



**Ethnic Minority Youth Employment:
Status and Available Services Press Conference**
少數族裔青年就業情況及支援服務媒體發佈會

Agenda

媒體發佈會流程

5:00 - 6:00PM

Emcee 主持人 : Athena Lau

- 1 Welcome and Guest Introductions**
開始及流程簡介
- 2 Survey & Programme Introduction**
調查及計劃簡介
Speaker 嘉賓 : Cindy Ng 吳芷旻
- 3 Survey Results**
調查結果分享
Speaker 嘉賓 : Gurleen Kaur
- 4 Programme Youth Sharing**
參與計劃的青年分享
Speaker 嘉賓 : Atteqa Khan & Zain Sheikh
- 5 Programme Employer Sharing**
參與計劃的僱主分享
Speaker 嘉賓 : Jack Law 羅俊傑
- 6 Programme Sponsor Sharing**
計劃資助機構分享
Speaker 嘉賓 : Wayne Fong 方煒
- 7 Summary, Solutions and Advice**
總結及建議
Speaker 嘉賓 : Cindy Ng 吳芷旻
- 8 Q&A and Photos**
問答及合照環節

KELY Support Group

啟勵扶青會

A Hong Kong-based nonprofit organisation serving 14- to 24-year old Chinese- and English-speaking youth.
本港非牟利機構，為本地14-24歲的華語、少數族裔以及英語青年提供服務。

Vision 願景

We envision a world where young people are empowered to reach their full potential.

致力啟發青年潛能，帶他們走進一個讓其盡展所長的世界。

Mission 使命

To equip young people with the skills, knowledge, and opportunities needed to support themselves and each other.

扶植青年裝備所需技能、知識及機會，推動朋輩間互助精神。

Core Values 核心價值

Supportive | Empathetic | Non-judgmental | Confidential | Inclusive

支持 | 同理心 | 不批判 | 保密 | 包容

01

MENTAL
HEALTH &
WELLBEING
精神健康

02

DRUG &
ALCOHOL
AWARENESS
藥物及酒精意識

03

POSITIVE
YOUTH
DEVELOPMENT
正向青年發展

KELY Youth Advisory Council

啟勵扶青會青年諮詢委員會

A group of young people aged 16-24, dedicated to serve their peers, and willing to be the voice of youth in KELY's programme development process.

一群年齡介乎16-24歲，致力服務朋輩，在啟勵扶青會項目發展過程中為青年發聲的年青人。



Open Door Work Placement Programme

「職」夢計劃

The programme aims to provide EM youth with training and work placement opportunities to enhance their employability, so that they can overcome career hurdles in the local Hong Kong society.

計劃旨在為少數族裔背景年青人提供訓練及實習機會，提升就業能力，令他們於本港就業的障礙。



Programme Timeline

計劃歷程

Jul 2023 七月 | Pre-employment Training & Interview with Employers
職前訓練及面試日



Oct 2023 十月 | Pre-employment Training & Interview with Employers
職前訓練及面試日



Jul - Aug 2023 七-八月
| Internship Period 實習期

Oct 2023 十月
| Post-programme Sharing 後期分享



1st Cohort 第一批實習生

Nov 2023 - Jan 2024
2023年十一月 - 2024年一月
| Internship Period 實習期

Feb 2024 二月
| Post-programme Sharing 後期分享



2nd Cohort 第二批實習生

Respondents Demographics

調查受訪者構成

A total of 509 responses were included in the analysis.
調查共收集509份問卷進行分析。

Gender 性別

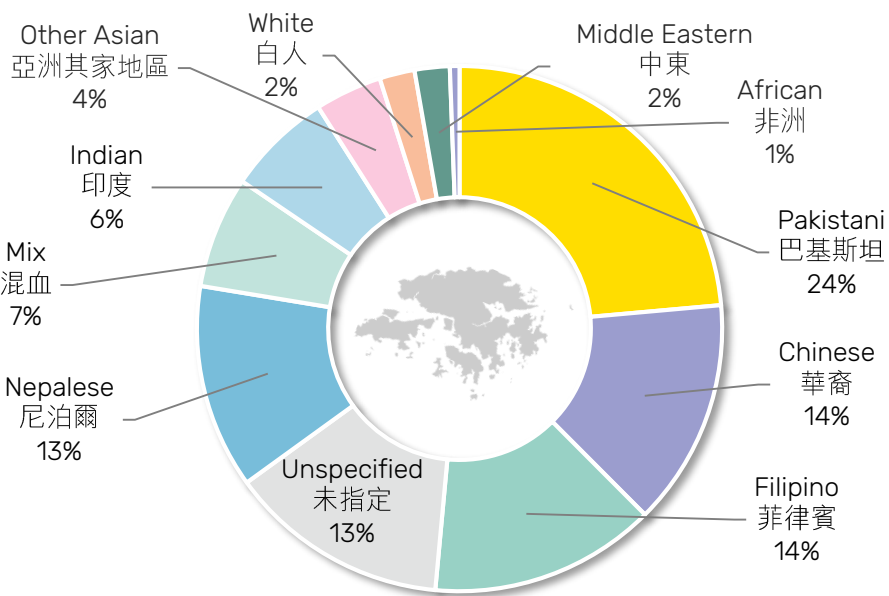
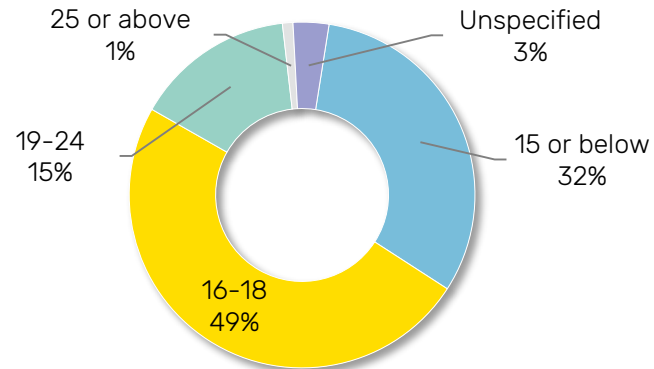
The gender distribution is fairly balanced.
受訪者性別大致平均。



- 53% Female 女
- 43% Male 男
- 4% Non-binary 非二元/ Unspecified 未註明

Age Distribution 年齡分佈

The age profile is predominantly young people under 24 years old.
受訪者絕大部份為24歲以下的年青人。



Race/Ethnicities 種族

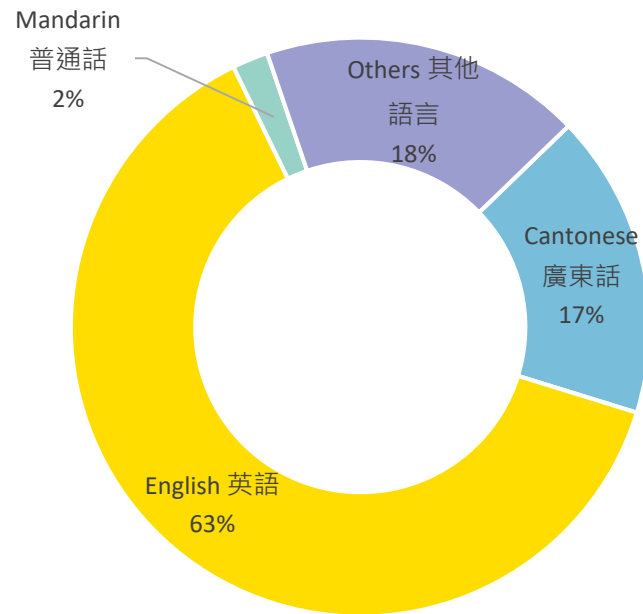
64% of the respondents were of non-Chinese Asian ethnicities, while a smaller portion were from other minorities.

64%受訪者為非華亞裔，另外少部份來自其他少數族裔。

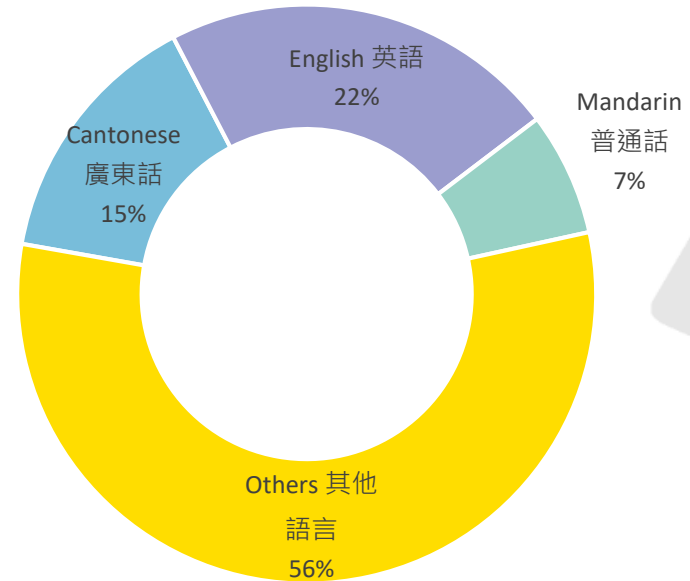
Note 備註
Non-Chinese Asian ethnicities include Filipino, Indian, Nepalese, and Pakistani. Other Minorities include African, Middle Eastern, and White Caucasians.
非華亞裔包括菲律賓、印度、尼泊爾及巴基斯坦人。其他少數族裔包括非洲、中東及白人。

Language 語言

First Language 母語



Other Languages 其他語言



Opportunities & Resources

實習機會及資源

Resources for Identifying Career Paths

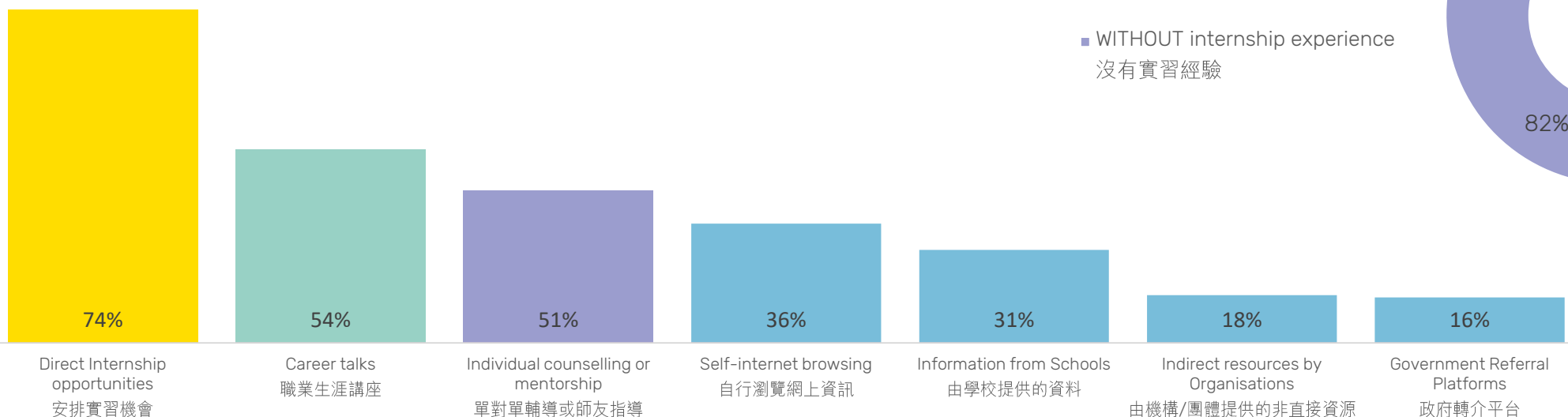
有助辨別未來職業生涯方向的資源

Internships are most valuable and useful to young people, as they are able to acquire practical skills that cannot be obtained elsewhere, and get hands-on experience of what it is like to be “on-the-job”.

受訪者認為實習機會是最具價值的資源，因為他們有機會掌握在其他地方難以學到的實用技能，並親身體驗該行業的工作環境。

Note 備註

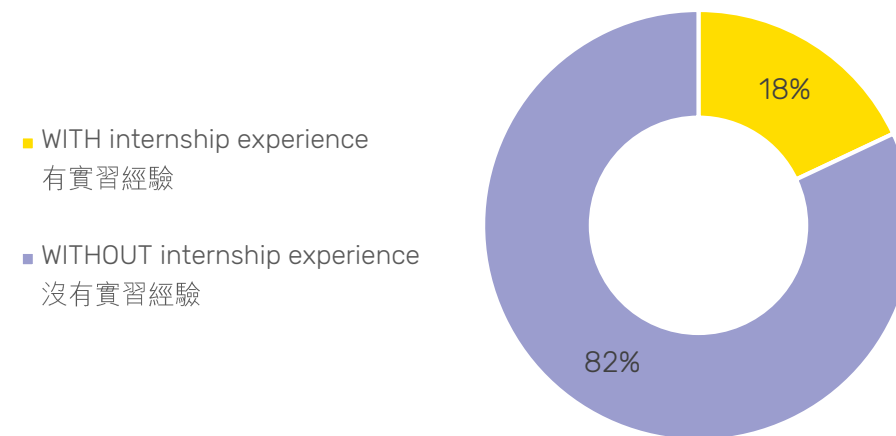
Respondents could choose more than one answer. 受訪者可選多於一項。



Internship Experience 過往實習經驗

While the value of internship experience was recognised, most respondents had yet to be able to attend an internship.

受訪者雖認同實習經驗的價值，但大部份亦表示自己從未參與過實習。

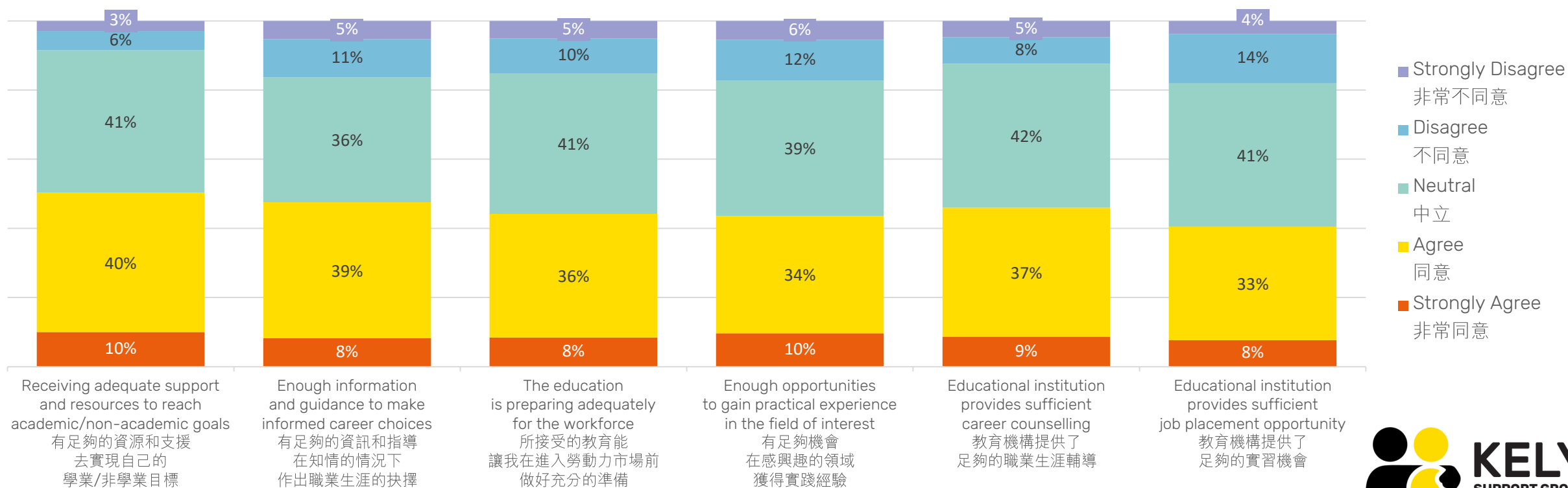


Effectiveness of Educational Support

教育機構所提供的支援效用

Calculating the average from the below showed that overall, 55% of the respondents were neutral or disagrees that their education institution is providing sufficient career counselling for them.

取以下各項之平均數值可見，五成半受訪者對教育機構所提供的支援效用表示中立或不滿意。



Consideration Factors for Taking an Internship

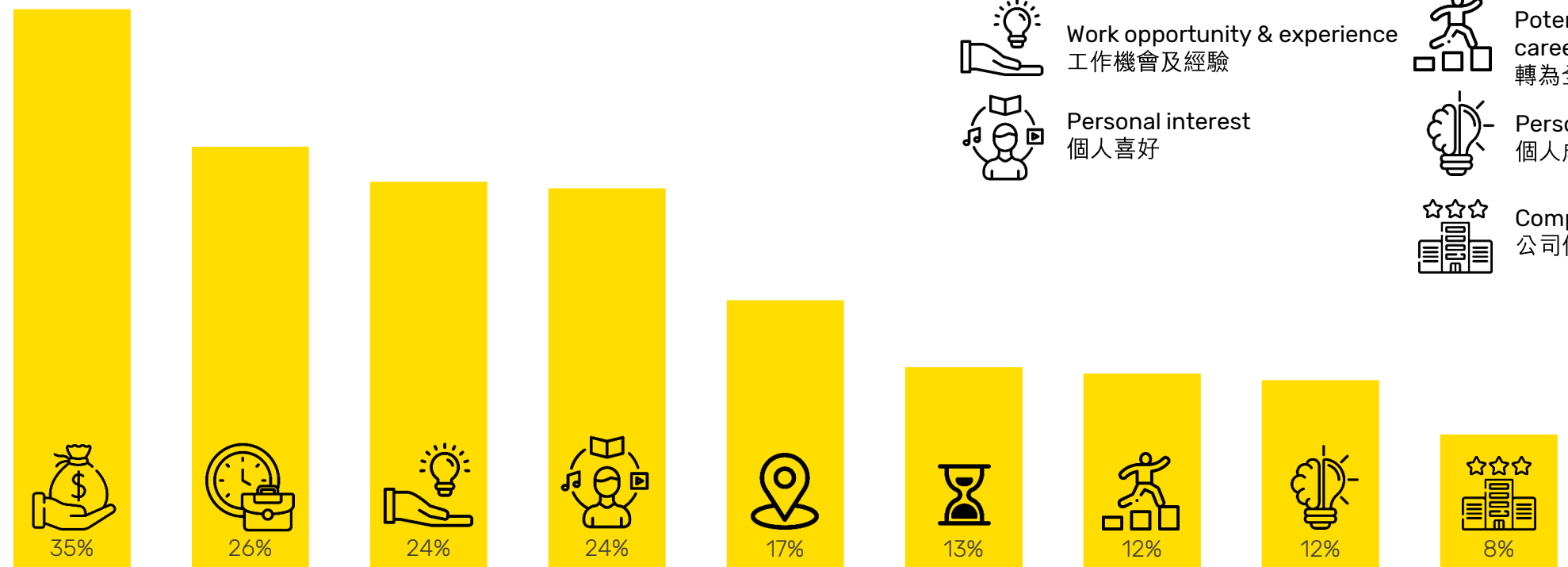
選擇實習職位時的考慮因素

Respondents were asked to indicate the factors that they consider to be important when considering an internship.

調查要求受訪者選出在選擇實習時認為重要的考慮因素。

Note 備註

Respondents could choose more than one answer. 受訪者可選多於一項。



Salary
薪酬待遇



Flexible working hours
靈活工時



Work opportunity & experience
工作機會及經驗



Personal interest
個人喜好



Salary
薪酬待遇



Duration of internship
實習期長短



Potential of full-time offering or career progression
轉為全職的機會或職業生涯發展



Personal enrichment & soft skills
個人成長及軟技能發展



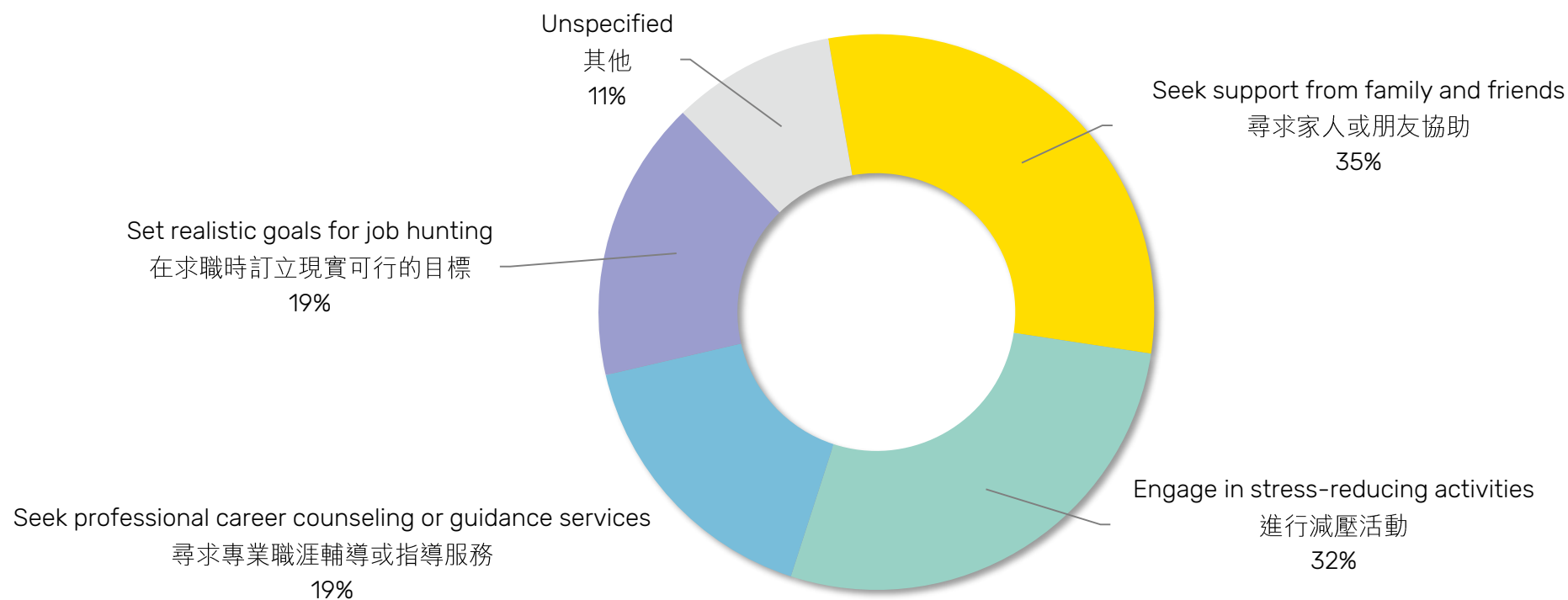
Company reputation & scale
公司信譽及規模

Coping with Job Hunting Related Stress

處理求職相關壓力

The results highlighted the importance of providing appropriate support and guidance associated with career planning and job hunting for youth, and consider the specific challenges faced by EM youth to help them navigate these stressors effectively.

從以下圖表可見為青年提供合適支援及引導以應對職業生涯規劃和求職壓力的重要性，此等支援必須因應少數族裔青年面對的特殊挑戰而作出調整。



Survey Findings Highlight

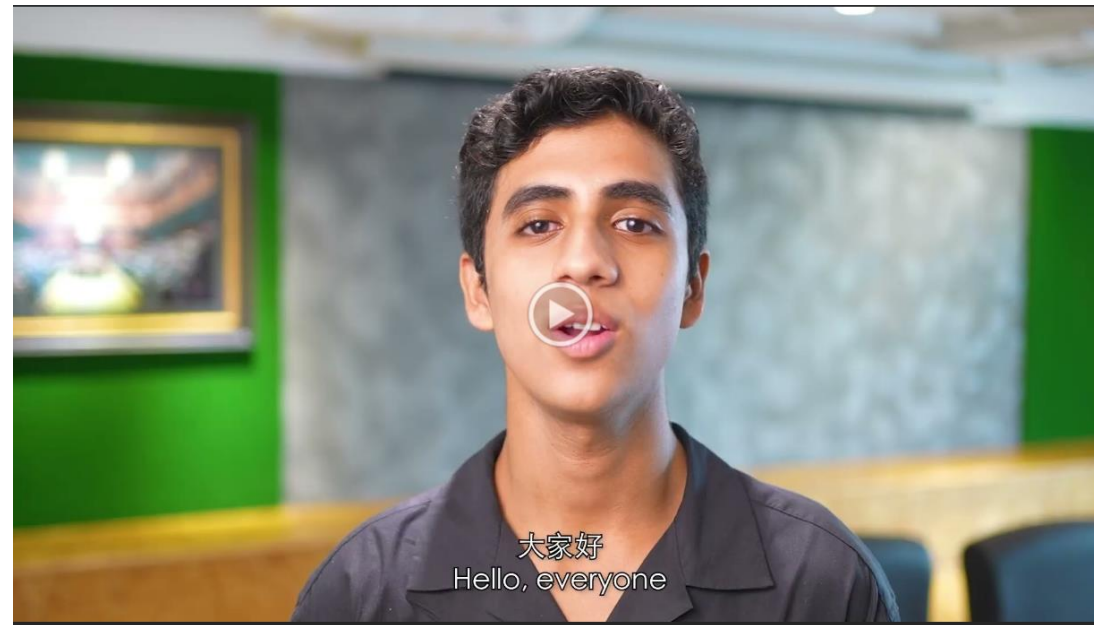
調查結果重點發現

- Existing internship opportunities are not suitable or available for most EM youth, which is a gap to be filled.
少數族裔青年未能得益於目前就業市場上的實習機會，在此方面仍有缺口和需求。
- There is also insufficient support from education institutions to prepare these youth for their career.
學校及教育機構未能有效地為少數族裔青年提供足夠支援，讓其開展自己的職業生涯。
- While salary is very important, our respondents looked to gain more beyond money from their internships.
薪酬待遇固然重要，但在此之上，調查對象對於實習仍有其他憧憬和追求。
- Job hunting is a source of stress for young people, and that more support can go a long way in helping them to relief stress.
求職對年青人而言也是壓力來源之一，有效的支援可以有助緩解他們的壓力。



Programme Videos

計劃片段



Participant Sharing - Youth

計劃參加者分享 - 青年實習生



Atteqa Khan

University Freshman
大一學生



Zain Sheikh

F.6 Student
中六學生

Employer and Sponsor Sharing

計劃參加企業及資助機構分享



Jack Law 羅俊傑

AHE Creation Limited
Director and Founder
豐盛創意有限公司主席兼創辦人



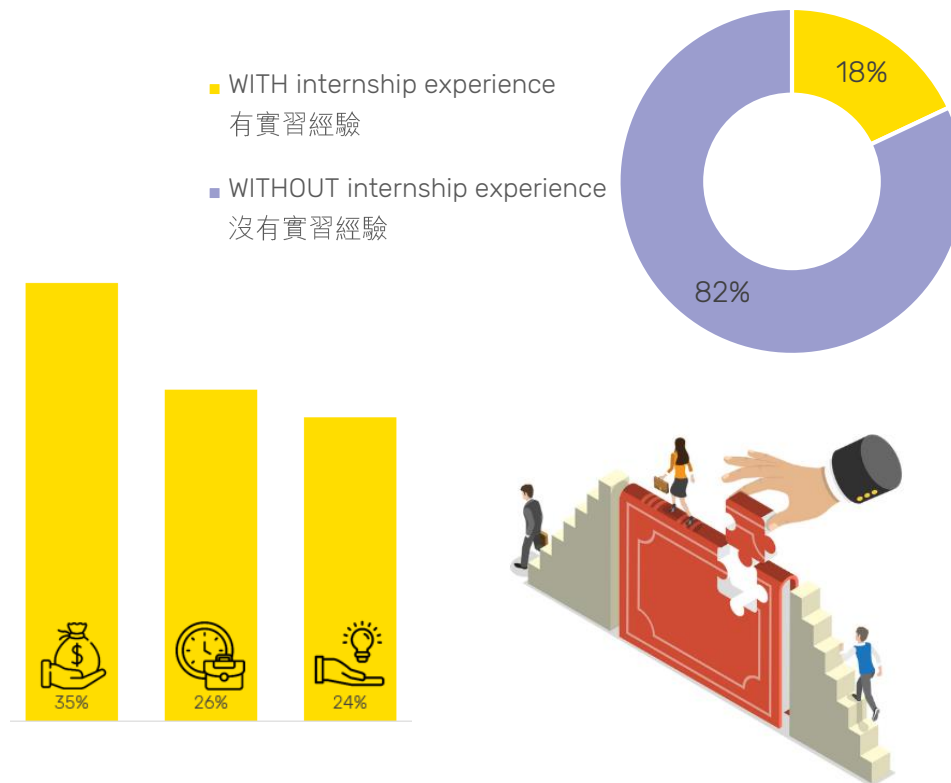
Wayne Fong 方煒

Prudential Hong Kong Limited
Head of Corporate Affairs
保誠保險企業事務部主管

Significant Gap in Internship Opportunity

少數族裔青年實習機會嚴重不足

- A need to launch and promote internship programmes that are not only accessible, but also **tailored to the needs of EM youth**.
開展及推廣切合少數族裔青年需要並可行的實習計劃。
- It is important that they are offered **fair compensation** as a token that their work is helpful and valued by the employer.
公平的薪酬待遇能切實地讓他們體會自己工作的價值。
- **Internships are more than just a chance to work** – it is also youth's first contact with our society in a work-context.
實習對青年而言不是單純的工作機會，而是他們接觸社會和職場的第一步。



Career Barriers and Difficulties

求職障礙及困難

- There is a palpable lack of confidence among EM youth in the support systems currently in place.
少數族裔青年普遍不信任現有的支援網絡及系統。
- EM youth, the places that they work at and the people they work with would inevitable find themselves in culture shock as they work together.
少數族裔青年在職場與同事共事時，雙方難免會受到文化衝擊。
- EM youth may feel that there is a glass-ceiling in their career path, or even doubt their own ability to get a desirable job, due to a lack of self-confidence.
少數族裔青年在職業生涯上遇到無形的天花板，甚至可能因此缺乏自信，繼而開始質疑自己的工作能力。



Solutions

解決方法

- Supporting youth and showing our care for their mental health wellbeing, whether as a parent or as a friend, is vital.
作為家長或朋友，對青年精神健康的關懷和支援非常重要。
- For EM youth, programmes that can offer language training and teaching them the workplace culture can help alleviate their concerns for their future.
為少數族裔青年安排語言訓練或職場文化教育能有助減輕他們對未來的憂慮。
- We must dedicate more resources into public education on cultural sensitivity, so that the workplace can be more cultural friendly to EM youth.
提升社會整體對文化差異的靈敏度，締造對少數族裔青年友好的工作環境。



Advice

其他建議

- Commercial establishments are encouraged to give more chances to EM youth as they can provide insight into overseas market where their ethnic culture thrives.
商業機構可以考慮給予少數族裔青年更多機會，利用他們對自身文化起源地的知識拓展海外市場。
- The government may consider to take lead and develop more policies that encourage EM youth employment and enforce workplace equality.
政府部門可以考慮帶頭推出更多優惠政策，鼓勵少數族裔青年就業，讓所有本港青年都能平等得到在職場發展的機會。

Being able to accept one another, being more inclusive is how we can create a harmonious society together!

互相體諒、實現共融，才能共建美好和諧的社會！

Q&A

問答環節





Empowering young people to reach their full potential

啟發青年潛能，讓其盡展所能



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