

# Career & Life Development Services for Ethnic Minorities : Inclusive Practice

少數族裔服務生涯發展：融合實踐

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**Delia Memorial School**  
(Hip Wo No.2 College)

**BGCA**  
香港女童群益會  
The Boys' & Girls' Clubs Association of Hong Kong

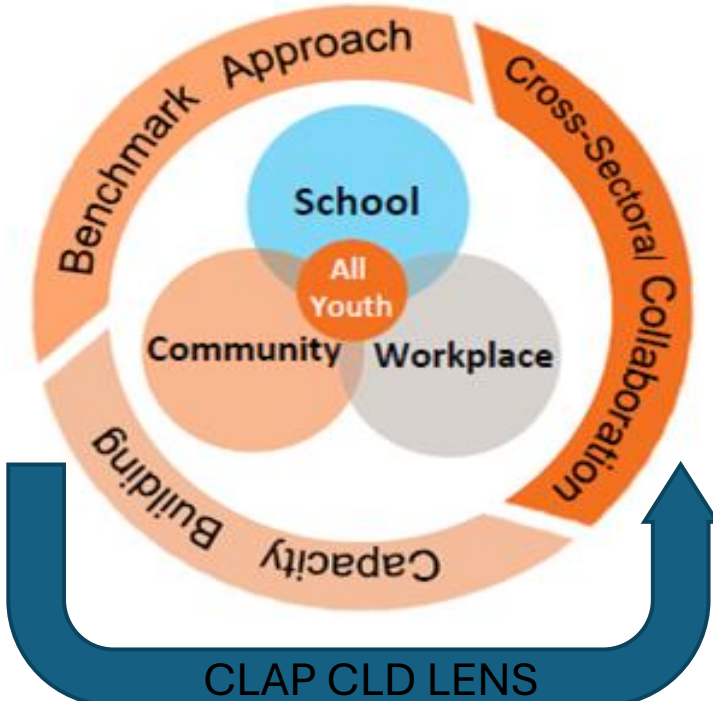


香港賽馬會慈善信託基金  
The Hong Kong Jockey Club Charities Trust

# Themes:

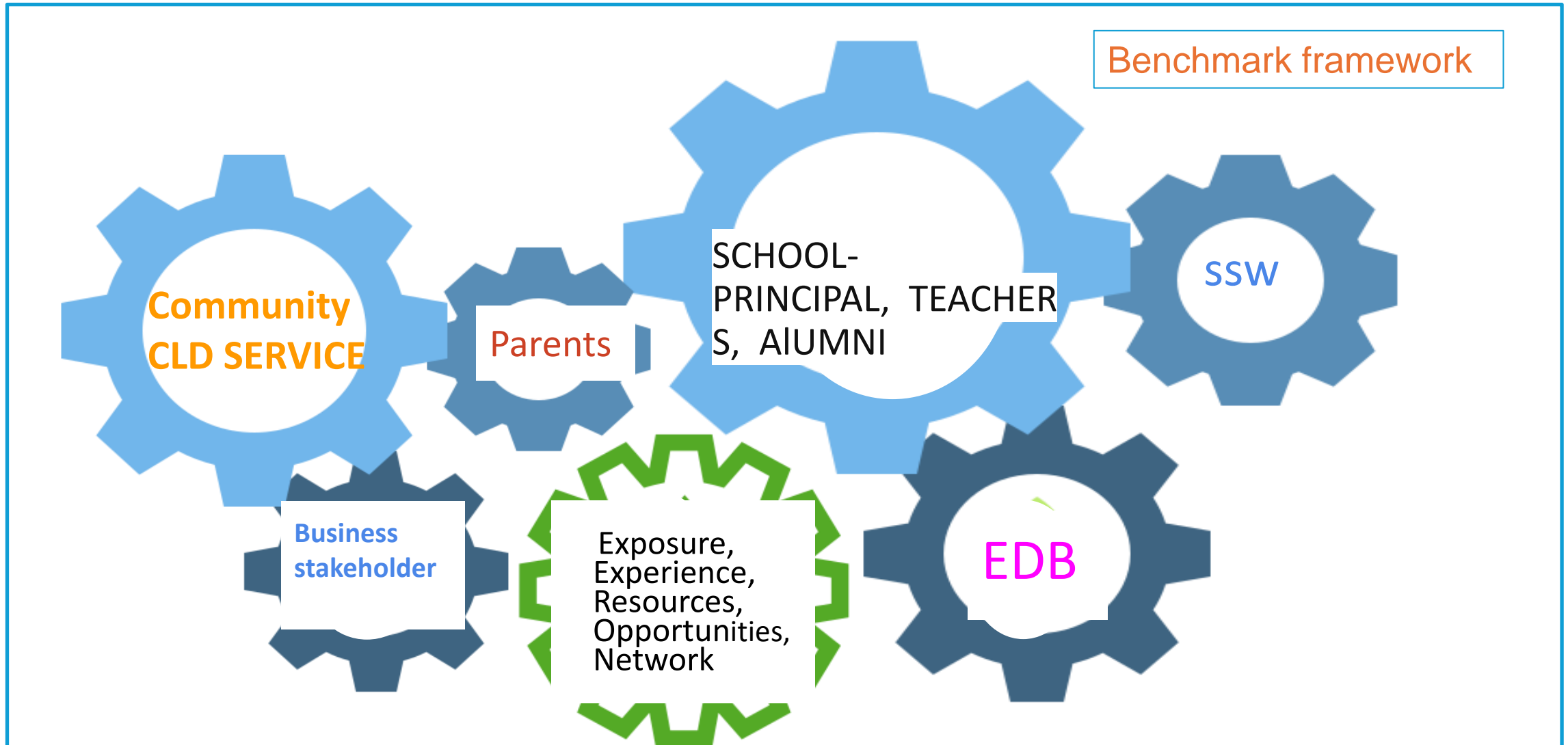
Strategies for Smooth transition on Career and Life development Service for Multicultural Youth

Significance of Mainstreaming CLD approach

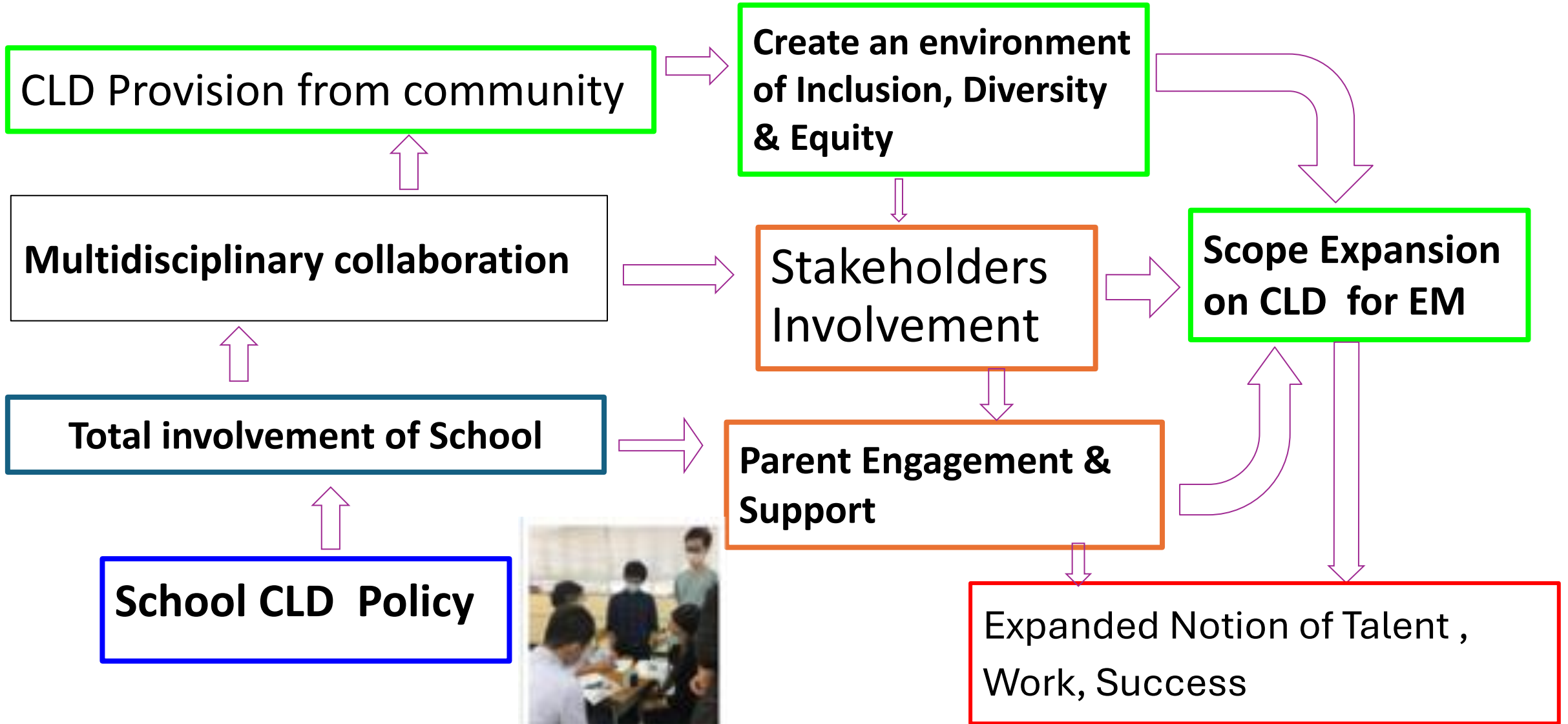




# Ecological Collaboration



# Ecological Collaboration in building CLD for sustainability





# School CLD Policy



## Academic & Languages Policies

- Choices of subjects.
- Relevance of different subjects for future career development
- Chinese Language Enhancement

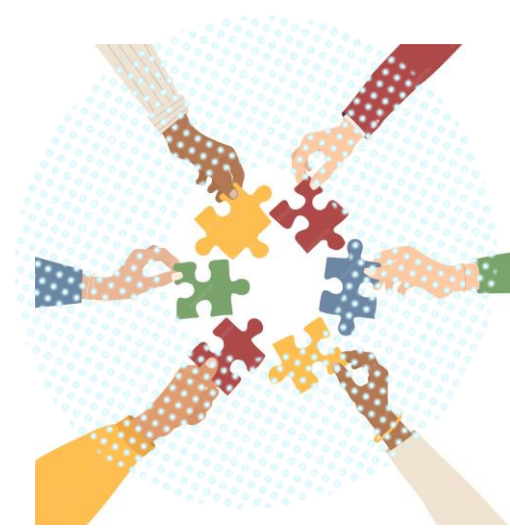


## Students involvement

- Students survey
- Diverse interest from different culture background
- Inclusive adjustment
- Arouse culture awareness
- interests can be developed into career
- Further studies & scholarship guidance
- Alumni network & role models

# Multi disciplinary collaboration

## BM8



### EDB & NGOs

F.6-CLAP@JC <BGCA>

Other Forms-

TFHK,

D2S,

GOs,

UNISON

Delia Group of schools as employers

Employers in the community

Exposure Experience Resource  
(career competence & aspiration)



# ➤ Parent Engagement & Support



Teachers & Parents support  
(home-school cooperation)



family & culture affect the  
aspirations and career  
development of youth.



Liaison officer



Use of the youth  
journey & stories

# ➤ Create an environment of Diversity, Equity & Inclusion in the community



- culture sensitivity



- equal accessibility & opportunities



- belongingness in workplaces



- belongingness in communities



To build same language - Capacity building



Diversity



Equity

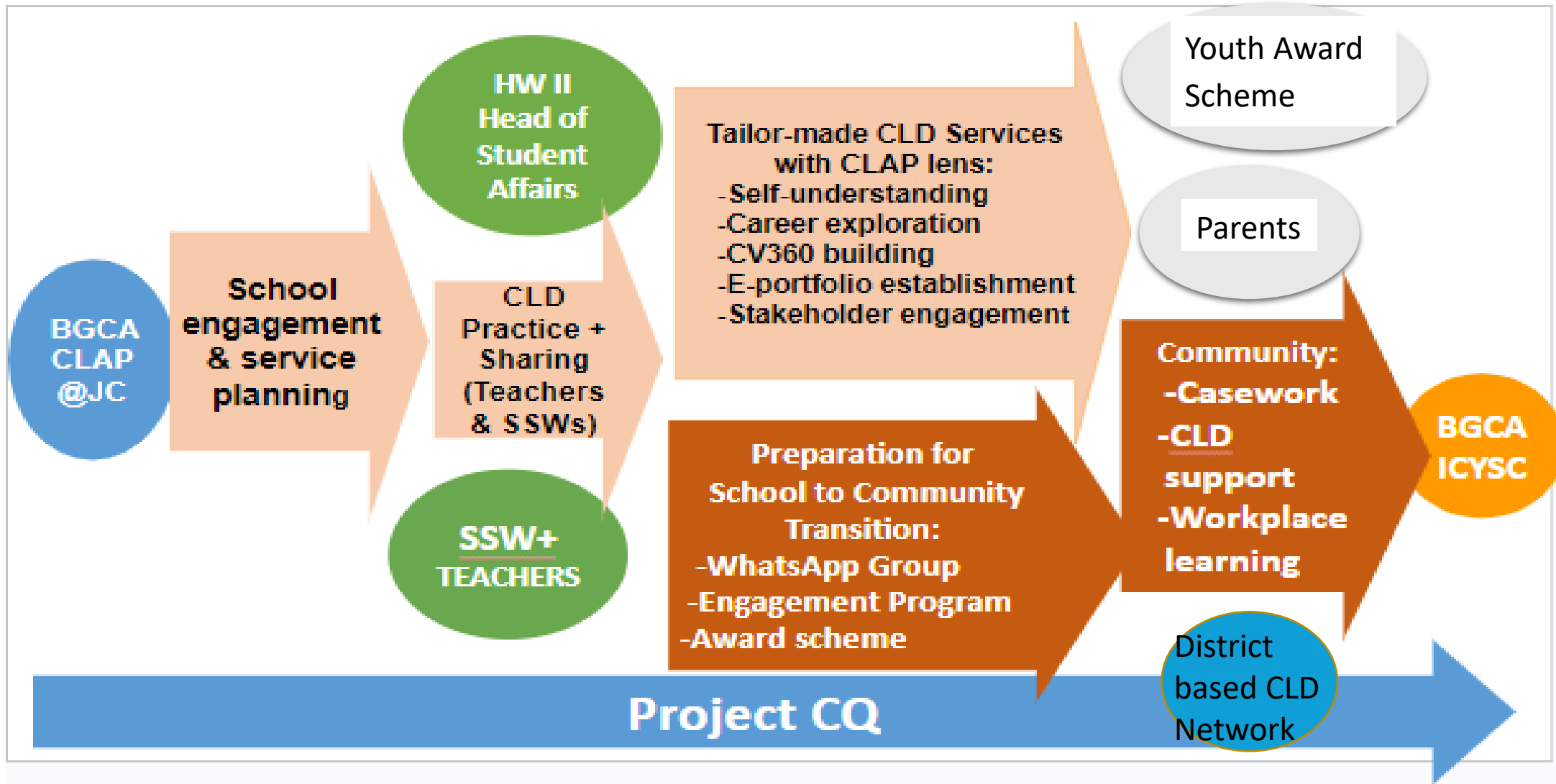


Inclusion



# Ecological Collaboration (from school to community)

Ecosystem-based Navigation-oriented CLD Competencies Framework 「以生態系統為根、領航為本、生涯發展能力的框架」



## YDIF 4 Pillars embedded with Cultural Intelligence (CQ)

### 1 Engagement

In order to inspire youth to live a multiple pathway, one must engage youth in various new experience, expand their personal and community network and enable them to participate in CLD-related activities.

### 2 Self-Understanding

Self-reflection is the key to let youth reignite their desire and dream in work and life, so as to inspire them to participate in value-adding activities and set course for their own life journey.

### 3 Career & Pathway Exploration

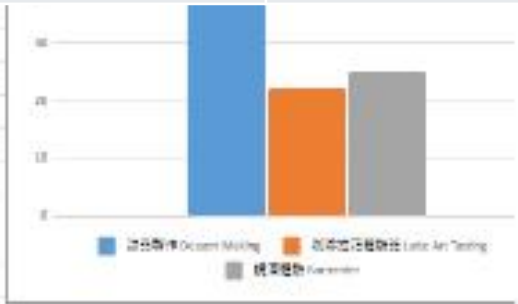
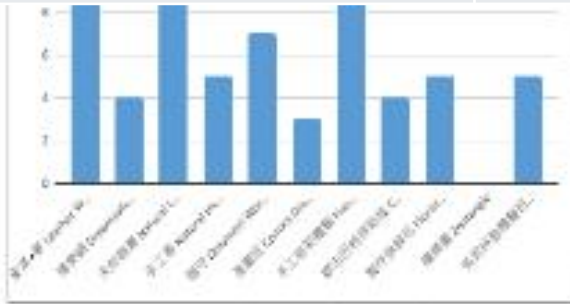
Life should be borderless. Both paid and non-paid work experiences are of equal importance. Youth should expand their life experience to evaluate their own interest and strength, in order to explore multiple pathways and fulfill aspirations.

### 4 Planning & Career Management

Being able to clearly steer your life towards life goals is the utmost key to help youth achieving great on their career and interest. We should provide support and opportunities to them and help them set priority for life goals and career choices and seize opportunities and overcome challenges.

Cultural Intelligence (CQ)

ENGAGEMENT	SELF UNDERSTANDING	CAREER & PATHWAY EXPLORATION	Planning & Career Management	Community connection
CLAP & U	Strengths & SDS	Interest & Workplace learning	Career roadmap & set goals	Interest based & learning support
VASK & Jobs	Life value & VASK	Enrich VASK	CV 360	Partnership internship & YAS



### Occupational Daydreams

Most people find their occupations for themselves. Use the opportunities here to explore different ideas. Be the first to know if your interests are in line with the world of work. Share your ideas and help someone else to find their path.

**My Daydreams Checklist**

1. News reporter
2. Art gallery
3. Volunteer

**Code**

1. News reporter    H    C    J

2. Art gallery    F    C    J

3. Volunteer    I    K    J

How can you use your own strengths to help others? Use the opportunities here to explore different ideas. Be the first to know if your interests are in line with the world of work. Share your ideas and help someone else to find their path.

**Occupational Daydreams**

**1. News reporter**

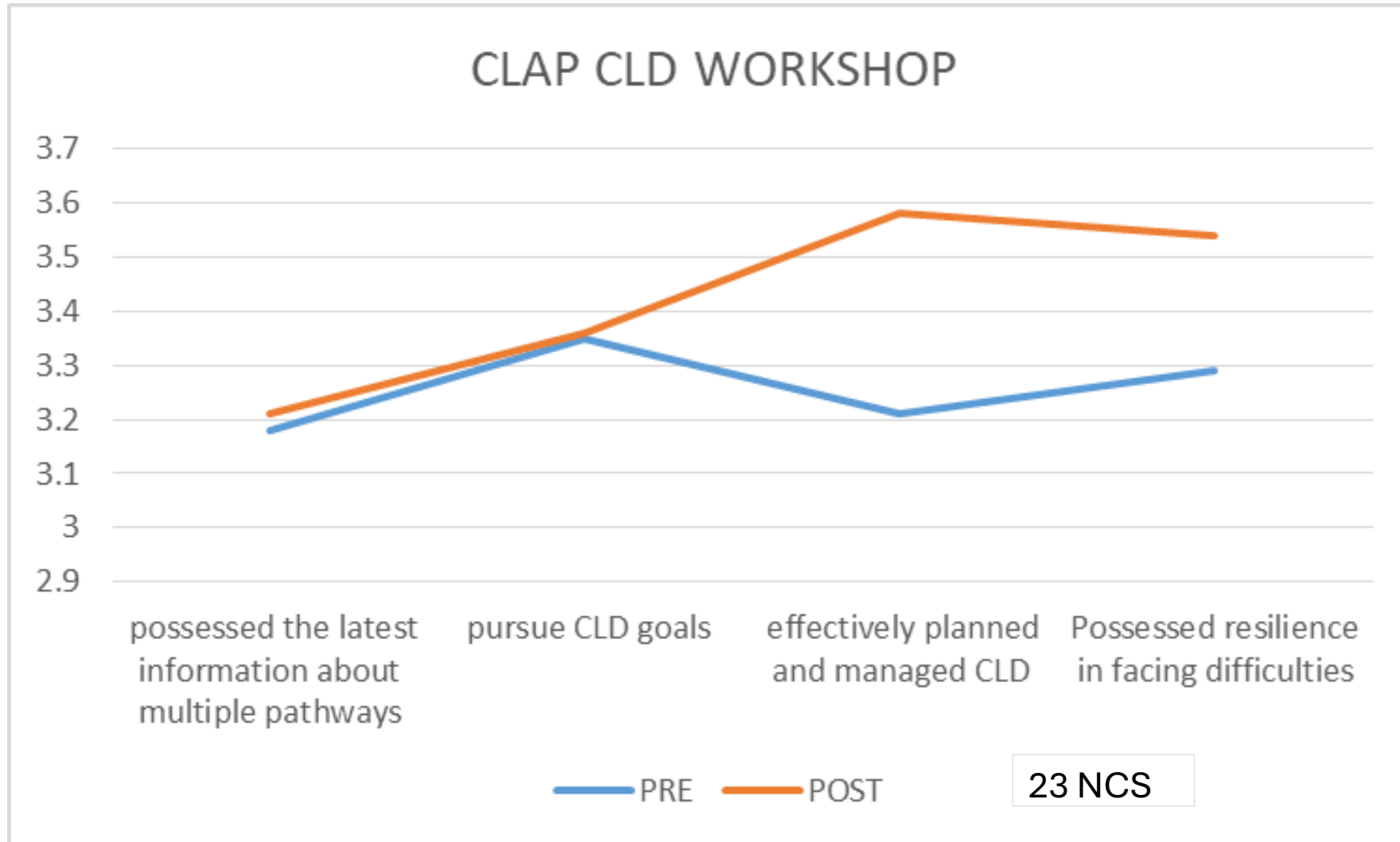
**2. Art gallery**

**3. Volunteer**

**Need Checking**

- 1. English, Math, Science
- 2. Creative Writing
- 3. Public Speaking
- 4. Teamwork
- 5. Problem Solving
- 6. Communication
- 7. Leadership
- 8. Time Management
- 9. Decision Making
- 10. Risk Taking
- 11. Networking
- 12. Adaptability
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- 825. Emotional Stability
- 826. Social Skills
- 827. Interpersonal Skills
- 828. Critical Thinking
- 829. Creativity
- 830. Analytical Skills
- 831. Logical Thinking
- 832. Strategic Thinking
- 833. Problem Solving
- 834. Decision Making
- 835. Risk Taking
- 836. Networking
- 837. Adaptability
- 838. Resilience
- 839. Empathy
- 840. Patience
- 841. Flexibility
- 842. Organization
- 843. Attention to Detail
- 844. Stress Management
- 845. Conflict Resolution
- 846. Initiative
- 847. Collaboration
- 848. Self-Motivation
- 849. Openness to Change
- 850. Emotional Stability
- 851. Social Skills
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- 902. Interpersonal Skills
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- 909. Decision Making
- 910. Risk Taking
- 911. Networking
- 912. Adaptability
- 913. Resilience
- 914. Empathy
- 9

# 2023-24 CLAP CLD Workshop



**129 NCS**  
**156 LOCAL**

2020-2023

- Opportunities for more social exposure

### Industry Visitation

Choose the industry you are interested to visit.

Handicraft	Photography	Event Planning	Special Effect Makeup	Bridal & Fashion Makeup
Wedding Planner	Barista	Food & Beverage	Tourism & Hospitality	Aviation
Sport Coach	Social Service	Business Start Up	KOL	Bartender
Medical care	Pet Grooming	Veterinary Assistance	Pet Funeral Services	Media Filming And Editing
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COLLECTION STATEMENT  
The personal data collected will be used for activities enrolms purpose. Data will be deleted after the completion of the activy

Signature \_\_\_\_\_

BM4

- Generate possibilities: Career Roadmap & Career Stories

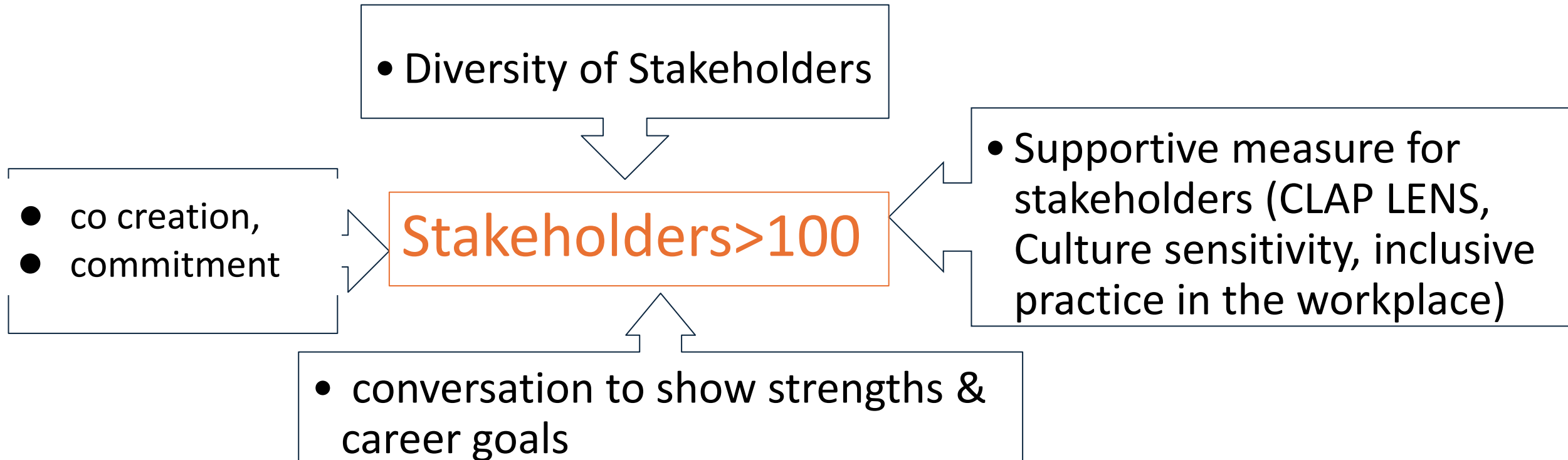
School engagement	Community exploration of CLD activities	Interested in physical education and career development	Job exploration, workplace learning	Youth award scheme	Certificate and professional development	Mentor, CLD speaker	Continuous vocational career development
Engagement		Self-understanding		Career & Pathway Exploration		Planning & Career Management	

### My VASK

<p><b>Values</b></p> <ul style="list-style-type: none"> <li>Self control</li> <li>Advancement</li> <li>Personal development</li> </ul>	<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>Adaptability</li> <li>Coaching skill</li> <li>Oral communication skill</li> </ul>
<p><b>Attitudes</b></p> <ul style="list-style-type: none"> <li>Hardworking</li> <li>Committed</li> <li>Persistent</li> <li>Focused</li> <li>Patient</li> <li>Independent</li> </ul>	<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>Nutrition</li> <li>Related to training &amp; coaching style</li> <li>Related to financial &amp; business operation</li> </ul>

BM6 Diversity

# ➤ Meaningful Encounters with the Workplace



Diversity  
Inclusion

# 生涯歷程 Career Journey



# Ibrahim's VASK



## Values 價值觀

- ❖ Cultural diversity 文化多樣性
- ❖ Social Interaction 人際互動
- ❖ Autonomy 自主

## Attitudes 態度

- ❖ Open-minded 思想開明
- ❖ Adventure 冒險

## Skills 技能

- ❖ Interpersonal communication skill 人際交往能力
- ❖ Adaptability skill 適應能力

## Knowledge 知識

- ❖ Knowledge related to business operation 與業務運營相關的知識

PRE-VISIT	CLAP LENS	VISIT	POST-VISIT
MENTOR CAREER JOURNEY	MENTOR- VASK + CAREER JOURNEY	VASK OF THE WORKPLACE	FEEDBACK FROM STUDENTS & SCHOOL
CLAP + IDE	CSV	OPEN THE CONVERSATION	SOCIAL MEDIA
COCREATION	ENOW	EXPERIENTIAL G	FURTHER COOPERATION
STAKEHOLDER SUPPORTIVE			

# ➤ Bridge up the network for EM



- District base network to facilitate more opportunities
- Youth co-creation on district CLD service
- Expand the MULTIPLE CULTURES opportunities in the mainstreaming market



東九龍生涯發展地區聯網交流會2023  
暨  
職業體驗活動

追夢  
傳承不設限

立即報名

2023.10.28  
14:30-18:00 對象: 15-24歲青年人

中華基督教會基智中學  
九龍觀塘瑞寧街20號

全力支持: BGCA, Caritas, 香港基督教服務處, 善德堂, CLAPJC, 中華基督教會基智中學



## First-hand experiences of the workplace

- Partnership Internship & workplace learning (BM8)

- Bilingual CLD package for multicultural youth in CLAP lens

- To understand culture value dimensions in the workplace

Navigation skills & career adaptability (Curiosity, Concern, Confidence, Control, Courage, Connection)



This is useful for me to be qualified as a kindergarten teaching assistant and improve myself.

In my past designing, I need to be flexible to adapt to the changes of different design goals.

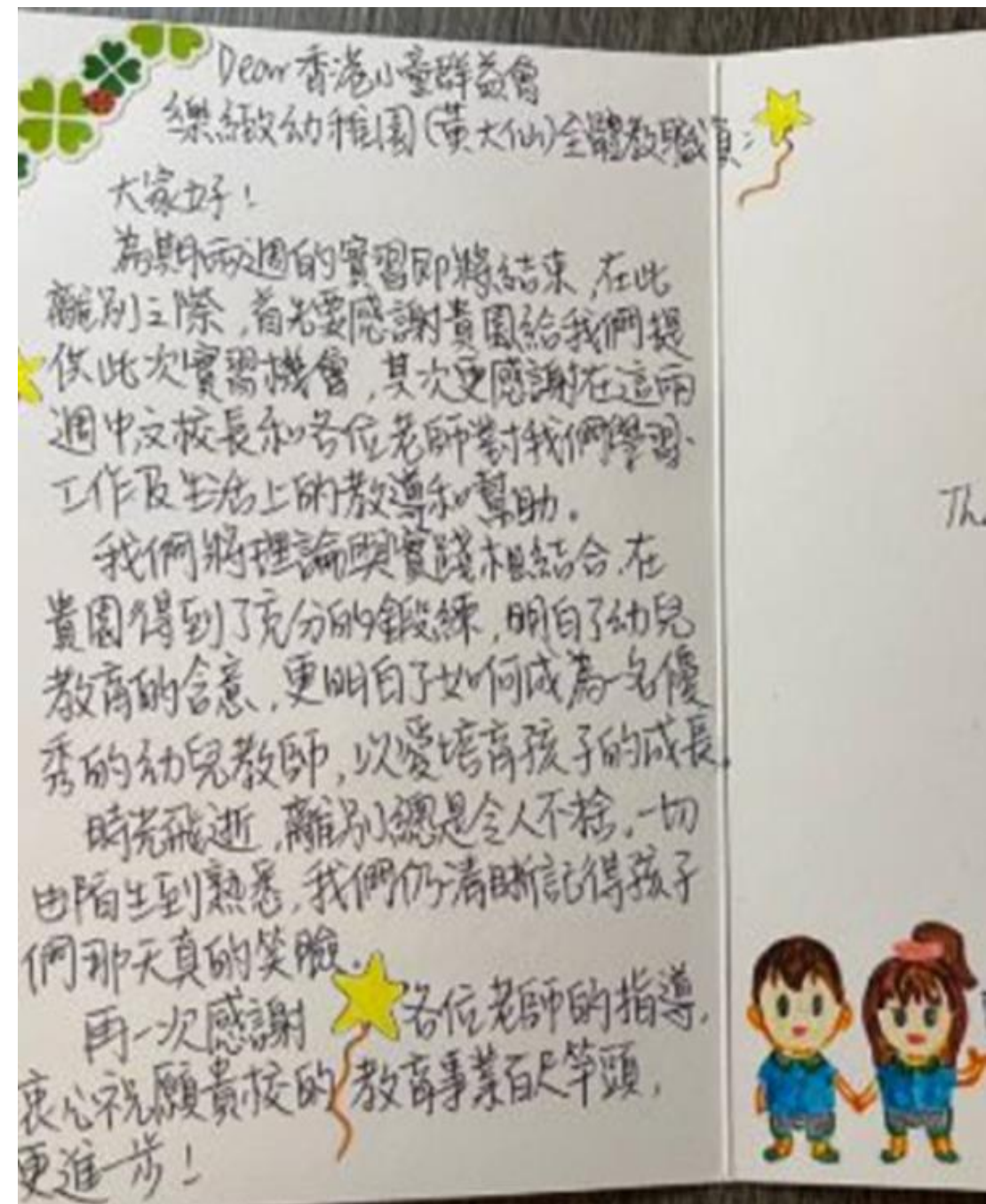
Creating art work has trained my patience, carefulness and responsibility.

These are especially important in early childhood education. I will keep on diversified thinking for my work.

more confident to speak english

opportunity to know more different culture

use of creativity and show the enthusiasm



# Youth's Journey in Workplace Learning

## BM6

- Introducing programme objectives & setting personal goals
- Assisting youth to identify their VASK, character traits, talents, career interest, paid and unpaid work experiences
- Equipping participants with practical skills & appropriate attitudes and behavior at workplace

- Understanding career information such as corporate culture, job roles, responsibilities and career prospects
- Experiencing workplace environment and requirement through visitation

- Inviting Human Resources Department to join the mock interview
- Matching job roles with youth's strengths and interest to unleash youth's potential



# Structure of INTERNEE-EXPLUS

## Pre-Internship Training

- Inclusive atmosphere building
- Engagement with youth
- Connection among youth in Multicultural background
- CLD Program facilitation

## Internship Interview

- Apply CV360 for interview
- Promote readiness for Internship
- Interest & Strength matching
- Workplace partners Pair upx

## Pre-Internship Mtg with Stakeholders & Sub-gp Team Building Activity

- -CV360 Introduction & Submission
- Facilitate the engagement between Stakeholders & Youth
- 1st Internship Day Preparation
- Support for Stakeholders & Youth

## Internship

- Ongoing follow up
- Coaching & Support
- Archive building

## Evaluation (Individual/Group)

- Evaluation for Stakeholders & Youth
- Internship experience review
- VASK Consolidation
- Future CLD Planning

## Closing Ceremony

- Happy moment Recap
- Experience Sharing & Consolidation
- Encouragement from stakeholder
- Certificate & Allowance distribution

# ➤ Sustainable platform - Youth-led fund (BM5)

Talent and professional development

Grasp Information on Continuing Education and Opportunities for Continuous Development (BM9)

Expand notion of work/ talent/success



## ➤ Synergy effect

- Capacity building on Cultivating a multicultural environment, adoption of tools and skills from CLAP@JC
- A sharing platform on resources concerning matters relating to CLD
- Break the stereotype and raise youth's motivation and aspirations.



## ➤ Significance on Mainstreaming Multicultural youth CLD

### Language Support

- Diverse Curriculum
- Workplace Chinese & Culture Learning Scheme  
(建議推行職業中文及文化學習課程)

### Ecological Collaboration (school to community)

- Cultivating a multicultural environment: Cultural competency & sensitivity to encourage an ethnically and culturally diversified workplace.
- Culture awareness training

# Partnership

- Mentorship program
- Mainstreaming CLD service for EM with SOCIAL INCLUSION!
- Partnership placement
- More proactive engagement with employers to open up job opportunities

# Celebration

- To show the respect for diversities
- Showcase, Impactful stories, various participation & experience
- Expand Notion of Talent, Work, Success
- Youth Led Fund



**打破性別定型**  
成第一非華裔閃耀球女裁判

你的成長中，家人、師長、朋友曾嘗試告訴你，該走一條怎樣的道路？假如你的想法與他們不一樣，多多少少也會感到有壓力與掙扎。面對文化背景帶來的性別定型，愛上閃耀球運動的巴裔女孩 Khatzeja (馬加奴) 及 Sabiha (沙羅露)，雖然未得到父母完全支持，卻仍堅持自己的興趣，成功獲取 CLAP@JC 提供的「OSE 專業企劃」資助，考取閃耀球裁判牌照。兩位女生對運動的熱誠和優秀的表現，成功打動家人給予更多空間，讓她們探索多元出路。

<b>Values 價值</b> 自負責任、責任感 V	<b>Attitudes 態度</b> 專業、勇於嘗試、堅持不懈 A
<b>Skills 技能</b> 多項語言、判斷技能、溝通技能 S	<b>Knowledge 知識</b> 運動相關知識、裁判知識、醫療護理知識 K

巴裔女孩 性別定型 專業裁判







The End  
Thank you