

**Labour Department (Headquarters)**

勞工處 (總處)

Your reference 來函編號 : CB2/PL/MP  
Our reference 本處檔案編號 : LD CR/1/814 Pt 11  
Tel. number 電話號碼 : 2852 4102

1<sup>st</sup> February 2016

Clerk to Panel on Manpower  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong  
(Attn: Ms Betty MA)

Dear Ms MA,

**Panel on Manpower**  
**Follow-up to meeting on 19 January 2016**

Thank you for your letter of 21 January 2016. As requested by the Panel on Manpower, we provide below information on employment support services for the ethnic minorities (EMs) as raised by Hon CHAN Yuen-han in her letter dated 13 January 2016 to the Panel.

**Employment Support Services for Ethnic Minorities**Employment services

The Labour Department (LD) provides a full range of employment services free of charge to all job seekers, including among others EMs. In addition to LD's general employment services and facilities, special counters and resource corners are set up in all LD job centres to provide EM job seekers with job referral service and employment information. Tailor-made employment briefings are also regularly organised for EMs. Moreover, EM job seekers may meet the employment advisors in job centres face-to-face to obtain labour market information and job search advice. All LD job centres offer employment services in both Chinese and English. Key information of all job vacancies (e.g. job title, industry, working hours, salary, workplace, educational requirements and application procedures) is translated and displayed bilingually

in the website of Interactive Employment Service and vacancy search terminals to facilitate EMs to browse the vacancy information. Interpretation services will be arranged for job seekers who do not speak Chinese and English.

LD continues to actively canvass suitable vacancies for EM job seekers and promotes their working abilities to employers. In 2015, LD organised a total of two large-scale and 11 district-based inclusive job fairs to enhance the employment opportunities of EMs. Employers participating in these job fairs are encouraged to employ EMs and are advised to consider the genuine occupational qualifications of the posts when specifying the language requirement and to relax them as far as possible so as to enable more EMs to apply for the vacancies. LD, in collaboration with non-governmental organisations serving EMs, will continue to arrange on-site interpretation service for EM job seekers at these job fairs.

In September 2014, LD piloted an “Employment Services Ambassador Programme for Ethnic Minorities”, employing 15 trainees of the Youth Employment and Training Programme<sup>1</sup> who could communicate in EM language as employment services ambassadors for six months. On one hand, employment services ambassadors help LD enhance its employment services to job seekers, in particular EMs. On the other hand, the programme enriches the working experience and qualifications of the engaged EM trainees, thereby enhancing their employability in the open market. The initial response to the pilot programme was positive. LD further employed a total of 33 trainees as the second and third batch of the EM employment services ambassadors in March and September 2015. LD is reviewing the programme in the light of the actual operating experience and will consider the way forward having regard to the review outcome.

### Retraining services

The Employees Retraining Board (ERB) offers full-time placement-tied courses and part-time “Skills Upgrading Scheme Plus” (SUS Plus) and generic skills training courses dedicated for EMs to meet their employment needs. These dedicated training courses are conducted in English. Placement follow-up services are provided by the training bodies of ERB to EM trainees who have completed full-time placement-tied courses. In 2015-16, ERB collaborated with the Home Affairs Department to offer courses at its Support Service Centres for Ethnic Minorities on a pilot basis. From time to time, the training bodies of ERB organise district-based activities, including district guided tours, course and industry exhibitions as well as job fairs to disseminate

---

<sup>1</sup> The Youth Employment and Training Programme launched by LD provides one-stop pre-employment and on-the-job training for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below.

training and employment information and provide services to members of the public, including EMs, to enhance their employment opportunities. Eligible EMs can also make use of an array of training and employment support services, including personalised training consultancy service, at the three ERB Service Centres.

In 2015-16, ERB offers 15 full-time placement-tied courses dedicated for EMs, including four courses under the Youth Training Programme which target non-engaged EM youths aged 15 to 20. ERB also offers 20 part-time SUS Plus and generic skills training courses dedicated for EMs, including six training courses on Cantonese as well as Chinese reading and writing.

The Government will continue to closely monitor the employment needs of EMs and proactively provide employment support services catered to their needs.

Yours sincerely,



(Charles HUI)  
for Commissioner for Labour

c.c. Secretary for Labour and Welfare (Attn: Mr Nicholas CHAN)