很有價值的計畫。從國家角度觀之，這項計畫不但能促使參訓者，實地瞭解歐盟的運作與專業領域，另可藉機佈建友我人脈，強化台歐盟實質合作關係。由個人角度觀之，國際組織的歷練，對個人的工作、語文能力、國際事務的處理能力、乃至與多元國籍的人共事的能力，都會有所提升，因此未來若可能，建議這項計畫應該繼續甚至擴大辦理。三個月見習時間雖不及參與或見識歐盟執委會計畫或法案完整審議過程，但仍有若干心得與建議，茲歸納整理如下：

一、政策觀察與建言

(一) 參考「歐盟展望 2020 計畫」，為中小企業提供無縫式資金支援

「歐盟展望 2020 計畫」(Horizon 2020) 中，以跨國研究創新合作案 (Collaborative Projects for SMEs)、歐洲之星計畫(The Eurostarts Programme)、中小企業工具 (SME Instrument)、創新捷徑先導計畫 (Fast Track to Innovation Pilot, FTI Pilot) 以及歐盟創新者資金支援 (EU Finance for Innovators, InnoVFin) 等五項計畫，針對中小企業的研發，從創意、研發、生產到市場開拓，在每一階段提供了不同的補助，並且提供無縫式的資金支援。針對中小企業，我國也有類似企業協助計畫，但分散於經濟部、勞動部、文化部等各部會，亦有部分計畫功能重疊，較欠缺整合性。歐盟作法，由單一整合性計畫整體規

劃運用資源，發揮綜效，進行多元資金支援協助，應可參考學習。

(二) 參考歐洲作法，適度增加誘因，吸引全球新創人才來台

如前所述，本人見習期間曾就吸引全球新創人才作法，進行研究，其中包含歐洲 8 國和非歐洲 5 國。其中歐洲諸國，以英、法作法最為積極。除了提供居留簽證外，還協助免費進駐當地知名加速器、另提供財務支援，業師、行銷以及安置等協助；法國甚至還協調法航提供廉價機票等。此外，有些國家如丹麥、愛爾蘭、西班牙等國，除了提供新創企業家簽證外，另提供家屬居留簽證，愛爾蘭甚至還提供配偶工作許可。我國吸引全球新創人才來台的「創業家簽證」已於本年 7 月開始實施，目前該措施除了提供居留簽證外，並無其他優惠，似可參考這些歐洲國家作法，於後續階段適度加入其他誘因，以擴大吸引新創人才來台。

(三) 善加利用歐盟既有方案，連結台歐新創生態體系

鑒於創新創業已被視為經濟成長新動能，各國政府無不積極發展創新創業生態體系，及連結其他各國的新創生態體系，並且進行資源交換。歐盟與我國目前都在全力發展創新創業，歐盟並且以連結歐洲各個新創生態系統為首要目標，並且有意擴展其網絡至世界各地。我國本年甫成立國家級新創群聚 Taiwan Startup Stadium (TSS)，雖然目前 TSS 以美國矽谷為其主要連結標的，但似也可勻撥資源與歐洲進行交流。例如歐盟 Startup Europe for Growth 規畫中，本年將推出 ePlus 方案，方案期間，歐盟針對美洲、拉丁美洲、亞洲、蘇聯、非洲等新創生態體系，將至少參加 1 洲 1 場新創活動，並且邀請 1 洲 1 組團隊訪歐。我國新創生態體系，宜善加利用類似機會，與歐洲新創進行交流。

二、NEPTs 計畫建議

(一) 參訓人員應具備相當水平之語言與專業能力

如同聯合國一樣，歐盟執委會為一多元種族與文化之工作環境，並以英語及法語為主要工作語言。所有的活動，小至電腦操作或與行政人員等庶務溝通，大至介紹我國政策或參加會議，與歐盟官員做意見交流或業務溝通等，在在需要

相當的語文能力。為使本計畫發揮充分價值，參訓者英語說聽讀寫的程度，應該要有相當流利的水準（指實質水平，而非僅以英語檢定考試作為選拔標準），此外還需要對國內業務有相當程度的專業與熟稔。而樂觀、獨立的個性有其必要，因為即便每一見習生配有 **Adviser**，仍有不少難關需要獨自面對。另外，歐盟總部所在地布魯塞爾，雖為國際都市，又有多國籍歐盟工作人員進駐，但一般商店、餐廳溝通，街上路名、海報，甚至媒體報導，都仍以法語為主。因此若參訓人員能稍諳法文，對日常生活將頗有助益。

（二） 參訓人員可協助外館拓展歐盟業務

鑒於自今年起，參與 **NEPTs** 計畫的我國公務人員，已由經貿諮商單位擴展至其他部會，本計畫參訓人員似可與我國駐歐盟代表處人員充分配合，伺機引介見習單位歐盟官員，以擴大我外館業務接觸面。若看到具有台歐雙邊業務發展潛力的機會時，更可協助穿針引線，設法促成雙方合作機會，總之，參訓人員跟外館同仁應本團隊精神，互相支援。以本人為例，就曾偕同我國派駐歐盟之台北經濟文化代表處經濟組同仁，一齊拜會 **DG CNCT**，以瞭解科技新創發展情形。其後，又曾試圖引介歐盟成長總署主管群聚業務之歐盟官員予代表處經濟組，探討在產業群聚領域雙方進行跨國合作之可能性。

（三） 未來似可爭取擴大 **NEPTs** 計畫

歐盟現有員工 3 萬餘人，扣除翻譯與行政人員，尚餘 2 萬餘人，以 2 萬餘人服務 28 個會員國，已屬不易，尤其歐盟現在積極瘦身，以成長總署目前 1400 人的員額為例，未來 3 年裁員目標高達 18.5%，在人力越來越吃緊的情況下，如何應付既有的業務量並維持一定品質，對所有歐盟主管而言，無疑將是一項挑戰，因此未來更有可能借重見習生的能量，以補充現有人力之不足。鑒於 **NEPTs** 計畫極具價值，考量歐盟未來人力不足趨勢，建議後續我國可利用台歐雙邊經貿諮商會議之機會，為我國爭取更多之 **NEPTs** 名額，及更長的見習期程²。

² 歐盟 **NEPTs** 見習計畫，一年兩次，每次 3-5 月，目前我國爭取到之見習計畫，每次僅 3 個月。

附 錄

二、移民創業支援政策之研析

April 10, 2015

Research on Policies to Support Immigrant Entrepreneurship

- A. Benefits of promoting immigrant entrepreneurship
 - a. Creating jobs and improving labor market integration for resident immigrants as a way out of underemployment or unemployment
 - b. Promoting the even distribution of the benefits of immigration within a country (due to its potential to counteract demographic and economic decline of struggling areas and localities)
 - c. Bringing innovation and entrepreneurship to host countries, and through their contacts, help make business and trade connections overseas
 - d. Increasing the global attractiveness of cities and regional hubs

- B. Main barriers to immigrant entrepreneurship
 - a. Difficulties accessing credit from financial institutions
 - b. A lack of familiarity with the local markets and business environment
 - c. Difficulties dealing with administrative burden
 - d. Language barriers
 - e. Immigration and visa policies

- C. Possible approaches of government support policies
 - a. Financial support – loans, increasing access to capital, incentives to banks, special funding scheme for start-ups, and subsidies granted in form of tax relief, investment subsidies, support for job creation, innovation grants, subsidized advice, and business development support
 - b. Training – language training, assistance with business plan development, entrepreneurial training; courses to improve financial literacy and courses to provide guidelines to business regulations and general business consultancy.
 - c. Relaxing regulations governing the admission of skilled workers and students on status change from employment and study visas to entrepreneurship permits and path to permanent residence.
 - d. Support for creating and maintaining of business links – allocation of percentage of government contracts to immigrant business; streamlining regulations and reducing consolidation fees; and improving communication between immigrant entrepreneurs and government institutions

- D. Existing policy measures to support immigrant entrepreneurship
 - Two broad groups of policy measures help immigrant entrepreneurship to thrive:

business-support programs that address the mainstream population or specifically target migrants, and structural policies that aim to create an environment conducive to entrepreneurship and innovation.

- a. Business-support programs
 - i. Mainstream: entrepreneurship training; administrative procedures assistance; counselling on tax regulations; labour law; social security obligations; legal advice on licensing etc.; mentoring and support; start-up capital raising.
 - ii. Targeted: programs aim to help immigrants overcome the specific challenges that they may face
 1. targeted local support programs for high-tech innovative entrepreneurship (e.g. London Tech City and 1000 Start-ups in Paris)
 2. supporting entrepreneurship in disadvantaged area (e.g. Nordhand Program in Germany)
- b. Structural policies (in the areas of general administration, taxes, labour market regulation, economic and industrial development, education, and research) to promote an entrepreneurship-friendly environment

E. Current situation in terms of support for immigrant entrepreneurs in Europe

- a. Specific-support to immigrant entrepreneurs is well-established in Israel, U.K. and the U.S.
- b. In Sweden, a branch has even been created as the country's national entrepreneurship support agency.
- c. Despite the increase in France, Germany and Norway, support for immigrant entrepreneurs is still limited in most European OECD countries.
- d. Targeted support measures for migrant entrepreneurs are less frequent in the southern and eastern Europe.

F. Successful example of mainstream program to support immigrant entrepreneurship:

Australia's New Enterprise Incentive Scheme (NEIS)

- a. Started in 1985, the NEIS program is Australia's longest running and most successful employment program. (Over 80% of participants indicate that 15 months after starting their business, they are either still operating a business, employed and/or in some form of education or training.)
- b. NEIS provides accredited small business training, business advice and mentoring for eligible job seekers for up to 52 weeks, as well as ongoing income support for up to 39 weeks. The NEIS however does not provide financing or grants for the "set-up" or the operation of your new business.
- c. To ensure the success of the program, NEIS providers carefully select people with viable business ideas. The goal of NEIS is to help set up a sustainable business.

- d. During training, one is requested to submit a business plan for NEIS approval. Once the plan is approved, following assistance will be provided:
 - i. NEIS Allowance for up to 39 weeks
 - ii. NEIS Rental Assistance for up to 26 weeks (if eligible)
 - iii. Business mentoring and support during first year of business operation

G. Suggestions to EC

- a. Guidance and training
 - i. Referring to **Australia's New Enterprise Incentive Scheme (NEIS)** and launching a comprehensive immigrant entrepreneurship support program in collaboration with EU Member States. The program with careful applicant selection will cover business training, a mid-term mentoring and counseling plus income support in order to increase the success rate.
 - ii. Encouraging Member States to provide immigrant entrepreneurs with general education programs in areas of language proficiency, business skills and knowledge, market orientation and research, and business development plans.
- b. Better access to finance and information
 Joining Member States to improve immigrant entrepreneurs' access to credit from financial institutions. Measures include
 - i. Providing financial institutions with credit guarantee fund, tax incentives etc.
 - ii. Simplifying lending procedures and documents
 - iii. Setting up one-stop services and providing multi-language documents and assistance
 - iv. Encouraging credit reference exchanges with other countries
 - v. Distributing news related to immigrant support policies and measures, and plans through ethnic communities and multi-language news channels
- c. Loosing restrictions on visa status change to entrepreneurship permits
 - i. Encouraging Member States to relax regulations governing the admission of skilled workers and students on status change from employment and study visas to entrepreneurship permits and to allow path to permanent residence.
 - ii. Making comparison among Member States in this regard in order to urge those lagging behind to catch up.

H. References

- a. <http://www.migrationpolicy.org/research/policies-support-immigrant-entrepreneurship> (Policies to Support Immigrant Entrepreneurship by Maria Vincenza Desiderio)

- b. <http://www.migrationpolicy.org/topics/employment-economy> (Migration Policy Institute)
- c. <http://www.migrationpolicy.org/article/visas-entrepreneurs-how-countries-are-seeking-out-immigrant-job-creators> (Entrepreneur Visa)
- d. <https://www.immi.gov.au/media/fact-sheets/27business.htm> (Australia's Policy for Business Migration, Fact Sheet)
- e. <http://crowdsourcingweek.com/top-15-crowdfunding-platforms-in-europe/> (Top 15 Crowdfunding Platforms in Europe)
- f. <http://www.emeraldinsight.com/doi/full/10.1108/09513550810904514> (The impact of policy on immigrant entrepreneurship and business practice in Israel)
- g. http://www.oi.acidi.gov.pt/docs/Revista_3_EN/Migr3_Sec1_Art2_EN.pdf (Immigrant entrepreneurs in Australia: Regulations and responses)
- h. <https://books.google.be/books?id=WnekBQAAQBAJ&pg=PA106&dq=australian+immigration+entrepreneurship+support+policies&hl=zh-TW&sa=X&ei=LYEZVdmNHMjFPcCrgIAO&ved=0CCkQ6AEwAA#v=onepage&q=australian%20immigration%20entrepreneurship%20support%20policies&f=false> (International Migration Outlook 2014 by OECD)
- i. <http://www.missionaustralianeis.com.au/about.htm>,
<http://docs.employment.gov.au/node/6352> (New Enterprise Incentive Scheme)

三、各國吸引新創人才作法

Schemes to attract global entrepreneurial talents by different countries

1. European Countries

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
U. K. “UKTI Sirius Program”	<p>Targets</p> <ol style="list-style-type: none"> 1. Graduates who have started a business within 2 years 2. Graduates with business ideas <p>Eligibility</p> <ol style="list-style-type: none"> 1. Up to 3 people in a team 2. At least 50% being non-British citizens 3. All team members must have graduated recently or are graduating with a degree of BA, MA, MSC, MBA or PHD 	<p>Benefits</p> <ol style="list-style-type: none"> 1. A 12 month place with a leading accelerator 2. Financial support worth £12,000 per individual for a year 3. Mentoring 4. Help to find customers 5. Help to relocate to the UK 6. Getting a visa (Tier 1 Graduate Entrepreneur Visa) <p>Period</p> <p>12 month</p>	<ol style="list-style-type: none"> 1. For those already have a business: <ol style="list-style-type: none"> 1) product feasibility 2) finances 3) team members 4) marketing strategy 5) business impact in the UK 2. For those with ideas: <ol style="list-style-type: none"> 1) entrepreneurial skills 2) team members 3) market potential 4) business impact in the UK 	<ol style="list-style-type: none"> 1. For Individuals: <ol style="list-style-type: none"> 1) relocate to the UK for a minimum of 12 months 2) start the accelerator program by a date given by UK Trade and Investment (UKTI) 2. For a team: <ol style="list-style-type: none"> 1) establish business headquarters in the UK 2) transfer all intellectual property (IP) agreements to their business in the UK 3. Commit full time to the programme by working min. 8 hours per day 	<ol style="list-style-type: none"> 1. Teams can continue to work with the accelerator when the 12 month programme finishes 2. The accelerator will need to agree that the team can join their standard programme 	<p>UK Trade and Investment (UKTI) is working with 5 accelerator programs as part of the Sirius Program. Each accelerator has designed a specific program for the winners.</p>

Sources: Promotional materials of applying for the UKTI Sirius Program published on 19 January, 2015 (<https://goo.gl/ykBuX5>)

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
N. L. (Scheme for Start-ups)	<ol style="list-style-type: none"> 1. For innovative business only 2. Must be technologically innovative and unique to the Netherlands 	<ol style="list-style-type: none"> 1. One year residence permit 2. A direct loan (or Innovation Credit) from Government to finance part of applicants' project cost (details in Dutch, see Innovatiekrediet) 	<ol style="list-style-type: none"> 1. Only for Innovative business 2. The startup should be supported by a known startup accelerator or incubator 3. It needs to have some form of seed money in order to support itself and its founders 	<ol style="list-style-type: none"> 1. Applicants are required to explain in detail the technical challenge involved and to approach the project systematically according to a plan. 2. Its technical feasibility needs to be established and all activities up to and including the testing of prototypes must be able to be supported 	Applicants are requested to show business progress after one year	<ol style="list-style-type: none"> 1. Beginning 1 January 2015 Dutch immigration law allows special visa for startup founders 2. The law is one of the first outcomes of the Startup NL Manifesto

Sources:

1. Residence permit scheme for start-ups, website of Netherlands Enterprise Agency (RVO.nl) <http://english.rvo.nl/news/residence-permit-scheme-start-ups/>
2. Innovation Credit, website of Netherlands Enterprise Agency (RVO.nl) <http://english.rvo.nl/subsidies-programmes/innovation-credit>
3. Immigration laws changed: Startup Visa in the Netherlands <http://www.kennispark.nl/news/7786-immigration-laws-changed-startup-visa-netherlands/>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
France (Paris French Tech Ticket Program)	<p>Target: gifted and ambitious individuals around the world</p> <p>Eligibility</p> <ol style="list-style-type: none"> 1. Be an early stage start-up or have a project of start-up 2. Plan to develop your business in France <p>Entrepreneurs must be:</p> <ol style="list-style-type: none"> 1. up to three-people in a team 2. composed of one French citizen maximum in the team 3. English or French-speaking 4. Ready to relocate to Paris by January 2016 5. Ready to be fully-devoted to their project 	<ol style="list-style-type: none"> 1. Fast-track procedure to obtain a residence permit 2. Prize worth €12,500 per individual for 6 months, renewable once. 3. Free space in a partner incubator with access to mentoring, fundraising strategy, expert advice and pitch practice. 4. Logistic support from French Tech Help Desk to help foreign entrepreneurs relocating to Paris 5. Lower prices flight tickets on Air France <p>Period: 6 months, can be renewed once</p>	<ol style="list-style-type: none"> 1. team members and entrepreneurial skills 2. how feasible your product is 3. market potential 4. your marketing strategy 5. impact of your business being in Paris 6. financial growth 	<ol style="list-style-type: none"> 1. Be based in Paris during at least 6-month starting January 2016, 2. have a valid visa to enter France, 3. Be fully dedicated to their project, which means : <ol style="list-style-type: none"> a. commit to the program on a full time basis (no other side professional activity) b. Any long term absences away from your incubator base must be agreed with your incubator. 4. Open a bank account in France. 	Nil	<ol style="list-style-type: none"> 1. Entrepreneurs who are selected to the Paris French Tech Ticket must apply for a VLS-TS Visa. 2. In addition, the French Tech initiative provides a 4-year renewable "Talent Passport" visas for applicants and their families. It covers 7 categories including highly qualified workers, investors, young graduates & researchers. 3. The initiative wishes to issue Talent Passports to 10,000 foreign nationals.

Sources: 1. Government support/French Tech <http://en.lafrenchtech.com/government-support/>
2. Paris French Tech Ticket <http://www.frenchtechticket.paris/faq-page>
3. "French Tech Ticket": comment Paris veut attirer les start-up étrangères <http://goo.gl/GRTLxZ>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Denmark (Start-up Denmark Scheme)	Target: 1. Non-EU and non-EEA residents 2. Early-stage business with high growth potential and global market scope 3. Up to 2 founders cab be accepted	1. A residence and work permanent for up to 2 years 2. Possible to extend for an additional 3 years 3. Residence permits for accompanying family members	1. Business idea must be approved by the panel of experts 2. One must document that he can support himself during the first year of his stay in Denmark 3. Also need to document that he can support his family members, if any, during the first year of their stay	1. Must participate actively in the day-to-day operation of the company 2. Applicants' presence and involvement must be vital to the establishment of the business	Upon a positive evaluation of a startup progress, one is eligible to submit his application for residence permit renewal	A maximum of 50 residence and work permits will be granted under the Start-up Denmark scheme per year

Sources:

1. Start-up Denmark (self-employment) https://www.nyidanmark.dk/en-us/coming_to_dk/work/Start-up-denmark/
2. Startup Denmark FAQ <http://www.startupdenmark.info/>
3. Start-up Visas <https://www.y-axis.com/start-up-visas/>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Germany (Self-employed)	Target: 1. Foreign entrepreneurs and investors 2. Foreign nationals who just graduate from German universities	1. Work permit 2. Possibly a permanent residence permit if the business is viable and successful in three years (see Milestones)	1. Viability of the underlying business idea 2. Business experience of the applicant 3. Amount of initial investment 4. Effects on employment and education situation 5. Contribution to innovation and research <u>Documents to provide</u> 1. Qualification documents, e.g. CV with references 2. Business Plan 3. Proof of sufficient capital or a loan	1. At least 5 jobs created in Germany 2. At least €250,000 invested in Germany	1. Entrepreneurs and investors can apply for a permanent residence permit (settlement) after 3 years, if the business idea successfully implemented and their livelihood secured. 2. Highly skilled individuals can receive a residence permit straight away	1. Germany does not have a specific startup visa policy 2. Foreign nationals who just graduated from a German university are exempt from the investment and job requirement

Sources:

1. What requirements are there on foreign entrepreneurs and investors? <https://goo.gl/KfOaSr>
2. Start a company in Europe: the 10 Best Visa Options for Entrepreneurs and Startups <http://goo.gl/niOTjw>
3. Studying and working in Germany (2.4 Self Employed) <http://goo.gl/jYhrVG>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Ireland (Start-up Entrepreneur Programme)	<p>Target:</p> <p>Non-EEA nationals and their families who commit to a high potential start up business in Ireland</p> <p>Eligibility</p> <ol style="list-style-type: none"> 1. A proposal for a High Potential Start-Up (HPSU) in the innovation economy 2. Funding of €50,000 (either their own money, loaned or raised) for the startup's principal entrepreneur, and €30,000 for each subsequent principal 	<ol style="list-style-type: none"> 1. 2 year residency permission for the entrepreneur and his/her family including a work permit for the spouse 2. 3 further year rp is renewable. 	<p>Whether the applicants</p> <ol style="list-style-type: none"> 1. can introduce a new or innovative product or service to international markets 2. is capable of creating 10 jobs in Ireland and realizing €1 million in sales within 3-4 years of starting up 3. is led by an experienced management team 4. is headquartered and controlled in Ireland 5. is less than six years old <p>*Note Major concerns of the Evaluation Committee:</p> <ol style="list-style-type: none"> 1. the proposal is genuinely innovative 2. has significant export potential 	<ol style="list-style-type: none"> 1. Introducing a new or innovative product or service to international markets 2. Creating 10 jobs in Ireland 3. Realizing €1 million in sales within 3-4 years 4. Headquartered and controlled in Ireland 	<p>Program participants will be eligible for long term residence after 5 years on condition that they meet obligation listed</p>	<ol style="list-style-type: none"> 1. With the help of Enterprise Ireland, selected entrepreneurs and their start-ups can be provided with a visa up to 1 year to attend startup bootcamps or accelerators in Ireland before being accepted to Start-up Entrepreneur Programme 2. During such period, those entrepreneurs could raise the funding requested by the Programme

Sources:

1. Are you eligible? Find out if you can apply for business support from Enterprise Ireland <http://goo.gl/Ry2b33>
2. Irish Naturalization and Immigration Service/Investor and Entrepreneur Schemes/Guideline for Start-up Entrepreneur Programme <http://goo.gl/nEkkxE>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Spain (Ley de Emprendedores)	<p>Target: Entrepreneurs of non-Eu Countries who wish to start a business in Spain</p> <p>Eligibility:</p> <ol style="list-style-type: none"> 18 years or older No criminal records Not in an illegal situation in Spain Has public or private health insurance within Spain Has sufficient financial resources to support himself and any dependents living in Spain 	<ol style="list-style-type: none"> 1- year entrepreneur visa, or 2-year renewable entrepreneur residency permit (* information found not in consistency, suggest consult original law in Spanish) The residency permit extended to the spouse, children under 18 years of age and elderly family members 	<ol style="list-style-type: none"> Business concerned is innovative in nature and provide a special interest to Spain Health insurance Enough money to support applicants and his family (€2.130 monthly for applicant and €532 for each family member) <p><u>Documents to provide</u></p> <ol style="list-style-type: none"> A business Plan with favorable report from the Commercial Office where the applicant applies for the visa Health insurance Evidence to show applicant has enough money to support himself and his families 	Nil	Unkown	<ol style="list-style-type: none"> The law also covers visas for investors, highly skilled professionals , researches, and workers of non-Eu Countries Information on length of visa found in English not in consistency. Suggest consult to original law in Spanish Unsecured government lending Program Enisa also available to foreign entrepreneurs. Each loan ranges from €25K – 1.5M

Sources:

1. A Look at Spain's Entrepreneur Visa Program <http://foundersgrid.com/spain-entrepreneur-visa>
2. Startup Visa Spain <http://getstartupvisa.co/startup-visa-spain/>
3. Law on Visas for Entrepreneurs in Spain <http://goo.gl/3HRYAI>
4. Ley 14/2013, de 27 de septiembre, de apoyo a los emprendedores y su internacionalización <http://www.boe.es/buscar/act.php?id=BOE-A-2013-10074>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Italy (Italia Startup Visa Policy))	<p>Target: Talented non-EU nationals interested in establishing innovative startups in Italy.</p> <p>Eligibility: 1. Business strongly linked to innovation and technology 2. New or having been operating no longer than 4 years; 3. Having its head office in Italy 4. Annual sales of less than 5 million euros; 5. Not distribute profits; 6. Engaged solely or primarily in technological innovation; 7. Not have been created from a</p>	<p>1. 1- year renewable self-employment visa 2. 1-year renewable residence permit</p> <p>Eligibility (continued) 8. meet at least one of the following additional criteria: 1) devote at least 15% of its expenditure to R&D activity 2) have at least one third of its team composed of PhD students or graduates, or of personnel who have been working in research for at least 3 years; alternatively, at least two thirds should hold a master's degree;</p>	<p>1. If the eligibility requirements have been met 2. If their business models potentially meets the requirements of an innovative startup (i.e. focus on 1) technological innovation 2) R&D 3) intellectual property (as defined by Article 25 of Law 221/2012)</p> <p><u>Documents provided to competent embassy or consulate for visa application:</u></p> <p>1. Certificate of No Impediment issued by Italia Startup Visa Technical Committee 2. Application form 3. Financial resources Documentation evidence (at least</p>	Nil	<p>Visa and residence permit can be renewed by submitting formal application one year later. The application must include</p> <p>1. A certificate of incorporation and articles of association of the innovative startup 2. Evidence that the applicant has an adequate annual income from lawful sources</p>	<p>1. To get Certificate of No Impediment, applicants need to 1) fill out an application form (downloaded from italiastarupvisa.mise.gov.it) detailing their education and employment back-ground, business ideas and model, type of products or service, market 2) Evidence of financial resources for at least €50,000</p>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
	corporate merger or division	3) be the owner, filer or licensee of a patent, industrial property right, or original software	<p>€50,000)</p> <p>4. Evidence that they have suitable accommodation</p> <p>5. Evidence of income earned during the previous financial year in their country of residence being higher than the minimum level envisaged by the law on exemption from co-payment of health costs (€8,400)</p>			

Sources:

1. Italia Startup Visa/filing cabinet <http://italiastartupvisa.mise.gov.it/filingcabinet.html>
2. Got an idea? Want to move to Italy? Here's the startup program that's crying out for you <http://goo.gl/GuAxKc>

2. Non-European Countries

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Chile “Startup Chile” Program	<ol style="list-style-type: none"> 1. Early stage, high-potential entrepreneurs, Chilean or foreign nationals with age beyond 18 2. Must use Chile as a platform 3. The team of the project is not more than 3 people involved 4. Consulting companies, export/import companies and franchises are not accepted 	<ol style="list-style-type: none"> 1. Co-financing: <ol style="list-style-type: none"> 1) grant up to 90% of total project cost with a ceiling of ChS\$20 M (about US\$35,000) 2) For activities <u>outside Santiago</u>: additional ChS\$5 M (about US\$8,750) granted 3) Participants must contribute remaining 10% in cash 2. 1 year work Visa 3. workspace, mentors etc Period: <ol style="list-style-type: none"> 1. 24 weeks with one extension up to 4 additional weeks 2. For projects outside of Santiago, 28 weeks in total 	<ol style="list-style-type: none"> 1. For participants: <ol style="list-style-type: none"> 4) Composition 5) Qualification 6) Experience 7) network 2. For Projects: <ol style="list-style-type: none"> 1) Market and Competitive Position <ol style="list-style-type: none"> a. Target segment b. Market size c. Product testing d. Competitors 2) Product or services <ol style="list-style-type: none"> a. Attractiveness to investors b. Existing mentors c. Global impact d. Importance of the problem the project aims to solve e. Competitive Advantages 	<ol style="list-style-type: none"> 1. Team leader must be 100% dedicated to the project 2. Team leader need to attend activities such as Intro Day, Pitch Day, Orientation of “Startup Chile” Program etc. 	Projects or participants should achieve at least one of the following results: <ol style="list-style-type: none"> 1. Incorporate in national entrepreneurship ecosystem 2. Implement in Chile for at least 24 weeks 3. Carry out activities to fulfill project goals 4. Set up formal business and leave operations in Chile 5. Employ local talents 6. Attend at least 70% of Program events 7. Lead at least 6 group workshops 8. Attend meetings with potential investors for fund raising 9. Involve in promotion of at least 3 global media events in English 	<u>2nd Phase</u> Follow-on Fund: SCALE <ol style="list-style-type: none"> 1. Grant ChS\$60 M (about US\$100,000) which corresponds 70% of total cost 2. 1 additional year visa

Sources: Sartup Chile official website (<http://www.startupchile.org/apply>)

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Canada (Canada's Start-Up Visa Program)	<p>Target: New type of immigrant entrepreneurs who have the potential to build innovative companies that can compete on a global scale and create jobs</p> <p>Eligibility Candidates must</p> <ol style="list-style-type: none"> 1. Prove their business venture or idea is supported by a designated organization 2. Meet the language requirements 3. Have sufficient settlement funds 	Permanent residency	<ol style="list-style-type: none"> 1. whether applicants meet the eligibility criteria for the program, 2. whether applicants have the funds to support themselves and their family when they arrive in Canada, 3. the results of applicants' medical exam, and 4. the information on applicants' police certificate. 	Nil	Nil	<ol style="list-style-type: none"> 1. A minimum investment of S\$200,000 is required if the investment comes from a designated Canadian venture capital fund 2. A minimum investment of S\$75,000 if it comes from a designated Canadian angel investor group 3. Applicants must be accepted into a Canadian business incubator program

Sources:

1. Start-up visa/ Government of Canada <http://www.cic.gc.ca/english/immigrate/business/start-up/index.asp> ; <http://www.cic.gc.ca/english/helpcentre/answer.asp?q=653&t=6>
2. Canada Wants Entrepreneurs <http://www.cic.gc.ca/english/resources/publications/entrepreneurs.asp>
3. Canadian IT Industry: Potential for future Success <http://aiesec.ca/blog/canadian-it-industry-future-success/>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Australia (Business Talent Visa under the Business Innovation and investment Program)	Target: 1. High caliber business people who are owners or part owners of an overseas business and have a commitment to manage a new or existing business in Australia 2. Migrant entrepreneurs with a high potential business idea who have sourced venture capital funding in Australia	Business Talent (Permanent) visa (subclass 132)	1. For high caliber business people: a. Significant business history b. Net business and personal assets of at least AS\$1.5 million c. An annual business turnover of at least AS\$3 million 2. For migrant entrepreneurs a. High potential business idea b. at least AS\$1 million in venture capital funding for early phase start-up, product commercialization or business development and expansion	1. Provide a contact address within six months of their initial arrival 2. Report details of their business activity 24 months after their initial arrival in Australia 3. Visa may be cancelled if Business Talent Visa holders have not involved in ownership or management in eligible business within 3 years of arrival	Required to made a genuine effort to obtain a substantial ownership interest in an eligible business within three years of arrival	1. The business talent visa is made up of a. the significant business history stream b. the venture capital entrepreneur stream 2. Nomination from an Australian state or territory government is required

Sources:

1. Fact sheet 27 – Business Migration <https://www.immi.gov.au/media/fact-sheets/27business.htm>
2. Business Talent (Permanent) visa (subclass 132) document checklist <https://www.immi.gov.au/Visas/Pages/checklists/132.aspx>
3. Start-up Visas <https://www.y-axis.com/start-up-visas/>
4. Are Startup Visas the Only Way for Global Cities to Lure Foreign Talent? <http://www.1776.vc/insights/are-startup-visas-the-only-way-for-global-cities-to-lure-foreign-talent/>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks																		
Singapore (EntrePass Scheme)	<p>Target: Eligible foreign entrepreneurs who wish to start and operate a new business in Singapore</p> <p><u>Eligibility</u></p> <ol style="list-style-type: none"> Company must be less than 6 months old Company owns at least S\$50,000 in paid-up-capital Applicant holds at least 30% of the shares in the company 	<ol style="list-style-type: none"> Up to 1 year renewable work pass for applicant Dependant's pass (up to 2 years) with permit to work in Singapore available to certain family members if the Pass holder <u>meets the requirements for pass renewal, minimum business spending and local jobs created</u> <ol style="list-style-type: none"> For spouse or children under 21, S\$150,000 need to be spent, 4 or more jobs to be created For parents, S\$300,000 need to be spent, 8 or more jobs to be created. 	<p><u>Proof of innovation with one of the following</u></p> <ol style="list-style-type: none"> Has funding from a Govt-accredited VC or business angel of at least S\$100,000 Holds an intellectual property Has research collaboration with A*STAR or a university Is an incubatee at a Gov-supported incubator <p><u>Documents to provide</u></p> <ol style="list-style-type: none"> A Business Plan with <ol style="list-style-type: none"> Business idea Product or service offered Market analysis Market plan Operation plan Financial projections Management team Licensing agreements, product certifications and endorsements Contracts secured Past employment testimonials 	See Milestones	<p>EntrePass can be renewed for a stay up to 1 year based on</p> <ol style="list-style-type: none"> How well the applicant meet his original business plan The number of jobs created Total business spending, Details shown in table below: <table border="1"> <thead> <tr> <th>year</th> <th>Job</th> <th>Spend-ing</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> <td>S\$100K</td> </tr> <tr> <td>2</td> <td>4</td> <td>S\$150K</td> </tr> <tr> <td>3</td> <td>6</td> <td>S\$200K</td> </tr> <tr> <td>4</td> <td>8</td> <td>S\$300K</td> </tr> <tr> <td>5 or more</td> <td>10</td> <td>S\$400K</td> </tr> </tbody> </table>	year	Job	Spend-ing	1	2	S\$100K	2	4	S\$150K	3	6	S\$200K	4	8	S\$300K	5 or more	10	S\$400K	
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Sources:

1. EntrePass <http://www.mom.gov.sg/passes-and-permits/entrepass>

2. Is Singapore's government adapting Israeli innovation policy? <http://goo.gl/msO0ee>

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
Taiwan (Entrepreneur Visa Promotion Plan)	<p>Target:</p> <p>Foreign entrepreneurs including those from HK & Macao</p> <p>Eligibility</p> <ol style="list-style-type: none"> 1. High school graduate or higher 2. Entrepreneurs can file application as individual or a team. Up to 3 people in a team 3. One of the following requirements need to be met <ol style="list-style-type: none"> 1) For individuals <ol style="list-style-type: none"> a. Get domestic or foreign VC investment of NT\$ 2M (USD63,000) or get funding from a Govt recognized crowdfunding platform b. Participate in a national entrepreneurial park such as Taiwan Startup Stadium - http://www.startupstadium.tw/ c. Hold patents registered in Taiwan or international IP institution 	<ol style="list-style-type: none"> 1. Initial visa: 1 year residence 2. Renewal: up to 2 years residence if evidence shown the visa holder runs a bona fide business 3. Permanent residence can be achieved if the visa holder lives in Taiwan for 5 consecutive years (see milestones for details) <p><u>Eligibility (continued)</u></p> <ol style="list-style-type: none"> 2) For Team <ol style="list-style-type: none"> a. For those not yet have a business, requirements same as “individual” except for “e” 	<p>Focus on innovativeness and business potential. Refer to the <u>Principles to Identify the Innovativeness of A Company</u> below:</p> <p>Companies less than 5 years old and meet one of the following requirements</p> <ol style="list-style-type: none"> 1. Have received min NT\$2 M funding from VC or angel investors. 2. Has registered in the Go Incubation Board for Startup Firms of GreTai Securities Market 3. Holds a patent or intellectual property 4. Participate in an Govt-accredited incubator 5. Won major domestic or overseas startup and design competitions 	Nil	<ol style="list-style-type: none"> 1. Initial visa holder can apply for extension up to 2 years if the Government approved the company has been conducted normally according to the company’s <ol style="list-style-type: none"> 1) Operating income and expenses and Purchases, or 2) Hiring of employees, or 3) Rent and utilities, etc. 2. Permanent residence can be achieved if the visa holder lives in Taiwan as a legal resident for 5 consecutive years, and stays over 183 days per year in Taiwan. 	<ol style="list-style-type: none"> 1. The plan is scheduled to launch in late June 2015. 2. For the two year-pilot period, 2000 entrepreneur visas will be issued annually.

Country	Targets & Eligibility	Benefits & period (incl. legal ones)	Selection criteria	Obligation	Milestones	Remarks
	<p>d. Won major domestic or overseas startup or design competition</p> <p>e. Set up a company according to “Principles to Identify the Innovativeness of A Firm” (see Selection Criteria) and invest NT\$1M.</p>	<p>b. For those already have business,</p> <p>a) their business need to meet requirements of “the Principles to Identify the Innovativeness of A Company</p> <p>b) their team members need to assume as CEO, Board directors etc.</p> <p>c) invest min. NT\$1M.</p>				

- Sources:
1. Entrepreneur Visa Promotion Plan (see draft attached, links to be advised)
 2. Taiwan Entrepreneur Visa, <http://www.startabusinessintaiwan.tw/blog/434-taiwan-entrepreneur-visa>
 3. What You Need to Get The New Entrepreneur Visa in Taiwan <http://buzzorange.com/global/2015/06/05/what-you-need-to-get-the-new-entrepreneur-visa-in-taiwan/>
 4. Taiwan Introduces New Visa for Foreign Entrepreneurs, <http://www.y-axis.com/news/taiwan-introduces-new-visa-foreign-entrepreneurs/>

四、結訓證明



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY
Directorate HR.B : Career
Career and Performance Management

Brussels, 17/06/2015

**European Commission
National Experts in Professional Training Programme**

Certificate of end of training

Issued to Mrs Esther LEE

who was in professional training at the European Commission during the period
from 16/03/2015 to 15/06/2015

within DG Internal Market, Industry, Entrepreneurship and SMEs (DG GROW).

Géraldine DUFORT
Head of Unit

