
INFORMATION NOTE

Government's Training Programmes for the Youth

1. Background

1.1 The transformation of Hong Kong into a knowledge-based economy, coupled with the cyclical economic downturn, has worsened the unemployment situation in recent years. This problem is particularly serious among young people whose limited practical skills and working experience have rendered them more difficult to secure employment in a slack job market.

1.2 Faced with high unemployment rate among the youth¹, the Government has initiated a number of training programmes to enhance the competitiveness and employability of young people². The purpose of this information note is to present a comprehensive picture of the features and effectiveness of these training programmes, specifically those for the non-engaged youth since 1999³. The programmes to be discussed comprise:

- (a) Youth Pre-employment Training Programme (YPTP);
- (b) Youth Work Experience and Training Scheme (YWETS);
- (c) Youth Self-employment Support Scheme (YSSS);
- (d) Graduate Employment Training Scheme (GETS);
- (e) Project Yi Jin (PYJ);
- (f) Information Technology (IT) Assistant Course;
- (g) Tourism Orientation Programme (TOP); and
- (h) Youth Sustainable Development and Engagement Fund (YSDEF).

¹ The unemployment rate for youths aged 15-24 has generally been on the rise since 1997. It rose from 5.0% in 1997 to 10.4% in 1998 and reached a high of 15.0% in both 2002 and 2003.

² Apart from the Government, the Vocational Training Council (VTC) and non-governmental organizations (NGOs) have also launched training programmes for the non-engaged youth.

³ The Labour Department introduced the Youth Pre-employment Training Programme in 1999, the first of a number of training programmes launched by the Government to address the problem of youth unemployment amid the economic restructuring and a slowing local economy.

2. Youth Pre-employment Training Programme

2.1 YPTP was introduced by the Labour Department in September 1999, with an endowment of HK\$40 million and HK\$9.8 million from the Hong Kong Jockey Club and the Government respectively. Amid the high youth unemployment at the time, the programme aimed to provide young school leavers aged 15-19 with employment-related training and workplace attachment opportunities, thereby improving their employability and competitiveness.

2.2 The first YPTP was concluded in March 2000 and the Finance Committee of the Legislative Council (FC) granted HK\$246 million to continue the programme in 2000-01 and 2001-02. In November 2001, the Government decided to continue YPTP on a recurrent basis beyond 2001-02 for another five years, with a recurrent funding of about HK\$90 million to provide 12 000 training places each year.

2.3 In July 2003, FC approved a non-recurrent funding of HK\$45 million to increase the number of training places offered by the programme in 2003-04 from 12 000 to 18 000. This served as an effort to relieve the pressure on youth unemployment caused by the outbreak of the Severe Acute Respiratory Syndrome.

Features of the Youth Pre-employment Training Programme

2.4 YPTP consists of three elements: modular training, workplace attachment, and career counselling and support services.

Modular training

2.5 The modular training lasts for about six months and is delivered in the following four modules:

- (a) leadership, self-discipline and team building;
- (b) job search and interpersonal skills;
- (c) basic/intermediate computer application; and
- (d) job-specific skills including workplace language training.

2.6 The modular training of YPTP has utilized the training expertise and resources of the disciplinary forces in the Government⁴, as well as both public and private training institutions, including VTC, trade unions, NGOs, and schools of continuing education in the tertiary educational institutions.

Workplace attachment

2.7 On completion of the modular training, trainees are encouraged to undertake one-month workplace attachment whereby they can acquire practical experience in a real working environment. Organizations from the public, private and social service sectors are involved in providing attachment opportunities in their capacity as “host organizations”. Experienced staff members of these organizations serve as mentors to support trainees throughout the attachment period. An allowance of HK\$1,000 is available to trainees upon satisfactory completion of the attachment⁵.

Career counselling and support services

2.8 YPTP arranges registered social workers/professional counsellors to be case managers of individual trainees. These case managers will provide career counselling and support services to the trainees throughout the programme.

Effectiveness of the Youth Pre-employment Training Programme

2.9 Since the inception of YPTP in 1999, a total of 57 169 young people have received training and workplace attachment under the programme. Upon completion of the programme, 16 329 trainees decided to pursue further studies. The average employment rate for the remaining 40 840 trainees was about 67%.

2.10 The Labour Department conducted a survey on YPTP graduates of phase I of the 2003-04 programme⁶. Among the 11 324 trainees, 4 654 of them opted to return to school after completion of the programme. For the remaining 6 670 trainees, about 69% of them found jobs mainly as salespersons/sales representatives, general assistants/general office clerks, cooks/bartenders, hair dressing workers/beauticians, and cashiers. They earned an average monthly salary of HK\$5,100.

⁴ They include the Hong Kong Police Force, the Fire Services Department, the Immigration Department and the Customs and Excise Department.

⁵ In contrast, employers participating in YPTP do not receive any training subsidy from the Government for providing workplace attachment opportunities.

⁶ YPTP is delivered in two phases, each lasting for six to eight months. Phase I of the 2003-04 programme commenced in September 2003 and phase II started in March 2004.

3. Youth Work Experience and Training Scheme

3.1 YWETS was launched by the Labour Department in July 2002, with a commitment of HK\$400 million approved by FC. The target of YWETS was to provide, over a period of two years, employment and on-the-job training for 10 000 youths aged 15-24 with educational attainment below the degree level. In February 2004, the Government extended YWETS for another two years with an additional commitment of HK\$300 million approved by FC. The second YWETS aims to place another 10 000 young people into employment.

Features of the Youth Work Experience and Training Scheme

3.2 Similar to YPTP, YWETS also consists of three elements, namely induction training, counselling services and on-the-job training.

Induction training

3.3 Upon joining YWETS, trainees who have not received any prior work skills training will be arranged to attend a 40-hour induction course. Topics such as job search and interview, communication and interpersonal skills, work attitude, discipline and team building are covered.

Counselling services

3.4 Trainees are also provided with career support and counselling services by case managers of up to 50 hours. These case managers are registered social workers entrusted with assisting trainees in areas such as formulating career plans, searching for suitable training opportunities, preparing for selection interviews, reviewing the job search strategy, and adapting to the work environment after being employed.

On-the-job training

3.5 The Labour Department canvasses training vacancies for YWETS participants from both the public and private sectors. In addition, special employment projects tailor-made for various trades and occupations are also launched to provide diversified training opportunities for trainees under the scheme⁷.

3.6 Trainees can apply for the training vacancies according to their preferences. If employed, they will be coached by mentors appointed by their employers and receive on-the-job training for a period of six to 12 months.

⁷ These include the "Airport Ambassadors" project under which trainees provide customer services to passengers at the Hong Kong International Airport, and the "IT Seeds" project which trains young people to provide IT technical support in schools.

3.7 During the training period, trainees are encouraged to enrol in relevant vocational courses on a part-time basis. They can claim reimbursement of course and examination fees for up to HK\$4,000 under the scheme, if they have successfully passed the examinations or achieved at least a 90% attendance rate at the vocational courses.

Training subsidy and support services

3.8 Employers participating in YWETS may receive a monthly training subsidy of HK\$2,000 for each trainee engaged for six to 12 months, depending on the nature and duration of training. The scheme also provides free training on counselling and problem-solving skills to mentors nominated by employers.

Post-training arrangement

3.9 Upon satisfactory completion of the scheme, a certificate specifying the skills attained and the period of employment will be awarded by employers to trainees.

Effectiveness of the Youth Work Experience and Training Scheme

3.10 As at early August 2004, YWETS received 31 660 training vacancies from 6 844 employers. The majority of vacancies came from the private sector, which accounted for 84% of the total. The wholesale and retail sector supplied the most training vacancies, accounting for 12% of the total. This was followed by catering (10%), education services (9%), business services (8%) and personal services (8%).

3.11 A total of 14 269 trainees were successfully placed into training vacancies as at early August 2004, and 49% of them were engaged in clerical, sales and IT posts. In addition, 8 735 trainees were placed in other jobs in the open employment market (i.e. not requiring the provision of training subsidy) with the assistance of their case managers. About half of them were employed as clerical workers, salespersons and waiters/waitresses.

3.12 The Labour Department has commissioned the Department of Applied Social Sciences of the Hong Kong Polytechnic University to conduct an independent study on the effectiveness of YWETS. As part of this consultancy study, an 18-month longitudinal study on the YWETS trainees has been carried out to evaluate the longer-term effects of the scheme. The longitudinal study is expected to be completed in the first half of 2005.

4. Youth Self-employment Support Scheme

4.1 The Labour Department launched YSSS in May 2004 as a pilot project to provide an alternative to traditional employment for young people who aspire to become self-employed. Youths aged 18-24 with educational attainment of Secondary 5 to below the degree level and not engaged in any full-time employment can apply for YSSS, if they have the motivation and interest to become self-employed.

4.2 The Labour Department is running YSSS as a one-year programme with a financial provision of HK\$30 million. The target of the scheme is to train and assist young people to become self-employed in areas with business prospects, such as IT and multimedia applications, personal care (e.g. hair-dressing, manicure and beauty therapy), and public performances (e.g. magic show and hip-hop dance).

Features of the Youth Self-employment Support Scheme

4.3 Under YSSS, each trainee receives training and a full range of support services for a full year from NGOs commissioned by the Labour Department. However, the scheme does not provide any start-up capital support to trainees. Nor does it require trainees to start their own businesses during the training period.

Training

4.4 The commissioned NGOs provide training to trainees through qualified instructors. The training lasts for a period of not more than four months, covering both vocational training on work skills and basic training on self-employment. The latter includes market research, marketing strategy, sales techniques, customer services, financial management and budgeting, and interpersonal skills.

Self-employment support and marketing services

4.5 After the training period, the commissioned NGOs act as “business managers” to assist trainees in developing their own businesses, with a view to equipping them with hands-on experience in self-employment. Business managers offer administrative support to trainees and assist them in devising self-employment plans. They also help trainees establish their business connections and explore business opportunities. The duration for such kind of support services varies with the length of the training period, and lasts for a period of not less than eight months.

Effectiveness of the Youth Self-employment Support Scheme

4.6 As at end-July 2004, the Labour Department approved 36 projects providing 1 456 training places in areas such as beauty therapy and personal care, computer assembling and fixing, webpage and graphic design, sports instruction, tour guides and docents, pets grooming and training, handicraft and accessories making, modelling and body movement performance, music and dance, and catering. A total of 3 912 applications were received for the 1 456 training places available.

4.7 The Labour Department will appoint an independent consultant to evaluate and review the effectiveness of YSSS upon the completion of the scheme. The study will take into account the number of trainees successfully trained, the number of trainees further pursuing self-employment, and their feedback on the usefulness of YSSS in equipping them with the necessary skills.

5. Graduate Employment Training Scheme

5.1 The Labour Department introduced GETS in August 2003 to provide 2 000 fresh university graduates of 2003 with on-the-job training⁸. With a financial provision of HK\$26 million, GETS was structured as a one-year programme and concluded in July 2004.

Features of the Graduate Employment Training Scheme

5.2 Under GETS, employers taking on fresh university graduates of 2003 and providing them with on-the-job training were paid a monthly training allowance of HK\$2,000 for each trainee engaged for a maximum period of six months. The seven universities funded by the University Grants Committee were responsible for placing their own graduates, while the Labour Department provided graduates from other tertiary educational institutions and those returning from overseas with similar assistance.

⁸ According to the Government, university graduates of 2003 were expected to encounter greater difficulty in securing their first jobs in view of the civil service recruitment freeze and the continued economic downturn at the time. Against this, GETS was launched as a special employment programme to enable fresh graduates to gain working experience and improve their job-related skills, thereby enhancing their employability.

Effectiveness of the Graduate Employment Training Scheme

5.3 According to the Labour Department, the participating universities considered GETS useful in assisting their graduates in securing jobs amid the difficult employment situation in the summer of 2003. A total of 1 371 university graduates were placed into employment when GETS was concluded in July 2004. Among them, 1 156 were local graduates and 215 were overseas graduates. The participating universities also commented that the scheme encouraged more employers, in particular small and medium-sized enterprises, to employ university graduates.

6. Project Yi Jin

6.1 The Government launched PYJ⁹ in October 2000, with an allocation of HK\$200 million to implement the project for three school years from 2000-01 to 2002-03. In August 2003, the Government obtained FC's approval to continue PYJ for another two years until the end of the 2004-05 school year, using resources available under the approved commitment¹⁰.

6.2 PYJ serves to provide an alternative route to expand continuing education opportunities for Secondary 5 school leavers and adult learners aged 21 or above. Starting from the 2004-05 school year, PYJ also accepts Secondary 4 school leavers and youths aged below 21 who have never sat the Hong Kong Certificate of Education Examination (HKCEE).

Features of Project Yi Jin

6.3 PYJ is a skill-based bridging programme with emphases on biliteracy, trilingualism, IT applications and practical subjects. Graduates of PYJ must complete a programme of 600 hours, of which seven core modules comprising Chinese, English I and II, Putonghua, Mathematics in Practice, IT Applications and Communication Skills account for 420 hours. The remaining 180 hours are three elective modules at the choice of students¹¹. Students who have successfully completed all 10 modules are awarded a full certificate which is equivalent to five passes in HKCEE.

⁹ The English title of the programme had been known as "Project Springboard", and was renamed "Project Yi Jin" on 25 April 2002 to avoid resemblance to the name of a charitable organization.

¹⁰ Of the approved commitment of HK\$200 million, approximately HK\$107 million was used for the implementation of PYJ from 2000-01 to 2002-03, leaving an unspent balance of about HK\$93 million available for the 2003-04 and 2004-05 school years.

¹¹ The number and variety of elective modules differ among the institutions participating in offering the PYJ curriculum. Students can choose among the elective subjects offered by the institutions in which they enrol.

6.4 PYJ certificates are recognized by member institutions of the Federation for Continuing Education in Tertiary Institutions (FCE)¹². Graduates of PYJ programmes can apply for courses at the next higher level offered by any member institution of FCE¹³. Furthermore, holders of PYJ certificates can apply for those government posts which require candidates to obtain five passes in HKCEE.

6.5 To cater for students of different backgrounds, PYJ is offered for either full-time or part-time study. It normally takes full-time students one year to complete the programme, while part-time students normally need two years. Students of PYJ will be reimbursed 30% of the tuition fees of the modules which they have successfully completed. Starting from the 2002-03 school year onwards, those needy students who have passed a means test can have their tuition fees fully reimbursed upon successful completion of each module.

6.6 Since its inception in 2000, PYJ has been run by member institutions of FCE for Secondary 5 school leavers and adult learners aged 21 or above. In June 2004, the Education and Manpower Bureau (EMB) launched a pilot scheme - the "Yi Jin/Secondary Schools Collaboration Project" - for the 2004-05 school year. Under the Project, 10 secondary schools have been selected by EMB to provide the PYJ curriculum for students who have completed Secondary 4 education and/or young people aged below 21 who have never sat HKCEE.

Effectiveness of Project Yi Jin

6.7 The number of PYJ graduates for the 2000-01, 2001-02 and 2002-03 school years totalled 9 060, of whom 4 987 or 55% obtained results of passes in 10 modules and were awarded full certificates. The remaining 4 073 or 45% obtained results of passes in less than 10 modules and were awarded, where appropriate, certificates for the relevant modules only.

¹² FCE has 11 members, namely Caritas Adult and Higher Education Service, City University of Hong Kong, Chinese University of Hong Kong, Hong Kong Baptist University, Hong Kong Institute of Education, Hong Kong Polytechnic University, Hong Kong University of Science and Technology, Lingnan University, Open University of Hong Kong, University of Hong Kong and VTC.

¹³ For example, upon completion of PYJ, students can spend one year studying a pre-associate degree programme, followed by a two-year associate degree programme before moving on to a bachelor's degree programme.

6.8 To evaluate the effectiveness of PYJ, EMB conducted a survey in early 2004 on the parents and full-time programme graduates of the 2000-01, 2001-02 and 2002-03 school years. The survey shows that 37% of the graduates are currently pursuing further studies, 36% have taken up employment, 17% are studying and working at the same time, and 10% are neither studying nor working. In addition, more than 80% of the graduates are satisfied with the programme. Furthermore, more than 70% of the parents would have favoured PYJ as an alternative to the conventional senior secondary curriculum if they had had a choice in the past.

7. Information Technology Assistant Course

7.1 EMB, together with VTC and the Employees Retraining Board, ran a pilot IT training programme – the IT Assistant Course – from January to July 2000 to provide 300 IT training places for young school leavers and the unemployed at Secondary 3 educational level or above. The programme aimed to meet the needs of companies in different sectors for trained IT manpower at the junior assistant level to perform basic IT and e-commerce related tasks.

7.2 Amid the favourable response to the pilot IT Assistant Course, the Government obtained approval from FC in May 2000 for a commitment of HK\$36 million to formalize the course with a training capacity of 2 000 between 2000-01 and 2001-02. In April 2002, FC approved another commitment of HK\$54 million to continue the IT Assistant Course for another three years from 2002-03 to 2004-05 with an annual intake of 1 000 trainees.

Features of the Information Technology Assistant Course

7.3 The IT Assistant Course consists of a foundation module and two specialized streams with different focuses. Each trainee must complete the foundation module and one of the specialized streams. The foundation module focuses mainly on basic office IT skills as well as working knowledge of e-commerce. The two specialized streams focus either on skills that are critical for entry-level IT technical/system support tasks, or on skills which are for support activities commonly required in today's digital workplace.

Effectiveness of the Information Technology Assistant Course

7.4 Since the inception of the IT Assistant Course in 2000, a total of 3 617 trainees have successfully graduated from the training programme. The average employment rate of those graduates seeking jobs is about 74%. They are mainly engaged in IT-related jobs and earn an average monthly salary of HK\$6,426.

8. Tourism Orientation Programme

8.1 In 2002, the Hong Kong Tourism Board (HKTB), a statutory subvented body, received funding from the Economic Development and Labour Bureau to run TOP from April 2002 to March 2004. With a financial provision of HK\$40 million, HKTB set the target of providing 200 training places each year. The programme participants, known as Tourism Hosts, were provided with a training programme featuring classroom learning, nurturing activities and on-the-job training in various sectors of the tourism industry. In the 2004-05 Budget, the Government decided to continue TOP for another two years with an annual provision of HK\$10 million for both 2004-05 and 2005-06¹⁴.

Features of the Tourism Orientation Programme

8.2 TOP is a one-year orientation programme targeting at tourism-related graduates and those interested in pursuing a career in the tourism industry. As such, preference is given to the admission of graduates from full-time or part-time tourism courses and candidates with previous working experience in the service industry.

8.3 Tourism Hosts are employed under a one-year contract by HKTB, and provided with a monthly allowance, an induction programme and workplace placement opportunities. The performance of Tourism Hosts are monitored and evaluated under a structured performance evaluation management system. The participating employers in the tourism industry are encouraged to give employment preference to Tourism Hosts at the end of the programme.

8.4 Upon joining TOP, Tourism Hosts are given a one-month induction course. They will then be attached to workplaces of TOP Partners¹⁵, which include border control points, shopping malls, front office of hotels and HKTB's visitor centres. During the workplace attachment, Tourism Hosts receive training from TOP Partners on their operations. TOP Partners also provide day-to-day supervision and mentoring to Tourism Hosts.

¹⁴ HKTB will review TOP in late 2004 with a view to continuing the programme on a self-sustaining basis.

¹⁵ Seventy one organizations from the tourism industry and the Leisure and Culture Services Department are participating as TOP Partners, which include airlines, museums, hotels, major shopping malls, tour operators and the Airport Authority.

8.5 During the attachment, continuous nurturing is provided by HKTB to Tourism Hosts to upgrade their competencies and to enable them to learn about the latest developments in the tourism industry. This is done through regular information updates, review workshops, seminars, coaching of Tourism Hosts and a dedicated homepage at HKTourismHost.com.

Effectiveness of the Tourism Orientation Programme

8.6 A total of 133 Tourism Hosts successfully completed the programme in 2002-03. The corresponding figure for the programme in 2003-04 was 124.

8.7 According to a survey of the 2003-04 TOP graduates conducted by HKTB in August 2004, more than 80% of the graduates have succeeded in finding full-time or part-time employment. Among them, 90% are working in the tourism and hospitality industries.

8.8 In addition to the survey on the employment status of the TOP graduates, HKTB has also conducted various surveys on visitors, TOP Partners and the Tourism Hosts themselves to assess the effectiveness of TOP. For the 2003-04 programme, HKTB received responses from 1 119 visitors, 59 TOP Partners and 171 Tourism Hosts. The major findings of the surveys were:

- (a) over 96% of visitors were satisfied or very satisfied with the services provided by Tourism Hosts;
- (b) 87% of TOP Partners expressed interest in hiring Tourism Hosts on a priority basis;
- (c) 92% of Tourism Hosts planned to continue working in the tourism industry; and
- (d) at least 94% of Tourism Hosts agreed that TOP could provide them with experience and exposure in the tourism industry, general industry knowledge, frontline operation and product knowledge, as well as customer service skills.

9. Youth Sustainable Development and Engagement Fund

9.1 In June 2004, FC approved a new commitment of HK\$50 million for setting up YSDEF. The purpose of YSDEF is, among other things, to subsidize pilot schemes to promote opportunities for training, placing and employing young people, especially unemployed youths.

Administration of the Youth Sustainable Development and Engagement Fund

9.2 YSDEF is expected to last for two years. The fund is administered by the Task Force on Continuing Development and Employment-related Training for Youth (Task Force), which includes representatives from the social welfare and business sectors, training and retraining bodies, the sports and academic sectors, the youth as well as the Government.

9.3 To ensure effective use of limited resources, YSDEF is strategically deployed to fill up the service gaps not addressed by existing youth-oriented training programmes or services. As such, the Task Force has identified the following five areas in which there may be opportunities to further develop pilot projects and services for the non-engaged youth:

- (a) programmes that aim to motivate the non-engaged youth to seek self-improvement and work;
- (b) modern apprenticeship schemes to provide the non-engaged youth with personalized training and counselling services through job attachments under the guidance and care of mentors;
- (c) training for sports-related careers;
- (d) training for the creative and cultural industries; and
- (e) training and employment programmes in the Mainland of China.

9.4 YSDEF initially focuses on the funding of pilot projects and services in the above five strategic areas. A vetting committee comprising four to six Task Force members is set up to conduct initial assessment of individual project proposals submitted by the service agencies, and to draw up funding recommendations for the Task Force's final endorsement.

9.5 Apart from funding pilot projects and services which directly target at the unemployed youth, YSDEF also supports research projects on problems related to unemployed youths and assessment of existing youth training and employment programmes. Furthermore, YSDEF subsidizes training programmes to enhance youth workers' skills and motivate the non-engaged youth to seek employment or pursue education.

9.6 To accommodate more pilot projects and benefit more young people, a funding ceiling of HK\$3 million is set on each project. Organizations or institutions applying for YSDEF have to bear at least 30% of the project's total expense to show their commitment. In addition, they are also required to introduce suitable internal mechanisms to monitor project progress and submit to the Task Force a final evaluation report on project effectiveness and a financial report with supporting records for auditing.

Effectiveness of the Youth Sustainable Development and Engagement Fund

9.7 As YSDEF came in place only in June 2004, the Government plans to conduct a comprehensive review of the overall effectiveness of the subsidized programmes in 2005.

10. Summary

10.1 Table 1 summarizes the main features and effectiveness of the Government's training programmes for the youth.

Table 1 — Summary of Government's training programmes for the youth

Scheme	Responsible authority	Scheme duration	Number of training places provided	Funding ⁽¹⁾	Target group	Effectiveness
Youth Pre-employment Training Programme	Labour Department	Eight years from 1999-2000 to 2006-07	12 000 per year	About HK\$90 million per year ⁽²⁾	Young school leavers aged 15-19	<ul style="list-style-type: none"> ● A total of 57 169 trainees since the inception of the Programme ● Among them: <ul style="list-style-type: none"> - 16 329 pursuing further studies - 40 840 seeking employment ● Average employment rate for trainees is 67%
Youth Work Experience and Training Scheme	Labour Department	Four years from 2002-03 to 2005-06	<ul style="list-style-type: none"> ● 10 000 for 2002-03 and 2003-04 ● 10 000 for 2004-05 and 2005-06 	<ul style="list-style-type: none"> ● HK\$400 million for 2002-03 and 2003-04 ● HK\$300 million for 2004-05 and 2005-06 	Youths aged 15-24 with educational attainment below the degree level	<ul style="list-style-type: none"> ● A total of 23 004 trainees as at early August 2004 ● Among them: <ul style="list-style-type: none"> - 14 269 received training involving payment of training subsidies. Of them, 49% were engaged in clerical, sales and IT posts - 8 735 were placed in jobs not requiring payment of training subsidies. Of them, 50% were employed as waiters/waitresses, clerical workers and salespersons

Notes: (1) Unless specified otherwise, figures refer to non-recurrent funding.

(2) When the Youth Pre-employment Training Programme was launched in 1999, it was funded by an endowment of HK\$40 million and HK\$9.8 million from the Hong Kong Jockey Club and the Government respectively. In 2000, the Government committed a total of HK\$246 million to continue the Programme in 2000 and 2001. Since 2002, the Programme has been funded by a recurrent funding of about HK\$90 million until 2006-07.

Table 1 — Summary of Government's training programmes for the youth (cont'd)

Scheme	Responsible authority	Scheme duration	Number of training places provided	Funding ⁽¹⁾	Target group	Effectiveness
Youth Self-employment Support Scheme	Labour Department	2004-05	1 456	HK\$30 million	Youths aged 18-24 with educational attainment of Secondary 5 to below the degree level	<ul style="list-style-type: none"> As at end-July 2004, 3 912 applications were received for the 1 456 training places provided by 36 projects approved by the Labour Department
Graduate Employment Training Scheme	Labour Department	2003-04	2 000	HK\$26 million	Fresh graduates of 2003 from local and overseas universities	<ul style="list-style-type: none"> 1 371 university graduates were placed into employment upon completion of the Scheme
Project Yi Jin	Education and Manpower Bureau	Five years from 2000-01 to 2004-05	<ul style="list-style-type: none"> No limit Demand-driven 	HK\$200 million	Secondary 4 and Secondary 5 school leavers, adult learners, and youths aged below 21 ⁽²⁾	<ul style="list-style-type: none"> Among the full-time graduates of the 2000-01, 2001-02 and 2002-03 school years: <ul style="list-style-type: none"> 37% pursuing further studies 36% working 17% studying and working 10% neither studying nor working

Notes: (1) Unless specified otherwise, figures refer to non-recurrent funding.

(2) As a pilot scheme in the 2004-05 school year, Project Yi Jin also accepts Secondary 4 school leavers and youths aged below 21 who have never sat the Hong Kong Certificate of Education Examination.

Table 1 — Summary of Government's training programmes for the youth (cont'd)

Scheme	Responsible authority	Scheme duration	Number of training places provided	Funding⁽¹⁾	Target group	Effectiveness
IT Assistant Course	Education and Manpower Bureau	Five years from 2000-01 to 2004-05	1 000 per year	<ul style="list-style-type: none"> • HK\$36 million for 2000-01 and 2001-02 • HK\$54 million for 2002-03 to 2004-05 	Young school leavers and unemployed persons of Secondary 3 educational level or above	<ul style="list-style-type: none"> • A total of 3 617 trainees since the inception of the Course • Average employment rate for the trainees seeking employment is 74% • Average monthly salary earned is HK\$6,426
Tourism Orientation Programme	Economic Development and Labour Bureau	Four years from 2002-03 to 2005-06	Information not available ⁽²⁾	<ul style="list-style-type: none"> • HK\$40 million for 2002-03 and 2003-04 • HK\$20 million for 2004-05 and 2005-06 	Tourism-related graduates and those interested in pursuing a career in the tourism industry	<ul style="list-style-type: none"> • Graduates: 133 in 2002-03 and 124 in 2003-04 • Of the 2003-04 graduates, more than 80% have secured employment. 90% of them are working in the tourism and hospitality industries

Notes: (1) Unless specified otherwise, figures refer to non-recurrent funding.

(2) The number of training places to be provided in 2005-06 has not yet been decided.

Table 1 — Summary of Government's training programmes for the youth (cont'd)

Scheme	Responsible authority	Scheme duration	Number of training places provided	Funding ⁽¹⁾	Target group	Effectiveness
Youth Sustainable Development and Engagement Fund	Task Force on Continuing Development and Employment-related Training for Youth	2004-06	Not applicable	HK\$50 million	Funding of projects and services falling into the five strategic areas designated by the Task Force ⁽²⁾	<ul style="list-style-type: none"> A comprehensive review of the administration of the overall effectiveness of the subsidized programmes to be conducted in 2005

Notes: (1) Unless specified otherwise, figures refer to non-recurrent funding.

(2) These five strategic areas are (i) programmes that aim to motivate the non-engaged youth to seek self-improvement and work, (ii) modern apprenticeship schemes to provide the non-engaged youth with personalized training and counselling services through job attachments under the guidance and care of mentors, (iii) training for sports-related careers, (iv) training for creative and cultural industries, and (v) training and employment programmes in the Mainland of China.

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