



Labour Department (Headquarters)

勞工處 (總處)

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20 January 2010

Clerk to the Manpower Panel
Legislative Council
8 Jackson Road
Central, Hong Kong
(Attn.: Mr Raymond LAM)

Dear Mr LAM,

**Panel on Manpower meeting on 14 December 2009
Measures taken by the Labour Department
to promote youth employment**

The Panel on Manpower discussed the measures taken by the Labour Department to promote youth employment at its meeting on 14 December 2009. The Administration was requested to provide information on (i) the self-employment support services provided by the Youth Employment Start for young people and (ii) the retention figures of the participants of the Work Trial Scheme. I attach herewith the relevant information, please.

Yours sincerely,

(Stanley NG)
for Commissioner for Labour

Internal
AA/SLW

(I) Youth Employment Start

The Labour Department (LD) set up two youth employment resource centres in the name of "Youth Employment Start" (Y.E.S.) respectively in 2007 and 2008 to provide one-stop service on employment and self-employment to young people aged between 15 and 29. As at end of 2009, there were 29 959 young people registered as members with the two Y.E.S., including 581 business members aged between 18 and 29 who were interested in developing their careers in the form of self-employment.

2. Through a multifarious approach, Y.E.S. helps young people understand their own capabilities and inclination towards self-employment. The two centres provide them with the following self-employment support services:

(a) Career assessment

Y.E.S. has developed a comprehensive career assessment tool to help young people with aspirations for starting their own business to understand their career interest, personality, emotional intelligence and entrepreneurship potentials. Supported by the findings of career assessment, career consultants will assist young people to evaluate different options for career development, and offer them guidance on available careers and training opportunities in the light of their backgrounds and personal qualities.

(b) Training on self-employment

Apart from inviting business leaders to share their successful experience in setting up business with young people, Y.E.S. organises from time to time training programmes to equip young people with skills on self-employment and business management. In 2009, Y.E.S. organised a number of courses related to self-employment, including the preparation of business proposals as well as legal liabilities, financial management and marketing strategies pertaining to business operations. These courses attracted 3 702 participants.

(c) Mentorship scheme and professional consultation

Y.E.S. invites entrepreneurs and business leaders to serve as mentors to offer advice and guidance in business start-up to young people on a voluntary basis. Furthermore, Y.E.S. arranges business professionals to provide consultation services to young people on legal and accounting

problems that may be encountered in day-to-day business operations. In the year 2009, a total of 169 young people sought consultation services at Y.E.S.

(d) Office facilities

Young people have free access to a full range of office facilities such as business workstations, conference room and design corner with professional software/hardware at Y.E.S. This will facilitate them in running their business.

3. In its two years of operation, Y.E.S. has helped many young people understand their own interest and capabilities, make good use of the training and consultancy services offered by Y.E.S., establish their business networks and make their first steps in starting their own business.

(II) Work Trial Scheme

4. LD launched the Work Trial Scheme (WTS) in June 2005 to assist job seekers who have special difficulties in finding jobs. During the one-month work trial, participants are arranged to work in participating organisations. Of the 1 782 WTS participants who had completed work trial as at end of 2009, 1 358 (or 76%) were offered employment by the participating organisations.

5. LD has conducted a survey on WTS participants who had undertaken work trial between September 2007 and August 2009. Of the 332 respondents who were employed by the participating organisations, 28 (or 8.4%) were dismissed after working for less than three months and 9 (or 2.7%) were dismissed within three to less than six months of employment. The most common reasons were redundancy, unsatisfactory performance or company restructuring, etc. On the other hand, 76 (or 22.9%) respondents resigned from employment after working for less than three months and 39 (11.7%) resigned within three to less than six months. The most common reasons were family/ personal/ health problems, disliked work environment or found other work, etc.