

**Enhanced and Integrated Employment Programmes  
[FCR(2009-10)8]**

**Supplementary Note**

**Purpose**

This note responds to the questions raised by the Chairman of the Finance Committee on unemployment rate of ethnic minorities and whether the enhanced and integrated employment programmes of the Labour Department (LD) could address the employment needs of the ethnic minorities.

**Statistics on the unemployment rate of the ethnic minorities**

2. Statistics on unemployment are compiled based on data obtained from the General Household Survey. As the General Household Survey does not capture information on ethnicity, there is no statistics on the unemployment rate of the ethnic minorities.

**Employment needs of the ethnic minorities**

**Young people**

3. LD is fully aware of the training and employment needs of young people of the ethnic minorities. Through the Youth Pre-employment Training Programme (YPTP), LD provides them with a wide range of generic as well as tailor-made pre-employment training courses. LD welcomes youths aged between 15 and 19 with education at sub-degree level or below, irrespective of their ethnic backgrounds, to join YPTP. Programmes that are often selected by youths of ethnic minority background and have thus been adapted to suit their needs include:

- Computer application training
- Office administrative and customer service skill training
- Integrated hotel service training
- Hotel housekeeping and waiter training

4. Under YPTP and the Youth Work Experience and Training Scheme (open to youths under 25 and with education at sub-degree level or below, irrespective of ethnic background), registered social workers are appointed as case managers to provide the trainees with career counseling and guidance services, and assist them in their job search.

5. Under the recent collaborative project organised by LD in conjunction with the “Community Investment and Inclusion Fund”, a special programme targeted at training young people of ethnic minority background (South Asian) to provide English playgroup services to children of low-income families has been approved. The special programme will be launched in June or July this year.

### **Middle-aged people**

6. The Employment Programme for the Middle-aged (EPM) provides on-the-job training allowance to encourage employers to take on middle-aged unemployed job seekers aged 40 or above, including middle-aged people of ethnic minority background. In 2008, around 1.1 % of the placements under EPM involved ethnic minority job seekers. This corresponds to the share of ethnic minority job seekers among all registrants of the employment service of LD.

### **Persons with disabilities**

7. The Selective Placement Division (SPD) of LD provides a personalised employment service to help place job seekers with disabilities (including ethnic minorities) in open employment. SPD also welcomes all job seekers with disabilities who are fit for open employment to participate in the Work Orientation and Placement Scheme (WOPS).

8. Pre-employment training programme under WOPS would be flexibly arranged to meet the specific needs of job seekers with disabilities, including ethnic minorities. Interpretation service will be arranged for job seekers with ethnic minority background on a need basis.

### **Other employment services geared to the needs of the ethnic minorities**

9. LD’s employment programmes are open to all eligible persons, regardless of ethnicity. To facilitate ethnic minorities to use the employment services of LD, LD has translated the leaflet on its employment services into various languages of the ethnic minorities. Special counters have been set up at its 12 Job Centres to provide ethnic minority job seekers with readily accessible services. Employment briefings tailor-made for the ethnic minorities are organised by Job Centres from time to time. Interpretation service will be arranged by appointment for job seekers in need. Ethnic minority job seekers who require more intensive and personalised services will be invited to join the Job Matching Programme under which placement officers will assist them to look for suitable jobs. As appropriate, they will also be referred to attend suitable training courses to enhance their employability.

Labour Department  
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