

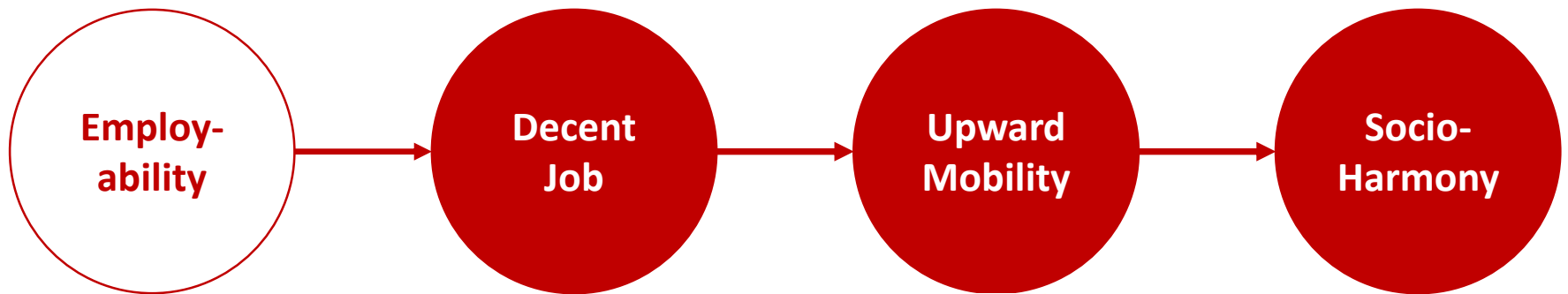
SUSTAINING. LOVING. CARING

Uplifting Employability for Upward Mobility
Hong Kong Church Network for the Poor
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Team Member

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What is Important?



- Upward mobility is key to socio-harmony [\[1\]](#)



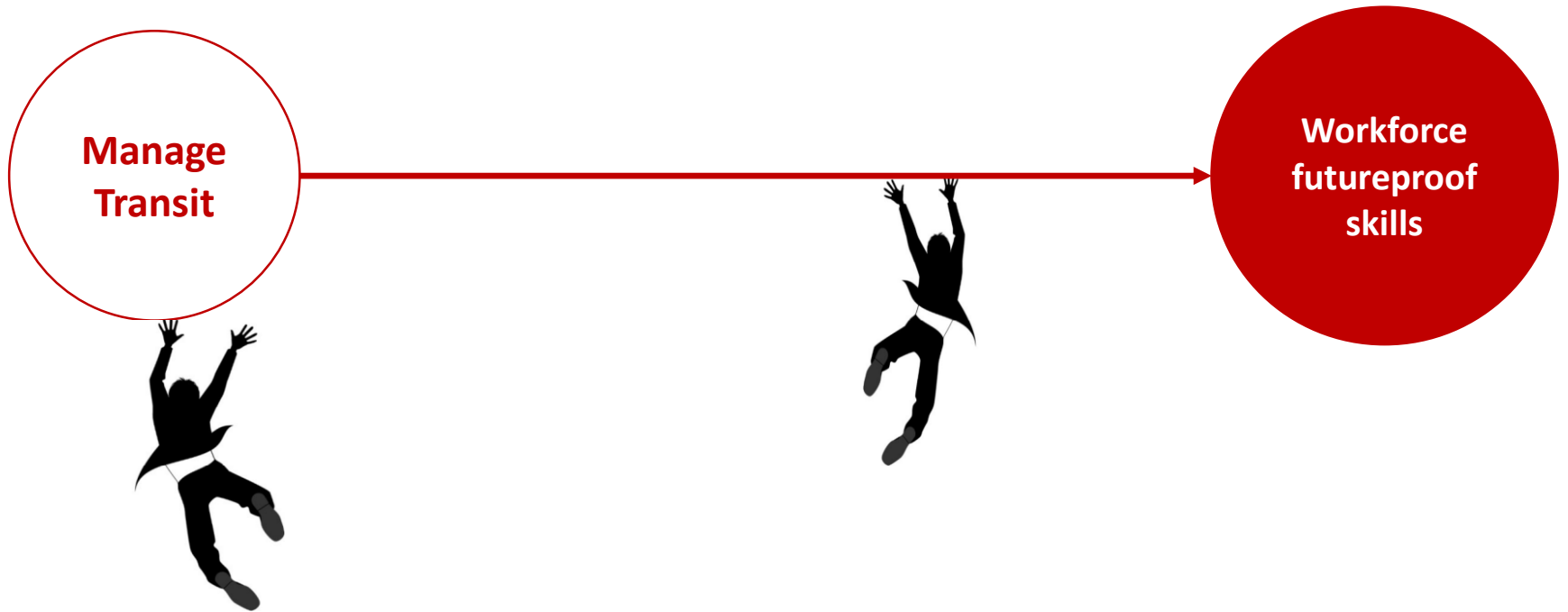
- Having decent job [\[10\]](#) is key to upward mobility [\[2\]](#)



- The greater the employment focus, the more effective economic growth becomes in fighting poverty [\[3\]](#)

- Employability is key to getting a entrant decent employment [\[4\]](#)

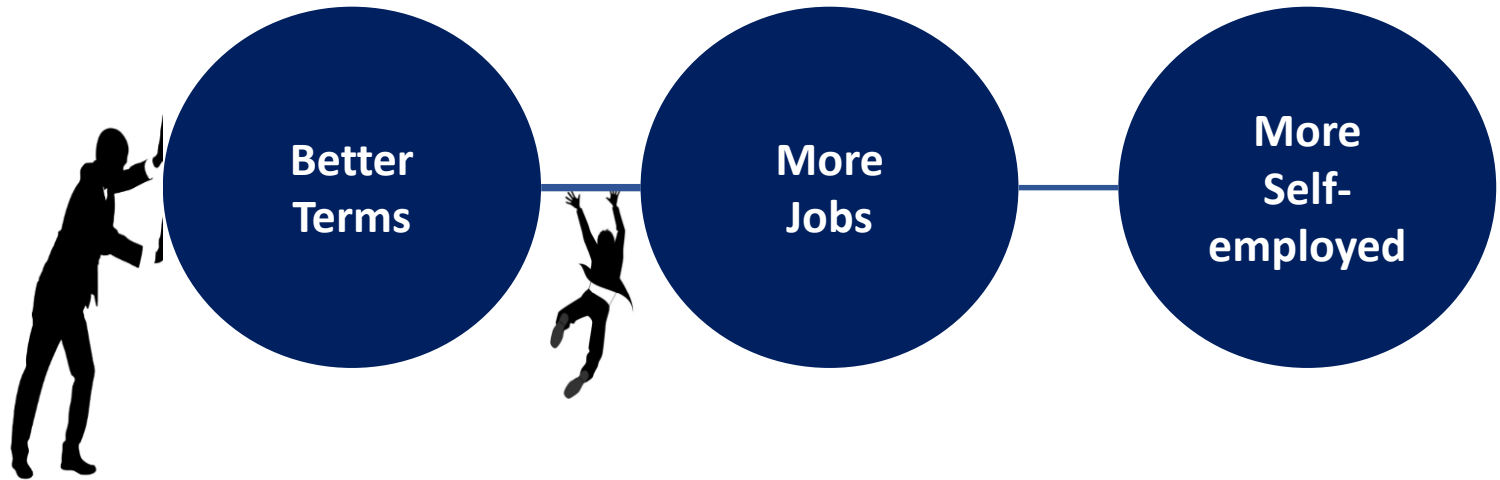
What is Urgent?



- Manage near term transition to reduce decent job deficiency

- Build a workforce now with futureproof skills

What to do to manage transit?



- Fight to reduce job deficiency
 - Better terms and conditions
 - More decent jobs
 - More self-employed opportunity
 - ...Others

What to do to build futureproof skills?



- **Futureproof skills** ^{[5][6]} i.e. Capability

- Discipline
- Synthesis
- Creating
- Respecting
- Ethical

- **Future work self** i.e. Eagerness

- One's hopes and aspirations in relation to work

Futureproof Skills & Eagerness to be better

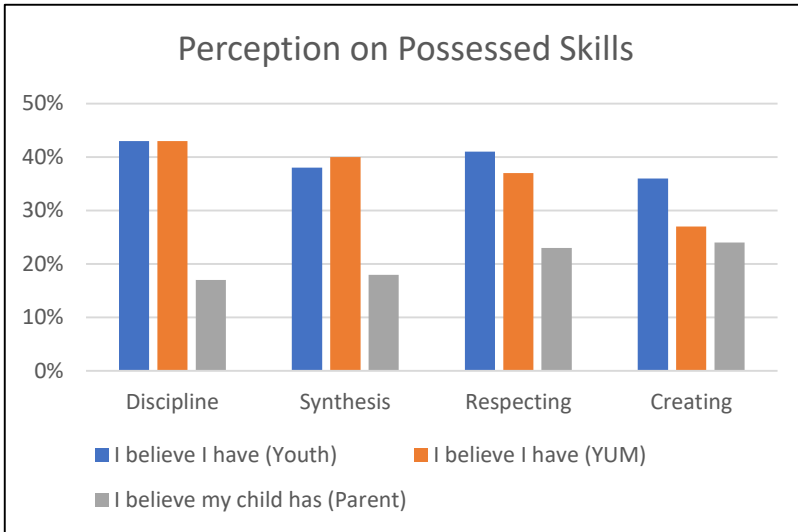


**I want to be
a manager**

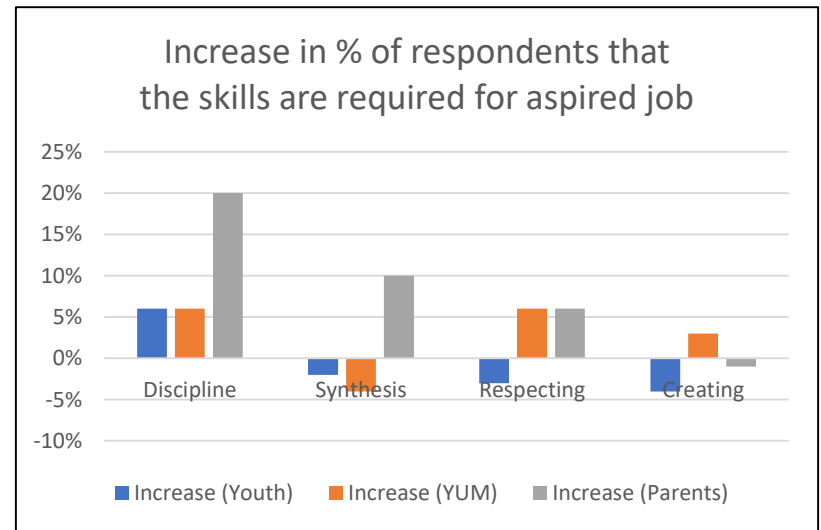
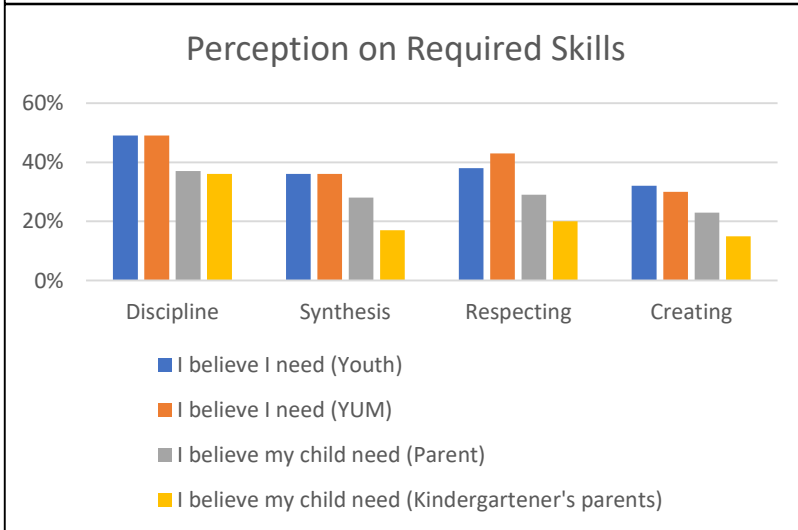
**I want to be
an event
manager**



Employability



- Only around 40% of the surveyed youths believe they have employability skills, one or the other, or some.
- Overall speaking, the youths believe that the employability skills required for their aspired jobs are similar to what they have today.
- Looking at different categories of employability skills, less youths believe that synthesis skill, creating skill and respecting skill are required for aspired jobs than they have now. But creating skill is rising to one of top 10 futureproof skills while discipline, synthesis and respecting skills are always in demand.
- Less parents found the youths with employability skills than the youths found in themselves.
- Employers pay less attention to creating mind and ethical mind in recruitment.



Recommended to have a second round validation data in September 2018

Futureproof Skills & Eagerness to be better

Capability development is human investment best done in school but...



Through structured extra-curricular experiential interactions, more could be cultivated from youths...



Values of ARTS PROGRAM & CDF & YUM MENTORSHIP PROGRAM

- The HKCNP Art Program cherishes understanding and expression of the young selves as well as embracing and encouraging creating mind which is one of futureproof skills
- CDF mentorship program provides loving and caring mentors, the interactions with whom enable development of the youths'
 - Respecting skills such as expressing emotions and dealing with them, motivating better performance
 - Ethical mind such as non-selfishness and right things to do

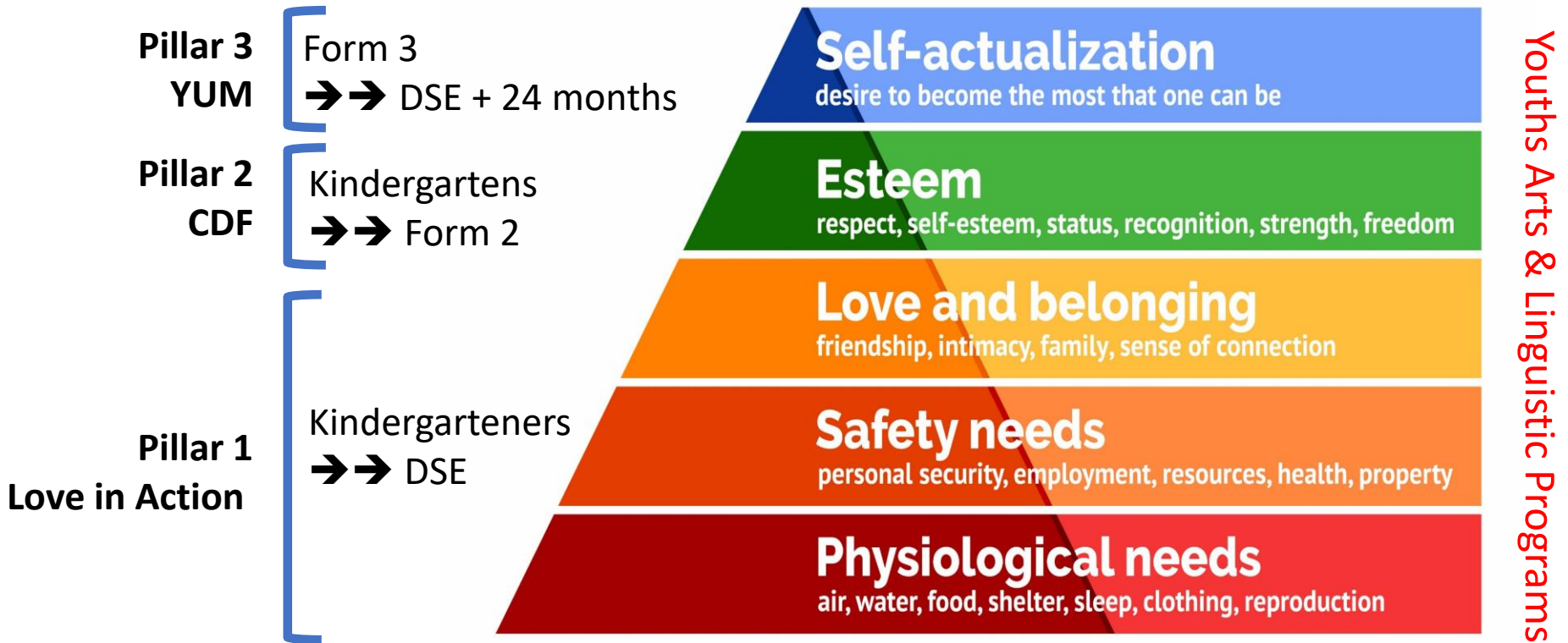
Values of ARTS PROGRAM & CDF & YUM MENTORSHIP PROGRAM

- YUM mentorship program provides quality mentors from industries who understand the reality of work excellence. Their role modelling enables youths
 - to engage with future work self
 - to raise the bar on job capability
 - To develop the youths' respecting skills and ethical skills, which are essential futureproof skills
- The YUM mentorship program is sustainable with
 - Mentees convertible to Mentors

Recommendations

Extract only

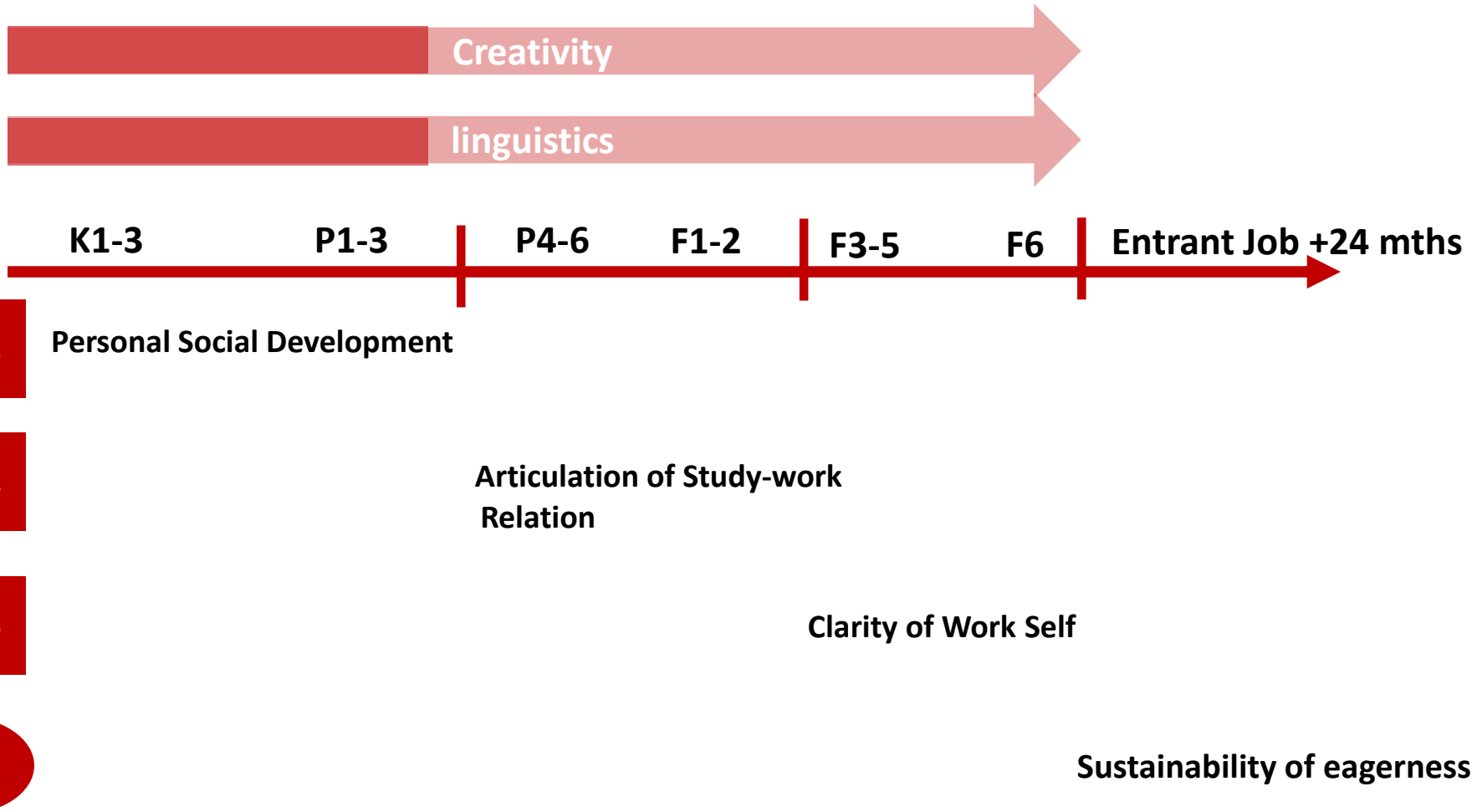
Recommended HKCNP integrated 3-pillar model



Maslow's hierarchy of needs

HKCNP

3-step Children Career Management



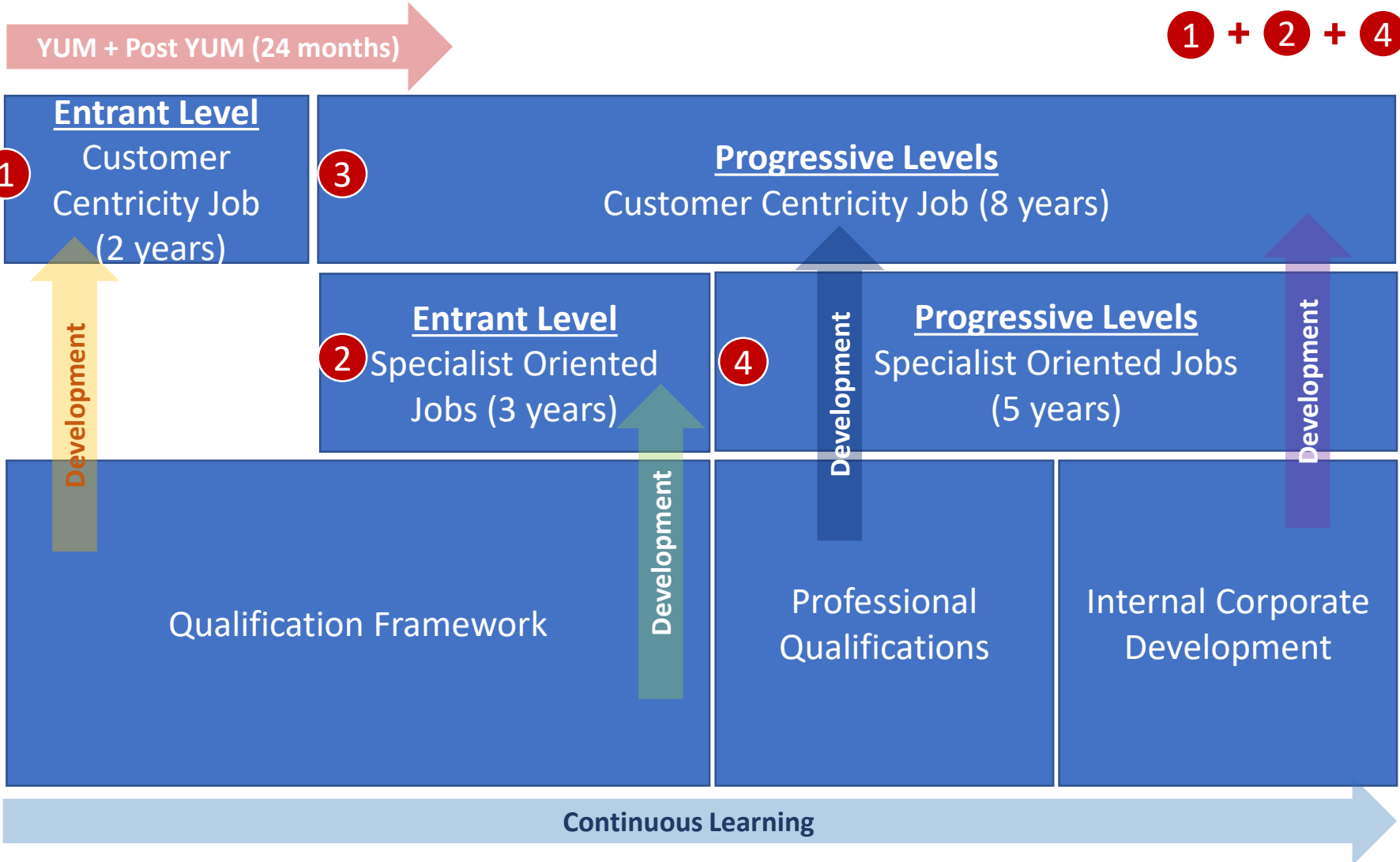
HKCNP

3-step children career management

Steps	Step (1) Kindergarten	Step (2) Primary School	Step (3) Secondary School
Career Mgmt. Objectives	Personal & Social Development	Study-Work Articulation	Future work self clarity Proactive Mgmt.
Core Minds	Cherish Creativity	Solidify Linguistic Capability	Gain Exposure of Customer Centricity
Art Program	Arts/Writing/Performance		
Activities	Drawing Competition	P1 – 3 English, Math, Chinese Class	Pre-YUM <u>Form 3</u> Field Trip to Workplace <u>Form 4</u> Work Mentor <u>Form 5</u> Intern (10 days)
		P. 4 – S.2 Big-brother & Big Sister Role Modelling	YUM <u>YUM</u> Corporate DSE work Program
		POST-YUM Sustainability mentorship reinforcing work self engagement	

3-Step YUM Mentorship Program & Life-long Continuous Learning

- 1 + 3 ; OR
 Recommended Paths: 2 + 4 ; OR
1 + 2 + 4



Recommended Entrant Jobs

1

Jobs with Significant Customer Centricity & Low Technicality

Examples of Job Types

- Jr. Travel Consultants
- Customer Service
- Guest Experience
- Store Assistant

Industries

- Property Management
- Tourism
- Retail
- Retail Finance

2

Jobs with Significant Technicality & Low Customer Centricity

Examples of Job Types

- Apprentice Training Schemes
- Accounting & Admin Clerks

Industries

- Construction
- Transportation
- Business Supports

3

Professional Certification

Significant Customer Centricity and High Technicality

- Insurance Licence
- Real Estate Licence
- SFC Licence
- Chartered Marketer

4

Professional Certification

Significant Technicality And Low Customer Centricity

- Accountancy
- Engineering

Definition & Reference

Extract only

[5] Employability [\[4\]](#)

Generally defined as the individual capability to gain employment, to maintain employment or to replace an employment relationship by another, if necessary or wanted. In this study, employability refer to the youths' capability to gain the first decent employment.

A highly employable individual should be endowed with adaptability, self-directedness in career, self-entrepreneurial behaviour, self-marketing and self-commodification.

[6]Five Minds

- FIVE MINDS could be cultivated in a youth by positive interactive experience at right times.
 - For instance, Synthesis Mind can be cultivated so that linguistic abilities excel but the best time to form the linguistic abilities would be the first decade of life.
 - For instance, Creating Mind can be cultivated so that creating abilities excel but the creativity in youths need to be kept alive carefully when they are very small.

[7] Decent Work (Or Quality Work)

Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and socio-economic protection for families, better prospects for personal development and socio-economic integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

[8] What are “MINDS”?

- Minds help us to construct knowledge and experience into skills.
 - Despite specific industrial job skills are unstable in the future, the employers will be consistently looking among job candidates for new specific skills formed by FIVE MINDS.
 - For the job candidates with FIVE MINDS, they would be able to construct new skills required by the future employers through exposure to new experience.
 - It is also noted that the employers has consistently prefer the skills which are constructed by the “Discipline Mind” and “Synthesis Mind” (50%) over the other skills constructed by the “Respectful Mind” (40%). Also, the creative skills constructed by the “Creating Mind” has risen in ranking, from 10 to 3.

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Reference

5. Howard Gardner, Five Minds of the Future, Harvard Business School Press, 2016