

Chapter IV

Existing Education, Pre-employment Training, On-Job Training and Employment Opportunities for Non-engaged Youth

School Education Opportunities

1. Hong Kong provides 9-year (Primary 1 to Secondary 3) free and universal basic education for children between 6 and 15. Starting from September 2002, adequate subsidized Secondary 4 or training places are provided for all Secondary 3 students studying in publicly funded schools who have the wish and ability to progress^{Note}. In the coming two years, 13 Senior Secondary Schools will commence operation. Other than core subjects of the Hong Kong Certificate of Education Examination, these schools will also provide more diversified curricula to prepare students for work and life.

2. The Education Department^{Note} strongly encourages schools to rekindle students' interest in studying and help them overcome their difficulties in studying. Schools are also encouraged to tailor the curriculum to suit the ability, interest and needs of students and to promote their active participation by adopting learning and teaching strategy such as field study and project learning.

3. In the 2002/03 school year, the Education Department launched a school-based pilot project of providing foundation courses in 20 secondary schools. Under this pilot project, students learn through a tailored curriculum suited to their ability, receive life skills training and gain work experience through job attachment. The objective of the project is to build up students' self-esteem and self-confidence, enhance their sense of belonging to the school and rekindle their interest in learning.

4. School leavers aged 15 or above can attend Government Evening Secondary Schools or Government Evening English Classes. School places for these programmes are provided in different centres throughout the territory according to needs of students. For dropouts who wish to resume schooling, the Education Department provides placement service to help them find suitable schools.

Continuing Education Opportunities

5. Other than mainstream education, young people may pursue an alternative route of continuing education by enrolling in Project Yi Jin and Associate Degree programmes. Project Yi Jin aims to upgrade Secondary 5 leavers' knowledge, through combining academic pursuits with practical skills training, in biliteracy, trilingualism and application of information technology. Successful completion of

Note: For the 70 939 Secondary 3 students who needed a place under the Junior Secondary Education Assessment System, 70 322 were allocated Secondary 4 or post-Secondary three craft course places, with more than 1 000 places remained unallocated.

Note: Education Department merged with the Education and Manpower Bureau with effect from 1 January 2003.

the programme will lead to a qualification comparable to five passes in the Hong Kong Certificate of Education Examination for the purpose of continuing education and employment.

6. Associate Degree programmes aims to provide Senior Secondary graduates with an enriched education at post-secondary level that prepares them for work, further study, leisure and active citizenship. Specifically, the programmes will equip students with generic skills as well as specialized knowledge/skills that are sufficient to enable them to perform effectively at para-professional level, to further their studies in universities or to pursue professional studies.

Pre-employment Training Opportunities

7. Through its 9 Institutes of Vocational Education, the Vocational Training Council (VTC) provides pre-employment vocational education to young people of different age and academic standards. These include the Certificate in Vocational Studies programme for Secondary 3 leavers, Vocational Certificate and Foundation Diploma programmes for Secondary 5 leavers, and various diploma and higher diploma programmes for Secondary 5 and Secondary 7 graduates.

8. For vocational training programmes, VTC offers different Practical Skills Training Courses for Secondary 3 and Secondary 5 leavers through its 20 Training and Development Centres. It also provides training to young people aged 14 to 18 employed in designated trades through the Apprenticeship Scheme. Through the Information Technology Assistant Training Course, VTC provides unemployed youth with Secondary 3 or above qualification with skills to work as junior assistants in the IT industry. In addition, the Construction Industry Training Authority and the Clothing Industry Training Authority provides various industry-specific pre-employment and on-the-job training to young people.

9. The Labour Department has launched the “Youth Pre-employment Training Program” to offer opportunities of pre-employment training for young people to better equip themselves before entering the labour market. The department has also launched the “Youth Work Experience and Training Scheme” to enable young people to obtain on-the-job training and related job skills. These two programs combine the training of working skills, interpersonal skills, working experience, and case management by social workers. Initial assessments by researchers have confirmed the effectiveness of these programs in motivating the young people and reconnect them to further vocation training, formal education, or employment opportunities.

10. The non-governmental social service agencies have also offered training opportunities for non-engaged youth. The Hong Kong Council of Social Service has gathered data from 60 integrated children and youth services centres and 7 outreaching social work teams. Out of the over 200 activities targeting non-engaged youth, only 23 are relatively long-term — at least three training sessions per week, and the duration of the program is longer than one month. The program contents

include voluntary service, improvement of self-confidence support groups, development of special interests in sports and culture, vocational skills, and working experience.

11. The Government has allocated considerable resources to non-governmental organizations (NGOs) in support of various programmes for young people (e.g. subventions totalling \$1,216 million under the welfare programme on young people in 2002-03). As NGOs under Lump Sum Grant have the flexibility to deploy their own manpower and resources in service delivery, NGOs should critically re-examine and re-prioritise their services to address the needs of non-engaged youth through programmes with longer duration, higher intensity and opportunities for further vocational development.

Employment Opportunities

12. The following employment opportunities exist for non-engaged youth:

12.1 *Special Job Attachment Programme*

It is co-ordinated by the Social Welfare Department and is run by 13 non-governmental organizations. The programme enables participants to gain work experience and skills through attachment, developing their work habits and a wider social network through the provision of on-the-job training. The number of places for the programme is 1 000. It should be noted, however, that this programme is one of the programmes under the Support for Self-reliance Scheme targeting able-bodied Comprehensive Social Security Assistance recipients, and not entirely devoted to youth.

12.2 *Employment Start-up Programme operated by Youth Outreach*

Through the establishment of an express delivery company, 100 job places are provided for youth-at-risk with job training/ guidance and practical working opportunities so as to strengthen their ability in the job market in future. The service is run by the Youth Outreach and sponsored by the Lotteries Fund.

12.3 *Enhanced Employment Project operated by the Society for Aid and Rehabilitation of Drug Abusers*

Through the setting up of a carrier company, 600 job places are provided every year to assist ex-drug abusing youth to gain practical working experience, to learn career skills and to develop a good working habit, in order to enhance their employability. The programme is run by the Society for the Aid and Rehabilitation of Drug Abusers (SARDA) and sponsored by the Lotteries Fund.

12.4 *Programme Assistants*

About 1 500 placements are provided by the Social Welfare Department in welfare services units run by non-governmental organizations to provide

Secondary 3 school leavers, who fail to further their studies or find jobs with practical working opportunities and to strengthen their employability.

12.5 *Peer Counsellors*

150 job places are provided by the Social Welfare Department in youth services units run by non-governmental organizations to promote peer counselling and support among youth of senior secondary educational level and to provide working opportunities for them.

12.6 *Part-Time Staff for Recreation and Sports Activities*

The Leisure and Cultural Services Department employs a number of young people to assist in the implementation of various recreation and sports activities. The number employed is over 8 000 every year.

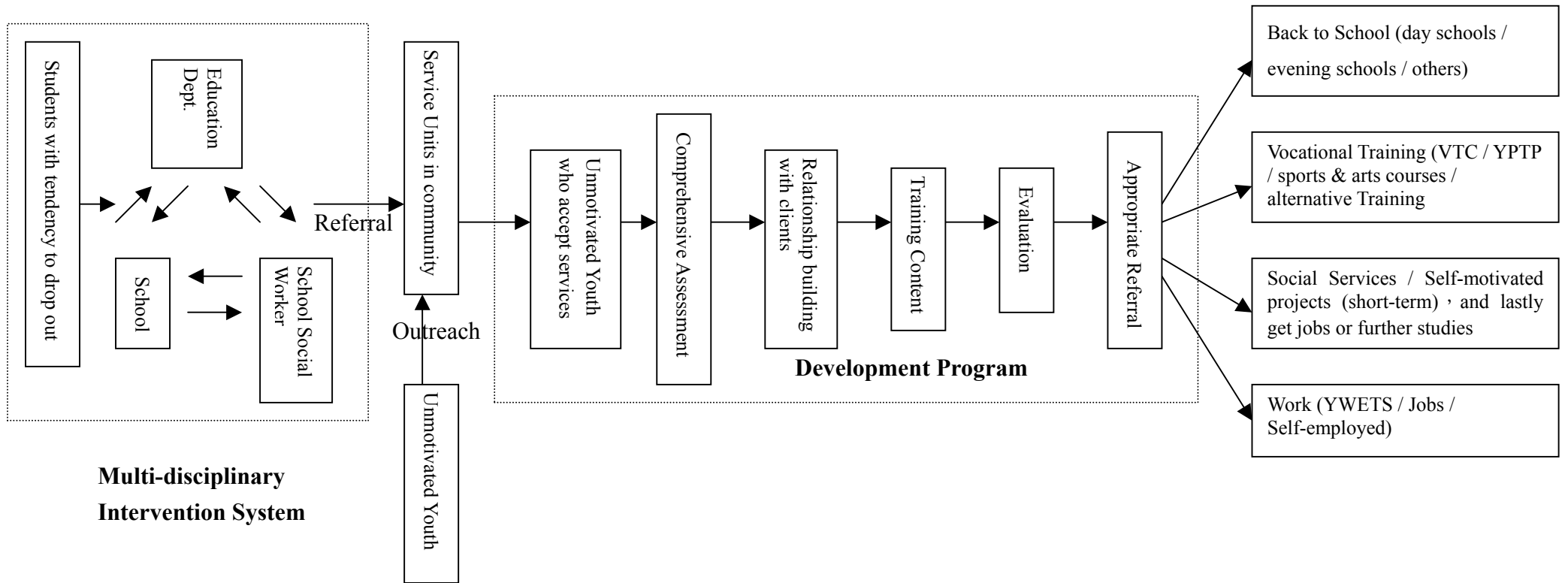
12.7 *Summer Student Helpers*

The Leisure and Cultural Services Department employs about 450 Secondary 5 students to assist in the work of the Library Section every year.

Observations

13. While data on the education and job opportunities created and monitored by the government and non-governmental organizations are readily available, it is difficult to collect information on similar opportunities provided by the private sector. Given the significant number of non-engaged youth, it is obvious that all the existing programmes combined still fail to meet the needs of this population. Apart from this, the Commission is not able to conduct a detailed quantitative and qualitative analysis of the employment programmes mentioned above, since many of such programmes are not age-specific, and they do not have updated figures on the number of people they serve. The measurement of the qualities of these programmes, their effectiveness and outcomes is beyond the scope of the present study, and the Commission hopes that this meaningful exercise can be done in future.

14. That said, it is encouraging to note that much effort has already been devoted towards meeting the needs of the non-engaged youth. The Government, non-governmental organizations and the private sector should collaborate further in order to avoid duplication of efforts, improve the quality of existing programmes and expand the scope of services. As mentioned before, an important issue to follow-up is the development of a mechanism to assess the effectiveness and outcomes of these programmes.



3.2-Existing Training and Employment Opportunities for Non-Engaged Youth (by H.A.B.)

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
(A) Training								
1. Formal Education (S.4 and above)	To provide formal education	Secondary 3 leavers.	Basically all S.3 leavers who have the ability and wish to continue their study.	Graduates may pursue higher education upon completion of S.5.	104,840 places.	-	-	Education Department
2. Youth Pre-employment Training Programme (YPTP)	To provide young school leavers with comprehensive pre-employment training, through which they can build up confidence, improve interpersonal skill, enhance computer knowledge, learn vocational skills and undergo workplace attachment, thereby improving their employability.	Young school leavers aged between 15 and 19	Applications will be accepted in two phases. Application for the first phase was closed on 24 Aug 2002. Trainees who have successfully completed the training course (with an attendance rate of 80% or above) will be issued with a certificate of accomplishment.	Some of the computer courses and vocational training courses are linked to professional examinations. Trainees can obtain professional qualifications by taking the relevant examinations.	About 12 000 places each year.	In 2002/03, YPTP is delivered in two phases. The first phase began in Sep 2002 and the second will start from Feb 2003.	About \$100 million	Labour Department
3. Project Yi Jin	To provide trainees with new articulation courses and an alternative route for education, increase their opportunities for continuing	Secondary 5 leavers and adult learners	Basically all S5 leavers and persons aged 21 or above may enroll in the Yi Jin programmes. Assessment will be conducted with reference to students'	With the Yi Jin certificate, graduates may pursue other higher continuing education courses organized by institutes under the Federation of Continuing Education in	The number of places is not limited and can be adjusted according to the demand. About 4 000 to 5 000 places can be easily offered	Generally speaking, full-time students can complete the course in one year. Depending on the condition, part-time students can complete the course	The tuition fee for the full-time course is around HK\$26,000-\$30,000 and is paid in two	The Federation of Continuing Education in Tertiary Institutions/ Education and Manpower Bureau (EMB)

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
	education.		attendance rate, assignments and examination results. The Yi Jin programmes have been assessed by the Hong Kong Council for Academic Accreditation. Graduates will acquire the knowledge and skills levels comparable to five passes in the HKCEE in terms of further studies and employment.	Tertiary Institutions (FCE), e.g. Pre-Associate Degree Programme, courses on Continuing Education Certificate/ Diploma, etc.	by the FCE institutes.	in two years at the earliest.	installments. For part-time study, the average fee for each module is about \$3,000.	
4. Youth Work Experience and Training Scheme	To enhance the employability of young people, including work experience and job skills, and improve their employment prospects, through the provision of on-the-job training.	Young people aged between 15 - 24 with below degree education attainment.	Open application. Application for first year closed on 13 August 2002. Professional social workers will assess the needs of the applicants and help them formulate a career plan. The research unit of the Department of Applied Social Studies, Hong Kong Polytechnic University has been commissioned to assess the effectiveness of the Scheme in	Trainees can enrol in relevant vocational courses during training period. Thus, they can obtain relevant vocational certificate. They may further their studies in that field and obtain higher qualifications.	10 000 nos. (on two years' basis)	On-the-job or job-related training for 6 to 12 months	\$400 million (on two year's basis)	Labour Department

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
			<p>improving the employment prospects of the young people. There will be a mid-term and an overall review, as well as special studies and follow-up surveys.</p> <p>Employers will award to trainees a certificate upon completion of training.</p>					
5. Practical skill training courses	To provide young people with various vocational training courses.	Secondary 3 and Secondary 5 leavers	<p>Each training course specifies the entry requirements including the minimum age of entry, physical requirements (e.g. eyesight) and academic qualification. Applicants who meet the entry requirements and pass the interview will be admitted. To ensure that the training meets the needs of the industry, every course is accredited by a training board which comprises members from the relevant field. The training board will conduct regular reviews on the</p>	<p>Courses of the training centres will be employment-oriented. Graduates can take up employment or join training programmes and become skilled personnel. They can also apply for courses of different levels offered by the Hong Kong Institute of Vocational Education (IVE) or the training centres to pursue further studies.</p>	5 870 nos.	From several weeks to two years	Free	The 18 training and development centres under the Vocational Training Council (VTC) /EMB

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
			effectiveness of the course including the entry rate, graduation rate, pass rate and employment rate.					
6. Higher Diploma courses	<p>To provide Form 7 graduates with vocational education and training so that they can make immediate contributions in their chosen careers after graduation;</p> <p>To grant recognised qualifications to graduates for their employment or further studies.</p>	Form 7 graduates	<p>Students' progress is assessed by a combination of examinations and course work including assignments. Emphasis is placed on both practical skills and academic performance. A rigorous course validation procedure helps to maintain the standard of the graduates. Many of the courses are recognised by the relevant professional bodies. Graduates are exempted from some or all of the entry examinations for membership of the professional bodies concerned.</p>	<p>Students can take up employment or continue their studies after graduation. Higher Diploma graduates can apply for tailor-made top-up degree programmes run in Hong Kong by renowned overseas universities.</p> <p>In addition, graduates are granted subject or credit exemption in their further education at local or overseas universities.</p>	380 nos. (full-time) (number of places for the first year)	two-year	\$21,950	IVE of VTC/ EMB

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
7. Higher Diploma and Diploma courses	<p>To provide Secondary 5 graduates with vocational education and training so that they can make immediate contributions in their chosen careers after graduation;</p> <p>To grant recognised qualifications to graduates for their employment or further studies.</p>	Secondary 5 graduates	<p>Students' progress is assessed by a combination of examinations and course work including assignments. Emphasis is placed on both skills and academic performance. A rigorous course validation procedure helps to maintain the standard of the graduates. Many of the courses are recognised by the relevant professional bodies. Graduates are exempted from some or all of the entry examinations for membership of the professional bodies concerned.</p>	<p>Students can take up employment or continue their studies after graduation. Higher Diploma graduates can apply for tailor-made top-up degree programmes run in Hong Kong by renowned overseas universities.</p> <p>In addition, graduates are granted subject or credit exemption in their further education at local and overseas universities.</p> <p>Diploma graduates can apply for Higher Diploma or Higher Certificate courses.</p>	7 900 nos. (full-time) (number of places for the first year)	three-year (Higher Diploma); two-year (Diploma)	\$13,700 (first year); \$21,950 (second and third years)	IVE of VTC/EMB
8. Vocational Certificate courses	To equip students with specific discipline skills for work.	Secondary 5 school leavers	<p>Students' progress is assessed by a combination of examinations and course work including assignments. Emphasis is placed on both practical skills and academic performance. A rigorous course</p>	Students can take up employment or continue their studies after graduation.	120 nos. (full-time)	one-year	\$13,700	IVE of VTC/EMB

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
			validation procedure helps to maintain the standard of the graduates.					
9. Vocational Certificate courses	To equip students with specific discipline skills for work.	Secondary 4 school leavers	Throughout the academic year, students' course work and performance are assessed by academic staff and professionals in accordance with fixed criteria.	Students can take up employment or continue their studies after graduation. Graduates can apply for admission to year two of the part-time Certificate in Vocational Studies courses of IVE.	80 nos. (full-time)	one-year	\$2,550	IVE of VTC/EMB
10. Foundation Diploma courses	To provide further study opportunities for those students with potential who have under-achieved in their secondary school studies. The primary aim of the course is to deliver a quality education, with vocational and generic elements, that will enhance employment skills.	Secondary 5 school leavers	The English programme has a heavy vocational bias to prepare students for work and competency-based assessment is used. For all other subjects, students are assessed by a combination of continuous assessment and end-of-course examination.	Students can take up employment or continue their studies after graduation. Graduates can apply for Certificate and Higher Diploma/Diploma courses of IVE.	4 370 nos. (full-time)	one-year	\$13,700	IVE of VTC/EMB

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
11. Certificate in Vocational Studies courses	To provide an alternative route of vocational studies other than grammar school education for Secondary 3 graduates	Secondary 3 school leavers	There is a detailed assessment scheme for each subject and students' progress is assessed by a combination of assignments, tests and examinations, so as to ensure that graduates satisfy the course requirements.	Students can take up employment or continue their studies after graduation. Graduates can apply for the full-time Foundation Diploma or part-time Foundation Certificate courses of IVE, and gradually proceed to Diploma/ Higher Diploma courses.	1 220 nos. (full-time) (number of places for the first year)	two-year	\$2,550	IVE of VTC/EMB
12. Information Technology Assistant Training course	To equip trainees with the necessary IT skills to take up jobs as junior assistants.	Unemployed youngsters at Secondary 3 standard or above	There is an admission mechanism. Applicants are admitted on the basis of their performance in the aptitude tests and personal interviews. Assessment is on-going so that performance of the trainees will be measured regularly. The industry and professional bodies have actively given input to the mechanism. These include examinations on 23 subjects and IT projects covering different areas.	Graduates mainly take up IT-related jobs in different industries. They may pursue further study through different channels, e.g. applying for skill-oriented computer courses organized by the Information and Technology Training and Development Centre (ITTDC) under the VTC or other commercial computer training centres, and certificate courses managed by various computer suppliers.	1 000 nos. each year	2002-03 to 2004-05	Trainees are required to pay a deposit of \$1,000 which is reimbursable upon successful completion of the course.	VTC and Employee Retraining Board (ERB)/ EMB

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
13. Basic Craft Courses	To provide young people with pre-service craft training which enables them to enter the construction industry upon completion of the courses.	Secondary 3 school leavers	No specific screening of applicants. On completion of the one-year or two-year basic craft courses, youngsters should have passed the Intermediate Trade Tests to prove that their skills have reached the standard of semi-skilled craftsmen in the industry.	Graduates who have passed the Intermediate Trade Tests and with four years' relevant experience are eligible to take the trade tests. Those who have passed the tests will become skilled craftsmen of the respective trade.	1 060 nos.	One year or two years	Free	Construction Industry Training Authority (CITA)/ EMB
14. Construction Supervisor Trainee/ Technician Training Programme	To provide technical training for F.5 graduates. Trainees will receive practical training at the CITA's centre and attend a relevant certificate course in the IVE. Both theories and practical training are emphasized.	Secondary 5 graduates	Applicants must have completed F.5 education. Those with three passes in HKCEE, including English, Mathematics and Physics, will be given priority.	Trainees are expected to attend a relevant two-year certificate course provided by the IVE. On completion of the course, they may work with construction companies to acquire hands-on practical experience while concurrently attend a Higher Certificate course for another four years to become a qualified construction industry supervisor. After acquiring more experience, they may take courses at higher levels to become professional engineers/ architects.	300 nos.	One year	Free	CITA/EMB

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
15. Certificate Courses for the Clothing Industry	The two-year course combines both theoretical and practical training. Graduates are provided with a broad spectrum of practical knowledge to work in the industry.	Secondary 3 school leavers	F.3 standard or equivalent. Trainees who have passed the final examination will be awarded graduation certificates.	Trainees with good academic results may continue to enroll in the one-year certificate course for F.5 graduates. Trainees may enter for the HKEA's HKCEE on Fashion and Clothing.	30 nos.	Two years	Trainees are required to pay a deposit of \$1,000 which is reimbursable upon successful completion of the course.	Clothing Industry Training Authority/ EMB
16. Certificate and Diploma Courses for the Clothing Industry	To provide diversified and comprehensive basic training to students who are interested in entering the clothing industry.	Secondary 5 school leavers	At least 4 passes in HKCEE or aged 21 or above. (Diploma course) F.5 standard or aged 21 or above. (Certificate course) ☆ Trainees who have passed the final exam will be awarded graduation certificates or diplomas.	Graduates may become assistant merchandisers or fashion designers in factories or trading companies. Graduates may take the Higher Diploma courses in the Polytechnic University. (Diploma course) Graduates who are aged 23 or above and with one year's experience may apply for Licentiatehip of the Textile Institute (LTI).	290 nos.	One year (Certificate course) Two years (Diploma course)	\$10,000 per year	Clothing Industry Training Authority/EMB
17. Summer Training Programme for Tertiary Institution Students	To offer temporary government jobs to tertiary institution students during summer vacation so that they can acquire valuable working experience relating to their	Tertiary institution students	The participating departments will assess the applications by making reference to the job nature, the probability of trainees joining the civil service in future, the knowledge and skills	The departments will issue training certificates to the trainees who have successfully completed the summer training programme. The certificates can serve as a reference when they	153 nos.	Summer vacation	\$2.5 million	Leisure and Cultural Services Department

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
	field of study.		<p>required for the jobs, and the subjects which the applicants are studying.</p> <p>The departments will make appraisal reports on all trainees to assess their performance and conduct. Subject to the authorization and consent given by the trainees, the reports will be passed to their institutions or future employers for reference.</p> <p>Certificates will be issued to students who have completed the summer programme for tertiary institution students, certifying their performance, experience and conduct.</p>	pursue further studies or seek jobs in future.				
18.Young Museum Ambassador (Hong Kong Young Ambassador Scheme)	To offer training through unpaid job duties at museums.	Young people	The Hong Kong Young Ambassador Scheme 2002 is co-organized by the Hong Kong Federation of Youth Groups and the Tourism Commission. Among the 204 appointed young	Most of the young ambassadors will continue their studies. The certificates of service for extra-curricular activities can serve as a reference when they pursue further studies or seek jobs.	10 nos.	Weekends and holidays for a period of one year	N/A	Museums of the Leisure and Cultural Services Department / Hong Kong Federation of Youth Groups and Tourism Commission

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
			ambassadors, 10 have been assigned to assist in receiving visitors at major museums of the Leisure and Cultural Services Department. The museums will report their performance to the Hong Kong Federation of Youth Groups which will issue certificates of service centrally.	seek jobs.				
19. Training on Research Work for Tertiary Institution Students	Government departments provide training unpaid on research work for tertiary institution students.	Tertiary institution students	The tertiary institutions will contact the museums directly for the selection of students who will participate in this short-term training at the museums where they learn about the work of museums or conduct relevant academic researches. The museums will report their performance to the tertiary institutions which will incorporate the results into the academic assessment as reference.	The students will continue with their studies at the current institutions. Their training performance can provide a basis for their academic assessment and serve as a reference when they seek jobs.	Unspecified	One to two months	N/A	Tertiary institutions and government departments (Leisure and Cultural Services Department)

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
20. Intensive Employment Assistance Fund (IEAF) Projects	NGOs are funded to implement career guidance programmes targeted at assisting specific groups of CSSA recipient to overcome difficulties related to securing gainful employment.	Designated groups of CSSA recipients, include unemployed, single parents, Secondary 5 school leavers, young drug abusers and ex-prisoners	Suitable targets are encouraged to join the IEAF Projects. SWD will evaluate the programmes on the basis of how far the objectives have been met. There is no mechanism for accrediting training received under the IEAF Projects.	Apart from providing training, participating NGOs would also provide participants with information on available job opportunities and arrange suitable job placement for them so as to achieve the objective of helping participants secure gainful employment.	Intensive employment assistance to 1 200 persons per year and a large scale seminars for 6 000 persons	Three years	\$43 million	23 approved projects run by 19 NGOs; the targets of 5 of these NGOs are youth with particular needs/SWD.
(B) Employment								
21. Special Job Attachment Programme (SJAP)	To enable participants acquire work skills required by employers as well as develop proper work habits and a wider social network through actual work experience and on-the-job training.	Able-bodied persons receiving CSSA due to unemployment, including single-parents	Suitable targets are encouraged to join the SJAP. SWD will evaluate the programme on the basis of how far the objectives have been met. There is no mechanism for accrediting training received under the SJAP.	Apart from providing training, participating NGOs would also provide participants with information on available job opportunities and arrange suitable job placement for them so as to achieve the objective of helping participants secure gainful employment.	1 000 nos. per year	Two years	\$17.3 million per year	13 NGOs running the SJAP in each of the 13 SWD districts/SWD.
22. Youth Employment Start-up Programme operated by Youth Outreach	To provide youth-at-risk with job training / guidance and actual work experience through setting up of an express delivery company	Youth-at-risk	Applicants are referred by social workers. The agency is required to submit periodic progress reports and evaluation report on service effectiveness upon	To enhance the employability of participants through provision of actual work experience and career guidance so as to better prepare them to join the labour market in future.	100 nos.	Two years	Around \$3.9 million of which a sum of \$1million is a grant by the Lotteries Fund.	Youth Outreach / SWD

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
	with a view to enhancing their employability.		completion of the project to the Lotteries Fund Advisory Committee.					
23.Enhanced Employment Project operated by the Society for Aid and Rehabilitation of Drug Abusers	To assist young drug abusers acquire work skills and develop proper work habit through actual work experience in a transport company with a view to enhancing their employability.	Rehabilitated young drug abusers	Applicants are referred by social workers. The agency is required to submit periodic progress reports and an evaluation report on service effectiveness upon completion of the project to the Lotteries Fund Advisory Committee.	To enhance the employability of participants through provision of actual work experience and career guidance so as to better prepare them to join the labour market in future.	600 job opportunities each year	Two years	\$0.61 million	The Society for the Aid and Rehabilitation of Drug Abusers (SARDA) / SWD.
24.Programme Assistants	To enhance employability of young people through engaging them as Programme Assistants in different welfare services units where they can acquire actual work experience.	Young people with Secondary 3 education level who do not further their studies or are unable to find jobs.	Applicants are selected by non-governmental organisations or SWD. There is no mechanism for assessing service effectiveness or for accrediting training received.	To enhance the employability of youth through provision of actual work experience and career guidance so as to better prepare them to join the labour market in future.	a) 1 290 posts created in 2001; b) 203 additional posts created in 2002.	a) 190 permanent posts; 1 100 three-year posts b) ranging from 24 months to 36 months.	a) around \$81 million each year; b) around \$12 million each year.	Non-governmental organisations/ SWD
25. Peer Counsellors	To strengthen and promote peer counselling and support among youths and to provide additional opportunities for employment and	Young people with form 5 education level	Applicants are selected by non-governmental organisations. Service effectiveness to be assessed by output and outcome indicators proposed by	If peer counsellors become interested in social work through participation in this project, they may choose to work in the social welfare sector or further their studies in	150 nos.	27 months	\$15.4 million each year	Non-governmental organisations/ SWD

Programme/ Course	Aims/Objectives	Target	Assessment Mechanism	Linkage to Academic/ Professional Bodies	No. of Places	Duration	Estimated Cost/Fees	Responsible Parties
	actual work experience for youths.		non-governmental organizations and evaluation conducted by the University of Hong Kong.	this area.				
26. Part-Time Staff for Recreation and Sports Activities	To assist in the implementation of various recreation and sports activities.	Mainly young people	The main duty of part-time staff for recreation and sports activities is to assist in the implementation of recreation and sports activities such as carnivals, telematches sports fun days or large-scale programmes. Professional qualifications or training is not required but they should have patience and enthusiasm for their work.	By taking part in the implementation of recreation and sports activities, the trainees can strengthen their organizing ability, extend social circle and improve interpersonal relationship so that they can join in the work force more easily in future.	Over 8 000	Depends on individual projects	\$4 million	Leisure and Cultural Services Department
27. Summer Student Helper	To assist in the work of the Library Section.	Secondary 5 students who have applied for the HKCEE	Selection interviews will be conducted. The departments will issue letters to the students to certify their employment period upon completion of the employment.	The employment letters can serve as a reference when the students pursue further studies or seek jobs in future.	453 nos.	Between June and August	\$3.6 million	Library Section, Leisure and Cultural Services Department

Action Plan on Providing Training and Employment Opportunities to Non-engaged Youth

