

How to Effectively Implement CLAP@JC Hong Kong Benchmarks (Community) in the Management of the Organisation

梁慧貞 Cressida Leung

The Society of Rehabilitation and Crime Prevention,
Hong Kong
Deputy Chief Executive
(Social Rehabilitation & Community Education)

CLAP@JC
賽馬會 鼓掌·創你程



The Core - Benchmark 1 and 2

1. A Stable and Visible Career and Life Development Policy

- Agency/Service unit with Youth Career and Life Development Service (“the agency/service unit” hereinafter) should have a stable and visible policy on career and life development to govern its action plan and programme development. Such policy and programme should be regularly evaluated and should be known and understood by youth, social workers and youth service practitioners, parents, corporate partners and relevant stakeholders.

2. Professional Competencies and Leadership

- CLD leading team/leader is equipped with core competence in leadership, management, coordination and networking to lead trained workers to implement the full spectrum of CLD-related programmes.



SRACP services

- Integrated Service for Ex-offenders (ISC)
- Court Social Work Service (CSWS)
- Blue Bus Jockey Club Together We Grow Project (BBJC)
- Accommodation Service
- Health Education Service

Social Rehabilitation and Crime Prevention Service

Employment Service and Social Enterprise

- Employment Development Service (EDS)
- Employment Development Unit (EDU) and Employment Enhancement Unit (EEU)
- Youth Empowerment and Entrepreneurship Service (YEES)
- BEHub
- Key to Success

- Community Education and Crime Prevention Service
- TeenGuard Valley - Crime Prevention Education Centre
- Volunteer Development Service

Community Education and Volunteer Service

Mental Health Service

- Integrated Community Centre for Mental Wellness (ICCMW)
- Halfway House Service
- Occupational Therapy Service
- Clinical Psychology Service
- Peer Support Service

Chief Executive's Remarks

In view of their unique background and constraints from the society, institutionalized youth often believe in 'having no choice' or 'simply having a job is the whole answer to my life and people around me'. Through career and life development (CLD) intervention introduced by CLAP@JC, its services go beyond a problem-based approach such as job-matching for institutionalized youth. Its service sheds greater light on building navigation competence to reclaim their 'true vision' and stresses on a more holistic perspective for youth development.



香港善導會總幹事李淑慧指，其機構所接觸之年青人，以「院所青年」為主，他們一般已經離校或輟學，較少機會接觸到生涯發展服務。由於個人背景與社會環境帶來的限制，這些年青人或會覺得，自己「沒有選擇」，對這些年青人而言，「找到工作是對社會或身邊人一個『交代』。」而生涯發展亦不再跟自己有關。透過 CLAP@JC，機構推動生涯發展服務，不再單單聚焦於替年青人找工作，卻是在於讓年青人尋回「自己想要甚麼」，著重年青人的整體發展，而非僅以「問題為本」提供服務。「生涯發展讓他們實踐夢想，令青少年覺得，社會關心他們，願意投放資源在他們身上。」

Strategies to implement BM 1 and BM 2 in agency-wide level



Engage stakeholders from all service branches: SRCPS, ESSE, MHS, CEVS & specialised projects



Map out initial milestone for CLD training, CoP, coaching in branch/ service level

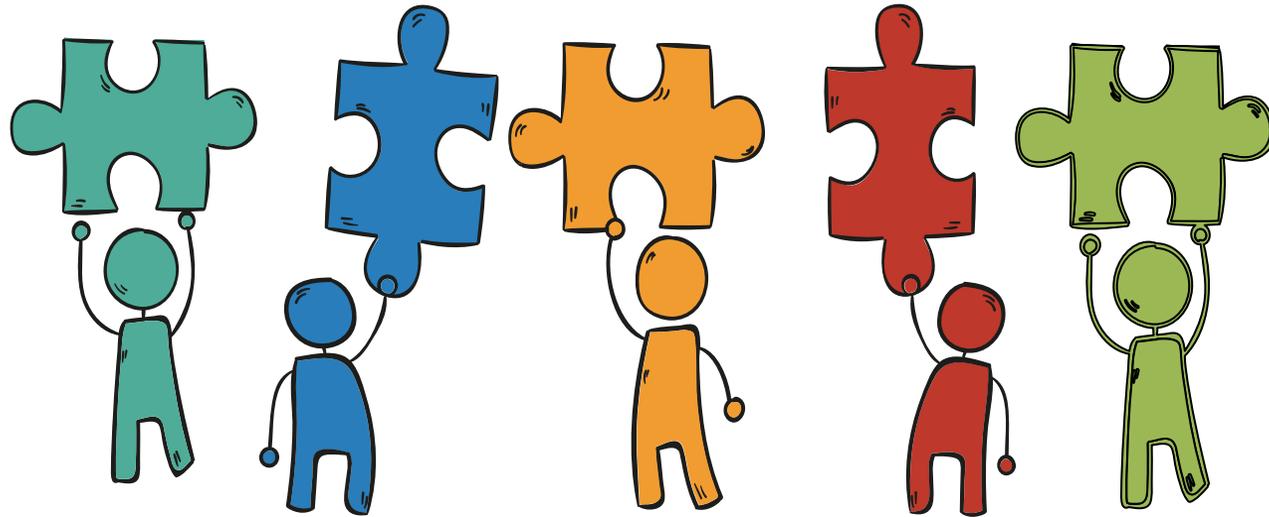


Work out strategies to put CLD lens in services and program design, e.g. young offender programs, EM programs, probationers, persons in recovery, etc.

Agency-wide Collaborative Working Platforms

- to lead cross unit synergy on CLD implementation
- ✓ Youth Service Working Group
- ✓ Specialized Team on Working with People Affected by Social Incidents
- ✓ Ethnic Minority Service Working Group

CLD Leading Team of Social Rehabilitation Service



Forming of CLAP@JC team members from different service branches (ISC, CSWS, ESSE, EMHES)

Enthusiastic and high-calibre colleagues with great passion in youth development

Niche in understanding of CLD needs of heterogeneity of Specific Target Groups

Staff Recruitment

Project Officer

Requirements

- Bachelor degree holder in social work, counselling or business discipline
- Preferably with 3 years' relevant experiences in casework management for youth, ex-offender rehabilitation or career and life development services
- The ideal candidates should fulfil the following *VASK* criteria:
- Values - A believer in the value of creating social good and social innovation, passionate about youth development and embrace teamwork and collaborations
- Attitudes - An open-minded and motivated learner, and enjoy working with people from all walk of life
- Skills - Good team players with strong verbal and written communication skills, and willing to manage cross-sector stakeholders and able to work independently
- Knowledge - Possess knowledge about career and life development, ex-offender rehabilitation and the public sectors will be an advantage, good command of both written and spoken English and Chinese, and good at MS Office operations

New Staff Orientation

An induction to orientate new staff members with shared values and CLD lens especially VASK

Time	Duration	Content	Speaker	Remarks
9:00 – 9:10	10 mins	Registration		
9:10 – 9:30	20 mins	Icebreaker Activities	TDFMD	
9:30 – 10:20	50 mins	Sharing by CE	CE	
10:20 – 10:40	20 mins	Introduction to Corporate Communications Division	CCD	
10:40 – 11:00	20 mins	Information Technology Knowledge Management Platform Briefing and Application	ITD	
11:00 – 11:15	15 mins	Break		
11:15 – 12:05	50 mins	HR & Admin Policies and Procedures	HARD	
12:05 – 12:45	40 mins	Finance Policies and Procedures	FD	
12:45 – 13:00	15 mins	Q&A Session		
14:30 – 16:00	90 mins	TBC	TBC	
16:00 – 16:15	15 mins	Break		
16:15 – 17:15	60 mins	Experiential Activity - VASK Card Workshop	CLAP@JC	
17:15 – 17:30	15 mins	Q&A Session		

Mechanism in Incorporating CLD Framework in ISC Service

Screening at Case Referral & Intake Level by CLD Questionnaire

- A questionnaire on Career and Life Planning is embedded in case intake workflow of youth service
- Youth potentials, strengths and talents are identified

The Society of Rehabilitation and Crime Prevention, Hong Kong

CLAP@JC

Questionnaire on Career and Life Planning Development

CLAP@JC aims at providing career and life planning service for youth aged between 15 and 29 to explore your potential and strengths.

Name of Social Worker: _____ Unit: _____
Name of Service User: _____ Ref. No. : _____

1. What is/ are your life quotes/ motto?

2. Have there been a discrepancy between your dreams and reality? (1 means very little, 10 means very large).

1 2 3 4 5 6 7 8 9 10

3. What is/ are the obstacle(s) when you want to achieve your dreams? Is there anything others can help with?

4. Have you actively participated in the following activities (Can choose more than one)?

Vocational education and training/work exploration activities (E.g.: Work Trial Scheme).

Home Care Service (E.g.: Taking care of children, housework, Neighbourhood Mutual Help).

Voluntary work

Development of interest/ serious leisure (persist in for a long time)

5. Which type(s) of hobbies are you interested in?

<input type="checkbox"/> Sports.	<input type="checkbox"/> Cooking.
<input type="checkbox"/> Arts.	<input type="checkbox"/> Community service.
<input type="checkbox"/> Games.	<input type="checkbox"/> Construction.
<input type="checkbox"/> Music.	<input type="checkbox"/> Other, please specify: _____

6. Have you ever imagined to turn the above hobby/ hobbies in a career?.

Yes

Still considering

Still exploring.

7. Are you interested in CLAP@JC after the above exploration?.

Yes (Contact no.: _____) No.

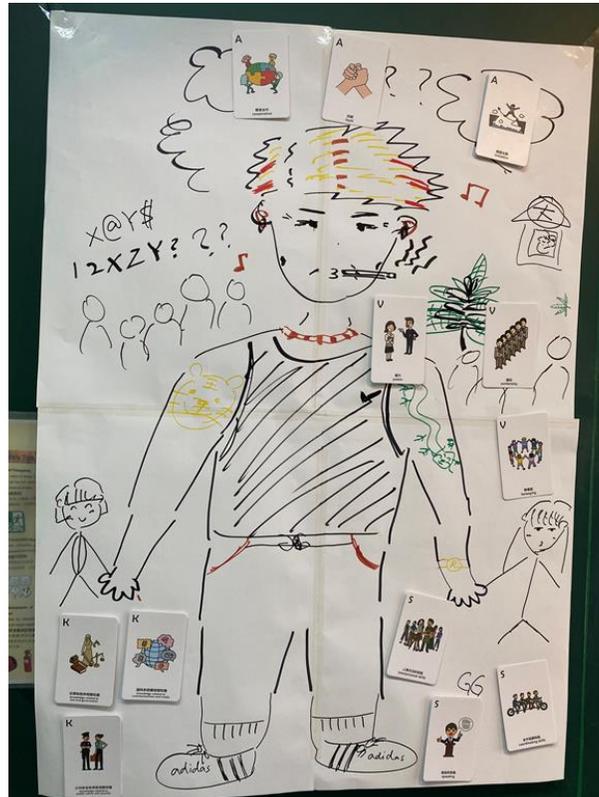
Enquiries and Contact:

Address: 4/F, Tsz Wan Shan (South) Estate Community Centre, 45 Wan Wah Street, Tsz Wan Shan, Kowloon

Tel: 3703 9955 WHATSAPP: 51929692 Email: clap.jc@sracp.org.hk

VASK Card Workshop

Application of CLD tools in daily practice and exploration of internal synergy





Community of Practice >

- > • Organize quarterly CoP meeting & sharing among participants of VASK Card Workshop to share and consolidate practice wisdom
- Enrich the use of CLD tools of colleagues



CLD team members and youth workers are equipped with core competence in CLD training and facilitation skills

- ✓ Three-day Training on Career and Life Development Services (28% of professional staff joined)
- ✓ Advanced Certificate Programme in Career and Life Development Services for Non-engaged Youth
- ✓ Professional Development Programme for Managerial Staff



CLAPJC
CAREER LIFE ADVENTURE PATHWAYS

管理人員專業發展培訓



Stakeholders Engagement

Establishing District-based CLD Network

SRACP Benevolent Employers Awards Presentation Ceremony

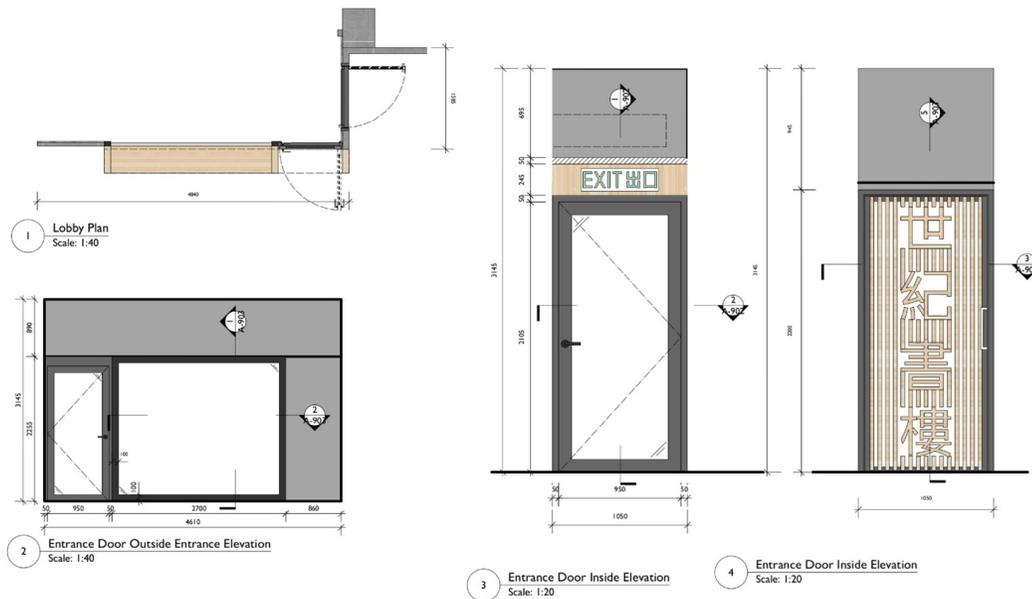
Benevolent employers are awarded to recognize their consistent support to disadvantaged youth and young offenders to explore and develop their career and life plan in multiple pathways



Engagement with Employers and Working Partners

Mentorship Scheme 職場師友計劃

- orientate employers with VASK, ENOW and CV360



Strategic Partnership with CSD

Preparation

- VASK workshop & Youth Development Intervention Framework for CSD staff
- Program coordination

Example case:
Alan

1st phase

Sha Tsui Correctional Institution:

- So Listening (Letter Writing Service) for youth engagement

Rapport building and CLD lens as intervention through So Listening

2nd phase

Phoenix House

- Multiple career and pathways exploration
- Introduce CV360, VASK, ENOW tools and CLD perspectives to youth and CSD staff

Through CSD referral and **co-work**, Alan participated in **CLD counselling and mentorship scheme**

3rd phase

- Co-work on youth social rehabilitation journey with CSD staff in the community



Three-days Workshop on Career and Life Development (CLD) Services for Correctional Services Department

66 (CSD RU Officers , Sergeants)
12 (SRACP Supervisors/Social Workers as Facilitators)



Good practices in CLD services for Young Offenders

- Incorporate **strength-based elements** into CLD interventions for Young Offenders
- Design the **tailor-made** CLD services for Young Offenders
- Develop **innovative approaches** in serving Young Offenders from a design thinking perspective
- **Strengthen family relationship** through NGO co-creation
- Co-create a **youth-enabling environment**
- Enhance youth's accessibility and **navigation into the job markets** through cross-sectoral collaboration





Thank you!



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