

# 「賽馬會鼓掌·創你程計劃」

## CLAP for Youth @ JC Career and Life Adventure Planning Programme



賽馬會  
**鼓掌·創你程計劃**  
CLAP for Youth@JC  
Career & Life Adventure Planning

Ms Winnie Ying

Executive Manager, Charities, The Hong Kong Jockey Club

Prof Victor Wong

Principal Investigator (Community), CLAP for Youth @ JC  
Professor, Department of Social Work, HKBU

Dr Esther Ho

Principal Investigator (School), CLAP for Youth @ JC

**鼓動力量**  
**掌握未來**

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# Trust's Youth Strategies

# Youth Strategy: summary of key research findings

## Emerging themes

**Global competition and under-preparedness makes for a difficult school-to-work transition**

**Youth lack confidence in their ability to chart their own paths and seize opportunities**

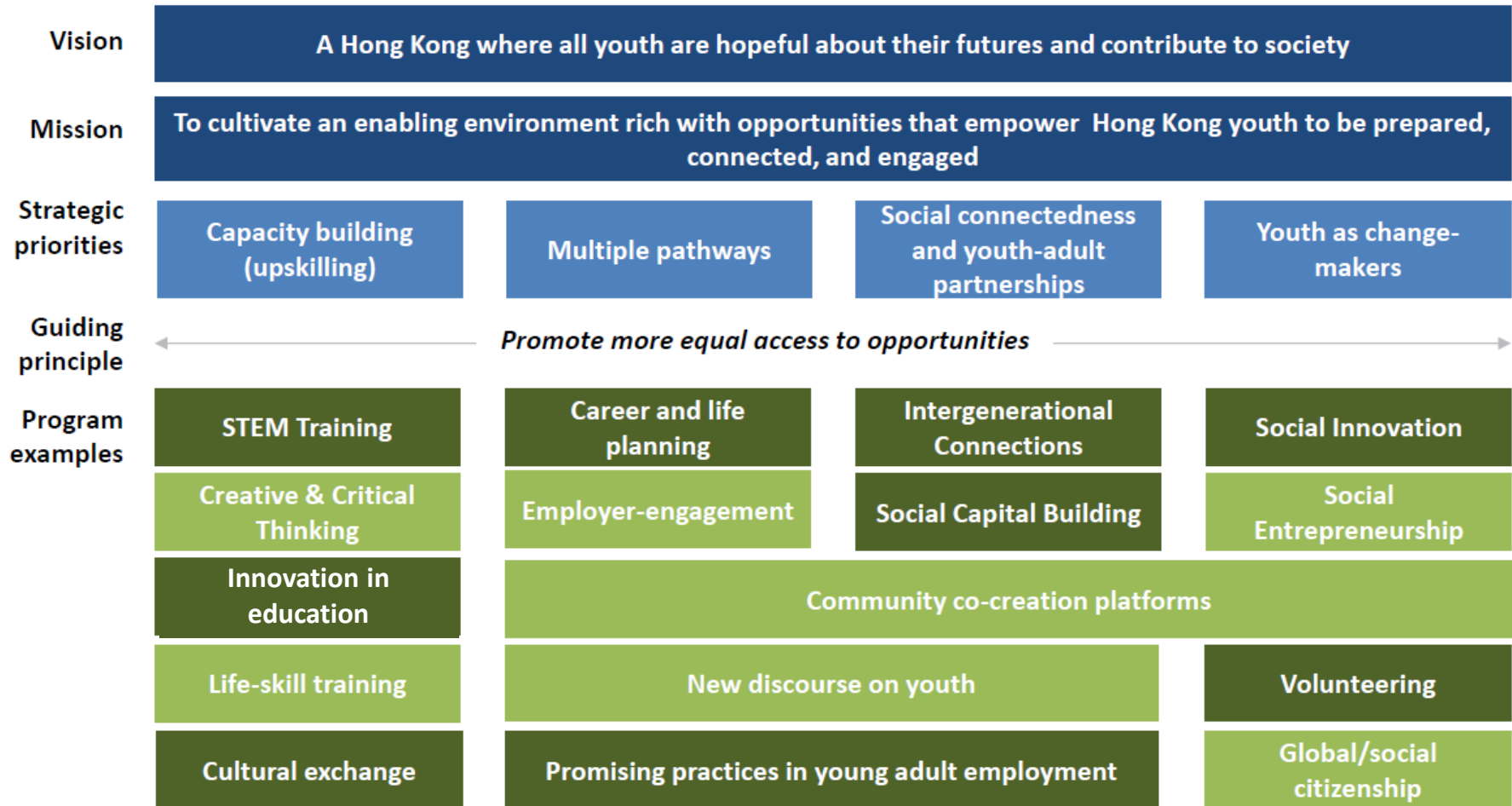
**Youth feel their generation is misunderstood; they feel the need to be heard, respected, and involved**

**Youth are concerned with issues beyond themselves, and want to make a change**

## Supporting insight

- Youth are growing up in a Hong Kong with high inequality and low social mobility; the gap between their aspirations and expectations is widening
  - Low and stagnating wages and high cost of living poses significant pressures on youth
  - Experts suggest that the skills required in the future are different from what is being taught today
  - Soft-skills are underemphasized in the current education curriculum
- 
- Entrepreneurial activity, especially among youth, is on the decline
  - Youth are interested in pursuing alternate career paths but lack the motivation or know-how
  - Post-secondary education is yielding poorer returns than it once did
- 
- Positive perceptions of young people by adults in Hong Kong have fallen, leading to a gap of understanding between youth and adults
  - A mismatch in attitudes and perceptions hinders achievement of potential for youth
  - A significant segment of youth today are coming from relatively poor or broken homes, owing both to inequality and high divorce rates; for these youth in particular, having a solid social network and/or mentor is crucial to influencing their well-being
- 
- Youth do not define success only by money or status, and are concerned about having an impact on others
  - Participating in some form of service opportunity / learning greatly empowers youth, boosts their confidence levels, and sometimes serves as a turning point in a youth's journey

# Youth: our priorities and programmes

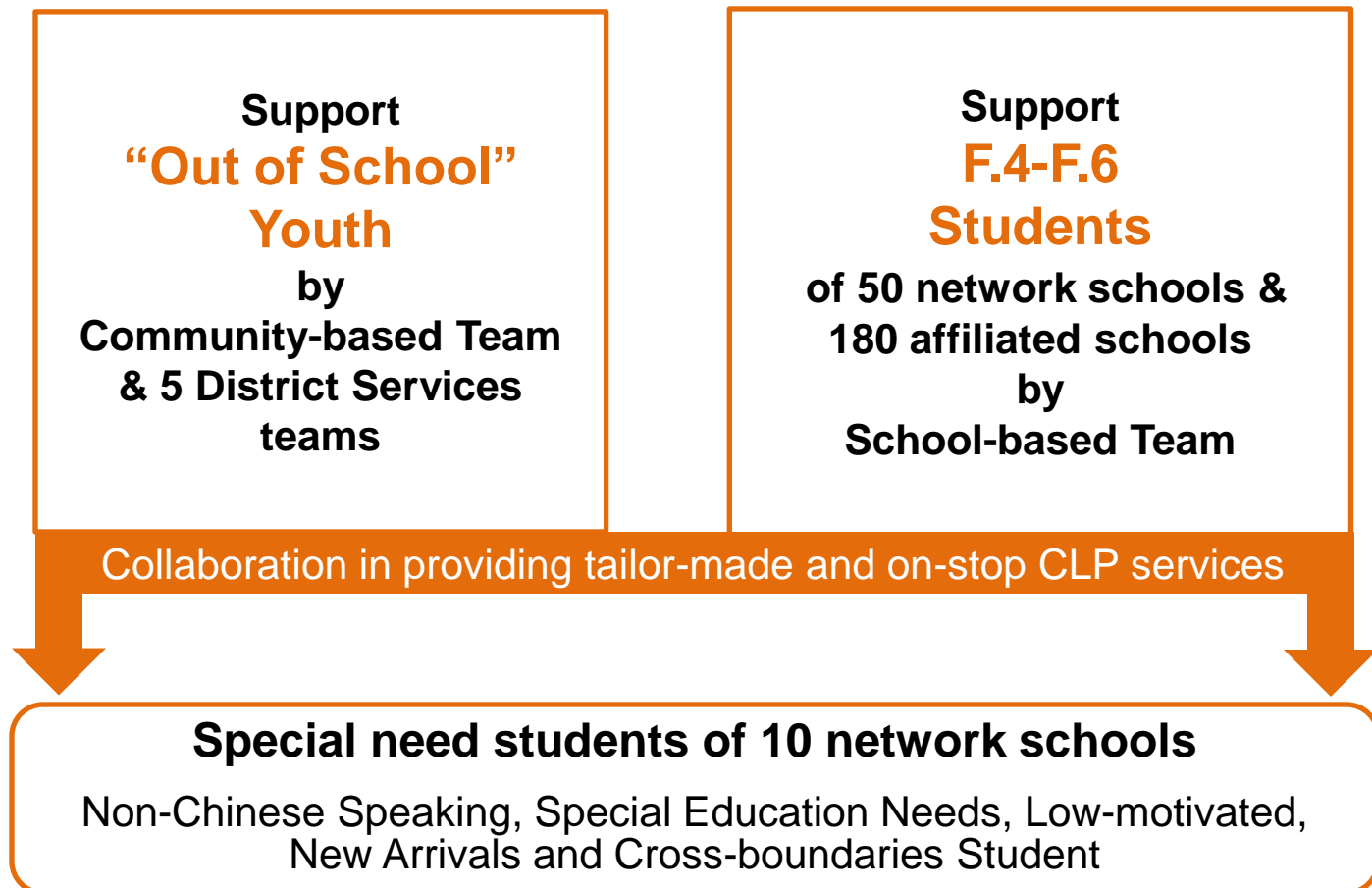


# Project Introduction

## Objectives

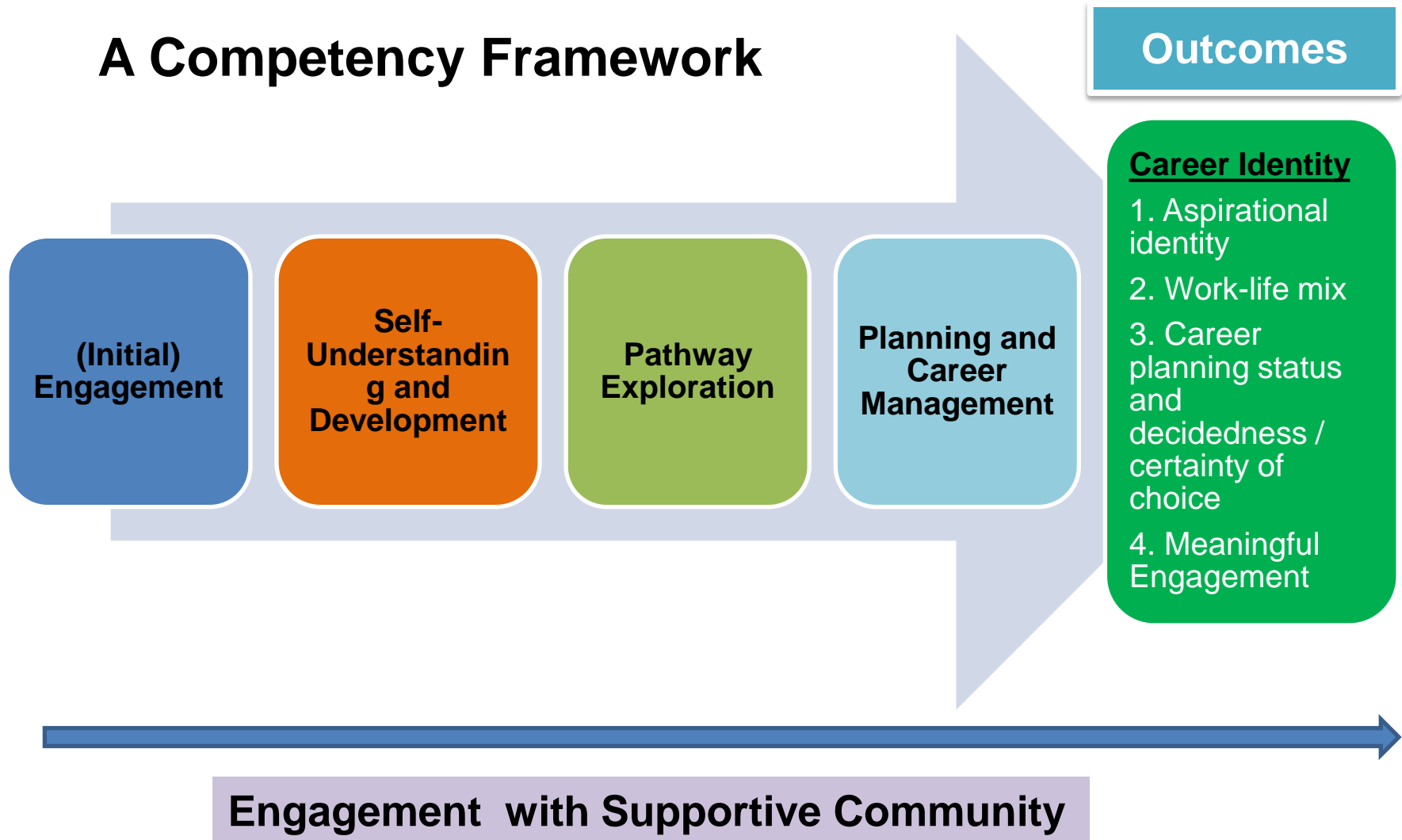
- To build an effective, holistic and sustainable career and life planning **intervention model** for different kinds of young people in Hong Kong and to upgrade the **professionalism** of career and life planning in education and welfare sector;
- To help youth **identify their own career interest**, and provide comprehensive information to help them make **informed choices** for their critical transitions;
- To promote **multiple pathways**, unleash youth's potential and develop positive attitude and value towards life and career;
- To enhance the knowledge and participation of parents and public on career and life planning and to establish a **cross-sectoral collaboration platform** and support network for youth.

## Pioneer in School and Community Collaboration





# A Competency Framework



## Outcomes

### Career Identity

1. Aspirational identity
2. Work-life mix
3. Career planning status and decidedness / certainty of choice
4. Meaningful Engagement

**Engagement with Supportive Community**



# Uniqueness & Innovativeness of CLAP

## Community Engagement to Build the Best Practices for Hong Kong



## Professional Team & Knowledge Building

To build an evidence-based, effective, sustainable and localized intervention model

To establish a professional development framework on career and life planning

To produce best practices manual and assessment and intervention tools

## Expanded Notion of Work - Multiple Pathways & Social Innovation

Formal work

Work trial

Work exposure & work readiness programme

Volunteering

Care work

Serious leisure

## The First in Hong Kong

One-stop e-platform

Localized career & life planning assessment tools

School-community collaboration mechanism

# In **5** years, we will have:

Supported  
**50** network  
schools and  
over **180**  
affiliated  
schools

**20,000**  
students and  
**9,400** out-of-  
school youths  
that are  
equipped to  
plan their life-  
journey

**200,000**  
youths that  
use the  
e-platform

Engaged  
**30,000**  
parents

Equipped  
**4,000**  
teachers &  
**1,800** social  
workers

# In **5** years, we will also have:

Engaged  
**2,000**  
business  
partners

Recruited  
**4,500**  
volunteers as  
mentors and  
youth  
advisors

Conducted  
**300**  
workplace  
visits and  
career talks

Provided  
**2,000** job  
shadowing /  
work  
experience /  
internship  
opportunities

Produced  
**500** videos  
clips with a  
wide  
spectrum of  
work

# CLAP for NEYs and Community Youths

# 社區服務對象

## 15-21歲正面對前路迷惘及缺乏人生目標的青少年



處於「失學失業」狀態的青少年

### Unemployed

連續失業14天，並具求職動機

### Discouraged

連續失業14天，並缺乏求職動機，因超過兩個月失業或未曾成功尋覓工作而放棄求職

### Disengaged

- 追求主流社會不接納的生活模式，如參與違規活動、網絡成癮/濫用藥物等

### Unavailable

- 受「隱蔽」問題困擾
- 擔任家庭照顧者或父母的角色
- 入住院舍

處於「失學失業」狀態的青少年

### Under-employed

在職，但連續兩個月未曾為同一僱主工作達4星期及每周工作時數少於18小時

### Potential school dropouts/ early school leavers

仍有學生/受訓者身份，但處高危中途退學/輟學狀態

- 已連續7天沒有上學，或
- 於一個月內累計14天(上課日) 缺課

特別需要學生  
(10間網絡學校 及校本支援小組之學生)

- 「非華裔」學生
- 「特殊教育需要」學生
- 「低動機/去動機」學生
- 「新來港」學生
- 「跨境」學生

# 當今社會的延展工作光譜

累積寶貴經驗、態度、技能及知識，以至價值及身份轉移至工作世界

性質	← 有酬工作 →		← 無酬工作 →			
	第一樁	第二樁	第三樁	第四樁	第五樁	第六樁
	正式就業	試工計劃 (無僱傭關係)	工作探索活動 及職業培訓	義務工作 (於機構組織)	家居/鄰舍照顧 (非正式部門)	專注興趣/堅趣 (個人或小組)
例子	全職工作 兼職工作 自僱人士 社會企業 自由從業員	試工計劃及 其他有酬之職業 訓練計劃以 至於單件工作	職業探訪 工作體驗 影子工作 工作實習	義務工作 師友同行 服務研習 社區服務 危機應變 知識轉移	自發的義務工作 家居照顧 鄰舍照顧 自家手作	文化活動 體育活動 青年文化 歷史保育 環境保護 人權倡議 動物權益
場所	← 正規 →	← 半正規 →	← 非正規 →		← 非正式 →	

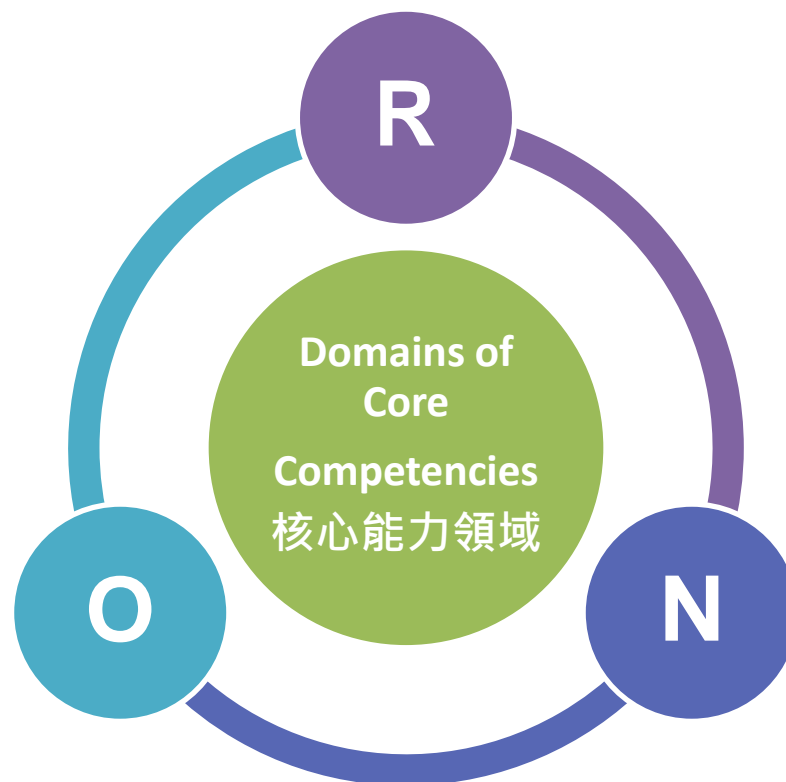
# Conditions for transferability of competencies within and across domains

## 縱橫領域間能力轉移的條件

Resources 資源

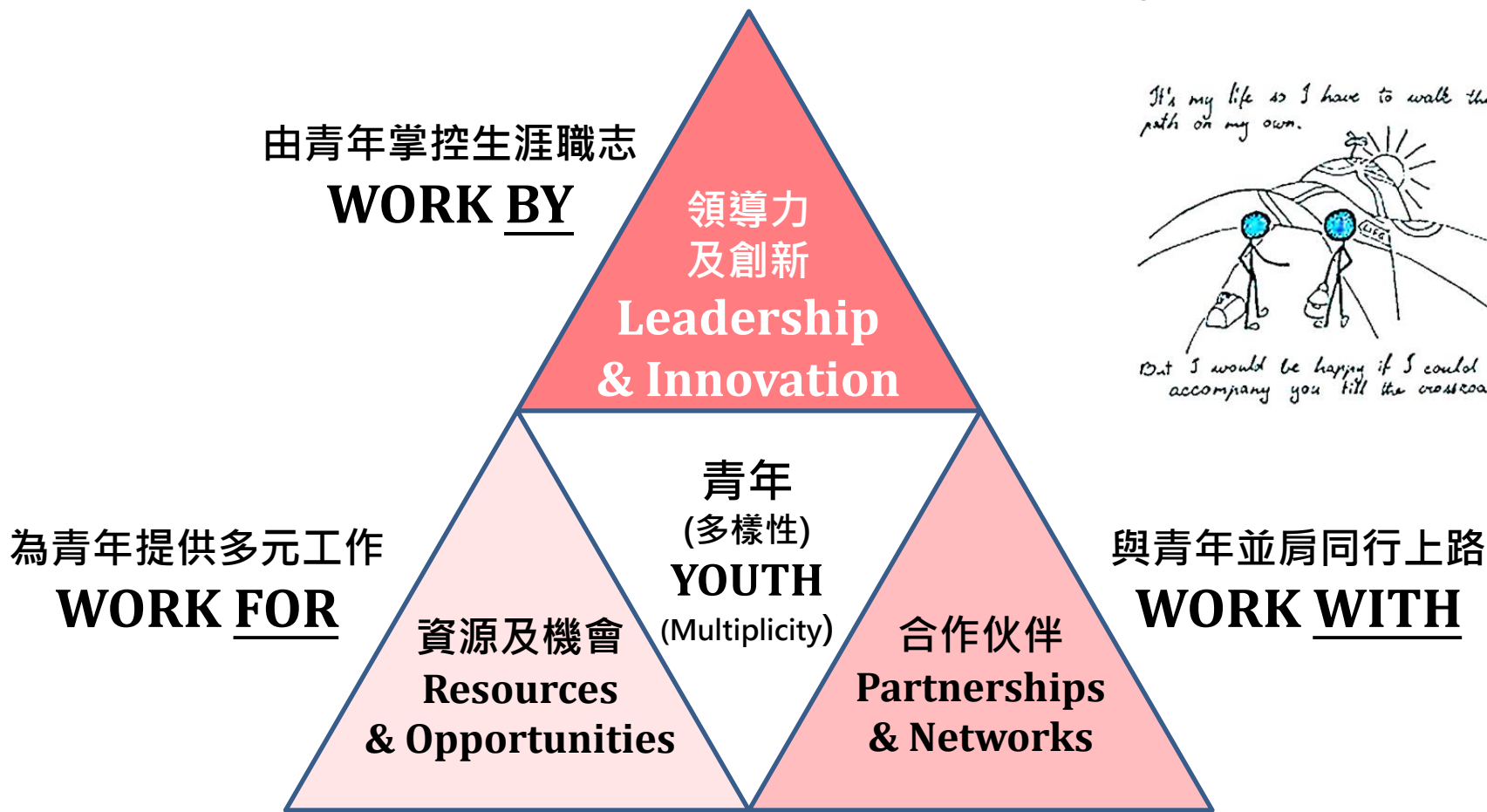
Opportunities 機會

Networks 網絡

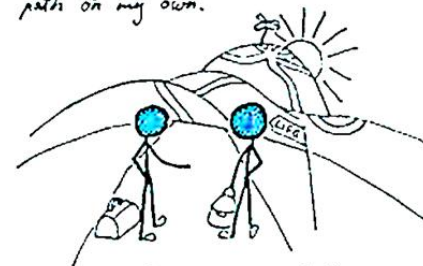




# “3W” Guiding Principles ( 3W 指導原則 ) : Work for, Work with & Work by Youth



*It's my life so I have to walk this path on my own.*



*But I would be happy if I could accompany you till the crossroad.*

# “4D” Principles ( 4D 原則 )

## **Development of supportive infrastructure** 建設支持的社會基礎

Provision of support and opportunities to young people through policy input and mobilization of social capital, for example.  
透過政策推動以及社會資源的投入，為青少年提供各種適切的機會

## **Diversity for acknowledging individuality** 認同多樣化的個人特性

Acknowledge the heterogeneity of youth and multiplicity of pathways  
認同青少年的殊異性和多元出路

## **Differences as resources** 以差異性作為資源

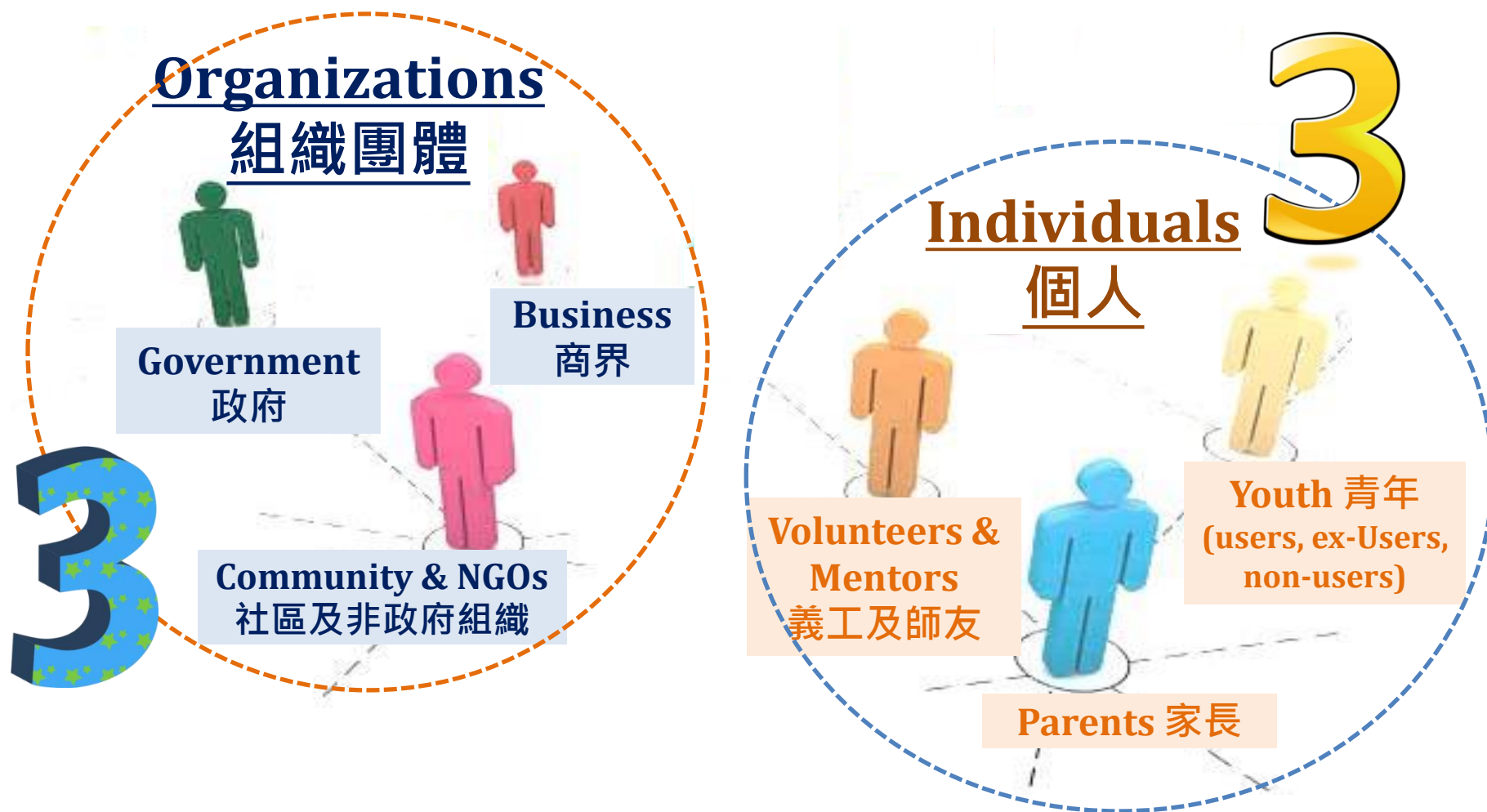
Differences as resources for collaboration and innovation purposes rather than as the base for rivalry competition and conflict  
以青少年的差異性作為資源，推動協作與創新，而不以差異性作為競爭和衝突的根源

## **Dialogue as platform for changes** 以對話作為推動變化的契機

Emphasis on facilitating dialogue and communication among youth and between youth and multiple stakeholders, and promoting personal and social advocacy  
促進青少年與青少年之間，以及青少年與其他持份者之間的對話與溝通

# Stakeholder Engagement: 6 Parties

## 六福：發動跨界別協作力量



# User's Journey in CLAP

## 「賽馬會鼓掌·創你程計劃」服務使用者歷程圖

### NEET 雙待年青人



### Negative Identity 負面身份

Not aware of planning CLP?  
 沒有意識發展生涯規劃?

Not equipped to plan CLP?  
 不懂得如何發展生涯規劃?

### Pillar 1 首部曲

#### Engagement 啟發參與



#### Multiple Pathway Exploration 探索出路

### Pillar 3 第三部曲

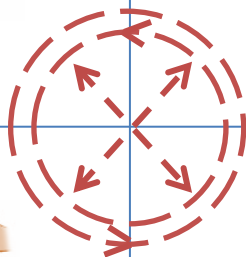
### Pillar 2 第二部曲

#### Self-Understanding & Development 自我認識及發展



#### Planning & Career Management 生涯規劃及管理

### Pillar 4 第四部曲



V  
A  
S  
K

### New Positive & Aspirational Identity 建立新的正面志向身份



### Meaningful engagement 投入有意義的發展

- Aspiration/Clear goal 志向/ 清晰目標
- Self-Awareness 自我意識
- Take Action to Achieve Multiple Pathways 以具體行動以實現多元出路
- Support Network 支援網絡

Work by 由青年掌控生涯職志

Work with 與青年並肩同行上路

Process & Goals 介入過程及任務

Social Context & Platforms 社會狀況及平台

Work for 為青年提供多元工作

Principles & Values 原則及價值

Resourcing & Networking 獲取資源及建立網絡

# CLAP for School Students

# Outcomes of Comprehensive Guidance?

## Building **STRENGTHS**



(Based on Gysbers & Lapan, 2009)



# Beneficiaries after the first year

5 Network schools (cohort 1)

184 Affiliated & 25 Cohort 2 Network Schools

10,000+ students  
Benefited from related CLP programs

215 schools & 7200+ students  
Using *CLAP for Adventure*

>2,000+ teacher headcounts  
Engaging in professional development programs

400+ parents  
Engaging in talks and programs by CLAP

3 students  
As case-referral candidates

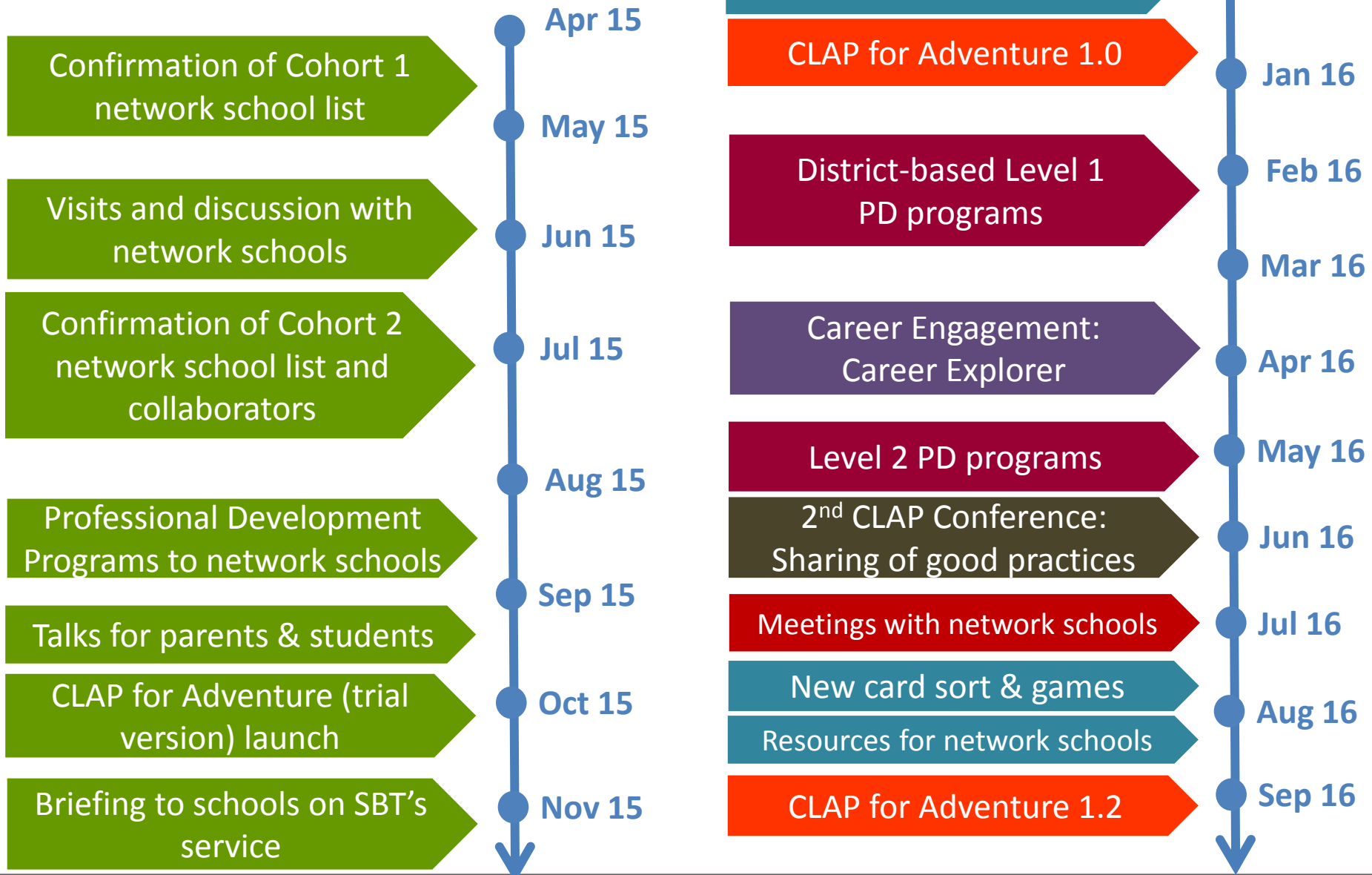
600+ participants, 1,300 headcounts  
In our first CLAP Conference

## *Special focus through collaboration with the 5 Network Schools:*

- Individual planning and advising in transition
- Integrating subject curriculum with elements of life planning education and career guidance
- Cross-sector support program to students who need to be more engaged
- A through-train developmental program for students
- Parent education groups



# A Time-line of Progress



# Connecting Various School Support Services

CLAP for Competence  
(PDP for career practitioners)

CLAP for Parent  
(Resource and education to parents)

School-based Support  
(network / affiliated schools)

Resources & Tools for students

Professional Development

Parent Education

Career Engagement and Mentorship Program

Case referral

CLAP for Adventure  
(career exploration e-portal)

Life skills self-learning package

Career assessments and profiling tools

Mapping individual needs to career info

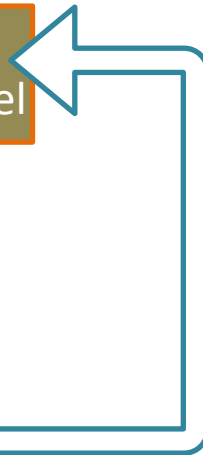
Career videos in Youtube CLAP channel

business volunteers coaching students in small groups

Students produce career videos (3-10 min) of their mentors

Other possibilities: visits and shadowing

Time frame: Jan – June 2016



# Career Engagement

- Meaningful engagement for youth in need
- Connect serious leisure to future opportunities
- Sustainable programme with local support network

- Nurture aspiration and ambition
- Connect to positive role models
- Unlock potential
- Explore career paths
- Develop skills and attitudes for work
- Gain real-life work experiences
- Drive academic performance



- Contribute to positive change
- Support youth in their life planning and career choices
- Engage with schools and community
- Integrate into the CSR agenda
- Professional development for staff
- Rewarding volunteering opportunities

- Robust framework for careers and employability
- Successful model for business/professional partnership
- Personalised careers support for young people
- Best in school/community employer engagement programme
- Sustainable programme with local support network
- Pool of volunteers to give sustainable links to the employment market

e.g. CLAP's flagship career engagement event: Career Explorer







# Way Forward & Milestone

- **Capacity Building**

- Continue Level 1 & 2 of the professional development programme and start Level 3 & 4
- 2<sup>nd</sup> international conference - “Towards meaningful engagement: Connecting youth to stakeholders and careers” (23 and 24 June 2016)

- **Research and Model Building**

- Develop, testify, and fine-tune the service model (YDIF)
- Some research topics: contribution of interest and incompetence to make career decisions; gender and socioeconomic differences on career interest profiles and other attitudes related to career objectives; the effect of demographic characteristics on career aspiration etc.



- **School-based support**

- Support 25 new network schools in the 2<sup>nd</sup> cohort
- Conduct sharing sessions of good practices with other affiliated schools at district level
- Collaborate further with 'Life Buddies' scheme

- **Community-based support**

- Provide service to 2,000 NEYs
- Launch award scheme to facilitate, encourage and recognise the NEYs who face challenges from school to work transition

- **Parent Education**

- 1) Award Scheme for Parents (我前行·你高飛—家長夢想實踐計劃)

- To encourage and facilitate parents to pursue their own dreams and realise their life goals and aspirations
- The scheme will be open for application in Sep 2016

- 2) Parent Mutual Support Program (家長同行伙伴計劃)

- To encourage mutual support among parents
- To recruit parent volunteers to support parents who have special needs
- A training will be provided for parents' volunteers in Sep 2016

- **Parent Education**

- 3) Parent-Youth Partnership Program (家長青年同行伙伴計劃)

- To promote understanding and collaboration between parents and young people
    - To facilitate exchange and sharing of experiences, knowledge and skills between them
    - We will organize a Pilot Parent Expo showcasing parents' and youths' talents and experiential knowledge and promoting exchange/collaboration between them early next year (2017)



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**Thank you!**