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**Lantau Development Advisory Committee
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**Vocational Education / Training and Employment Support Services
Provided for Residents on the Lantau Island**

Introduction

This paper briefs Members on the vocational education / training and employment support services provided by the Government and statutory bodies for residents on the Lantau Island.

Population Figures of the Islands District

2. According to the statistics from the Census and Statistics Department, the population of the Islands district was 143 700 (2% of the total population of Hong Kong) in 2013. The number of employed persons was 76 900 and the number of unemployed persons was 2 500. The unemployment rate was 3.1%, which was lower than the overall unemployment rate (3.4%).

Support Services Provided for Residents on the Lantau Island

Vocational Education Services

3. Vocational education broadens the learning opportunities for school leavers and in-service personnel as well as nurtures the requisite human capital in support of Hong Kong's development. The Vocational Training Council (VTC) is the major vocational education and training (VET) provider in Hong Kong, providing about 250 000 training places each year. It offers a wide range of full-time and part-time VET programmes which lead to formal qualifications from post-Secondary 3 up to degree levels.

4. Although VTC does not set up any training institutions on the Lantau Island at present, it provides diversified articulation choices to Secondary 3 to

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Secondary 6 school leavers through the offering of Diploma of Vocational Education, Foundation Diploma, Higher Diploma to Certificate and bachelor's degree programmes with disciplines covering business; science; design; hotel and tourism; and engineering and information technology in its Technological and Higher Education Institute of Hong Kong, Hong Kong Institute of Vocational Education and Youth Colleges situated in neighbouring areas such as Tsing Yi and Kwai Chung.

5. In the 2014 Policy Address, the Chief Executive highlighted the importance of vocational education and announced a series of measures to strengthen vocational education and support its development alongside academic education. Among all, the Education Bureau (EDB) has implemented the Pilot Training and Support Scheme through VTC to attract and retain talents for industries of a high level of technical contents with keen demand for labour. In addition, starting from the 2014/15 academic year, the Government has allocated recurrent funding to VTC to provide industrial attachment opportunities for about 9 000 students mainly from higher diploma programmes and certain diploma of vocational education programmes to increase their employability.

6. Besides, EDB has invited VTC to draw up a strategic development plan for its campuses to promote synergy and provide state-of-the-art facilities pivotal to enhancing the image and quality of vocational education.

Vocational Training Services

7. VTC administers the apprenticeship scheme, which covers industrial and technical trades primarily, in accordance with the Apprenticeship Ordinance. VTC also launched in end-2011 the traineeship scheme for service industries. Both schemes are training-cum-work programmes providing on-the-job training and relevant vocational education for participants to acquire skills more effectively. VTC welcomes suitable organisations operating in the Lantau region to participate as training companies under the two schemes and provide systematic on-the-job training to the participants

Retraining Services

8. The Employees Retraining Board (ERB) currently offers about 800 courses straddling 28 industries through about 400 training centres operated by over 100 appointed training bodies. Among these courses, the full-time placement-tied courses are dedicated for the unemployed and provided with placement follow-up services to help trainees re-enter the job market. On the

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other hand, the half-day or evening non-placement-tied courses are provided to eligible clientele including the unemployed and in-service workers with the aim of enhancing the skills competency of trainees.

9. In 2014-15, 27 appointed training bodies of the ERB operate 53 training centres in Tung Chung and its vicinity (Tsing Yi, Tsuen Wan and Kwai Chung), offering a total of 101 training courses which straddle 20 industries and generic skills training. In 2014-15 (as at November 2014), about 8 340 trainees were admitted to these courses.

10. At present, the ERB operates three ERB Service Centres in Sham Shui Po, Kwun Tong and Tin Shui Wai respectively. People aged 15 or above with education attainment at sub-degree level or below can have free access to various self-help and support services available at these service centres. Residents on Lantau Island (including Tung Chung, Discovery Bay and Mui Wo) generally make use of the ERB Service Centre in Sham Shui Po. In 2014-15 (as at November 2014), around 300 residents on Lantau Island registered as members of the concerned service centre.

11. In addition, some employers make use of the services of the ERB Service Centres in filling job vacancies relevant to the Hong Kong Airport. In 2014-15 (as at November, 2014), 54 recruitment activities offering about 7 000 job vacancies of the Hong Kong Airport were organised at the ERB Service Centres in Sham Shui Po and Tin Shui Wai. The vacancies included airport security officers, passenger services officers, storekeepers, baggage handling officers, catering assistants, cabin cleaners, etc.

Employment Services

Employment Services and Recruitment Activities of Tung Chung Job Centre

12. To strengthen employment support to residents on the Lantau Island, the Labour Department (LD) set up a new job centre in Tung Chung in October 2014. The new Tung Chung Job Centre (TCJC) is located in the Shopping Centre of Yat Tung Estate, Tung Chung. Job seekers living in nearby districts may seek employment support in TCJC, thus reducing their time and travelling expenses incurred in obtaining employment services from other job centres.

13. Like other job centres, the facilities available in TCJC include self-service vacancy search terminals with touch-screen features, employment information display panels, fax machines, telephones, computers equipped with resume-writing software and internet connection, etc. In addition, TCJC is

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equipped with interview rooms for conducting individual career counselling and mock interviews. Multi-function rooms are also available for holding career talks, experience sharing sessions and job fairs. There is also an employment resources corner providing reference books, multi-media materials, newspapers and magazines for job seekers with different needs to acquire job search tips, information on employment market and resources available in the community, with a view to helping them enhance employability through self-learning.

14. Job seekers may choose using job referral services provided by TCJC staff or directly approach employers after reviewing the most up-to-date vacancy information through the Interactive Employment Service (iES) website and vacancy search terminals. Personalised employment advisory service is also provided in TCJC so that job seekers can meet employment officers to obtain the latest information on the labour market, training/re-training courses, job search advice, and/or conduct career aptitude assessment as appropriate.

15. TCJC maintains close contact with non-governmental organisations (NGOs) providing services in the district for groups with special needs (such as new arrivals, ethnic minorities and elderly persons) so as to attain a better understanding of the employment needs and situation of the groups concerned. It also strengthens collaboration with NGOs and encourages them to refer job seekers with employment needs to LD for employment support services. To facilitate the employment of job seekers with special difficulties in finding jobs, TCJC staff will introduce suitable training or re-training courses to them and assist them in joining LD's employment programmes, such as the Employment Programme for the Middle-aged¹ and the Work Trial Scheme² in order to enhance their employability.

16. To enhance the dissemination of employment market information and assist employers (including organisations at the airport) in recruiting staff, TCJC actively keeps in touch with employers in the district and regularly holds

¹ Employment Programme for the Middle-aged provides training allowance (for three to six months) to employers as so to encourage employers to take on unemployed job seekers aged 40 or above and provide them with on-the-job training. The maximum amount of allowance is \$3,000.

² Work Trial Scheme provides work trials for unemployed persons who have difficulties in finding jobs. Participating organisations are required to arrange scheme participants to work in real jobs and appoint a mentor to coach the participant. On completion of the one-month work trial period, each scheme participant will receive \$6,400 allowance of which \$500 will be contributed by the participating organisation. During the work trial period, there is no employment relationship between the participant and the participating organisation.

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experience sharing sessions for the purpose of promoting to employers the recruitment services available in TCJC, while canvassing more suitable job vacancies for job seekers. TCJC also organises district-based job fairs where job seekers can obtain the latest vacancy information of the district and attend job interviews with recruiting employers on the spot. This not only helps reduce the time needed for recruitment and job search but also facilitates local employment.

17. During the period from 20 October 2014 when TCJC commenced operation to 31 December, 5 161 visitors for various facilities and services were recorded. A total of 254 job seekers who are residing in the area have registered for free employment services of LD. Meanwhile, TCJC organised six district-based job fairs for local employers (including organisations at the airport) during the period from mid-November to end of December 2014, offering 733 job vacancies for residents in the district.

LD's Collaboration with Employers Operating on the Lantau Island

18. LD has organised four large-scale job fairs in collaboration with the Airport Authority Hong Kong (AAHK) since 2010. In June 2014, the Hong Kong International Airport Job Expo was held at the Hong Kong Convention and Exhibition Centre (HKCEC). A total of 54 organisations participated, offering some 6 500 vacancies related to airport operation (including retail sales, catering, aircraft maintenance, cabin service, baggage handling and air cargo). The Expo attracted more than 21 000 visitors. LD and AAHK will join hands again to co-organise the Expo at HKCEC in June 2015.

19. The Youth Employment and Training Programme (YETP) of LD has been collaborating with the AAHK to launch the Airport Ambassador Programme. The trainees will be arranged to work at the Hong Kong International Airport to provide customer services for passengers and will have comprehensive pre-employment and on-the-job training. Moreover, YETP works with various employers operating at the airport which specialise in aircraft engineering, airline services and airline catering services to run tailor-made training-cum-employment projects with a view to meeting the manpower need in the sectors and providing young people with opportunities for development. These projects include Aircraft Maintenance Craftsman Trainee Training Project, Passenger Services Agent Training Project, Aircraft Dispatch and Station Control Officer Training Project and Cook Apprentice Training Project.

20. In 2013, YETP collaborated with the Lantau Development Alliance and Hong Kong College of Technology to launch the Lantau Youth Ambassador

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Programme Training Project. Under the Project, various enterprises such as convention and exhibition centre, theme park and hotels employed young people residing in Tung Chung and Lantau Island as Youth Ambassadors and provided them with tailor-made pre-employment and on-the-job training so as to promote local employment.

The Integrated Employment Assistance Programme for Self-reliance (IEAPS)

21. As at end-October 2014, there were 19 336 Comprehensive Social Security Assistance (CSSA) unemployment cases in Hong Kong, with 306 cases on the Lantau Island, representing 1.6% of the total number of such cases.

22. The Social Welfare Department has commissioned the Hong Kong Sheng Kung Hui Welfare Council to assist in operating the IEAPS, providing employment support services for able-bodied and unemployed CSSA recipients referred by the Tung Chung Social Security Field Unit. From January 2013 when the IEAPS commenced up to end-October 2014, the number of IEAPS participants on the Lantau Island who have secured employment is 208, representing 38.2% of the total number of participants in the district, which is higher than the average of 31.5% in Hong Kong.

Concluding Remarks

23. Members are invited to note the content of this paper and give views.

**Labour and Welfare Bureau
Education Bureau
Labour Department
Social Welfare Department**

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