

For information on
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Legislative Council Panel on Manpower

Collaboration between the Labour Department and the “Community Investment and Inclusion Fund” on the Promotion of Youth Employment

Purpose

This paper briefs Members on the collaboration between the Labour Department (LD) and the “Community Investment and Inclusion Fund” (CIIF) on the promotion of youth employment.

Background

2. The Youth Pre-employment Training Programme (YPTP) and the Youth Work Experience and Training Scheme (YWETS) were launched by LD respectively in 1999 and 2002 to provide pre-employment and on-the-job training to young people aged 15 to 24 with educational attainment at sub-degree level or below, with a view to enhancing their employability and helping them land on sustainable employment.

3. CIIF was set up in 2002 as a seed fund to promote social capital through encouraging mutual support in the neighbourhood, community participation and cross-sectoral partnerships.

LD-CIIF Collaboration

4. The unemployment rate of young people aged 15 to 24 is persistently higher than the overall rate of unemployment. From the experience of LD and CIIF, young people, particularly those with low academic achievement, poor work motivation and behavioural problems, face various barriers to employment. There is a definite need to provide them with more focused and tailor-made support to enhance their positive outlook, job readiness and employability.

5. In the course of implementing the YPTP and YWETS, LD has gained a deeper understanding of the characteristics of young people and developed a network with training providers and employers for fostering youth training and employment. On the other hand, CIIF, through pioneering a number of innovative projects making use of in-depth job mentoring arrangements and life navigation under the steer of corporate or professional partners, has identified success factors for programmes aiming at enhancing the self-esteem of young people and cultivating positive attitude among them.

6. With a view to achieving synergy between YPTP/YWETS and CIIF, a joint initiative was launched in late 2008, in the name of 「新紮創奇職」, to encourage the development of new projects to reach out to young people with employment difficulties, motivate their job readiness and prepare them for sustainable development in the employment market. The LD/CIIF collaboration is expected to create added value through the flexible use of the social and funding resources thus pooled for the creation of an enabling environment for innovative project proposals. It aims at achieving the following objectives –

(a) *Fostering cross-sectoral partnerships*

Non-governmental organisations, schools, business and professional bodies have been invited to participate and tender project proposals. This will bring new perspectives and innovative ideas for the benefit of the participating young people.

(b) *Encouraging creativity and innovation*

The projects can flexibly and suitably integrate pre-employment and on-the-job training elements under YPTP/YWETS and social capital developmental strategies advocated by CIIF. There are minimal restrictions with respect to the parameters, format and duration of the projects, provided that they can help transform the mindset of young people, extend their social networks and cultivate among them positive work attitudes.

(c) *Reaching out to non-engaged youths*

By bringing in new social partners and encouraging innovative approaches to project formulation and design, the LD/CIIF collaboration aims at reaching out to non-engaged youths who are far less accessible by existing youth training and employment programmes.

7. LD and CIIF will jointly fund the approved projects. YPTP/YWETS will mainly sponsor the cost of pre-employment training courses and the payment of training subsidies to employers offering internship and employment opportunities to participating young people. CIIF will take care of project management and other incidental costs.

Project Proposals

8. Twenty-five proposals were received upon the close of the application period. Of them, six proposals encompassing 19 pre-employment training courses (list at **Annex**) were approved. Nine proposals were encouraged to be refined for re-submission at a later stage.

9. The six approved proposals involve funding of about \$10 million – over \$6 million from CIIF and around \$4 million from LD. Their durations range from one to three years. They are expected to provide over 2 000 training places and create a range of internship, job or further study opportunities for the benefit of some 1 000 young people from disadvantaged backgrounds.

Approved Projects

10. The approved projects make use of innovative strategies and social partnership to provide through-train services to help young people gain sustainable employment. The pre-employment training courses to be organised have been designed with reference to the interests and characteristics of the participants and the job requirements of the subsequent internship or job placements. The main features of the projects are summarised as follows –

(a) S.A.Y. Harmony (南亞裔青年跨文化共融英語導師計劃)

This project aims to train young people of ethnic minority background (South Asian) to organise and provide English playgroup services to children of low-income families. The project turns the language barriers of the participating young people into skills that can be applied in work situations, and at the same time integrate them into the community through the provision of much-needed services for children of low-income families.

(b) Youth Holistic Employment Assistant Programme (潮Teens H.E.A.)

This project capitalises on the experience of the organiser in conducting training and deploying its extensive employer and mentor networks to address the diverse needs of young people. The project offers a variety of training courses, a wide range of internship opportunities, and a large pool of professionals and entrepreneurs who volunteer to provide mentoring and counselling support to the participating young people.

**(c) The “In” Generation – Special IT Community Employment Project
(電腦「潮」代 - 專才社區就業計劃)**

This project is administered by a partnership comprising a business chamber and a trade union. The partners will make use of their respective strengths in employer network and pre-employment training to provide one-stop service to young people in training and employment support.

(d) Grace to, Power to, Gather to Go! (「喜」動、「積」動、齊行動)

The organiser of this project is experienced in community building and neighbourhood development. The project aims at galvanising the support of different segments of the local community, including women, senior citizens, non-government organisations, schools and employers to enhance youth employment and personal development. The project will provide training on stage performance to participating young people and offer them work opportunities through the organisation of variety shows and entertainment activities for residents of the local community.

(e) Keychen-up (躍動工房)

This project works on partnership among organisations and institutions with varying social background. Under the project, participating young people will first receive training and then be offered guidance in running a café in the Southern District. They will be assisted by a group of consultants comprising professionals and experts from the management of a theme park, the business faculty of a school of professional and continuing education, a chef club and a non-government organisation.

(f) A Unique “Magazine” Involving Tripartite Partner (「誌」趣「三」投)

This project aims at developing job opportunities in the publication and cultural sector for participating young people. Apart from providing pre-employment training, the project organiser has lined up professionals and practitioners such as editors and reporters to be the mentors of participating young people and help them canvass suitable job vacancies.

Implementation Timetable

11. LD and CIIF are finalising the project details with the organisers of the approved projects. It is envisaged that the projects will be rolled out in the second half of 2009.

Labour and Welfare Bureau
Labour Department
May 2009

Training Courses Provided Under the Six Approved Projects of the LD-CIIF Collaboration

	Project	Pre-employment Training Course
(a)	S.A.Y. Harmony (南亞裔青年跨文化共融 英語導師計劃)	<ul style="list-style-type: none"> • Multi-cultural English Playgroup Tutor Training Course
(b)	Youth Holistic Employment Assistant Program (潮Teens H.E.A.)	<ul style="list-style-type: none"> • “Twilight Action” Camp Training Course • Marine Adventurous Activities Training Course • Job Search and Interpersonal Skills Training Course • Japanese and Korean Restaurant Waiter Training Course • Junior Clerk Training Course • Basic Beauty Therapy Training Course • Basic Hair Stylist Training Course • Stage Performance Training Course
(c)	The “In” Generation – Special IT Community Employment Project (電腦「潮」代 - 專才 社區就業計劃)	<ul style="list-style-type: none"> • Computer Salesmanship and Technician Training Course
(d)	Grace to, Power to, Gather to Go! (「喜」動、「積」動、齊行動)	<ul style="list-style-type: none"> • Event Planning and Secretarial Skills Training Course
(e)	Keychen-up (躍動工房)	<ul style="list-style-type: none"> • Job Search and Interpersonal Skills Training Course • Catering Industry Management Basic Certificate Training Course • Development and Management of a Small Business Training Course • Food Preparation and Culinary Art Training Course
(f)	A Unique “Magazine” Involving Tripartite Partners (「誌」趣「三」投)	<ul style="list-style-type: none"> • Leadership, Discipline and Team Building Training Course • Job Search and Interpersonal Skills Training Course • Photography on Portrait and Product Training Course • Multi Media and Magazine Editing Training Course