



社會福利署

Social Welfare Department

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Legislative Council Complex,  
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Central,  
Hong Kong  
(via Mr Colin CHUI)  
(Fax No : 2509 9055)

30 July 2014

Dear Mr CHUI,

### Report on the Programme Worker Programme

Thank you for your letter of 14 January 2014 to the Secretary for Labour and Welfare, conveying to us the motion passed at the meeting of the Panel on Welfare Services (the Panel) held on 13 January 2014, which requested the Social Welfare Department (the Department) to submit a report on matters related to Programme Workers (PWs) to the Panel within six months.

A report in respect of the motion is now submitted by the Department.

Yours sincerely,

(Peter Ng)

for Director of Social Welfare

c.c. Secretary for Health and Welfare

(Attn: Miss Shea Wing-man, PAS for Labour & Welfare (Welfare 1))

(Fax: 2524 7635)



## **Report on the Programme Worker Programme**

### **Background**

The Government has in 2008 provided a total of 3 000 temporary Programme Worker (PW) posts through non-governmental organisations (NGOs) for young persons aged between 15 and 29 for three years. The programme is a special employment support measure during the economic downturn at that time.

2. The temporary posts aim at assisting young people to obtain work experience so as to enhance their employability in the open market. The young people concerned have acquired considerable work experience after serving in the temporary posts for some time, and could seek jobs in the labour market or pursue further studies according to their interests and preferences. Quite a number of them have successfully secured suitable employment or taken up further studies after serving in the temporary posts.

3. To allow more time for the welfare services units to make necessary arrangement, the Government had thrice extended the temporary posts.

### **Progress of the Job Training and Employment Support Projects for PWs and Young People provided by the Social Welfare Department**

4. In collaboration with the Labour Department and the Employees Retraining Board, the Social Welfare Department (SWD) has, in February 2013, set up a designated webpage called “PW 新里程” to provide the ex-PWs and NGOs concerned with information on employment and training so as to help the former find suitable employment and training opportunities.

5. Besides, there are a number of on-the-job training and life planning programmes currently available that are suitable for ex-PWs which could assist them to secure suitable employment as well as enhancing their employability. The progress of the major projects is as follows –

- (a) With funding support from the Lotteries Fund (LF) in May and November 2013, the Yuen Yuen Institute (YYI) has implemented the Pilot Scheme for Training of Multi-skills Workers – “Youth Career Navigation Scheme in Elderly Services (YCNSSES)”, adopting a “first-hire-then-train” approach to recruiting young people to provide care services at residential care homes for the elderly. The pilot project is implemented under two Schemes, providing relevant





training and employment opportunities for 100 secondary school graduates and 100 PWs respectively. For Scheme 2, it has recruited 27 PWs. The Lotteries Fund Advisory Committee has given approval in May 2014 for extension of Scheme 2 for six months in order to encourage more ex-PWs and secondary school graduates to join the care services.

- (b) Funding was granted to the Tung Wah Group of Hospitals (TWGHs) by the LF in November 2013 to launch a pilot project “Caring Angels”. 40 trainees have been recruited (including 25 PWs) for the project. The basic training course was completed by the end of March 2014 and 20 trainees (including 13 PWs) were selected in April 2014 to be employed as “Training Assistant II” for working at elderly homes and receiving continue on-the-job training. TWGHs has also offered employment to two trainees who were ex-PWs to work in rehabilitation services units and provided them with in-service training.
- (c) The Boys’ and Girls’ Club Association was approved funding by the LF in November 2013 to launch the nine-month “Career Development Project”, providing assistance to 129 young people being employed as PWs at the time to construct their own life planning, enhance their self-understanding (including their own personality and ability), explore the hurdles and support for their career development, and provide them with systematic training, in order to assist them to gradually pursue the career plan they have drawn up. As at end of June 2014, the project has provided a total of 83 training sessions, including job fairs, career visits/talks, employment counseling/training etc, as well as individual and group counselling to assist the PWs to work out more comprehensive plans for their employment/study.
- (d) Funding was also granted to the Hong Kong Sheng Kung Hui Welfare Council Limited by the LF in April 2014 to launch a pilot project “Y-Power” which encourages young people to take up employment in rehabilitation and elderly care service with on-the-job training. The project has recruited 31 trainees (including 12 ex-PWs). As at 18 July 2014, there are 30 trainees in post (including 12 ex-PWs).
- (e) The Government will allocate \$147 million to launch the “Navigation Scheme for Young Persons in Care Services”, providing an additional 1 000 training places from 2014-15 for young people who have graduated from Secondary 5 or Secondary 6 level in the coming few years.



- (f) SWD has since April 2008 extended the residential respite service to persons with disabilities below the age of 15 in order to relieve the pressure of the families/carers, with allocation of “Programme Organiser” posts under recurrent subvention to implement the service. SWD has provided additional recurrent subvention in 2013-14 for creating 43 additional “Programme Organiser” posts, and will further create another 93 “Programme Organiser” posts in 2014-15.

### Termination of the PW Programme

6. According to the NGOs provided with the PW posts, the phasing out plan of the PWs upon the lapse of the posts is as follows:

Phasing out plan of the PWs after the lapse of the posts	No. of PWs	% with employment and training arrangements
(a) Continuing employment by the NGOs	660	76%
(b) Plan to secure /already secured other suitable employment	548	
(c) Pursue further studies/vocational training	137	
(d) Participate in on-the-job training programmes of elderly / rehabilitation services	66	
(e) No information provided by the PWs	344	18%
(f) No reply provided by the NGOs	113	6%
Total	1 868*	100%

\*The information is based on the returns of NGOs on their number of PWs being employed in February 2014 and their phasing out plan by the lapse of the post in end-March 2014; as well as the number of PWs joining the concerned on-the-job training programmes of elderly/rehabilitation services by April 2014.

### Conclusion

7. SWD has implemented, through the LF, the aforementioned multi-skills care worker training programmes and life skill development programmes to assist the PWs to find suitable employment or receive training. Having regard to the views expressed by the Panel on Welfare Services of the Legislative Council on the PW programme and the suggestion to absorb the PWs for enhancement of service quality, the NGOs concerned have reviewed the operation of their welfare service units and have flexibly deployed resources





to re-employed 660 PWs (please refer to item (a) of para 6 above); and another 751 PWs have also secured suitable employment or pursued further studies after receiving the various training and employment support offered by the NGOs concerned (please refer to items (b), (c) and (d) of para 6 above). The information has revealed that the majority of PWs (i.e. a total of 1 411, 76%) has secured suitable arrangement upon the lapse of the posts by end-March 2014. SWD will continue to render support to the ex-PWs through the programmes mentioned in para 5 above.

Social Welfare Department  
July 2014