

## UPS 非营利组织管理培训项目

很多致力于扶贫或教育的国内非营利组织希望就各项促进项目成功最大化的重要技能得到培训,提高自身工作效率。他们需要的培训领域包括预算,会计,项目管理,人力资源管理,公共关系等各个方面。非营利组织需要这些技能,以帮助他们更好的实现支持中国可持续发展的目标。

为了满足培训的需要,2006年4月,UPS基金会与倍能组织能力建设与评估中心(CBAC)合作,启动了UPS非营利组织管理培训项目。

CBAC负责组织了第一期为期三天的密集培训。CBAC是一家中国本土非营利组织,主要从事社会团体能力建设。第一期参与式培训项目主要涵盖一些基本概念,以及提高组织能力绩效的工具等。来自北京、广州、上海三地55家非营利组织的99名代表分别在各地参加了培训。UPS基金会为此培训提供了125,000美元资金支持。

第一期基础培训后,三个组织被列入CBAC的组织评估与强化培训表中并接受进一步的指导。所有参与第一期培训的45个组织都被邀请向UPS基金会提交项目建议书,申请2007年的资助。同时鼓励UPS员工了解这些组织,以志愿者服务的形式参与活动。

UPS的员工通过社区公益委员会(CICs)参与管理培训项目资助决策,CICs是由来自不同部门的本地员工组成的。在中国,UPS在北京,上海和广州均成立了社区公益委员会(CICs)。CIC的成员熟悉本地情况,从而强化了项目所承诺的义务,确保了项目资金针对目标需求。员工们提名非营利组织参加培训,同时,他们也作为志愿者参加培训,并且与大家交流他们的职业技能及观点。参与培训也使得员工对非营利组织的需求有更多了解。这样,参与的员工志愿者会对项目留下很深的印象。

### 在中国关于企业社会责任其它方面的努力

- 与河北遵化教育局合作,为当地学校教育提供支持
- 与河北西柏坡政府合作,建造电脑实验室并提供助学资金
- 组织遵化、西柏坡学生及当地人民代表团赴美与美政府、国会进行民间交流
- 资助中国动物园保护教育项目研讨班在成都召开
- 与中华慈善总会合作,为亚洲海啸救援工作提供物流支持
- 与上海儿童医院合作,为十余名因先天缺陷需心脏手术治疗的孤儿及贫困儿童提供全额手术资助
- 在北京,上海和广州举行的全球志愿者周活动,涵盖环保、教育、敬老、助孤等广泛领域

## UPS Nonprofit Organization Management Training Program

Many domestic nonprofit organizations working to alleviate poverty or improve literacy in China are interested in improving their effectiveness and welcome training in budgeting, accounting, project management, human resource management, public relations, and other skills critical to maximizing program success. These skills are needed to support national sustainable development goals in China more effectively.

To meet the need, in April 2006 the UPS Foundation, partnering with the Capacity Building and Assessment Center (CBAC) of China, launched the UPS Nonprofit Organization Management Training Program in China.

The first round of intensive 3-day courses was implemented by CBAC, a Chinese nonprofit organization that specializes in capacity building for other civil society organizations. CBAC conducted participatory workshops that covered basic concepts and tools for improved performance. Ninety-nine staff from 55 participating nonprofit organizations from the Beijing, Guangzhou, and Shanghai areas took part. The UPS Foundation supported the training with USD 125,000 in grants.

Following the basic training, three organizations were selected to receive follow-up mentoring in the form of Organizational Assessment and Strengthening (OCA) training from CBAC. All 45 graduates will be invited to submit proposals for grants from The UPS Foundation in 2007, and UPS employees are encouraged to learn about and volunteer with these organizations.

UPS employees also guide the grant-making decisions of the Management Training Program through volunteer Community Involvement Committees (CICs) composed of local staff from a range of departments. In China, UPS has CICs in Beijing, Shanghai, and Guangzhou. CIC members' familiarity with the local environment strengthens commitment to projects and ensures that grants target genuine needs. Employees both nominated nonprofits to participate in the training and volunteered to participate in the training to share their professional skills and perspectives, while learning more about the needs of civil society. In this way, the program has deeply impacted participating employees.

### Other CSR efforts in China

- Zunhua schools educational support, Zunhua Education Bureau, Zunhua, Hebei
- Xibaipo schools educational support, Xibaipo, Hebei
- People-to-people exchange program between Zunhua, Xibaipo and the U.S.
- Academy for Conservation Training, Chengdu, Sichuan
- Logistics support for tsunami relief efforts in collaboration with China Charity Federation, Beijing
- Funding assistance for Project HOPE, a program funding corrective heart surgery for ten impoverished children and orphans suffering from congenital heart disease
- Global Volunteer Week activities in Beijing, Shanghai, and Guangzhou, covering environmental protection, education, caring for orphans and elderly, etc.



### UPS

核心业务: 包裹递送, 交通运输, 物流管理, 以及供应链服务  
进入中国市场年份: 1988  
全球职工人数: 407,200  
在华职工人数: 4,400  
网址: www.ups.com

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