

# Energizing Sustainable Career Development: Updating School Talent Pools

## Enterprise Advisor – Jovian Ling

Schools are not only providers of knowledge but also cradles for nurturing future talent. Schools need career development policies that reflect current workplace realities. School Enterprise Advisors (EAs) are key to this, bridging the gap between schools and the workplace by sharing up-to-date job market information. In the following case, the EA showed how to use the Hong Kong Benchmarks (HKBM) framework to assist schools in achieving good practice standards, leveraging business knowledge to enhance teachers' professional and leadership capabilities (BM2), and creating a conducive environment for students to engage meaningfully with the world of work (BM8), collaboratively establishing a sustainable career planning system that cultivates future talent for the business sector.





## The Importance of HKBM

HKBM is an integral part of CLAP@JC, systematically providing schools with a framework for self-improvement and encouraging them to add value to their career development through strategic vision. The ten foundational criteria include BM2, which focuses on "Professional Capability and Leadership," and BM8, which focuses on "Meaningful Engagement with the World of Work." "Professional Capability and Leadership" aims to enhance the abilities of the school's career development team, leading trained



school personnel to implement comprehensive advancement and career development programs, ensuring ongoing improvement of the school's career development policies to meet student needs. "Meaningful Engagement with the World of Work" refers to students having opportunities to learn and reflect on what work is and how to succeed in the workplace through adult mentoring, helping students understand the skills required and potential pathways for the future, boosting their confidence and encouraging them to explore career aspirations.



## Providing Forward-Looking Perspectives to Cultivate Talent Reserves

With Po On Commercial Association Wong Siu Ching Secondary School, the EA paired was Jovian Ling, co-founder of AI software company Set Sail Venture Limited. He addressed the school's need to enhance teachers' and students' understanding of the latest information technology in the workplace by conducting two AI-themed seminars for teachers and students. With the rapid development of AI technology in the IT field, the job market is also changing, requiring more roles to possess AI knowledge and skills. Students need to prepare in advance for a future where humans and machines coexist; teachers also need to have relevant knowledge and a vision for career development to provide guidance and support to students.



At the staff development day, Jovian, a tech entrepreneur, discussed AI in education and the skills today's graduates need. He shared insights valuable to teachers. He held workshops teaching teachers how to use AI platforms like ChatGPT and Poe, integrating AI into their daily teaching. Teachers were introduced to AI at this event. Many used the tools for the first time, furthering their understanding of AI and meeting BM2's professional development goals.



Jovian presented "Insights for Students in the AI Generation: A Startup Entrepreneur's Sharing," a seminar for students in grades 9 through 11. This was a student-level event. He emphasized the importance of personal VASK in career development, helping students understand how to remain competitive in the AI era. These activities not only enhanced students' awareness of the workplace but also promoted their exploration and reflection on AI-related career paths, corresponding to the practical standards of BM8.



Through collaboration with schools, the business sector creates unlimited possibilities for the development of future talent. Our collaboration cultivates adaptable individuals, constantly updating the talent pool and bringing lasting benefits to businesses.