

# How to Promote Equitable And Successful School-to- work Transitions for Disadvantaged Youth?

CLAP@JC Celebration Conference  
8 March 2024

CLAP@JC  
賽馬會 鼓掌·創你程

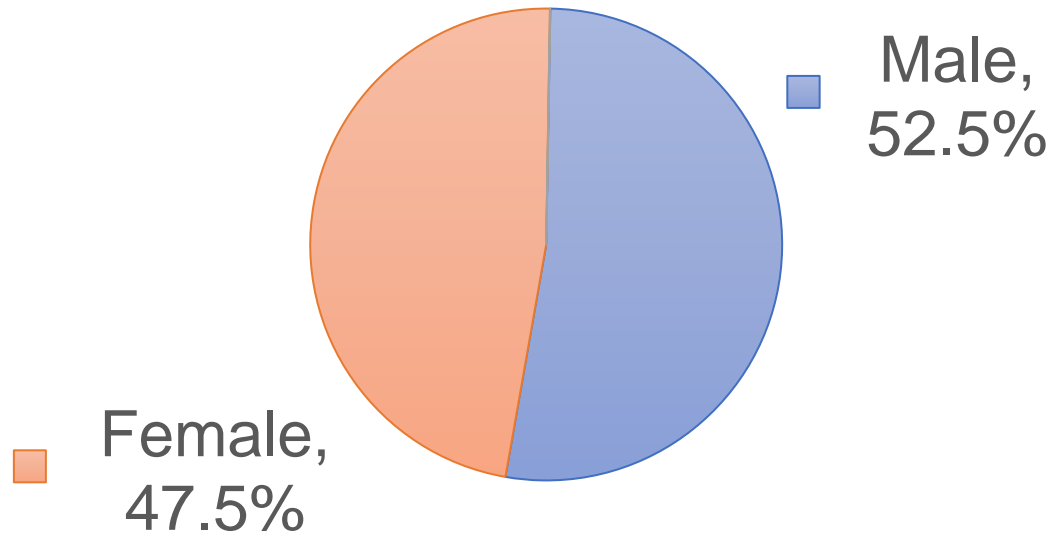




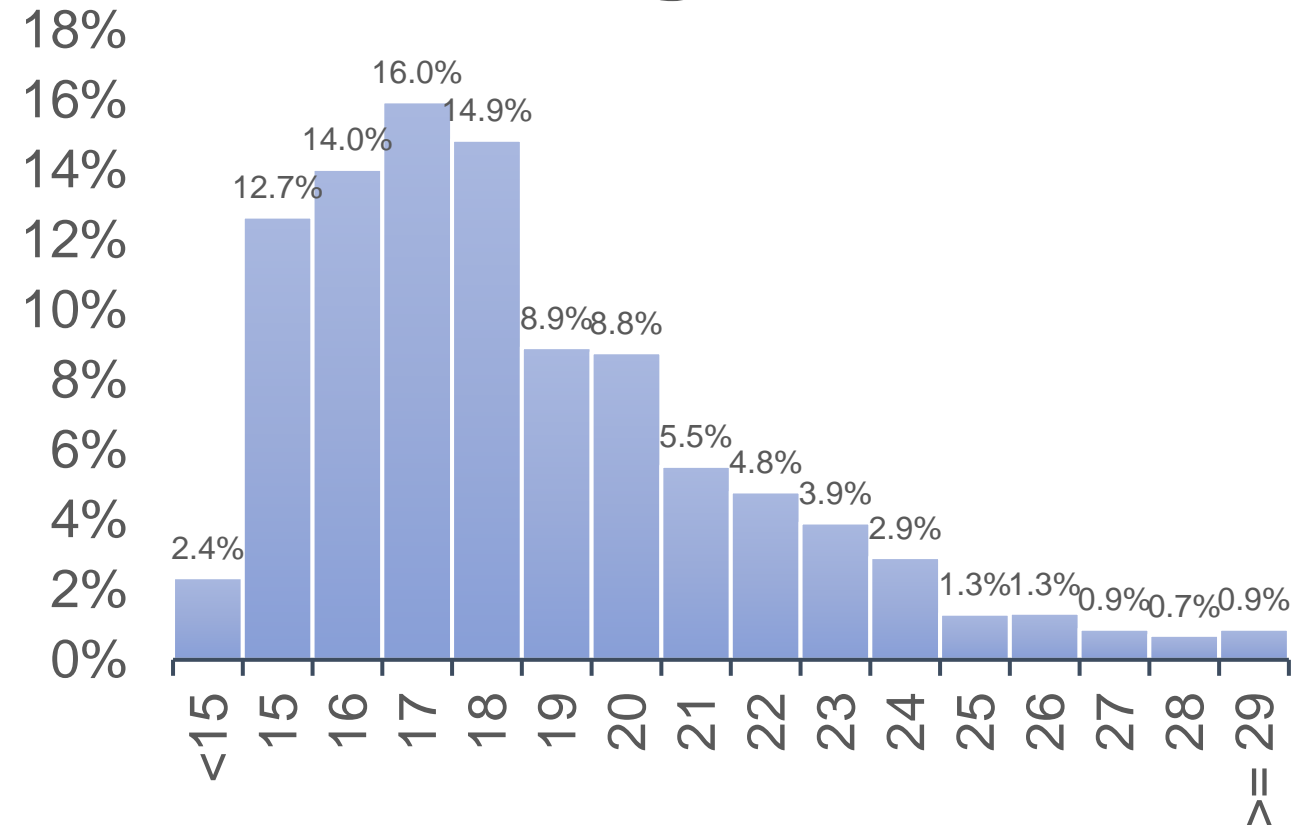
# Profile of Non-engaged Youth (NEYs) in Hong Kong

# Profile of Non-engaged Youth (NEYs) in Hong Kong

## Sex



## Age

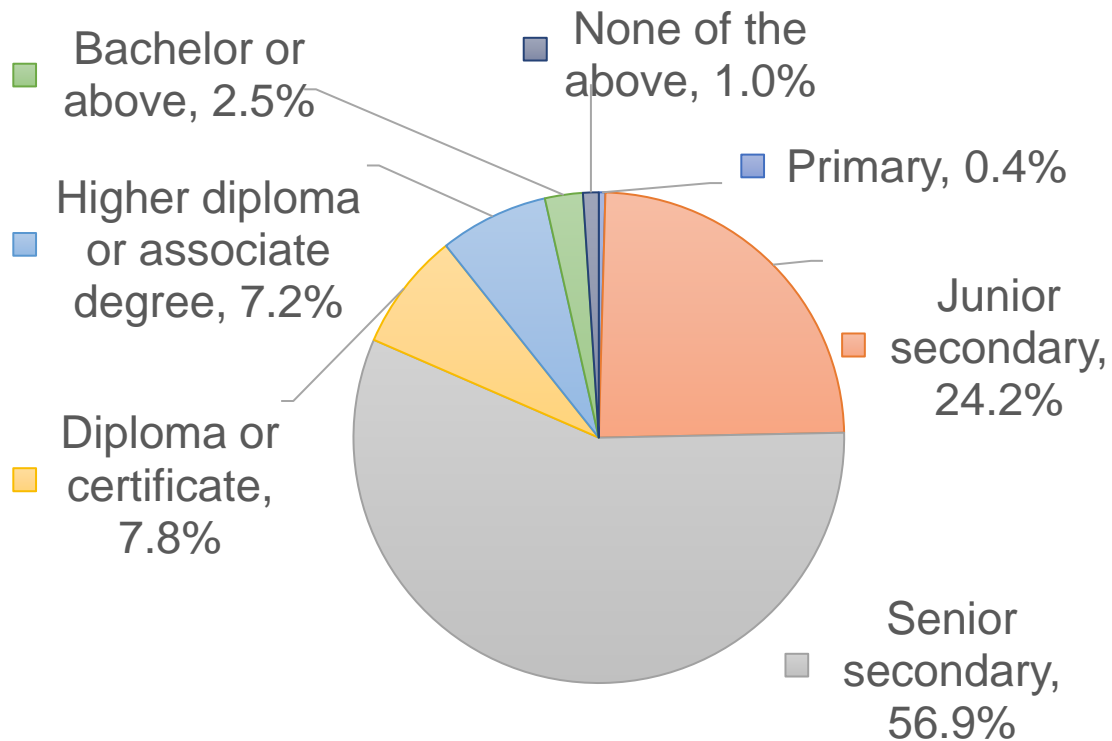


Mean=18.5; Median=18; SD=3.1

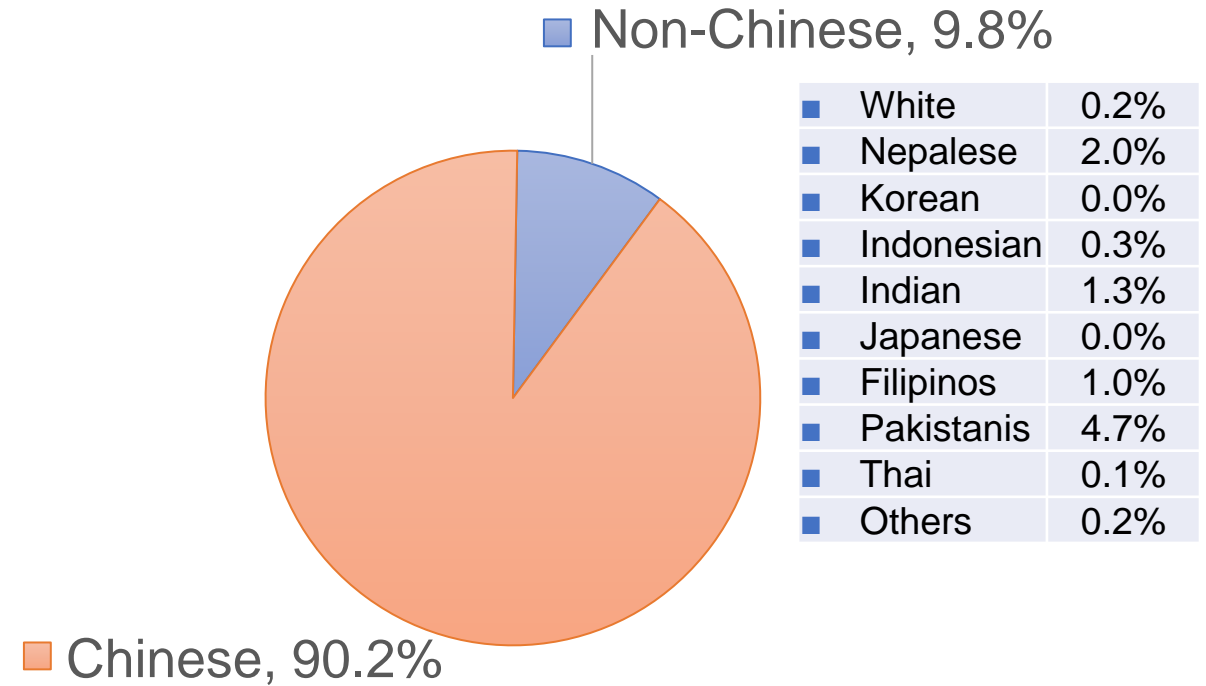
Note: N=3972.

# Profile of Non-engaged Youth (NEYs) in Hong Kong

## Education



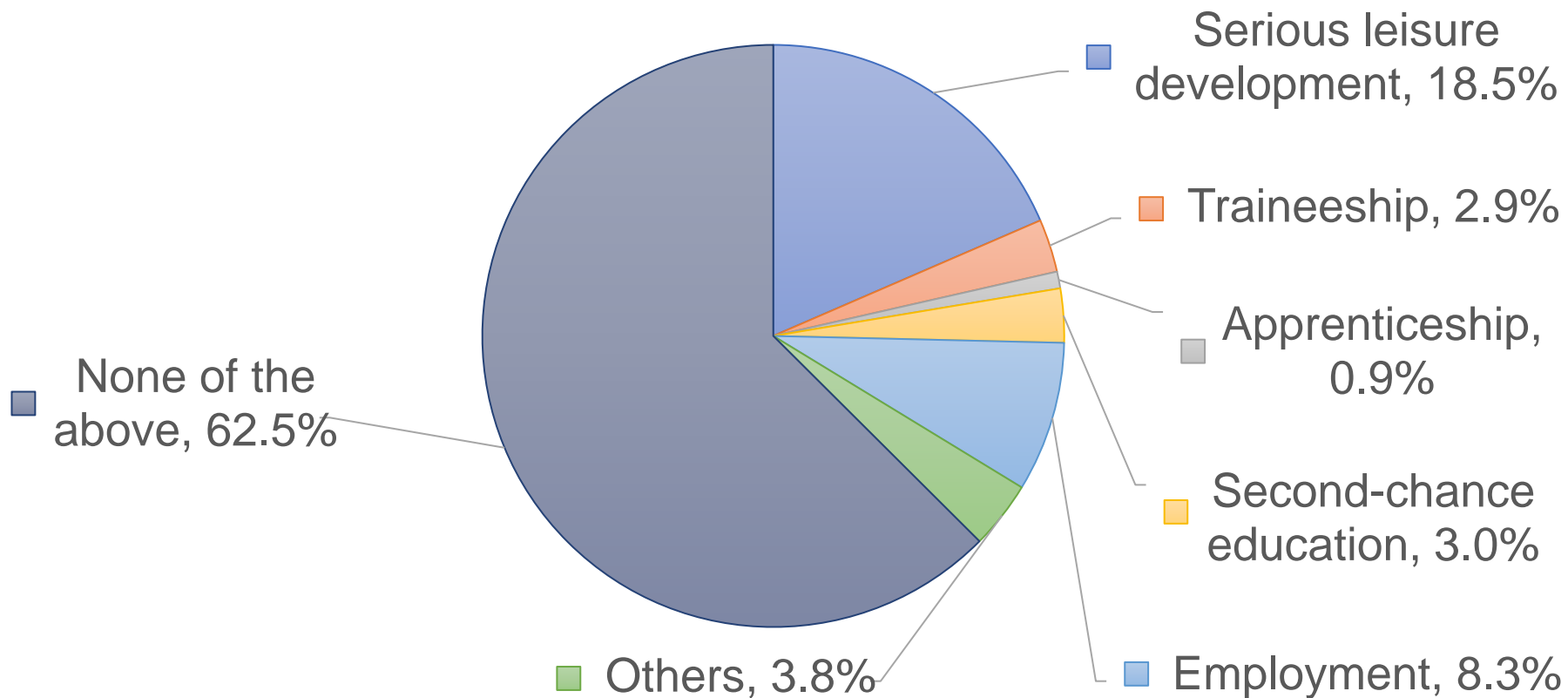
## Ethnicity



Note: N=3972.

# Profile of Non-engaged Youth (NEYs) in Hong Kong

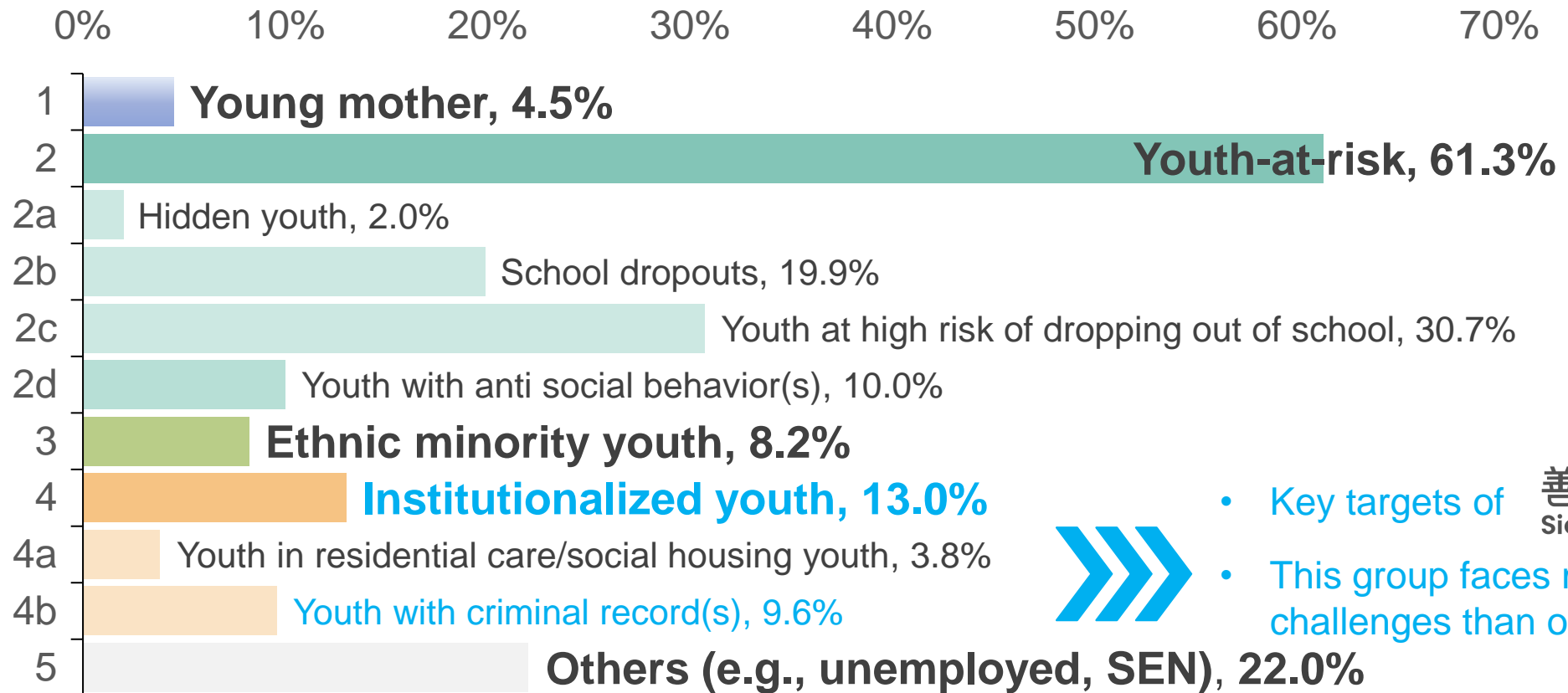
## School-to-work Transitional Status (At Baseline)




# Profile of Non-engaged Youth (NEYs) in Hong Kong



## Special Target Group



- Key targets of 善導會 SideBySide 
- This group faces more challenges than other NEYs



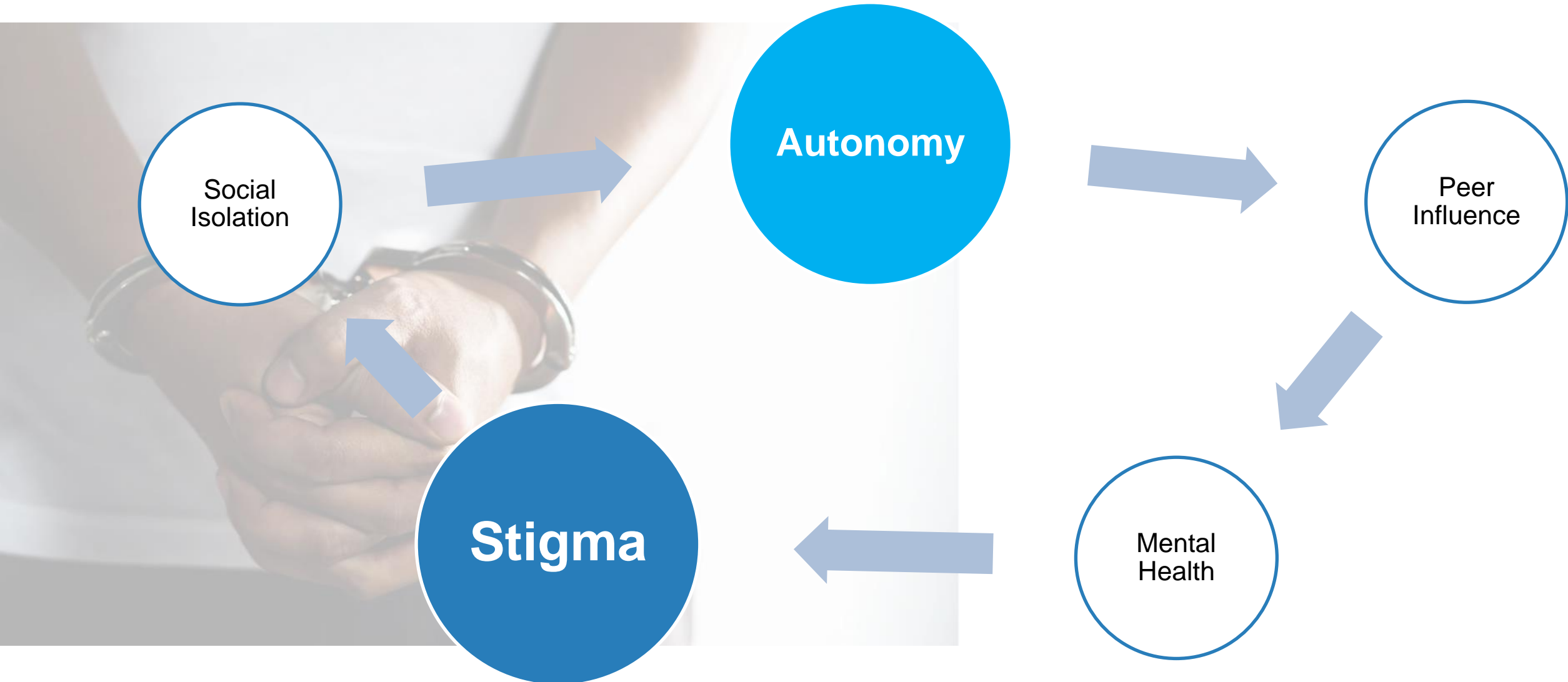


# Good Practices of

善導會  
SideBySide

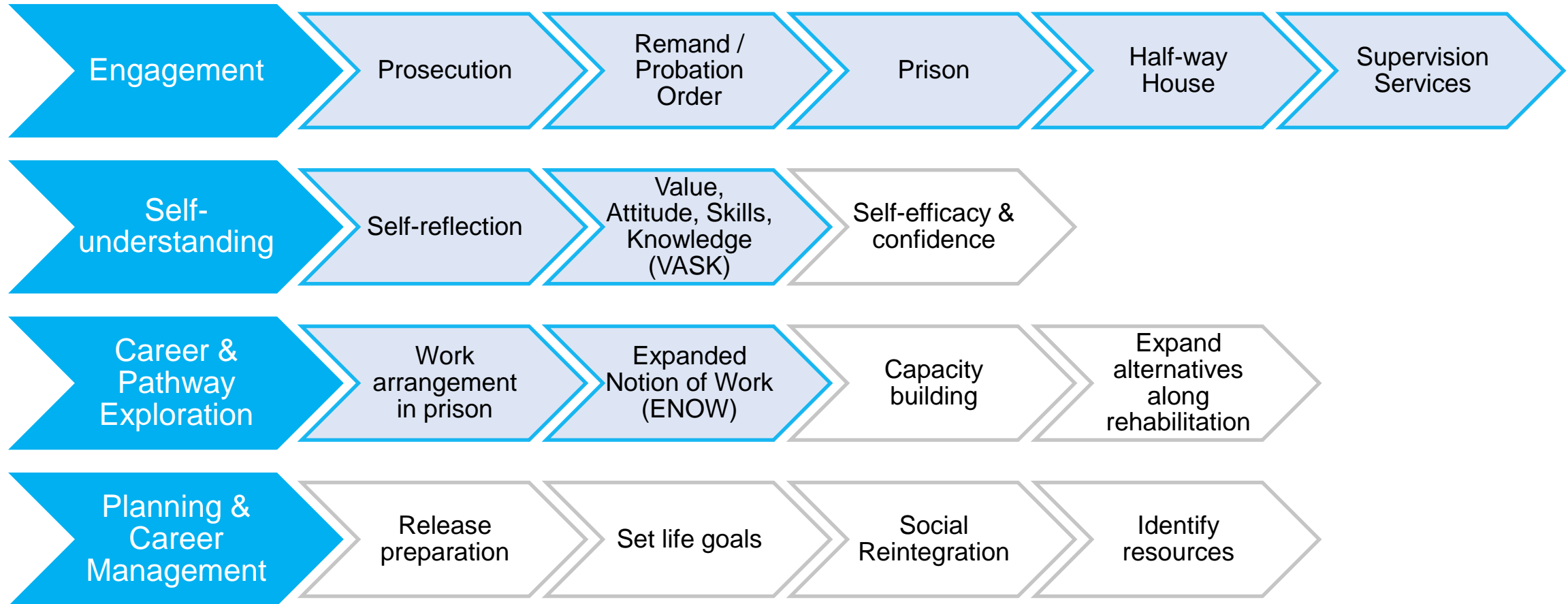


# Career and Life Development (CLD) Challenges of Non-engaged Youth (Institutionalized Youth)





# Youth Development and Intervention Framework (YDIF) for Institutionalized Youth



# Good Practices of 善導會 SideBySide



Hong Kong Benchmarks for Career and Life Development

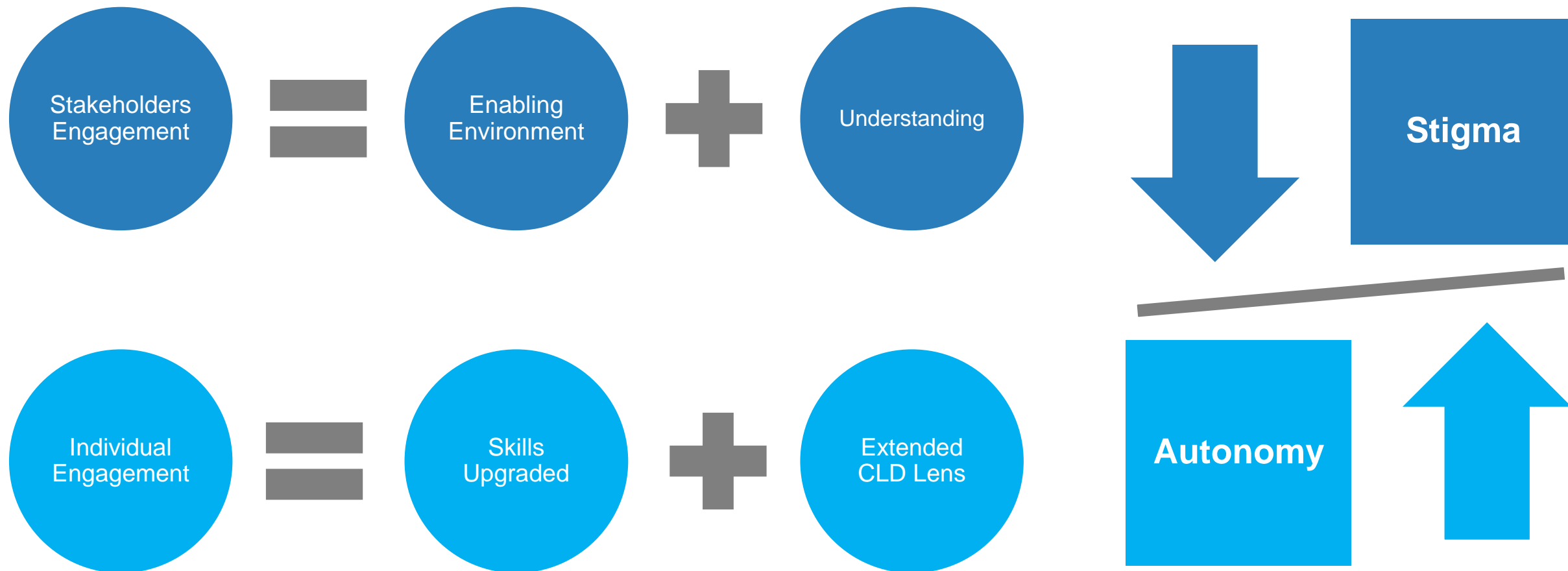
## Stakeholders Engagement


- Correctional Services Department (CSD)
  - 3-day workshop on CLDs for 100 CSD staff from rehabilitated unit
- Employers
  - Communication & expectation alignment

## Individual Engagement

- VASK & ENOW
  - Consolidation & transformation of new social identity
- Mentorship & Entrepreneurship Opportunities
  - Exposures & training

# Impact on Institutionalized Youth





IMPACT

# Quality CLD Provisions: A Proven Solution

Evidence from CLAP@JC Youth Level Impact



Higher  
Lifetime  
Income &  
Upward  
Mobility

## 1. NEYs earn higher income from employment

Compared with control group, CLAP@JC service beneficiaries are...

86%

more likely to **earn higher income** from employment

Experience **\$2,949/month greater** in employment earnings

## 2. NEYs would earn higher lifetime income\*\*

After pursuing further studies since CLAP@JC:

Estimated Increase in Lifetime Income

**\$9,511,623**

## 3. NEYs are employed

Compared with control group, CLAP@JC service beneficiaries are **more likely** to be **employed**...

**18 times**

By the end of the activation stage

**23 times**

In long term\*

## 4. NEYs have been promoted to position with decent work quality

**78%**

CLAP@JC service beneficiaries have **experienced career promotion** since joined the project in...

**32%** - Have higher income  
**33%** - More **stable contract/ better benefits**

**43%** - Have more **responsibility & autonomy**

Note: \*Based on Phase 1 follow-up study data,

\*\*Based on Phase 1 follow-up study data & Phase 2 data

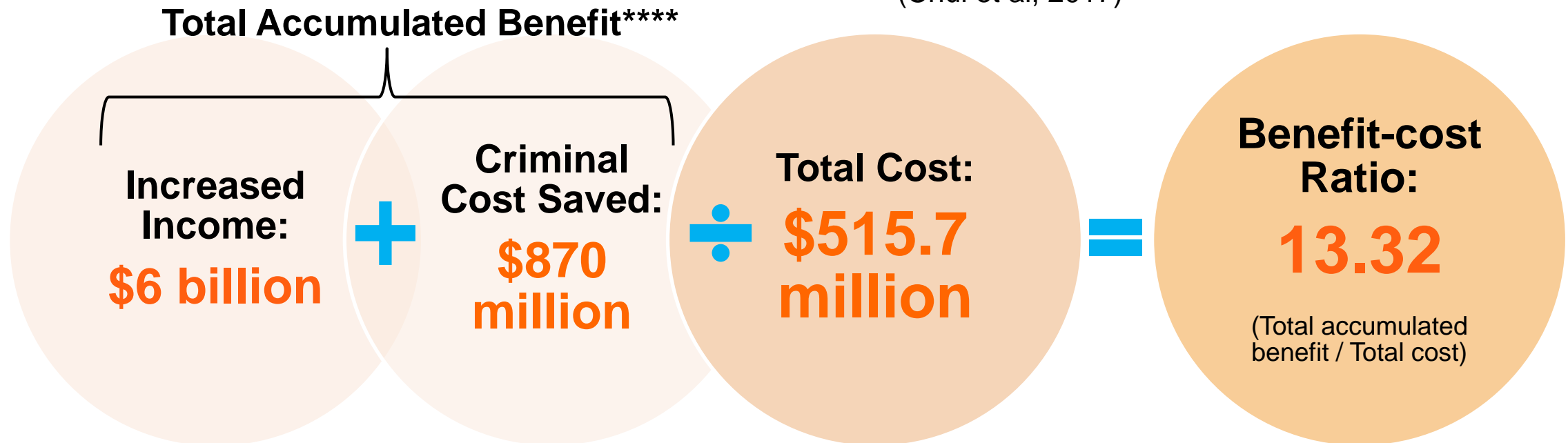
# CLAP@JC has Proven to be a Sound Investment that has Delivered Significant Value for the Resources Invested

## Increased Income: Human Capital Perspective

- After pursuing further studies since CLAP@JC, services beneficiaries will earn **\$15500\*\*** higher increase in monthly income than the control group while it approximately takes **4.5 years\*** to be impacted.

## Reduced Criminal Cost: Reducing Delinquent Behaviors

- Compared with control group, **9.1%\*\*\*** more CLAP@JC service beneficiaries have stopped committing anti-social behavior after 4 months of interventions.
- Criminal cost per case (per year) = **\$239,054** (Chui et al, 2017)



Note: \*Based on Phase 1 follow-up study data, \*\*Based on Phase 1 follow-up study data & Phase 2 data. \*\*\*Based on Phase 2 data, \*\*\*\*The accumulated benefit (from the start of CLAP – 2015 to the end of Phase 2 – 2025) are estimated with inflation considered and assumption on same performance/impact in phase 1 and 2 applied.



“Success is not final, failure is not fatal:  
it is the courage to continue that  
counts.”

— Winston S. Churchill

CLAP@JC Conference Plenary Session  
Presentation by

Bong Joo Lee  
Seoul National University



# The Context

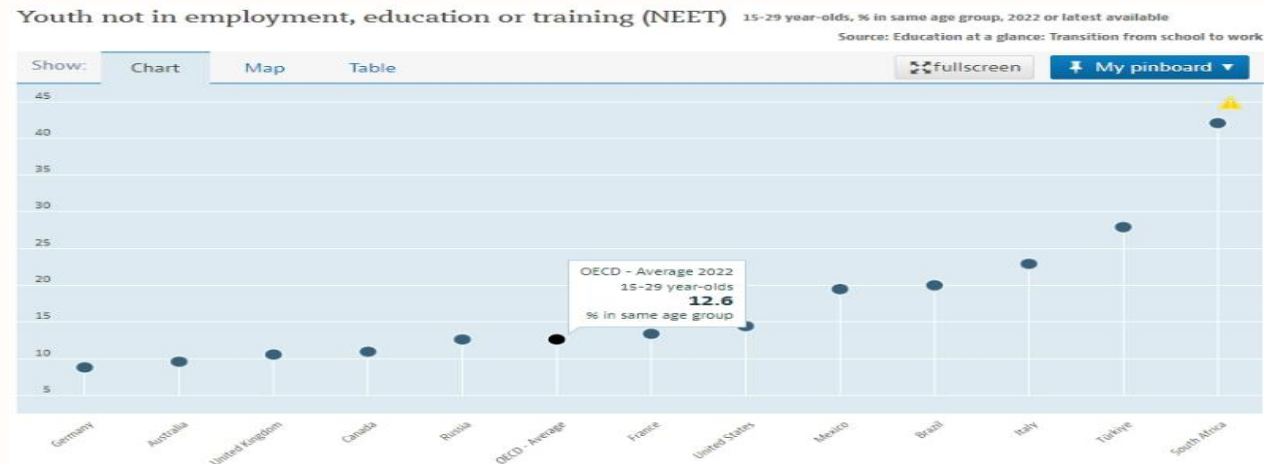


NEY In this study  
Non-engaged  
Youth: who are  
not engaged in  
career activities  
or job search  
activities, while  
NEET targets  
young people  
who are not  
engaged in both  
economic and  
social activities.

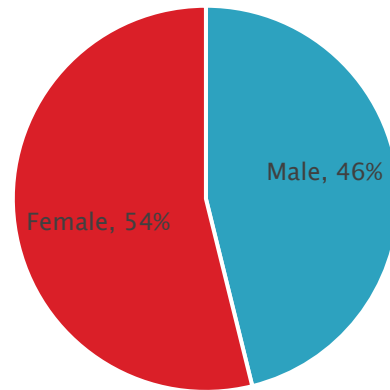
## The Context

**1 Prolonged School to Work transition**  
Uneven chances among youth:  
Increasing inequality →  
Losing hope in the  
disadvantaged youth group

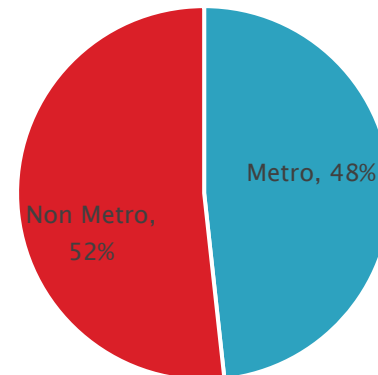
**2 NEET in South Korea**  
In 2022, the NEET rate for youth  
(15-29 years old) was 20.1%  
based on OECD standards,  
significantly higher than the  
OECD average of 12.6%.



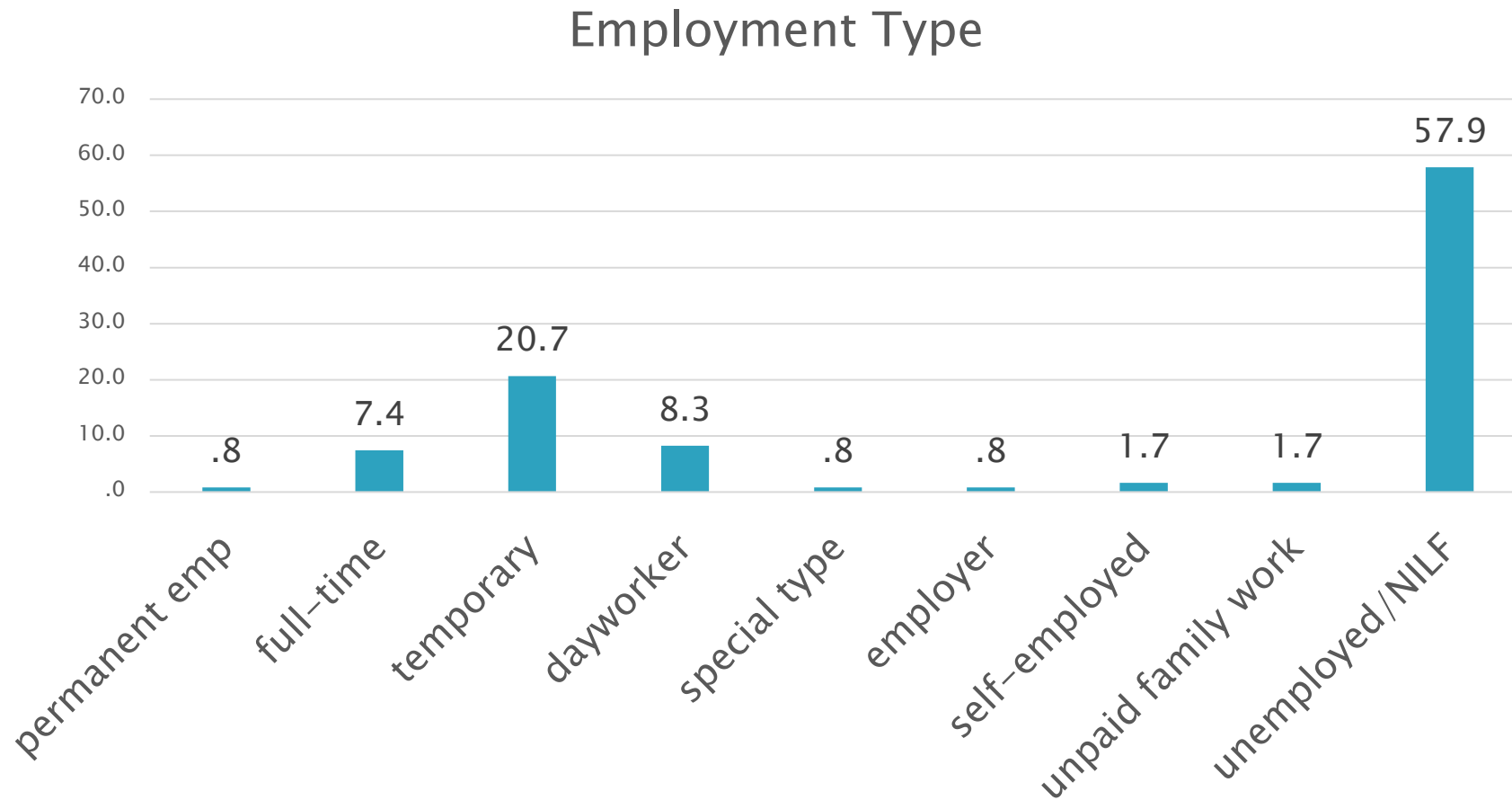
% Unemployed by Gender




% Unemployed by Region



# Unstable work: Results from Korea NEET Cohort Study (2023)



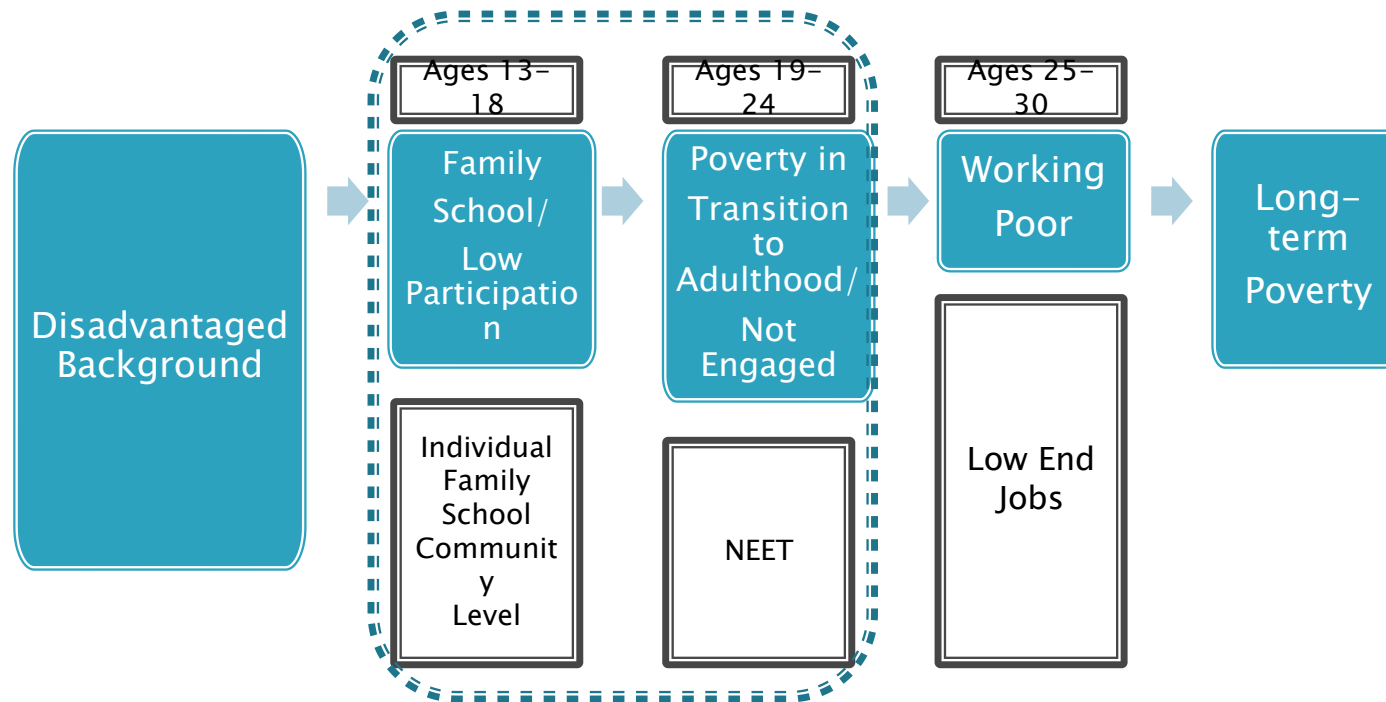
# Consequences of NEET

- ▶ Delay and decrease of human capital in the short term
  - ▶ ‘Scarring effect’ → decrease the future employment and life-time earnings
  - ▶ NEET → long-term poverty
  - ▶ Intergenerational Transition of Poverty: The probability of becoming NEET is 1.6 times higher for the families in poverty
- 

# Effective CLD Practices



# Analysis of Problem



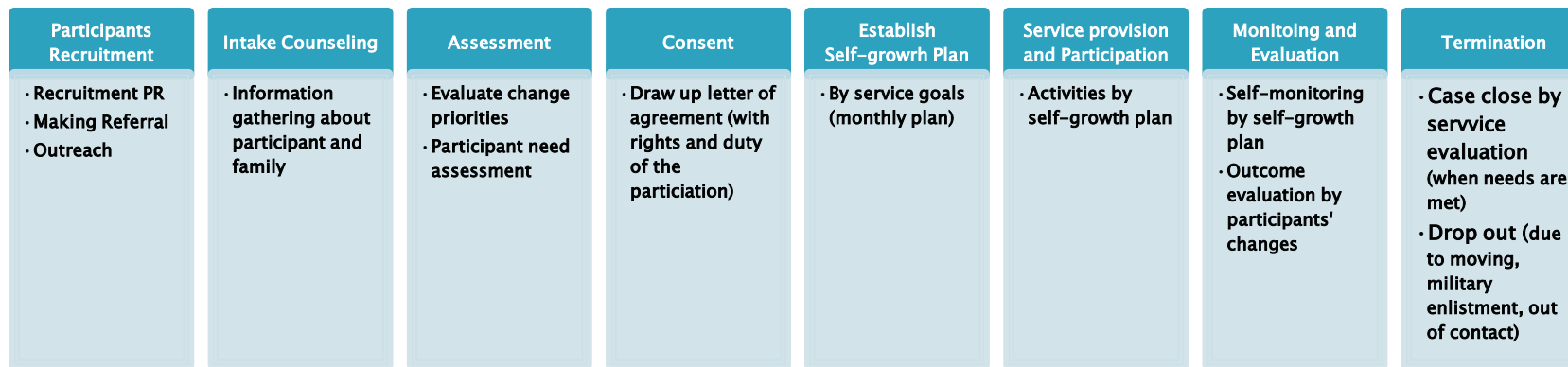
# Vision Plan interventions based on good theory of change

- ▶ To intervene in NEET in terms of supporting the smooth transition to adulthood of the early youth (14–24 years of age).
  - The **prevention component** focuses on the youth, with an age range of 14 to 19 years of age, in the prevention of NEET.
  - The **employment support component** focuses on the youth, with an age range of 20 to 24 years of age, by providing various employment and training support services.
- ▶ Ecological Perspective
  - Encompassing interventions at **individual, family, and community** levels
  - Providing **integrated support services** based on three dimensions (3 steps)
  - Empowering children and youth → Community participation → Engagement (Prevention of NEET)




# Importance of Individualized Service Delivery Plan

Cycle: 1 year



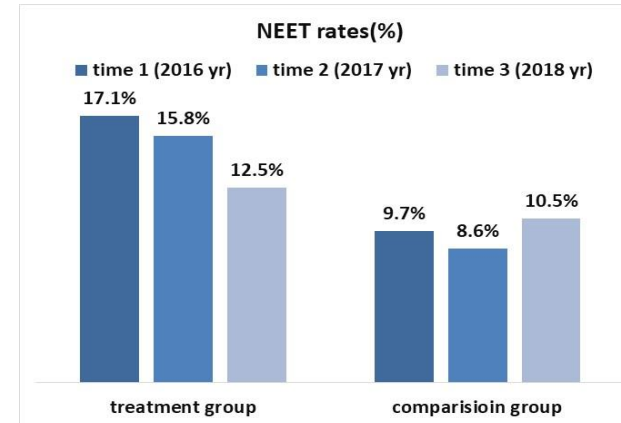
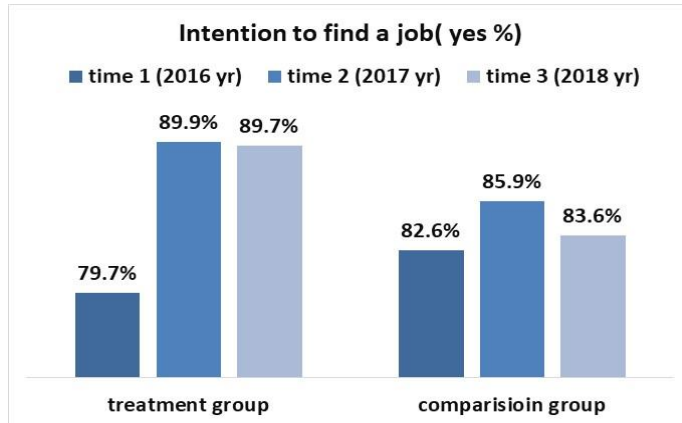
# Effective Approaches

- ▶ Comprehensive and Integrated Services
    - Involvement of diverse actors at the community level
    - Network building
  - ▶ Importance of early intervention (prevention)
  - ▶ Engagement effort
    - Being able to see the pathways to the future
  - ▶ Capacity building
    - Having a clear goal
  - ▶ Connecting – Making relationships
  - ▶ ‘No stigma!’
- 

Impacts



# Impacts



- ▶ 19–24 years old
  - The program participants' intention to find a job increased by 8.3% points compared to non-participants during the three-year program period.
  - The program participants' probability of being NEET decreased by 6.7% points more compared to non-participants.
- ▶ 13–18 years old
  - Career Maturity increased by 3.6%
  - Self Esteem increased by 2.6%
- ▶ Policy Impact
  - Central government and City of Seoul adopted the Vision Plan approach → expansion of NEET prevention services: supporting school to work transitions

# Canadians 18-24 Not in Employment, Education or Training (NEET)



**Véronique Dupéré, Professor**

University of Montreal

[veronique.dupere@umontreal.ca](mailto:veronique.dupere@umontreal.ca)

# Employment, Education and Training Are Firmly Among Canadian Youth's Priorities

Canadian Heritage. (2021). *For youth, with youth, by youth: Canada's first state of youth report*. Government of Canada.



Employment



Innovation,  
Skills and Learning



Leadership and Impact



Environment and Climate  
Action



Truth and Reconciliation



Health and Wellness

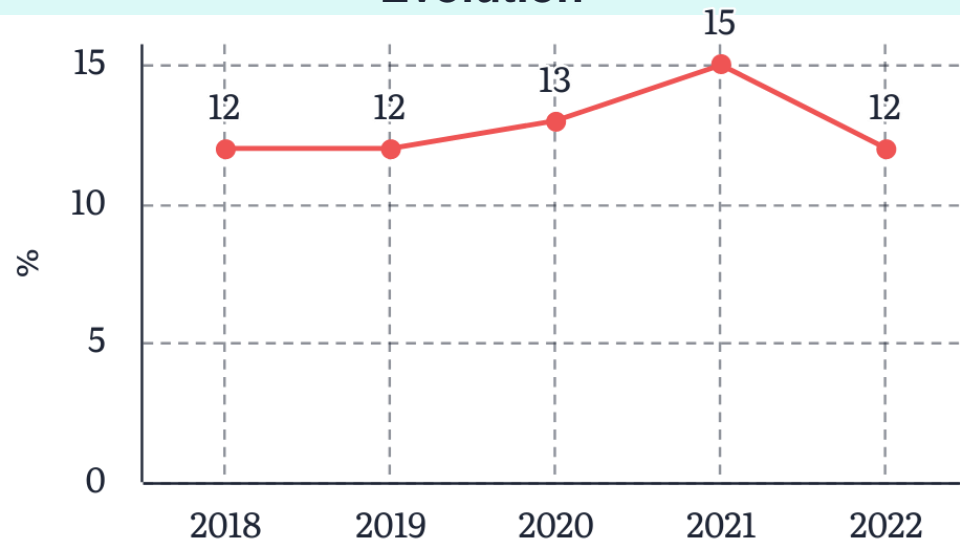


# 18-24 Year-Old Canadians Who Are NEET

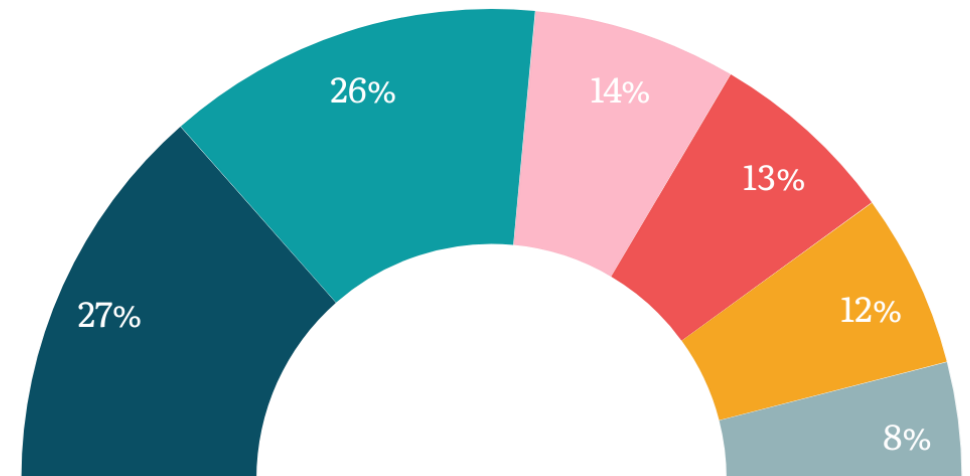
Evolution. Statistics Canada's Canadian Labour Force Survey 2018-2022.

Main activity. Bourbeau, E., & Pelletier, R. (2019). *Young people not in employment, education or training: What did they do in the past 12 months?* Statistique Canada.

Evolution



Main Activity in the Past Year



- Going to school
  Working
  Caring for children
- Other activities
  Own illness or disability
- Looking for paid work

# Inequalities Across Places and Groups

Brunet, S. (2019). *The transition from school to work: the NEET (not in employment, education or training) indicator for 20-to-24-year-olds in Canada*. Statistics Canada.



The proportion of 18-24 year-old Canadians who are NEET is high

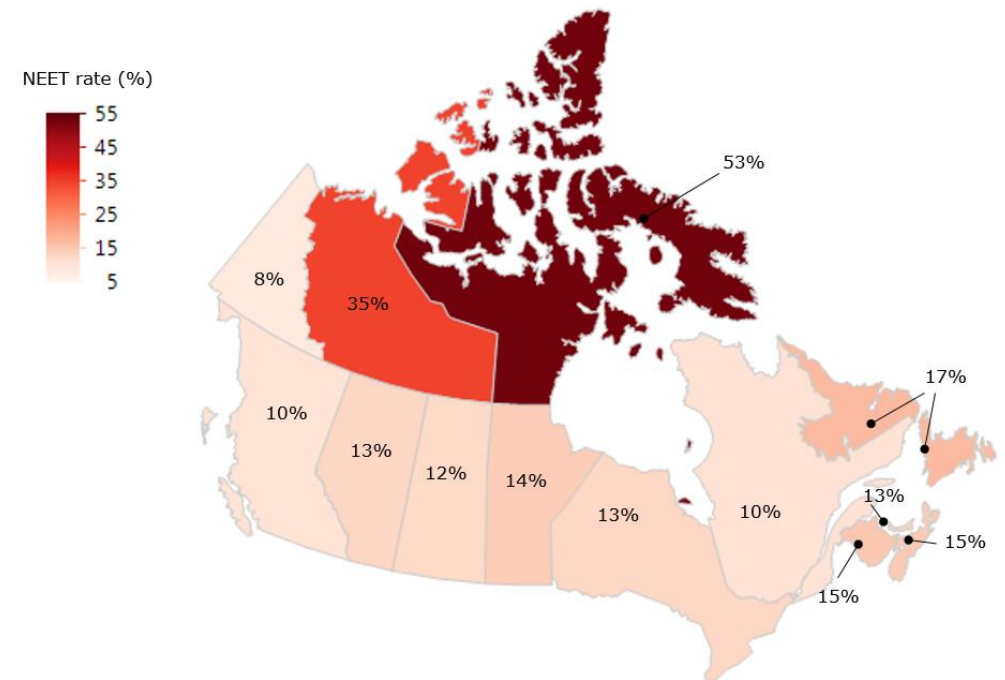
## In Northern Canada and among Indigenous youth

- 35% Northwest Territories
- 53% Nunavut
- 23% of indigenous youth living off reserve

## Among youth without a high school diploma

- 37% (47% women, 30% men)

**Chart 4**  
NEET rates for 20- to 24-year-olds, provinces and territories, 2018/2019



Source: Statistics Canada, Labour Force Survey, September 2018 to April 2019.



# Practices Enhancing Youth Engagement in Activities Advancing their Career and Life Goals

e.g., Thouin, Dupéré, & Denault (2023). Paid employment in adolescence and rapid integration into a career-related job in early adulthood among vulnerable youth: The identity connection. *Journal of Vocational Behavior*, 142, 103864.



## Connecting to activities sparking interest

Right activity, right time, right ingredients (self-knowledge, skills, relationships)

Requires access to a range of options

- Serious leisure, volunteering, employment, internships, mentoring relationship with a pro working in a field of interest, enrolling in education (e.g., vocational training)



## Enabling participation

Creating the right conditions

- Finding out about fears, doubts. Preparing youth (with emotional, material, social resources) and the environment (to be supportive *and* challenging). Anticipating setbacks. Checking in.



## Facilitating meaning-making

How does activity feed self-knowledge? Shape future plans? Inform transition planning?

# Practices Supporting Stakeholders who Provide Activities Advancing Youth's Career and Life Goals

e.g., McCabe, Dupéré, et al. (2020). Why do extracurricular activities prevent dropout more effectively in some high schools than in others? A mixed-method examination of organizational dynamics. *Applied Developmental Science*, 24, 323-338



## Creating partnerships across sectors

Supports

Communication and reference channels across education, health, business, community sectors Exchange, learning



## Informing organizational change

Organizations that effectively engage youth who do not easily participate

Have a clear inclusive vision and communicate it consistently

Review policies and practices to improve inclusion

Include young people in decision-making and planning

Deploy outreach efforts, praise and support staff who contribute



## Providing resources

Material (transportation, equipment), human (training, counsel), knowledge and networks

# Example of Transformative Impact

Lavecchia et al. (2020). Long-run effects from comprehensive student support: Evidence from Pathways to Education.  
*American Economic Review: Insights*, 2(2), 209-224



## Pathways to Education

Advisor who counsels and connects youth to meaningful activities like tutoring and group activities (e.g., sports, arts, environment activism).

+ Financial incentives and support.

Offering *Pathways* in a disadvantaged community

↑ Earnings	19%
↑ Employment	14%
↓ Welfare receipt	>30%

**“There is a crack in everything, that's how the light gets in” - Leonard Cohen**



To let more light in

- Find the angle
- Involve young people
- Work in partnership



MUMTL.ORG

