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**Report of the Subcommittee to Study the Formulation of Long-term  
Youth Policy and Development Blueprint**

**PURPOSE**

This paper reports on the deliberations of the Subcommittee to Study the Formulation of Long-term Youth Policy and Development Blueprint (“the Subcommittee”).

**BACKGROUND**

2. As remarked by President Xi Jinping at the meeting celebrating the 25th anniversary of Hong Kong’s return to the motherland and the inaugural ceremony of the sixth-term Government of the Hong Kong Special Administrative Region (“HKSAR”), “Hong Kong will prosper only when its young people thrive”, “Hong Kong will develop only when its young people achieve well-rounded development”, and “Hong Kong will have a bright future only when its young people have good career prospects”.

3. The Chief Executive (“CE”) outlined in his election manifesto that the Administration should improve upward mobility for youth, including the following five key areas:

- (a) formulate a comprehensive youth policy and **a youth development blueprint** (“the Blueprint”), set different policy targets for healthy and diverse youth development, enhancing their upward mobility;
- (b) provide a wider array of high quality vocational training, employment opportunities, and support for business start-ups for youths to raise their all-roundness and competitiveness;
- (c) nurture a new generation of youths equipped with global perspectives, professional skills, a mindset of lifelong learning, and a sense of loving our country and Hong Kong;

- (d) attract aspiring youths to serve on the various government statutory and advisory bodies, providing them with a platform to participate in civic issues; and
- (e) organize more internship, training and exchange opportunities overseas and in the Mainland, support youths to embark on employment and entrepreneurship opportunities in the Mainland; deepen their knowledge on relevant professional fields of development, as well as the Youth Innovation Entrepreneurship Bases and related policies in the Mainland.

4. Upon the re-organization of the government structure on 1 July 2022, the Home and Youth Affairs Bureau (“HYAB”) is set up and responsible for formulating in a more holistic manner an overall youth policy and the Blueprint. The Blueprint is the first important guiding document published by the HKSAR Government on the promotion of youth development formulated by the Government, outlining the vision, guiding principles and major directions of Hong Kong’s overall youth development work. Moreover, the Blueprint sets out the respective targets of future work, specific actions, initiatives and indicators. HYAB will take the lead to coordinate with relevant policy bureaux and departments (“B/Ds”) for the implementation of the Blueprint.

5. The Administration has advised that the vision of the Government for its youth development work is “to nurture a new generation of young people with an affection for our country and Hong Kong and equipped with global perspectives, an aspiring mindset and positive thinking.”

## **THE YOUTH DEVELOPMENT BLUEPRINT**

6. On 20 December 2022, the first edition of the Blueprint was published, outlining six guiding principles<sup>1</sup> and proposing more than 160 specific actions and measures conducive to youth development. According to the Administration, the Blueprint targets young people aged 12 to 39, which had a population of 2.15 million as at the end of 2021 according to the Census and Statistics Department. The Administration has advised that the Blueprint caters for the needs of young people in different age groups and development stages, ranging from secondary school students to working young people.

7. The actions and measures for youth development work proposed in the Blueprint are organized into four chapters, namely, “Exploration”, “Hope”,

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<sup>1</sup> The six guiding principles are: (a) Leading from the top and building strength; (b) Passing on the spirit of loving our country and Hong Kong and strengthening sense of national identity; (c) Addressing diversified development needs; (d) Promoting whole-person development; (e) Adopting a positive attitude towards young people and enhancing youth engagement; and (f) Progressing with the times.

“Empowerment” and “Contribution”. Details of the actions and policy initiatives under the chapters are in Annex 1 to [the Blueprint](#), while the indicators for relevant specified tasks are in its Annex 2.

## **THE SUBCOMMITTEE**

8. At the House Committee (“HC”) meeting on 8 April 2022, Members decided to appoint the Subcommittee under HC to study issues relating to the formulation of a long-term youth policy and the Blueprint. The terms of reference of the Subcommittee are in **Appendix 1**. The Subcommittee commenced work in mid-May 2022.<sup>2</sup>

9. Hon Martin LIAO and Hon Kenneth LEUNG were elected as Chairman and Deputy Chairman of the Subcommittee respectively. The membership list of the Subcommittee is in **Appendix 2**. The Subcommittee has held a total of eight meetings with the Administration. The Subcommittee also received views from 101 deputations/individuals at its two meetings. A list of the deputations/individuals which/who have given views to the Subcommittee is in **Appendix 3**.

## **DELIBERATIONS OF THE SUBCOMMITTEE**

### **Challenges and opportunities faced by young people**

10. The Subcommittee is deeply concerned that some young people feel that they lack opportunities for upward mobility. CE has also outlined in his election manifesto that the Government should improve upward mobility for the youth. The Subcommittee considers that the Government should strive to assist young people in overcoming hurdles in education, employment, entrepreneurship and home ownership so that the younger generation would see hope and opportunities for upward mobility. In particular, the Subcommittee notes with concern that the unemployment rate of young people aged 15-24 stood at a high level of 13.1% in 2021, which was more than twice the overall jobless figure of 5.7%.<sup>3</sup> In addition, the keen demand for housing and high property prices in recent years have made home ownership more difficult.

11. The Subcommittee considers that the Administration should strive to provide multiple pathways for young people with different competencies and talents to enable them to make the most of their strengths, thereby contributing

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<sup>2</sup> Rule 26(c) of the House Rules provides that a policy subcommittee should complete its work within 12 months of its commencement.

<sup>3</sup> Information Note entitled “Youth development strategy in selected places” (IN07/2022) issued by the Legislative Council Secretariat

to the development of our country and Hong Kong. The Subcommittee takes the view that young people should understand the overall development trend of our country, especially the major development opportunities in recent years that are closely related to Hong Kong, including key national strategies such as the “Outline of the 14th Five-Year Plan for National Economic and Social Development of the People’s Republic of China and the Long-Range Objectives Through the Year 2035” (“the 14th Five-Year Plan”), the Guangdong-Hong Kong-Macao Greater Bay Area (“GBA”) development as well as the Belt and Road Initiative. The Subcommittee considers that these key national strategies have injected continuous impetus to the growth of Hong Kong and broadened development potentials for the young people of Hong Kong.

**Government policy initiatives in respect of youth development (including those set out in the Blueprint)**

12. The Subcommittee notes that the Government policy initiatives in respect of youth development cover the following seven areas:

- (a) enhancing the sense of national identity, national pride and rule of law amongst the youth;
- (b) facilitating the youth to be familiar with the recent development of our country and the world;
- (c) providing quality education and promoting life planning education (“LPE”);
- (d) creating career and entrepreneurial opportunities for the youth and facilitating their upward mobility;
- (e) responding to the home-buying and housing needs of the youth;
- (f) enhancing the sense of ownership of the youth, encouraging youth participation in public affairs and strengthening communication channels with young people; and
- (g) cultivating whole-person development, all-rounded and multi-faceted skills, enhancing mental health and nurturing positive thinking amongst the youth.

13. In the course of its discussion, the Subcommittee has mainly raised questions and concerns on the above seven areas. Apart from examining the relevant policy initiatives (including those set out in the Blueprint) in the above areas, the Subcommittee has also discussed:

- (h) the Government's measures for supporting young people in financial management and retirement protection plans; and
- (i) the top-level design for youth development work.

**(a) Enhancing the sense of national identity, national pride and rule of law amongst the youth**<sup>4</sup>

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14. Members consider that the Administration should continue to enhance national education, national security education, awareness in the rule of law and national pride of the young people, so as to enable them to better understand, respect and uphold the Constitution and the Basic Law, and have an accurate understanding of the relationship between Hong Kong and our country under "One Country, Two Systems" as well as the positioning and role of Hong Kong in national development. Members consider that Hong Kong young people should have a more comprehensive and deeper understanding of the development of our country, thus enhancing their sense of belonging to our country.

*Enhancing national education, national security education and national pride*

15. Members note that the 14th Five-Year Plan has mentioned supporting Hong Kong in "strengthening education on the Constitution and the Basic Law as well as national education, and enhance national awareness and patriotism among Hong Kong and Macao compatriots". Members are particularly concerned about the efforts made by the Education Bureau ("EDB") in fostering students' sense of belonging to our country and national identity at schools. Specifically, members have asked whether a curriculum framework would be introduced for national education, specifying the learning elements at the kindergarten, junior primary, senior primary, junior secondary and senior secondary levels.

16. The Administration has affirmed that national education is already a key learning goal in schools and an indispensable part of the school curriculum. The existing subject curriculum and cross curricular guides have listed out national education-related learning elements and highlighted the adoption of the approaches of "organic integration", "natural connection", "diversified strategies", "mutual coordination", "learning within and beyond the classroom",

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<sup>4</sup> The Subcommittee to Study the Promotion of National and National Security Education formed under the Panel on Education in the 2022 legislative session is tasked to conduct focused discussion on the implementation of national education and national security education in schools and other relevant policy issues. Please refer to the papers and report of that Subcommittee for more details of the topics on enhancing the sense of national identity, national pride and rule of law amongst the youth.

and “whole-school participation” in providing students with diversified, appropriate and meaningful learning experiences.

17. In the kindergarten education curriculum, understanding of the Chinese culture and cultivating national identity in children has been one of the learning objectives of the learning area “Self and Society”. The Kindergarten Education Curriculum Guide issued in 2017 explicitly lists “having a basic understanding of the Chinese culture and their national identity” as one of the learning expectations for young children. The Administration has further advised that national education implemented in primary and secondary schools covers various interlocking areas, such as Chinese history, our country’s development, Chinese culture, national geography, Constitution and Basic Law education as well as national security education. The senior secondary subject of Citizenship and Social Development, which comprises three themes, namely “Hong Kong under ‘One Country, Two Systems’”, “Our Country since Reform and Opening-up” and “Interconnectedness and Interdependence of the Contemporary World”, has been implemented starting from Secondary Four in the 2021/22 school year. It is clear that the content is closely related to our country’s development and conducive to reinforcing national education. As an integral part of this subject, students have to participate in a fully-subsidized Mainland study tour to gain first-hand experience of Chinese history and culture, as well as understanding of our country’s development and achievements, thereby cultivating their sense of national identity.<sup>5</sup> With the resumption of quarantine-free cross-boundary travel, the Mainland study tours have commenced smoothly in April and positive response is received.

18. Moreover, EDB has made Chinese History an independent and compulsory subject at the junior secondary level since the 2018/19 school year, in tandem with the revision of the Junior Secondary Chinese History curriculum. The new curriculum has been extended to Secondary Three in the 2022/23 school year. It covers important historical incidents of ancient and modern history of China, thereby enabling all students to study Chinese history in a holistic and systematic manner, strengthening students’ sense of identity, belonging and responsibility to the country, nation and society.

19. The Administration has further advised that in recent years, EDB is committed to promoting national security education which is an important aspect of national education. A supplement on national security has been incorporated into the existing standalone module on the “Constitution and the Basic Law” for the junior secondary level. EDB has also issued the Curriculum Framework of National Security Education in Hong Kong and curriculum

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<sup>5</sup> See Annex 1 to the Blueprint (pg. 52) and Annex 2 to the Blueprint (pg. 74)

frameworks on national security education for 15 subjects,<sup>6</sup> explaining details of the topics relating to national security, teaching objectives and learning elements in the primary and secondary school curricula for schools' reference in holistic planning, enabling them to implement national security education in relevant key learning areas/subjects, values education, moral, civic and national education at different learning stages (lower primary, upper primary, junior secondary and senior secondary), taking into account students' cognitive ability levels.

20. Besides, EDB has released the Values Education Curriculum Framework (Pilot Version), with emphasis on enhancing students' sense of belonging towards our country from an early age, helping them develop a correct understanding of Chinese history, appreciating Chinese culture and traditional virtues, respecting the national symbols and signs (including the national flag, national emblem and national anthem), and understanding the importance of the Constitution, the Basic Law and national security.<sup>7</sup> This is to cultivate in students a sense of national identity and help them understand their responsibility for protecting our country as Chinese nationals, as well as contributing to the overall welfare of the society and country as a Chinese. Learning expectations relating to national education include "Learn to appreciate Chinese traditional rituals, history and culture and artistic creations; establish a sense of belonging to our country and national identity" at primary school level; and "Understand the opportunities and challenges of the national development and work out their role to play in the future with reference to the Constitution and our country's major planning projects" at secondary school level.

21. Members also note that, starting from 1 January 2022, all primary and secondary schools must display the national flag on each school day, as well as on the New Year's Day, the HKSAR Establishment Day and the National Day, and conduct a national flag raising ceremony with the playing and singing of the national anthem weekly, as well as on the New Year's Day, the HKSAR Establishment Day and the National Day, or on the preceding/following school day of the above days. Schools are also strongly advised to conduct a national flag raising ceremony on important days and special occasions such as the first day of a school year, open day and graduation ceremony, etc. Through other life-wide learning activities (such as visits and exchange programmes, voluntary services and uniform groups), schools can strengthen students' sense of belonging to our country and affection for the Chinese people, together with their sense of national identity.

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<sup>6</sup> See Annex 1 to the Blueprint (pg. 48) (Please refer to <https://www.edb.gov.hk/en/curriculum-development/kla/pshe/national-security-education/index.html> for details of the 15 subjects.)

<sup>7</sup> See Annex 1 to the Blueprint (pg. 66)

22. Regarding the organization of joint-school national education activities put forward in the Blueprint,<sup>8</sup> members are concerned about the way to ensure that the implementation of national education in schools can achieve the desired results. The Administration has advised that the enhanced School Development and Accountability framework has been implemented to bolster the accountability of publicly-funded schools in providing quality school education and promoting national education through the whole-school approach. In order to further enhance the transparency and accountability of schools, EDB would upload the concluding chapter of the External School Review reports to its webpage for public access with effect from the second term of the 2023/24 school year. Furthermore, focus inspection on national education has been introduced with a view to monitoring schools' planning and implementation of national education, and providing schools with professional advice and feedback.

*Strengthening awareness in the rule of law*

23. Members are concerned about the work to be implemented by the Administration to nurture the young people's sense of abiding by the law as well as the spirit of the Constitution and the Basic Law. The Administration has advised that the Department of Justice will launch the Rule of Law Education "Train-the-Trainers" Programme to develop teaching materials for the trainees in collaboration with relevant bureaux, legal professional bodies, law schools and other stakeholders to enhance their capability for promoting consistent and correct messages relating to the rule of law to young people and the general public. The Administration will also continue to organize various education programmes on the rule of law for young people and the general public to strengthen their law-abiding awareness on all fronts.<sup>9</sup>

**(b) Facilitating the youth to be familiar with the recent development of our country and the world**

24. Members consider that the Administration should strengthen Hong Kong youth's understanding of the overall development of our country and broaden their global perspectives, and should assist them in making good use of the distinctive advantages of "enjoying strong support of the Motherland and being closely connected to the world" enjoyed by HKSAR on the basis of "One Country, Two Systems" to contribute to the development of our country. Members have enquired about the Administration's measures to encourage young people of different backgrounds to participate in exchange and internship activities in the Mainland.

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<sup>8</sup> See Annex 1 to the Blueprint (pgs. 48-49) and Annex 2 to the Blueprint (pg. 72)

<sup>9</sup> See Annex 1 to the Blueprint (pg. 49) and Annex 2 to the Blueprint (pgs. 72-73)



## Measures implemented at schools

### *Students' participation in Mainland exchange and internship programmes*

25. The Administration has advised that EDB provides about 100 000 exchange quotas every year, which are sufficient for every student to join at least one Mainland exchange programme during their primary and secondary education respectively. As an integral part of the senior secondary subject of Citizenship and Social Development, students have to participate in a fully subsidized Mainland study tour.<sup>10</sup> Upon resumption of quarantine-free cross-boundary travel, these Mainland study tours have commenced, and other Mainland exchange programmes for students will also gradually resume.

26. EDB will also strengthen support for students of post-secondary institutions to participate in exchange and experiential activities in the Mainland, such as enhancing the existing Scheme for Subsidy on Exchange for Post-Secondary Students, and further pursue the University Grants Committee (“UGC”)’s Funding Scheme for Mainland and Global Engagement and Student Learning Experience.<sup>11</sup>

### *Sister School Scheme (“SSS”)*

27. Members note that since its implementation in 2004, SSS has become an important platform for facilitating exchanges between schools in Hong Kong and the Mainland. As at December 2022, there were around 780 publicly-funded primary and secondary schools with over 2 100 sister schools pairs established with their Mainland counterparts. Through organizing visits and multifaceted exchange activities by sister schools, SSS aims to deepen Hong Kong students’ understanding of the Mainland and promotes exchanges and friendship with students in the Mainland.

28. Members welcome the EDB’s plan as announced in the 2022 Policy Address to achieve an increase of 10% in the number of publicly-funded schools that have paired up with their Mainland counterparts as sister schools by the end of 2023.<sup>12</sup> Members are concerned about how EDB has monitored the effectiveness of SSS. The Administration has advised that EDB has been making every effort to deliver the target. As of March 2023, a total of 848 publicly-funded schools in Hong Kong have formed 2 349 sister school pairs with their Mainland counterparts (with some schools pairing up with more than one Mainland school as sister schools); the number of publicly-funded schools in Hong Kong participating in SSS has already increased by about 70 or 9%. EDB has also been providing schools with professional support through

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<sup>10</sup> See Annex 1 to the Blueprint (pg. 52) and Annex 2 to the Blueprint and (pg. 74)

<sup>11</sup> See Annex 1 to the Blueprint (pg. 52)

<sup>12</sup> See Annex 1 to the Blueprint (pg. 52) and Annex 2 to the Blueprint and (pg. 74)

diversified modes, such as holding sharing sessions regularly and producing booklets, among others, to collect and disseminate good practices, so as to encourage more exchanges between local schools and their Mainland counterparts under SSS.

#### Promotion of youth internship and exchange programmes outside schools

29. Members consider that internship opportunities in GBA corporations are very important to enhancing a Hong Kong graduate's chance of gaining employment in Mainland cities in GBA and enabling him/her to learn about the work environment and workplace culture outside Hong Kong. Members opine that more youth internship activities in the Mainland should be organized for Hong Kong young people.

30. The Administration has advised that HYAB and the Youth Development Commission ("YDC") have been organizing youth internship activities in the Mainland through the Funding Scheme for Youth Internship in the Mainland ("FSYIM"). Before the pandemic, about 3 700 young people benefitted from FSYIM every year. In particular, the GBA Hong Kong Youth Internship Scheme launched under FSYIM has been expanded to cover all the Mainland cities in GBA in 2019-2020.

31. Members also consider it advisable for Hong Kong post-secondary students to participate more in exchange programmes with their Mainland campuses and other universities in GBA with a view to enabling these young people to build interpersonal networks there early, thus facilitating their future career/entrepreneurial pursuits in the Mainland.

32. The Administration has advised that HYAB and YDC subsidize non-governmental organizations ("NGOs"), through the Funding Scheme for Youth Exchange in the Mainland ("FSYEM"), to organize Mainland exchange projects for young people to enhance Hong Kong young people's understanding of their home country, and foster their exchange with counterparts in the Mainland so as to strengthen their sense of national identity. In 2019-2020, about 12 000 young people benefitted from FSYEM.

33. As for overseas exchange activities, the Administration has advised that HYAB collaborates with major corporations in Hong Kong to implement the Scheme on Corporate Summer Internship in the Mainland and Overseas which provides unique and high-quality internship opportunities, some of which are in countries in the Belt and Road region, for Hong Kong young people with different backgrounds, expertise and interests. Also, with the support of our country, HYAB, the United Nations Volunteers ("UNV") and local volunteer organizations jointly organize the UNV-Hong Kong Universities Volunteer Internship Programme to subsidize university students in Hong Kong to

undertake six-month assignments in the field units of various United Nations agencies overseas. In addition, the Funding Scheme for International Youth Exchange (“FSIYE”) provides two-way exchange opportunities for local and overseas young people, and there were a total of over 1 200 young people from Hong Kong participating in FSIYE in 2019-2020.

34. The Administration has advised that before the epidemic, the HKSAR Government has been organizing, funding and coordinating various programmes every year to provide opportunities for over 70 000 young people to visit different provinces and cities in the Mainland and overseas countries for exchange and internship, encouraging them to broaden their horizons and to learn about and grasp the diversified development opportunities. With the resumption of normal travel between Hong Kong and other places, HYAB is resuming youth exchange and internship activities outside Hong Kong in a gradual and orderly manner and will enhance the breadth and depth of these programmes.<sup>13</sup> This includes working with YDC to launch new rounds of FSYEM and FSIYE, and to resume the internship projects postponed during the pandemic under FSYIM.

(c) **Providing quality education and promoting life planning education**

35. Members opine that Hong Kong should seize the opportunities arising from the 14th Five-Year Plan and the development of GBA, and provide multiple pathways for young people with different competencies and talents, thereby fostering diversified development of industries in Hong Kong, and enabling the youth to fully realize their potential and contribute to our society.

*STEAM (Science, Technology, Engineering, the Arts and Mathematics) Education*

36. Members note that EDB will step up the promotion of STEAM education in primary and secondary schools, so as to nurture talents in alignment with the policy direction of further promotion of innovation and technology (I&T). Members are pleased to note that it was announced both in the 2022 Policy Address and the Blueprint that the Government targeted that students in the UGC-funded universities studying in STEAM subjects would reach around 35% in the next five years.<sup>14</sup> The Administration has advised that given the decline in the number of local students in recent years and the high demand for talents of the relevant disciplines in Hong Kong, the job opportunities in STEAM sectors would be in abundant supply.

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<sup>13</sup> See Annex 1 to the Blueprint (pg. 52) and Annex 2 to the Blueprint and (pg. 74)

<sup>14</sup> See Annex 1 to the Blueprint (pg. 50) and Annex 2 to the Blueprint and (pgs. 73-74)

*Further promoting vocational and professional education and training (“VPET”)*

37. Members are concerned that there is a serious mismatch of manpower resources in Hong Kong, as a result of which many young people after leaving school are unable to find jobs due to skills mismatch. Members consider that the Administration should regularly conduct forecast studies on the manpower demands in Hong Kong, and plan ahead how to nurture adequate talents who possess the required skills and knowledge, so as to facilitate appropriate matching of jobs and talents. Members take the view that the Administration should formulate a dual-track educational system with equal emphasis on academic and vocational skills training, so as to provide students with diversified choices in their study and career pathways.

38. Members are concerned about the low enrolment rate in Applied Learning (“ApL”) in secondary education, and have requested the Administration to further promote VPET and enhance the recognition of ApL. The Administration has advised that the Government has been proactively promoting VPET to develop a progression pathway that is parallel to the traditional academic education pathway.<sup>15</sup> EDB has strengthened the promotion of ApL to enhance the understanding of students, teachers, and parents on the development of ApL. Moreover, EDB would review the provision of ApL courses in light of the demands from students and society, and strengthen the collaboration with industry partners as appropriate. EDB will also communicate with different stakeholders including universities, post-secondary institutions and employers, in a bid to enhance the recognition of ApL and continue to promote ApL as a valued senior secondary elective subject to further attract students to study ApL.

*Strengthening LPE*

39. Members have called on the Administration to strengthen LPE to help students understand themselves at an earlier stage and acquire the necessary knowledge, skills and attitude to make wise study/career choices in accordance with their interests, abilities and aspirations. To facilitate young people’s career planning, members have suggested that more career- and industry-oriented internship and exchange programmes should be provided. In this regard, members have requested the Administration to strengthen collaboration with the business sector in providing more internship opportunities for young people.

40. The Administration has advised that EDB has been proactively promoting LPE in secondary and primary schools to help students understand themselves and identify their interests, abilities and aspirations through relevant learning activities at an earlier stage. To this end, EDB has devised the frameworks of implementation strategies for LPE for secondary and primary schools in 2019

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<sup>15</sup> See Annex 1 to the Blueprint (pg. 49-50) and Annex 2 to the Blueprint (pg. 73)

and 2021 respectively.<sup>16</sup> These frameworks outlined the core elements (namely “self-understanding and development”, “career exploration” and “career planning and management”) for schools’ implementation.

41. The Administration has further advised that to further promote the co-operation between the business sector and schools, EDB has launched the Business-School Partnership Programme 2.0 in the 2022/23 school year. EDB is actively liaising with major chambers of commerce, professional bodies and the Industry Training Advisory Committees (including those of emerging industries) under the Qualifications Framework to encourage their member organizations to join the Programme and provide more and a wider range of career exploration and work experience activities for students. A series of Holiday Work Experience Programmes are arranged during major school holidays to enable senior secondary students to gain first-hand experience of the actual operation of different industries as well as explore their interests and career aspirations. EDB is targeting to increase the number of business partners by 15% (about 60 business partners) in the 2022/23 school year.<sup>17</sup>

#### *Supporting non-Chinese speaking (“NCS”) students*

42. Members note that the Chinese language barrier remains a hindrance to the job prospects of NCS students in Hong Kong. While EDB has implemented in recent years the "Chinese Language Curriculum Second Language Learning Framework" for NCS primary and secondary students, members are concerned that many Chinese Language teachers lack adequate training in teaching Chinese as a second language (“CSL”). Members have urged the Administration to tackle the obstacles faced by NCS students, including limited opportunities to study in inclusive schools, a lack of qualified teachers for teaching CSL and insufficient LPE for them.

43. The Administration has advised that it is committed to encouraging and supporting NCS students to integrate into society through assisting them in early adaptation to the local education system, enhancing their Chinese language literacy and strengthening LPE for them to learn about the multiple pathways available. As mentioned in the Blueprint, in addition to providing additional funding to schools as well as major curriculum-related learning and teaching resources, EDB offers teacher training and professional support, thereby strengthening the support for NCS students to learn Chinese and fostering an inclusive learning environment. EDB also implements other complementary measures, including encouraging parents of NCS children to enrol their children in local kindergartens, and providing summer bridging programmes for NCS students at primary levels, parent education programmes especially for parents of

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<sup>16</sup> See Annex 1 to the Blueprint (pg. 51)

<sup>17</sup> See Annex 1 to the Blueprint (pg. 51) and Annex 2 to the Blueprint (pg. 74)

NCS students, career exploration activities for NCS students and dedicated courses on vocational Chinese Language for NCS school leavers.<sup>18</sup>

**(d) Creating career and entrepreneurial opportunities for the youth and facilitating their upward mobility**

44. In view of the relatively high unemployment and underemployment rates of young people, members are gravely concerned about the assistance and support measures rendered to the youth to boost their employment rate and enhance their employability. Members consider that the Administration should strive to provide multiple pathways for young people with different competencies and talents to enable them to make the most of their strengths, thereby facilitating their upward mobility.

Enhancing local career development

*Youth Employment and Training Programme (“YETP”)*

45. The Administration has advised that the Labour Department (“LD”) implements YETP which provides comprehensive training and employment support to young school leavers aged 15-24 with educational attainment at sub-degree level or below. To enhance the employability of young people, YETP launches various special employment projects in collaboration with service providers and employers to provide young people with pre-employment and on-the-job training (“OJT”). In addition, LD has set up two youth employment resource centres (named the “Youth Employment Start”) to provide one-stop employment and self-employment support services to young people aged 15-29.

46. Furthermore, LD has introduced enhancements to YETP to assist young people in entering the employment market. The measures include increasing the maximum amount of OJT allowance payable to employer under YETP to \$5 000 per month (for a period of six to 12 months) effective from September 2020. In the programme year<sup>19</sup> 2021/22 and 2022/23 (as at end-Oct 2022), over 3 200 and 700 young people enrolled in YETP respectively. Starting from 1 April 2023, LD will strengthen collaboration with the Employees Retraining Board (“ERB”) in increasing pre-employment training opportunities and options available to trainees under YETP. Under the new arrangement, ERB will offer about 700 courses, including tailor-made courses for young people and vocational skills courses covering 28 trades, for trainees of YETP.<sup>20</sup>

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<sup>18</sup> See Annex 1 to the Blueprint (pgs. 69-70)

<sup>19</sup> YETP operates on the basis of programme year, running from September each year to August of the following year.

<sup>20</sup> See Annex 1 to the Blueprint (pg. 61) and Annex 2 to the Blueprint (pg. 77)

### *Measures in different industries*

47. Members also note that the Government has introduced targeted measures to promote the development of young people in different industries and professions. Details of the measures are in **Appendix 4**.

### Facilitating the youth to take advantage of Hong Kong's positioning for career development

48. Members note that the 14th Five-Year Plan has clearly defined the positioning of Hong Kong as international hubs in eight areas.<sup>21</sup> Members opine that Hong Kong should seize the opportunities arising from the 14th Five-Year Plan and the development of GBA, and provide multiple pathways for young people with different competencies and talents, thereby supporting Hong Kong's development into the future centres/hubs in the eight areas under the 14th Five-Year Plan and facilitating upward social mobility of young people.

49. The Administration has advised that the Government takes a multi-pronged approach to create more internship, employment and entrepreneurship opportunities for young people in areas relating to the "eight centres" for further integration into the overall development of our country. Details of the relevant measures are in **Appendix 5**. In the coming five years, the Government's target is that 60% of UGC-funded universities' students will be studying subjects relevant to Hong Kong's development into the "eight centres" in the 14th Five-Year Plan.<sup>22</sup>

### Promotion of development opportunities in GBA – Greater Bay Area Youth Employment Scheme ("GBAYES")

50. Members note that the development of GBA is accorded the status of key strategic planning in the country's development blueprint. The country will continue to develop GBA and support Hong Kong in better integrating into the overall national development. Members consider that the development of the GBA provides valuable opportunities for young people of Hong Kong to develop their careers. Members welcome the launch of GBAYES on a pilot basis ("the Pilot Scheme") in January 2021 to encourage and support university graduates from Hong Kong to develop their careers in the Mainland cities of GBA.<sup>23</sup>

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<sup>21</sup> Please refer to Appendix 5 for details of the "eight centres".

<sup>22</sup> See Annex 1 to the Blueprint (pg. 50) and Annex 2 to the Blueprint (pgs. 73-74)

<sup>23</sup> The Pilot Scheme was aimed to encourage enterprises with business in both Hong Kong and the GBA Mainland cities to employ Hong Kong graduates who were awarded a bachelor's degree or above during 2019 to 2021 and deploy them to work in the GBA Mainland cities. Participating enterprises employed the target graduates according to Hong Kong laws with a monthly salary of not less than HK\$18,000. The Government granted a monthly allowance of HK\$10,000 to enterprises for each graduate employed for a maximum period of 18 months.

51. The Pilot Scheme received a total of 3 494 job vacancies from 417 enterprises and received a total of about 20 000 applications. A total of 1 091 graduates reported for duty. Of these, as at the end of October 2022, about 700 graduates were still in employment and hence the retention rate was satisfactory. In addition, a total of 39 graduates completed the 18-month work period under the Pilot Scheme and over 70% of them had been offered further employment by the enterprises concerned after completion of the work period.

### *Regularization of GBAYES*

52. Members note that the Labour and Welfare Bureau completed a review of the Pilot Scheme in June 2022. The feedback from the participating enterprises and graduates was very positive. The Government decided to launch the regularized GBAYES (“the Regularized Scheme”) in the first half of 2023 and implement enhancement measures, including:

- (a) setting up a dedicated team to take forward GBAYES and strengthen liaison with enterprises, post-secondary institutions, employer groups and other stakeholders;
- (b) providing practical employment information in GBA to university graduates with interest earlier;
- (c) following up on the employment situation of the employed young people during and after their participation in GBAYES; and
- (d) stepping up the publicity and promotion to share the success stories of participants so that Hong Kong young people can gain a better understanding of the development opportunities in GBA.<sup>24</sup>

53. Some members have suggested that the Administration should relax the academic requirements for young people participating in the Regularized GBAYES so that young people with educational attainment below degree level (including graduates of associate degree programmes and those of Vocational Training Council (“VTC”) courses) could also participate, with a view to providing more employment opportunities for these young people. The Administration has explained that, having regard to the experience of implementing the Pilot Scheme and the fact that university graduates with richer learning experience are in general more capable of coping with adjustment difficulties independently, as well as the benefits they could bring to Hong Kong following their return to Hong Kong for development with work experience gained in the Mainland, the Administration is inclined to maintain that the target group of GBAYES should be graduates with a university degree or above.

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<sup>24</sup> See Annex 1 to the Blueprint (pg. 63) and Annex 2 to the Blueprint (pg. 78)



Meanwhile, the Administration will continue to listen to views from Members and stakeholders.

54. Members note that at present, LD has no employment schemes in place to encourage non-university graduates to work in GBA. Members consider that enterprises in GBA have great demand for skilled personnel in different industries, and the Administration should make use of the Regularized Scheme to assist Hong Kong youth, including non-university graduates, in capitalizing on the opportunities concerned. Members have suggested that the Regularized Scheme should provide more diversified employment opportunities for young people with different academic qualifications to apply for.

Supporting young entrepreneurs in Hong Kong and in the Mainland cities of GBA

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### *Funding Schemes*

55. Members note that to promote youth innovation and entrepreneurship, HYAB and YDC have rolled out two funding schemes under the Youth Development Fund, namely, (i) the Funding Schemes for Youth Entrepreneurship in the Guangdong Hong Kong-Macao Greater Bay Area (“the Entrepreneurship Scheme”) and (ii) the Funding Scheme for Experiential Programmes at Innovation and Entrepreneurial Bases in the Guangdong-Hong Kong-Macao Greater Bay Area (“the Experiential Scheme”). The former provides start-up capital and entrepreneurial support and incubation services for potential Hong Kong young entrepreneurs, while the latter subsidizes NGOs to organize short-term experiential programmes at the entrepreneurial bases in the Mainland cities of GBA to enrich Hong Kong young people’s understanding of the innovative and entrepreneurial bases in Mainland cities of GBA, as well as the relevant policies and supporting measures on innovation and entrepreneurship in the Mainland. This will in turn assist young people to consider starting businesses in the relevant innovative and entrepreneurial bases in the future.

56. The lists of organizations selected to receive funding support under the two funding schemes were announced by HYAB and YDC in late February 2021. Under the Entrepreneurship Scheme, about \$130 million has been granted for 16 NGOs to organize youth entrepreneurship projects, providing start-up capital and rendering entrepreneurial support and incubation services to youth start-ups. As for the Experiential Scheme, about \$5 million was granted for 15 NGOs to organize short-term experiential programmes at the innovative and entrepreneurial bases in the Mainland cities of GBA, expected to benefit about 700 young people.

57. According to the Administration, the response to the Entrepreneurship Scheme has been very positive. The funded NGOs have successfully recruited a total of 217 youth start-ups, covering a wide range of businesses, including research and development of I&T projects, retail, information technology, health care, brand design and education services, etc. The relevant NGOs will first provide entrepreneurial support and incubation services to the youth startups locally. Subject to the latest situation of the epidemic, the funded NGOs will gradually assist young entrepreneurs in settling in innovative and entrepreneurial bases in the Mainland cities of GBA.

*Alliance of Hong Kong Youth Innovative and Entrepreneurial Bases in GBA (“the Alliance”)*

58. Members are concerned about whether there are any plans to set up one-stop service centres in the Mainland cities of GBA to cater for the needs of young people starting businesses in the Mainland. The Administration has advised that HYAB will take forward the preparatory work for the establishment of the Alliance. HYAB will invite relevant representative organizations from Hong Kong and Guangdong, such as entrepreneurial bases, universities, NGOs, scientific research institutes, professional bodies and venture funds to join the Alliance and jointly set up a one-stop information, publicity and communication platform to support Hong Kong young entrepreneurs in GBA.<sup>25</sup>

Facilitating Hong Kong people to pursue development in the Mainland

*Facilitation measures implemented by the Central Authorities and Mainland Offices of the HKSAR Government*

59. Members have urged the Administration to introduce various measures to encourage and support young people of Hong Kong to make the best of the significant opportunities in GBA for their personal and career development. The Administration has advised that the relevant Mainland Authorities have since 2017 introduced a series of policy measures to facilitate Hong Kong people studying, working and living in the Mainland. For example, Hong Kong residents living in the Mainland who meet the relevant criteria can apply for residence permits and are entitled to enjoy, in accordance with the law, a series of rights, basic public services and facilitation measures. Besides, relevant departments of the Mainland Authorities have further facilitated the use of Mainland Travel Permit for Hong Kong and Macao Residents in the areas of transport, finance, communications, education, healthcare, social security, industry and commerce, taxation and accommodation, etc. All these measures enable Hong Kong people including Hong Kong young people to integrate into living in the Mainland more easily.

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<sup>25</sup> See Annex 1 to the Blueprint (pg. 62) and Annex 2 to the Blueprint (pgs. 77-78)

60. Moreover, the five Mainland Offices of the HKSAR Government have from time to time organized career talks and visits to enterprises as well as co-ordinated with Hong Kong enterprises and Mainland institutions and enterprises to provide internship positions to Hong Kong students and young people, with a view to facilitating them to accumulate work experience and plan their career development. The Mainland Offices will continue to strive for more facilitation measures for Hong Kong people so as to enable Hong Kong young people to capitalize on the development opportunities brought about by our country's development.

61. Members reminded the Administration not to neglect the Hong Kong young people studying in the Mainland, and that it should provide them with appropriate support and assistance and encourage them to pursue career development in the Mainland after graduation.<sup>26</sup> The Administration has advised that the Mainland Offices have all along been maintaining liaison with associations of Hong Kong people in the Mainland, including student groups of Hong Kong people, organizing various activities to support them, and offering support and sponsorship to the activities organized by those associations as appropriate, and providing support to Hong Kong young people who wish to pursue development in the Mainland after graduation, such as by releasing information on employment and further studies. Moreover, the Hong Kong Economic and Trade Office in Guangdong set up the Guangdong-Hong Kong-Macao Greater Bay Area Development Promotion Centre on 26 April 2023 to further enhance publicity and promotion of opportunities brought about by the GBA development and provide appropriate support to Hong Kong people and enterprises in the Mainland cities of GBA.

#### *Setting up one-stop information platform*

62. Members have suggested that a one-stop information platform on employment and entrepreneurship in the Mainland should be established and WeChat miniprogramme be set up to help Hong Kong youth grasp the relevant information. The Administration has pledged to actively explore the provision of relevant information to Hong Kong youth in a more systematic manner through different platforms. Moreover, the GBA Development Office under the Constitutional and Mainland Affairs Bureau will set up one-stop electronic "Greater Bay Area Information Station" in various districts of Hong Kong to provide the public with more information on pursuing development and living in the Mainland cities of GBA.<sup>27</sup> Besides, the Interactive Employment Service website of LD features a dedicated webpage for Information on Employment in

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<sup>26</sup> According to information from the Ministry of Education, there are currently around 18 000 Hong Kong students studying in the higher education institutions and research institutes in the Mainland.

<sup>27</sup> See Annex 1 to the Blueprint (pg. 63)

the Mainland which links to employment websites of the Mainland, and provides practical information on working in the Mainland.

### Measures to enhance the mutual recognition of qualifications in GBA

63. Members consider it important to improve the arrangements for mutual recognition of qualifications in GBA so as to facilitate the development of Hong Kong youth in the Mainland, and enquired about the Administration's progress in making the arrangements concerned.

64. The Administration has advised that the HKSAR Government has been pursuing more liberalization measures on the Mainland through the Mainland and Hong Kong Closer Economic Partnership Arrangement to facilitate the entry of Hong Kong enterprises and professionals into the Mainland market, especially the nine Mainland municipalities of GBA with which Hong Kong has close ties. Relevant progress made for the construction-related services and the legal services is detailed in **Appendix 6**.

### **(e) Responding to the home-buying and housing needs of the youth**

65. Members consider it important for young people to see hope in meeting their home ownership aspirations. They have urged the Administration to take measures to actively respond to the housing needs of young people.

#### *Starter Homes projects and increasing supply of youth hostels*

66. Members welcome the re-launch of the Starter Homes for Hong Kong Residents ("Starter Homes") projects in the Land Sale Programme in the 2023-2024 financial year.<sup>28</sup> In this regard, the Government has selected a residential site in Yau Kom Tau, Tsuen Wan, for implementing another Starter Homes project, which is expected to provide around 2 000 residential units. Members consider that more Starter Homes projects will help young people realize their home ownership aspirations, as more than 85% of past applicants for Starter Homes were aged 40 or below.

67. In addition, members note that the Government will explore ways to increase the supply of youth hostels, including subsidizing NGOs to rent suitable hotels and guesthouses for use as youth hostels, with the target of providing about 3 000 additional hostel places within five years. Youth tenants will be charged rental of no more than 60% of the market level; in return, they have to commit themselves to providing district or volunteer services to the community. In addition, the Government has identified a land sale site on the 2023-2024 Land Sale Programme to support the Youth Hostel Scheme. The Government will require, via land sale conditions, the developer to construct youth hostel

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<sup>28</sup> See Annex 1 to the Blueprint (pg. 64) and Annex 2 to the Blueprint (pg. 78)

units and facilities prescribed by the Government. HYAB is supporting the Development Bureau now in formulating the details of the project, which will be announced in due course when the site is put up for sale.<sup>29</sup>

68. Members note with concern that a youngster applying for public rental housing (“PRH”) has to wait for 20 years on average under the existing PRH allocation mechanism, which does not give priority to young single applicants. In this connection, members have made the following suggestions for the Administration’s consideration:

- (a) creating a dedicated housing ladder for young people to enhance the continuity of the measures supporting youth home ownership, and providing eligible single youths with priority in applying for PRH and purchasing subsidized sale flats under the Home Ownership Scheme (“HOS”);
  - (b) allowing advance purchases of HOS flats by young people eight to 10 years before the flats’ completion in new development areas such as the Northern Metropolis;
  - (c) for needy young persons who are ineligible to apply for PRH, the Government may consider providing cash subsidies to them to rent private accommodation;
  - (d) introducing measures to reduce the burden of down payment on first-time young home buyers, including the provision of mortgage concessions, progressive payment mortgage schemes, reduction or waiver of down payment, and provision of more Starter Homes projects;
  - (e) providing a “rent-and-buy” option for young people in the Starter Homes and public housing projects so that they could purchase flats at a pre-determined price in future; and
  - (f) allowing refund of rents paid by youth hostel tenants when they moved out, with a view to helping them meet their expenses of home purchase.
- (f) **Enhancing the sense of ownership of the youth, encouraging youth participation in public affairs and strengthening communication channels with young people**

69. Members consider it necessary for the Administration to engage young people in public affairs and enhance their interaction and trust with the

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<sup>29</sup> See Annex 1 to the Blueprint (pg. 64) and Annex 2 to the Blueprint (pg. 78)

Government. Members opine that this is a way to enhance the sense of responsibility and ownership of young people, and enable the Administration to better feel the pulse of young people and understand the issues faced by them. Members have called on the Administration to review the mechanisms of the Administration in collecting views from young people, and provide more opportunities for young people to participate in policy discussion and district affairs (e.g. district works projects).

*Expanding the Member Self-recommendation Scheme for Youth (“MSSY”)<sup>30</sup> and designating two committees on district affairs*

70. Members consider MSSY an important Government initiative for providing more opportunities for young people to participate in public policy discussions. Members are pleased to note that MSSY, since its launch in late October 2017, has covered around 60 committees. As at March 2023, about 500 posts were held by young people who had been appointed to advisory and statutory bodies (“ASBs”) directly or indirectly through MSSY. The ratio of youth members in ASBs has increased from 7.8% in end-2017 to 16.1% in end-2022. The target of 15% set by the fifth-term Government has been successfully achieved.

71. Members welcome the Government’s decision to expand MSSY, increasing progressively the number of participating ASBs from around 60 at present to no less than 180 within the current term of the Government so as to enhance their function as talent "incubators".<sup>31</sup> Besides, members are pleased to note that the Administration has designated two committees on district affairs<sup>32</sup> and open up certain seats for young people to nominate themselves as members.<sup>33</sup> Young people will be encouraged to offer their views on matters, such as district works projects, youth development and civic education. As at April 2023, over one-third of the membership of the two committees comprised young people aged between 16 and 35 who were selected through self-nomination. Members have suggested that the Administration should consider opening up more seats in these two committees for suitable young people to take up, through not only self-nomination but also nomination by NGOs and related bodies. There is also a view that more young professionals should be appointed to these committees to offer expert advice on district works.

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<sup>30</sup> The Government launched the Pilot Member Self-recommendation Scheme for Youth in late October 2017 for young people aged between 18 and 35 and committed to serving the community to self-nominate themselves to join advisory and statutory bodies of the Government.

<sup>31</sup> See Annex 1 to the Blueprint (pg. 70) and Annex 2 to the Blueprint (pg. 80)

<sup>32</sup> In April 2023, the Home Affairs Department (“HAD”) established the District Youth Community Building Committee in 18 districts to facilitate young people to offer advice on district works projects. The existing District Youth Programme Committee and District Civic Education Committee in 18 districts were also re-organized into the District Youth Development and Civic Education Committee.

<sup>33</sup> See Annex 1 to the Blueprint (pg. 70) and Annex 2 to the Blueprint (pg. 80)

*Enhancing the platform for communicating with young people*

72. Members consider it important for the Administration to rebuild trust and mutual understanding with young people. They have called on the Administration to strengthen various communication channels to engage young people at the district level. Pointing out that young people in general are active in using social media platforms and mobile applications for accessing information and sharing ideas, members consider that the Administration should make good use of these online channels in disseminating information to and collecting views from young people. Besides, there is a view that more occasions should be arranged for Government officials to directly interact with young people to exchange views on policy issues. The Administration has advised that the Administration would strive to reach out to young people from different walks of life in taking forward the youth development work.<sup>34</sup> The Blueprint further mentions that HYAB will establish a brand new youth network to serve as a long-term platform for youth engagement.<sup>35</sup> The youth network will enable young people to contribute to the community and develop their diverse talents through offering a range of opportunities for community involvement, volunteer work, talent development, diverse experience, etc.

73. In addition, HYAB will launch a youth-based mobile application (“app”) to disseminate diversified information on various youth development programmes and collect views and comments from the youths.<sup>36</sup> Members take the view that the app should be designed in a way which meets the needs and preferences of young people, and enables the Government to keep tabs on their pulse. Members have also suggested that the app should provide employment information of GBA, so as to assist young people in seizing opportunities to develop their career in the Mainland. The Administration has advised that HYAB will work closely with the newly-established Action Group on Youth Engagement under YDC to take forward the initiative. Information relating to opportunities for youth in GBA will also be released through the app. Moreover, the website “youth.gov.hk” will be updated constantly to meet the needs of youths.

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<sup>34</sup> The Administration has advised that various departments and professional grades in the Government are encouraged to form youth groups and organize activities regularly to enrich young people’s understanding of these Government departments and professions. Besides, the district youth networks established by the 18 District Offices of HAD have grown rapidly since their establishment in 2014 with around 12 200 members as at the end-2022.

<sup>35</sup> See Annex 1 to the Blueprint (pg. 70)

<sup>36</sup> See Annex 1 to the Blueprint (pg. 70)

**(g) Cultivating whole-person development, all-rounded and multi-faceted skills, enhancing mental health and nurturing positive thinking amongst youth**

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74. Members have stressed that apart from addressing young people's concerns about education, employment, entrepreneurship and home ownership, the Administration should also focus on the "physical and mental health issues of young people". Members have expressed concern about the measures taken to promote the mental and emotional well-being of the youth and enable early intervention in youngsters who have emotional issues. Members consider it also important to nurture young people's positive thinking and enhance their physical health. Members have suggested that the Administration should promote youth volunteering in Hong Kong, so as to instill a sense of social responsibility and commitment in young people.

*Cultivating whole-person development and enhancing mental and physical health amongst the youth*

75. To promote physical and mental well-being of youths, members consider that the Administration should proactively encourage young people to participate in sports activities, and consider enlisting various district sports associations in engaging young people in sports activities. In members' view, the Administration should step up promotion of "Sport for All" and make good use of digital technology to proactively disseminate relevant information. Members also suggest that the Administration should encourage more schools to participate in the "Opening up School Facilities for Promotion of Sports Development Scheme" so as to increase the supply of sports venues and facilities.<sup>37</sup>

76. In response to members' enquiry about the policy initiatives to nurture positive thinking among young people and to foster their mental health, the Administration has advised that the Government is committed to promoting the diversified development of young people and making different activities (e.g. youth volunteering) available to them to help them realize their potentials, with a view to fostering a healthy environment conducive to their growth. HYAB and YDC have jointly launched two new funding schemes in December 2022 respectively, namely (i) the Funding Scheme for Youth Positive Thinking Activities and (ii) the Funding Scheme for Youth Adventure Training Activities.<sup>38</sup> These two new schemes aim to cultivate positive thinking and

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<sup>37</sup> The Administration has advised that in the 2022/23 school year, 136 schools (25 government, 100 aided, 11 Direct Subsidy Scheme schools) have indicated willingness to open up their facilities for use by sports organizations and, among them, 86 schools were successfully matched with 50 sports organizations to hold 451 sports programmes under the Scheme (as of 30 March 2023).

<sup>38</sup> See Annex 1 to the Blueprint (pg. 68) and Annex 2 to the Blueprint (pg. 79)



value of young people, and enable them to become a new generation with a sense of ownership and responsibility, and an aspiration and willingness to contribute to the development of our country and of Hong Kong.

77. Besides, the Administration shall take the lead in staging a youth festival annually from 2023 by inviting different sectors of the community to jointly organize a wide spectrum of activities to nurture positive thinking, facilitate development of potentials and enhancement of knowledge, and promote experience sharing, etc.<sup>39</sup> HYAB will work closely with the newly-established Action Group on Youth Festival under YDC to take forward the initiative.

78. On the education front, members have called on the Administration to strengthen values education in schools in order to nurture students' positive thinking and foster in them positive values and attitudes such as perseverance, respect for others and responsibility. The Administration has advised that the Values Education Curriculum Framework (Pilot Version) implemented by EDB in 2021 encourages schools to build on their existing foundation and step up efforts to foster the development of students' positive values and attitudes.<sup>40</sup> It also highlights the cross-curricular educational domains – life education and health education – as the integral parts of values education. Besides, EDB places high importance on students' mental health all along and implements appropriate measures, and will continue to enhance students' resilience, cultivate their sense of dignity, self-discipline, responsibility and courage to make changes and take on challenges, as well as foster their positive values and attitude through adventure-based, team-building and problem-solving training in various student development programmes.

79. In addition, the Health Bureau (“HHB”) has rolled out a number of programmes related to the mental health of the youth to raise their awareness of mental health and enhance the relationship between young people and their families.<sup>41</sup> Details of a number of youth-related mental health projects (e.g. “Shall We Talk” initiative and the Student Mental Health Support Scheme) implemented by HHB are in **Appendix 7**. Members also note that under the Hong Kong Jockey Club's project “LevelMind@JC”, community gathering places are set up for young people in the community to enhance young people's physical, mental and spiritual health. The project provides young people with early-stage emotional distress with early intervention and support services, with a view to effecting a change in their habits of help seeking by an innovative model.

80. Members have suggested that the District Health Centres (“DHCs”), which are set up by the Administration to serve as the co-ordinators of

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<sup>39</sup> See Annex 1 to the Blueprint (pg. 68)

<sup>40</sup> See Annex 1 to the Blueprint (pg. 66)

<sup>41</sup> See Annex 1 to the Blueprint (pgs. 65-66) and Annex 2 to the Blueprint (pg. 78)

community primary healthcare services, should collaborate with NGOs which provide youth services to step up the support networks of a mental health-friendly community for young people. The Administration has noted the suggestion.

*Measures to reach out to hidden young people in the community who may be in need of social support*

81. Members are concerned about the measures in place to enable the authorities concerned to reach out to hidden young people in the community to provide support as well as encourage help-seeking and early intervention. The Administration has advised that young people with mental health needs may seek help through the channels provided on the “Shall We Talk” website. The Administration further has advised that the Student Health Service of the Department of Health (“DH”) has been promoting mental health to students and promulgating the health information through various channels, including:

- (a) webpages, videos, infographics, etc. to provide useful mental health information and advice for children and adolescents in an interesting way;
- (b) provision of mental health information and advice to primary and secondary schools and NGOs to encourage their support and participation in strengthening the emotional, mental, and psychosocial health of students;
- (c) outreach services at secondary schools to promote psychosocial and mental health, such as emotion management, anxiety and adversity management, under the Adolescent Health Programme; and
- (d) provision of information on promoting mental health on campus to participating schools, to assist the schools in becoming a “health promoting school” under the Health Promoting School Programme.

82. As for support for those young people who are unduly addicted to online games, the Administration has advised that DH has all along been promoting through different channels information on the healthy use of the Internet and electronic screen products, including designated webpages with multimedia and outreaching health education to secondary students and parents at schools to raise their awareness of internet addiction and equip them with knowledge and skills to avoid cyber traps. Besides, the Social Welfare Department (“SWD”) has set up five Cyber Youth Support Teams in 2018 to provide young people who are in need with intervention, support and counselling service.

### *Mental health support in schools*

83. To enable early identification of students with mental health needs, the Administration has advised that EDB not only regularly arranges “gatekeeper” training for teachers and parents, but has also launched the “Peer Power—Student Gatekeeper Training Programme” at secondary schools, whereby students are groomed to become peer leaders, thereby enabling them to assist in promoting mental health and be equipped with practical skills of showing care to and dealing with peers with emotional distress. Up till March 2023, a total of about 1 500 Secondary Three and Four students from 66 secondary schools had received the relevant training. EDB is striving to extend the Programme to enable more students to acquire the skills and strategies to become peer leaders. Besides, EDB has set up the teacher professional network to facilitate teachers to promote student mental health in schools. EDB has also provided additional resources for schools to strengthen the support of students with mental illness.

84. Members are gravely concerned about the high suicide rate of students. There is a view that schools often lacked in-depth counselling services, and so early identification and early intervention can hardly be made possible for high-risk cases. Members consider that the Administration should support schools to increase the number of professional counsellors so as to strengthen the provision of counselling services for students.

85. The Administration has advised that EDB has been encouraging schools to adopt a whole-school approach to promote mental health amongst students and enhance support for students with mental health needs (including those with suicidal risks). Starting from 2019/20 school year, the Government has implemented the measure of “two school social workers for each school” in all secondary schools in Hong Kong, with enhanced supervisory support concomitantly; and starting from 2021/22 school year, SWD has also strengthened the supporting manpower for school social work services in secondary schools so as to enable the school social workers to provide intensive counselling and programmes for the needy students and enhance youths’ stress resilience. Besides, schools may freely choose to employ counsellors or introduce counselling resources through the school social workers to strengthen the counselling services for students.

### *Rehabilitation of young offenders*

86. Members are concerned about the rehabilitation of young offenders. The Administration has advised that in view of the increasing number of young offenders as a result of the riots in recent years, the Correctional Services Department (“CSD”) has set up “Youth Lab” to help young persons in custody (“PICs”) adjust their mode of thinking and strengthen their law-abiding awareness. CSD has also organized educational activities to help young PICs

increase their understanding of Chinese history and culture.<sup>42</sup> Meanwhile, CSD and the Police have jointly organized the “Walk with YOUth Programme” to help young PICs establish correct values and rebuild a positive life, thereby enhancing the anticrime awareness among young people in society and reducing the recidivism rate.

### *Encouraging childbirth*

87. Members are concerned about the fertility rate in Hong Kong remaining on the low side, and consider that the issue will lead to manpower shortage in the long run. Members have enquired about the specific measures put in place by the Government to boost the fertility rate, including providing incentives to encourage childbirth. The Administration has advised that the local fertility rate has been showing a downward trend over the past decade, and this is similar to the situation of other developed Asian economies. The Administration is of the view that in considering whether or not to have children, young people’s decision hinges on various factors, including personal preference, lifestyle, economic and social situations, etc., and childbearing is an important family decision. The Government will implement measures to foster a supportive environment for childbearing and to promote family-friendly measures to provide better support for couples who wish to bear children.

### **(h) Youth financial management and retirement protection plans**

88. Members are concerned that according to a survey on the borrowing situation of the public conducted by the Investor and Financial Education Council (“IFEC”) in 2022, 46% of the interviewed young borrowers aged 18 to 29 had increased their borrowing compared to the previous year due to the epidemic, reduced income, increased living expenses and so on. The survey also found that 41% of the borrowers who settled their credit card bills with minimum payments were young people aged 18 to 29, while 32% of them who made cash advances were young borrowers aged 18 to 29. Members are also concerned that there are currently over 6 000 defaulters under the loan schemes for post-secondary/tertiary students implemented by the Student Finance Office under the Working Family and Student Financial Assistance Agency, most of whom are receiving assistance under the non-means-tested loan schemes. Concerned about the problem of indebtedness among young people, members have called on the Administration to conduct an in-depth study on the spending and borrowing patterns of young people and step up efforts in cultivating correct financial management concepts among them.

### *Financial management for young people*

89. The Administration has advised that it is dedicated to enhancing financial

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<sup>42</sup> Annex 1 to the Blueprint (pg. 67) and Annex 2 to the Blueprint (pg. 78-79)

education and relevant support to equip young people with the correct financial management knowledge, including provision of relevant education resources through IFEC and various financial regulators to encourage the youth to strive for prudent wealth management and avoidance of overspending which leads to indebtedness. To relieve the financial pressure on student loan repayers under the financial assistance schemes for local post-secondary students, the Administration has extended the current arrangement of interest-free deferral of loan repayment until the end of March 2025.<sup>43</sup> In addition, a task force on the whole-person development of young people will be established under YDC in the first half of 2023 to focus on and study how to help young people acquire correct financial management and investment concepts.

90. Members also note that to promote correct investment and financial management concepts amongst the youth, IFEC has made promotional efforts through social media, online games and other means, and has been encouraging tertiary institutions to provide regular financial education to their students on their own initiatives.

91. Members consider it necessary to promote financial literacy among students from an early age, and have requested the Administration to step up financial education in schools. IFEC has advised that learning and teaching resources are provided to support primary and secondary schools to implement financial education via relevant subjects at different key learning stages and activities outside the classroom. IFEC has also proposed to EDB that the Financially Literate Schools Programme,<sup>44</sup> which integrates financial education into subject lessons and non-subject curriculum activities, be implemented in all primary schools in Hong Kong. Members and IFEC both consider that it would also be useful for financial education to be implemented through experiential learning activities. In this connection, IFEC has advised that it will establish the first digital investor and financial education experiential learning hub in Hong Kong, with its pilot soft opening planned for 2024.

92. Pointing out that many young working adults are interested in emerging investment products such as virtual assets, members have enquired whether efforts are made to step up investor education in this area. IFEC has advised that it has worked with financial regulators to regularly update the investor education information on emerging investment products. The Hong Kong Money Month 2023 campaign also enhanced investor education on these products.

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<sup>43</sup> See Annex 1 to the Blueprint (pg. 51)

<sup>44</sup> To help equip primary school students with correct financial management concepts, IFEC and the Chinese University of Hong Kong collaborated and launched the Financially Literate Schools Programme in 2018.

*Retirement protection plans*

93. Members note that the Mandatory Provident Fund (“MPF”) system is one of the pillars of Hong Kong’s multi-pillar retirement protection system. It aims to help the workforce aged 18 to 64 accumulate retirement savings via mandatory and voluntary contributions throughout their entire work life. Members are concerned that in recent years, the rate of return on investment of the MPF schemes has dropped due to market fluctuations, and this has undermined the retirement protection function of MPF.

94. The Mandatory Provident Fund Schemes Authority (“MPFA”) has explained that MPF entails long-term investment leveraging on the impact of compounding effects rather than short-term speculative activities. MPF investments adopt dollar-cost averaging strategy which helps mitigate the effect of short-term market fluctuations on long-term investment returns by averaging out the costs of the units over time. MPFA has pointed out that, since the introduction of the MPF system, positive returns on MPF investment have been achieved in 14 years, whereas negative returns have been recorded in eight years, and those years with negative returns had often been followed by a rebound, which shows that the MPF system is capable of withstanding market volatility in the long run. Therefore, MPF scheme members should focus on long-term investment returns of MPF rather than short-term market fluctuations.

95. Members have pointed out that many young people may consider retirement life as a remote issue and do not have much awareness of MPF investment or retirement planning. In members’ view, publicity should be stepped up for young working adults to enhance their knowledge in these areas. According to MPFA, publicity and education activities targeting young people are in place with a view to encouraging them to attach greater importance to early and proactive planning for retirement protection and enhancing their understanding of MPF investment. Among others, MPF scheme members who lack investment knowledge or do not have time to manage their MPF investment are encouraged to make use of the Default Investment Strategy (“DIS”), with features such as global investment for risk diversification, age-linked and automatic de-risking mechanism, fee caps etc., to help manage their MPF investment portfolio. According to MPFA’s statistics, DIS is better received among young MPF scheme members, with 31% of MPF accounts held by MPF scheme members aged 29 or below invested in DIS, which is by far the highest percentage among all age groups.

96. To enhance the future retirement protection for young employees, members suggest that the Administration should consider increasing the amount of tax deduction for voluntary MPF contributions. Members also suggest that consideration should be given to reforming the MPF system to allow scheme members to withdraw their MPF funds earlier and use them with greater

flexibility and autonomy for other purposes, including as down payment for home purchase.

97. MPFA has explained that as a long-term investment plan specifically for retirement purpose, MPF is subject to the preservation requirement. If scheme members are allowed to withdraw part of their accrued benefits before the retirement age or without meeting other statutory requirements, the function of MPF to accumulate benefits for value growth would definitely be compromised. As for the proposal to allow young people to withdraw their MPF funds early for home purchase, MPFA has pointed out that the risk of property price fluctuations is often greater than that of MPF fund investment. In the case of falling property prices and rising mortgage interest rates, if MPF scheme members are unable to repay mortgage loans after early withdrawal of their MPF funds for home purchase, they would become indebted, which defeats the retirement protection purpose of MPF.

**(i) The top-level design for youth development work**

98. Members consider that whether the Blueprint would be able to effectively respond to the needs of young people hinges on the successful implementation of its proposed actions and policy initiatives. As the proposed actions and policy initiatives straddle a wide range of policy areas and involve the work of different policy bureaux, members are concerned how the top-level design for youth development work could ensure that the implementation work would be taken forward effectively. Besides, members have urged the Administration to cooperate with various sectors (including NGOs, youth organizations, the business sector and academia) in the implementation of the Blueprint. Members have pointed out that the data on youth work (e.g. number of participants) provided by the Administration in the past often failed to reflect the effectiveness and quality of the relevant measures. In this regard, members consider that the Administration should proactively collect data in light of the indicators for tasks and performance indicators set out in Annex 2 to the Blueprint, so as to monitor the progress and effectiveness of the relevant measures and make improvements constantly.

*Strengthening YDC and collaboration of policy bureaux*

99. The Administration has advised that the Government established YDC chaired by the Chief Secretary for Administration (“CS”) in 2018. Apart from non-official members, there are nine Directors of Bureaux serving as ex-officio members. In order to strengthen its cross-bureaux and cross-sectoral coordination role, and to complement the implementation and execution of the

Blueprint, YDC has established six action groups since 1 April 2023.<sup>45</sup> In addition to YDC members, experts and stakeholders in the relevant fields will also be invited to serve as co-opted members of these action groups. Together with officials from relevant B/Ds, the action groups will offer advice on implementing the various initiatives set out in the Blueprint. Besides, HYAB will drive and co-ordinate the efforts of relevant bureaux to implement the measures under their respective policy purviews, and will conduct regular monitoring and assessment of the implementation progress and performance indicators.

### *Commissioner for Youth*

100. To highlight the importance that the Government attaches to youth development, the Administration has designated the Deputy Secretary for Home and Youth Affairs (Youth Affairs) of HYAB as the Commissioner for Youth<sup>46</sup> to co-ordinate youth development work in various areas within the Government, and to represent the HKSAR Government in liaising with different sectors to promote youth development work.

### *Youth Dashboard*

101. Members have urged the Administration to include data on the effectiveness of its youth development work in the Youth Dashboard, which will be launched shortly. The Administration has advised that HYAB will regularly collect information and data on issues of concern to young people, which will be included in the Youth Dashboard for reference by relevant B/Ds in policy formulation, so that the Government can keep tabs on the pulse of young people and promote youth development work in accordance with the evidence-based principle. Relevant data will also be uploaded to the Government website for the public.<sup>47</sup>

### *Measures to ensure that the Blueprint will stay abreast of time*

102. Concern is raised as to what action would be taken to ensure that the Blueprint would stay abreast of the times and be able to meet the changing needs of young people promptly in the course of its implementation. The Administration has advised that the Blueprint published is only the first edition. The formulation and refinement of the Blueprint will be an ongoing task for the current-term Government. HYAB will keep taking note of public feedback on the first edition and keep the Blueprint's content under constant review and

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<sup>45</sup> The six action groups established under YDC are: (a) Action Group on National Pride and Identity; (b) Action Group on Youth Exploration; (c) Action Group on Youth Engagement; (d) Action Group on Youth Development Fund and Programmes; (e) Action Group on Youth Wellness; and (f) Action Group on Youth Festivals.

<sup>46</sup> See the Blueprint (pg. 45)

<sup>47</sup> See the Blueprint (pg. 45 and Annex 3)



enrichment for drawing up an updated version, when necessary, to keep it abreast of the times and useful for addressing the needs of young people promptly. The Administration has undertaken that HYAB and the relevant policy bureaux will regularly update the Legislative Council (“LegCo”) and YDC on the implementation of the Blueprint. LegCo Members’ feedback on the implementation work will be taken into full account in the review work.

103. Some members have suggested that the Administration should put in place a youth impact assessment mechanism, with a view to enabling the Government to take into full consideration the needs of young people in formulating various policies. The Administration has advised that the Blueprint can help facilitate Hong Kong’s development into a society which enables young people to grow, and this is in line with the concept of the proposed youth impact assessment mechanism. The Administration would consider in due course whether it would introduce any additional mechanisms to optimize its youth work.

## **Recommendations**

104. In the course of its deliberations, the Subcommittee has suggested that the Administration should:

Enhancing the sense of national identity, national pride and rule of law:

- (1) assist young people in capitalizing on the enormous opportunities brought by the national development and encourage them to integrate into the overall development of our country;
- (2) enhance young people’s understanding of our country and foster in them a sense of national identity;
- (3) consider formulating performance indicators in terms of activity hours and results for national education activities of schools, so as to avoid the situation where the quality of such activities varies with schools;
- (4) consider enhancing the integrative curriculum implementation approaches for national education, specifying the learning elements at the kindergarten, junior primary, senior primary, junior secondary and senior secondary levels, and consider including the history of the Communist Party of China in school curriculum to enhance students’ understanding of our country;

Facilitating the youth to be familiar with the recent development of our country and the world:

- (5) organize more internship and exchange programmes in the Mainland and overseas for young people to broaden their horizons;
- (6) provide opportunities for more Hong Kong youths to visit various cities in GBA to learn about their latest developments, so that more young people can grasp the opportunities in GBA in terms of further studies, employment and entrepreneurship;
- (7) enlist the assistance of Hong Kong Economic and Trade Offices in identifying overseas exchange and internship opportunities for Hong Kong young people;

Providing quality education and promoting LPE:

- (8) formulate a dual-track educational system with equal emphasis on the academic and VPET pathways, so as to provide students with diversified choices in their study and career pathways;
- (9) facilitate young people to develop different vocational skills according to their abilities and interests, through providing diversified VPET programmes that are recognized by the Qualifications Framework, with a view to nurturing more talent for different professions;
- (10) strengthen LPE to help students understand themselves and make study/career choices in accordance with their interests, abilities and aspirations;
- (11) provide more career- and industry-oriented internship and exchange programmes to facilitate young people's career planning, and strengthen collaboration with the business sector in providing more internship opportunities for young people;

Creating career and entrepreneurial opportunities for the youth and facilitating their upward mobility:

- (12) consider relaxing the academic requirements for young people participating in GBAYES so that those with educational attainment below degree level (including graduates of associate degree programmes and those of VTC courses) can also participate. Moreover, the Government should encourage employers to provide

more diversified job opportunities under GBAYES for young people with different educational backgrounds to apply;

- (13) render adequate support for Hong Kong young people pursuing studies or working in the Mainland, and liaise with the Mainland authorities for provision of more facilitation measures in the Mainland cities in GBA to facilitate Hong Kong young people to pursue development there;
- (14) continue to improve the arrangements for mutual recognition of qualifications in GBA to facilitate Hong Kong youths' development in GBA;
- (15) consider setting up an online platform (e.g. WeChat mini-programme) to disseminate information on employment and entrepreneurial opportunities in the Mainland to young people;

Responding to home-buying and housing needs of the youth:

- (16) consider the various improvement measures suggested by members in paragraph 68 (a) to (f);
- (17) explore ways to further increase the supply of youth hostels;

Enhancing the sense of ownership of the youth, encouraging youth participation in public affairs and strengthening communication channels with the youth:

- (18) continue to expand the quota of MSSY to attract more young people to participate in public affairs;
- (19) enhance trust and mutual understanding with young people by strengthening the interaction between young people and the Government, and set up various communication channels for youth engagement at the district level;
- (20) ensure the youth-based mobile app to be introduced by HYAB appeals to young people, and consider including in the app features which are popular among young people, such as recreational venue hiring and event ticketing, as well as information on opportunities in GBA;

Cultivating whole-person development, all-rounded and multi-faceted skills, enhancing mental health and nurturing positive thinking:

- (21) strengthen collaboration of DHCs with relevant NGOs which provide youth services, with a view to building support networks of a mental health friendly community for the youth;
- (22) support schools to increase the number of professional counsellors on top of the existing staffing establishment so as to strengthen counselling services for students and enable early detection and timely intervention of youth mental health cases;
- (23) promote youth participation in sports activities through various district sports associations and make good use of digital technology to proactively promote information about “fitness improvement for all”, with a view to promoting physical and mental well-being of young people;
- (24) proactively encourage more schools to participate in the “Opening up School Facilities for Promotion of Sports Development Scheme” so as to increase the supply of sports venues and facilities;

Youth financial management and retirement protection plans:

- (25) consider including financial education in the curriculum for primary and secondary students, making reference to the relevant arrangements of other places;
- (26) step up investor education on emerging investment products, such as virtual assets;
- (27) encourage mentors participating in the Strive and Rise Programme (“共創明‘Teen’”計劃) to enhance the sharing of correct financial management concepts with their mentees and provide the mentors with relevant guidance;
- (28) step up publicity for young working adults to enhance their knowledge of retirement planning and MPF investment strategies;
- (29) conduct study on increasing the amount of tax deduction for voluntary MPF contributions with a view to encouraging more voluntary MPF contributions; and

The top-level design for youth development work:

- (30) consider adopting a “youth impact assessment mechanism” to strengthen youth development work.

### **Way forward and advice sought**

105. The Subcommittee has concluded its work and agreed that the Panel on Home Affairs, Culture and Sports (“HACS Panel”) should be invited to follow up on the implementation of the Blueprint. As HYAB has undertaken that it will report regularly to LegCo and YDC on the implementation progress of the Blueprint, the Subcommittee considers that the relevant progress update should be submitted to the HACS Panel in future for follow-up discussion.

106. Members are invited to note the deliberations and recommendations of the Subcommittee set out above.

Council Business Division 2  
Legislative Council Secretariat  
1 June 2023

**Subcommittee to Study the Formulation of Long-term Youth Policy and  
Development Blueprint**

**Terms of reference**

To comprehensively review the existing youth matters and services in Hong Kong, study the development similarities and differences of youth policies around the world and the effectiveness of such policies, and make recommendations on the formulation of a long-term youth policy and development blueprint for Hong Kong, ways to assist the young people of Hong Kong in their integration into the overall development of the country and to foster in them a sense of national identity, and other related issues.

**Subcommittee to Study the Formulation of Long-term Youth Policy and  
Development Blueprint**

**Membership list**

**Chairman** Hon Martin LIAO Cheung-kong, GBS, JP

**Deputy Chairman** Hon Kenneth LEUNG Yuk-wai, JP

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Dr Hon Johnny NG Kit-chong, MH  
Hon LAM Chun-sing  
Hon LAM So-wai  
Hon Nixie LAM Lam  
Hon Duncan CHIU  
Hon Edward LEUNG Hei  
Hon Judy CHAN Kapui, MH  
Hon Joephy CHAN Wing-yan  
Hon Lillian KWOK Ling-lai  
Hon Benson LUK Hon-man  
Revd Canon Hon Peter Douglas KOON Ho-ming, BBS, JP  
Hon TANG Fei, MH  
Hon Kenneth FOK Kai-kong, JP  
Dr Hon NGAN Man-yu  
Dr Hon TAN Yueheng, JP  
Hon YIM Kong

(Total : 20 members)

**Clerk** Ms Joanne MAK

**Legal Adviser** Miss Evelyn LEE

**研究制訂長遠青年政策和發展藍圖小組委員會**  
**Subcommittee to Study the Formulation of Long-term Youth Policy and**  
**Development Blueprint**

**曾向小組委員會表達意見的團體/個別人士名單**  
**List of organizations/individuals which/who have**  
**submitted views to the Subcommittee**

<b>名稱</b>	<b>Name</b>
1. 香港全國青聯委員協進會	ACYF HK Members Association
2. 百仁基金	Centum Charitas Foundation
3. 兒童權利關注會	Children's Rights Association
4. 香港中華基督教青年會	Chinese YMCA of Hong Kong
5. 香港經濟民生聯盟青年事務委員會	Committee on Youth, Business and Professionals Alliance for Hong Kong
6. 大灣區青年新動力	Dynamic Youth of Greater Bay Area Limited
7. 惠州新動力	Dynamic Youth Of Huizhou Limited
8. 東九龍青年社	East Kowloon Youth Society
9. 香港僱主聯合會	Employers' Federation of Hong Kong
10. 大灣區教育資源中心	Greater Bay Area Education Resources Centre
11. 大灣區青年專才協會	Greater Bay Area Young Talents Association
12. 大灣區青年網	Greater Bay Area Youth Web
13. 粵港澳大灣區青年協會	Guangdong-Hong Kong-Macao Greater Bay Area Youth Society
14. 粵港澳大灣區青年總會	Guangdong - Hong Kong - Macau Greater Bay Area Youth Association
15. 全民健康協會	Health for Community Association
16. 工聯會青年事務委員會	HKFTU Youth Affairs Committee



名稱	Name
17. 學友社	Hok Yau Club
18. 香港大律師公會	Hong Kong Bar Association
19. 香港中國企業協會青年 委員會	Hong Kong Chinese Enterprises Association Youth Committee
20. 僑港菁英薈	Hong Kong Chinese Youth Association
21. 香港社會服務聯會	Hong Kong Council of Social Service
22. 香港政協青年聯會	Hong Kong CPPCC Youth Association
23. 香港東莞寮步同鄉會	Hong Kong Dongguan Liaobu Clansmen Association
24. 香港東莞社團總會青年 委員會	Hong Kong Federation of Dongguan Associations Youth Commission
25. 香港福建社團聯會	Hong Kong Federation of Fujian Associations Ltd.
26. 香港僑界社團聯會	Hong Kong Federation of Overseas Chinese Associations
27. 香港漁民互助社	Hong Kong Fishermen's Association
28. 香港漁民青年會	Hong Kong Fishermen's Youth Association
29. 香港總商會	Hong Kong General Chamber of Commerce
30. 香港青年創業家總商會	Hong Kong General Chamber of Young Entrepreneurs
31. 香港廣東青年總會	Hong Kong Guangdong Youth Association
32. 粵港青年交流促進會	Hong Kong-GuangDong Youth Exchange Promotion Association
33. 香港人力資源管理學會	Hong Kong Institute of Human Resource Management
* 34. 香港國際青年領袖協會	Hong Kong International Council of Young Leaders Limited
35. 香港生涯規劃協會	Hong Kong Life Planning Association
36. 香港九十	Hong Kong Ninety's

名稱	Name
37. 香港人才管理協會	Hong Kong People Management Association
38. 香港遊樂場協會	Hong Kong Playground Association
39. 香港專業及資深行政人員協會	Hong Kong Professionals And Senior Executives Association
40. 香港優才及專才協會	Hong Kong Quality And Talent Migrants Association
41. 香港聖公會福利協會有限公司	Hong Kong Sheng Kung Hui Welfare Council Limited
42. 香港中小型企業聯合會	Hong Kong Small And Medium Enterprises Association
43. 廣東高校香港學生聯合會	Hong Kong Student's Association of Canton
44. 香港融樂會	Hong Kong Unison
45. 香港青年聯會	Hong Kong United Youth Association
* 46. 香港志願者協會	Hong Kong Volunteers Association
47. 香港基督教女青年會	Hong Kong Young Women's Christian Association
48. 香港青年事務發展基金會	Hong Kong Youth Affairs Development Foundation
49. 香港青年會	Hong Kong Youth Association
50. 香港青賢智匯	Hong Kong Youth Enlightenment
51. 香港青年交流促進聯會	Hong Kong Youth Exchange Promotion United Association
* 52. 香港青年動力協會	Hong Kong Youth Power Association
53. 香港青年協進會	Hong Kong Youths Unified Association
54. 香港華菁會	Hua Jing Society
55. 國際青年商會香港總會	Junior Chamber International Hong Kong
* 56. 九龍社團聯會	Kowloon Federation of Associations
* 57. 九龍婦女聯會	Kowloon Women's Organisations Federation

名稱	Name
58. 自由黨	Liberal Party Hong Kong
59. MWYO青年辦公室	MWYO
60. 新時代青年協會	New Age Youth Association
61. 新家園協會	New Home Association
62. 新民黨	New People's Party
63. 新民黨青年委員會	New People's Party Youth Committee
64. 新界社團聯會	New Territories Association of Societies
65. 團結香港基金	Our Hong Kong Foundation
66. 民主思路	Path of Democracy
67. 保良局	Po Leung Kuk
68. 明匯智庫	Proactive Think Tank
69. 香港救助兒童會	Save the Children Hong Kong
70. 香港童軍總會	Scout Association of Hong Kong
71. 香港童軍總會童軍知友社	Scout Association of Hong Kong - The Friends of Scouting
72. 香港社區組織協會	Society for Community Organization
73. 港青講楚青年互助平台	Speak Up Hong Kong Youth
74. 聖雅各福群會	St. James' Settlement
75. 大埔青年協會	Tai Po Youths Association
76. 屯元天北區民生促進組	Talk To You Now People Livelihood Progress Group
77. 香港高等教育科技學院	Technological and Higher Education Institute of Hong Kong
78. 勞聯匯青協會	Teenage Density Association of FLU
* 79. 政賢力量	The Arete
80. 香港小童群益會	The Boys' & Girls' Clubs Association of Hong Kong
81. 香港中華總商會	The Chinese General Chamber of Commerce

名稱	Name
* 82. 香港中文大學	The Chinese University of Hong Kong
83. 港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
* 84. 新界青年聯會	The Federation of New Territories Youth
85. 香港中華出入口商會	The Hong Kong Chinese Importers' and Exporters' Association
86. 香港青年協會	The Hong Kong Federation of Youth Groups
87. 香港中小型企業總商會	The Hong Kong General Chamber of Small & Medium Business Ltd.
88. 香港測量師學會	The Hong Kong Institute of Surveyors
89. 香港菁英會	The Y.Elites Association
90. 和富社會企業	Wofoo Social Enterprises
91. 青年民建聯	Young DAB
92. 香港工業總會青年委員會	Young Executive Council, Federation of Hong Kong Industries
93. 香港中華總商會青年委員會	Young Executives' Committee, The Chinese General Chamber of Commerce
* 94. 香港園境師學會青年園境組 委員會	Young Landscape Architects' Group of Hong Kong Institute of Landscape Architects
95. 青年議會	Youth Council Limited
96. 香港青年協會青年創研庫	Youth I.D.E.A.S, The Hong Kong Federation of Youth Groups
97. 自由黨青年團	Youth Liberal Party
98. 新青權利關注組	Youth Rights Association
99. 大灣區青年發展促進會	大灣區青年發展促進會
100. 自由之友	自由之友
101. 東青GO	東青GO
102. 青研香港	青研香港
103. 香港人才大融合促進組	香港人才大融合促進組

## 名稱

## Name

- |                     |  |
|---------------------|--|
| * 104. 香港潮州商會青年委員會  | 香港潮州商會青年委員會  |
| * 105. 網絡紅人工作者協會    | 網絡紅人工作者協會  |
| 106. 廣東社團總會         | 廣東社團總會   |
| 107. 鄭寶威先生          | Mr CHENG Po-wai  |
| 108. 李思朗先生          | Mr LEE Sze-long  |
| 109. 李啟枝先生          | Mr LI Kai-chi  |
| 110. 吳海瑩小姐          | Miss Emily NG  |
| * 111. 鮑銘康先生        | Mr PAU Ming-hong   |
| 112. 曾正立先生          | Mr TSANG Ching-lap   |
| * 113. 王衍聰先生        | Mr WANG Yancong  |
| * 114. 離島區議會主席余漢坤先生 | Mr Randy YU Hon-kwan, Chairman of Islands District Council |
| 115. 容詩蘊小姐          | Miss Tiffany YUNG See-wan                                  |
- \* 只提交意見書  
provided submissions only

## **Measures implemented to promote youth development in different industries and professions**

### Government and Public Organisations

The Government spares no effort in providing students with diverse short-term internship opportunities, with a view to enabling them to gain valuable experience and knowledge, as well as broadening their perspectives and exposure. The internship programme also helps young people discover their career interests and make better planning and preparation before entering the job market. To enhance support for young people, the Government has increased the number of relevant internship positions in 2020/21 and 2021/22, and invited public organisations to provide internship places, which has increased the diversity of programmes and the choices of young people. In 2023/24, we have plans to offer more than 3 000 internship places in over 80 Bureaux, Departments and public institutions.

2. The Civil Service Bureau launched an internship programme since 2019 for non-ethnic Chinese students to help them acquire work experience and gear up for employment. So far, over 100 non-ethnic Chinese post-secondary students from the eight universities funded by University Grants Committee and local higher education institutions have participated in the programme and were posted to different government departments for an internship lasting about eight weeks. Some placements were relevant to the provision of public services to non-ethnic Chinese communities or required knowledge of non-ethnic Chinese languages or cultures. The interns were able to see for themselves the Government's efforts in strengthening support for non-ethnic Chinese communities, while allowing them to give

play to their strengths.

## Financial Services Industry

### *Pilot Programme to Enhance Talent Training for the Insurance Sector and the Asset and Wealth Management Sector*

3. To enhance talent training for the asset and wealth management sector and the insurance sector, the Pilot Programme was launched in 2016, with a view to expanding the pool of talents and enhancing professional competency of the sectors. The Pilot Programme has been extended to 2022-23.

4. The internship programme for undergraduate students under the Pilot Programme provides university students with paid internship opportunities, enabling them to gain a better understanding of the actual operation of the asset and wealth management sector and insurance sector, which can facilitate their consideration in deciding their future career. Over the six rounds of summer internship in the Pilot Programme conducted from 2017 to 2022, around 1 000 university students have completed internship under the programme.

5. The Pilot Programme also provides practitioners with financial incentive for professional training, with a view to enhancing the professional competency of industry practitioners including the young ones. For the asset and wealth management sector, over 3 700 applications for reimbursement of eligible training course fees were approved as of end-October 2022. For the insurance sector, there have been 15 027 attendees in a total of 295 subsidised training courses conducted up to end-October 2022.

### *Financial Industry Recruitment Scheme for Tomorrow*

6. Commissioned by the Financial Services and the Treasury Bureau (FSTB) and administered by the Financial Services Development Council, the Financial Industry Recruitment Scheme for Tomorrow (FIRST) was launched in September 2020 to subsidise eligible employers in the financial services sectors to create 1 475 full-time jobs. To further support the development of young financial talents, the “Financial Industry Recruitment Scheme for Young Graduates” (YOUTH) was launched in July 2021 to subsidise the creation of another 183 full-time jobs for university students graduated in 2019 to 2021.

### *Set Sail for GBA - Scheme for Financial Leaders of Tomorrow*

7. The FSTB launched the “Set Sail for GBA - Scheme for Financial Leaders of Tomorrow” in November 2021, with an aim to provide a series of activities for Hong Kong university students interested in pursuing a career in the financial and business sectors, including talks by business leaders, visits to institutions, workshops on workplace skills and opportunities of job shadowing, to increase their knowledge of and interest in working in the GBA or other Mainland cities. The Scheme invited political and business leaders in the GBA as guest speakers on business development, Fintech, policy-making and regulation, healthcare and biotechnology financing, private equity investment and start-ups, etc.. In view of the overwhelming response after the programme was launched, we increased the quota from 80 to 120. Students with outstanding performance were selected through interview to participate in the job-shadowing with leaders in June this year, during which they were able to experience the daily work life of the political and business leaders.



### *Green and Sustainable Finance*

8. The Centre for Green and Sustainable Finance under the Green and Sustainable Finance Cross-Agency Steering Group (Steering Group) formed by relevant Government bureaux and financial regulators launched the Green and Sustainable Finance (GSF) Internship Opportunities Repository in June 2022 to serve as an information platform for university students who are looking for GSF-related internship opportunities in this field. In October 2022, the Steering Group launched the Sustainable Finance Internship Initiative to enable students to gain relevant work experience to prepare for a future career in this field. In addition, we have reserved \$200 million in fund to launch a three-year Pilot Green and Sustainable Finance Capacity Building Support Scheme to provide subsidies for the training and acquisition of relevant qualifications in sustainable finance. We have been accepting applications for eligible training and qualifications registration since October 2022, with a view to launching the Scheme within 2022.

### *Fintech Anti-epidemic Scheme for Talent Development*

9. In 2020, FSTB has commissioned Cyberport to launch the “Fintech Anti-epidemic Scheme for Talent Development” to subsidise local Fintech companies to create full-time jobs to employ local people, with a view to enriching Hong Kong’s Fintech talent pool. There are now over 710 Fintech talents employed, amongst which, nearly 30% are young people aged between 18 and 24.

### *Departments under Financial Services Branch*

10. The Companies Registry, Official Receiver’s Office and Census and Statistics Department actively participated in the Post-Secondary Student Summer Internship Programme

launched by the Civil Service Bureau to provide summer internship placements to students of post-secondary institutions whom were given the opportunities to know about the areas of work of company secretary, corporate governance, government statistics and insolvency work, and acquire the valuable working experience and enhance their competitiveness.

11. During 2017-2022, the Companies Registry also partnered with the Hong Kong Chartered Governance Institute (formerly known as “The Hong Kong Institute of Chartered Secretaries”) to provide summer internship opportunities to around 50 students in order to equip them with knowledge about the work of company secretaries, corporate governance, etc.

12. In addition to the “Post-Secondary Student Summer Internship Programme”, the Census and Statistics Department also recruited over 6 250 young people to assist in the data collection work of the 2021 Population Census. The participation in this territory-wide statistical project provided a precious opportunity for youths to reach out to people of diverse background and get a deeper understanding of the society. It also facilitated the youths to temper resilience, improve communication skills and build up team spirit.

### *Financial Services Branch related Public Organisations*

#### *(I) Mandatory Provident Fund Schemes Authority*

13. To help young people accumulate work experience and nurture talents for the Mandatory Provident Fund (MPF) industry, the Mandatory Provident Fund Schemes Authority (MPFA) launched the Young Engagement Ambassadors (YEA) Programme in September 2020. YEAs assist in using innovative initiatives to engage various stakeholders such as ethnic minorities, new arrivals and self-employed persons, so as

to deepen their understanding of the MPF System and retirement planning. YEAs also receive training on MPF and communication skills, and participate in the planning and implementation of public education projects. Since the inception of the Programme, a total of 13 fresh and recent tertiary students became YEAs, with its implementation currently under way. In addition, to celebrate the 20th anniversary of the MPF System, the MPFA launched the “20 for 20” Summer Internship Programme in 2021. A total of 20 university and secondary school students participated in the 4-week internship and were placed in various frontline supervisory and logistical support departments to gain work experience and deepen their understanding of the MPF System and the work of the MPFA.

(II) *Insurance Authority*

14. Every year, the Insurance Authority (IA) runs a three-year Management Trainee Scheme to groom outstanding university graduates for undertaking the IA’s regulatory duties and nurture talent for the insurance sector. Since 2018, the IA has recruited 37 management trainees from local and overseas universities. They were posted to different divisions to support a diverse range of regulatory duties. Under the mentorship of a senior manager throughout the scheme, each trainee undergoes a structured training programme that includes an induction session, on-the-job training, professional and competency-based training and soft skills training. Trainees completing the scheme with good performance may be appointed to assistant manager positions. On the other hand, to provide a unique opportunity for youths who have passion to develop their career in an insurance regulator, the IA offers full-time paid summer internships to university undergraduates in which interns receive coaching, mentorship and could gain insights into IA’s work. The IA has offered about 120 intern places since 2018. With practical work

experience gained from the internship, the youths could deepen their understanding about the functions of IA and enhance their interests to join the insurance industry after graduation.

*(III) Securities and Futures Commission*

15. The Securities and Futures Commission (SFC) will keep on providing tertiary students with paid summer internship opportunities and professional training. During the four- to eight-week internship, trainees can learn more about the day-to-day operations of the SFC and gain valuable on-the-job practical experience. Over 100 young interns have participated in the program over the past two fiscal years.

*(IV) Hong Kong Monetary Authority*

16. Over the years, the Hong Kong Monetary Authority (HKMA) has launched various financial training and internship programmes covering different specialist areas to provide classroom and on-the-job professional training to young people. These programmes assist young people in preparing for their careers, help them develop expertise in the respective specialist areas, and thereby increasing upward mobility opportunities.

17. In view of the particularly large impact of the COVID-19 pandemic on youth employment, the HKMA and the banking industry jointly launched two rounds of the Banking Talent Programme (BTP) in 2020 and 2021 respectively. The Programme provided short-term job opportunities and professional training for fresh graduates with aspirations to pursue a career in the banking industry. These two rounds of the BTP had benefitted more than 650 fresh graduates. This year, the HKMA and the banking industry joined hands again to launch a brand new Banking Graduate Trainee Programme (BGTP) as a sequel of the BTP. Through providing job opportunities in

fintech, green and sustainable finance (GSF), and the GBA business, the BGTP aims to help recent graduates enter and develop careers in the fast growing areas of the banking industry. Nearly 100 graduate trainees have kick started their banking journey in September this year.

18. Apart from graduates, the HKMA has also launched various talent development programmes targeting university students with particular focus on the fast growing areas. On fintech, the HKMA launched the Fintech Career Accelerator Scheme (FCAS) in December 2016 to expand the fintech talent pool in Hong Kong. The Gap Year Placement Programme under FCAS provides university students with full-time internship opportunities ranging from six months to one year. The interns can work on fintech projects at different institutions and receive relevant technology training and regulatory updates. 125 students participate in the Gap Year Placement Programme in 2022. Moreover, the HKMA is collaborating with the IA to expand the scope of the Gap Year Placement Programme to the insurance sector. Apart from the aforementioned internship programme, the HKMA launched the Industry Project Masters Network (IPMN) scheme in September 2022, in which students studying Master's degree programmes in fintech have the opportunity to immerse themselves in the fintech projects or programmes in the industry, gaining hands-on experience and skills. Around 80 Master's students, over 30 mentors in the industry and more than 30 banks and Stored Value Facility operators are participating in the IPMN scheme .

19. On private wealth management, the HKMA and the Private Wealth Management Association have jointly organised the Pilot Apprenticeship Programme for Private Wealth Management for seven consecutive years, providing professional training and employment opportunities for university students

who are interested in private wealth management. To date, more than 300 apprentices have been recruited under the Programme. The recruitment for the seventh intake has started in early November 2022.

20. In addition, the HKMA and the Hong Kong Institute of Bankers jointly launched the Future Banking Bridging Programme (or B.E.S.T. Programme) for the first time in 2021 in an effort to better prepare university students for new challenges in modern banking. The Programme covers practical knowledge in popular areas of banking, including Banking knowledge (B), ESG (E), Soft skills (S) and Technology (T). The inaugural class was attended by about 220 students from various disciplines in different universities. The second class has been concluded in early November 2022.

21. The HKMA launched the Banking GPS, an one-stop online resource platform in September 2022, and it is collaborating with the Hong Kong Institute of Banks to arrange for a series of career talks in 11 universities from October to December each year, with a view to deepen young people's knowledge on the latest developments and career opportunities in the banking sector and assist in their career development.

### Innovation and Technology

22. On nurturing young innovation and technology (I&T) talent, the Government has been implementing various initiatives and funding schemes to cultivate young people's interest in I&T since their early age and at different learning stages and to provide university students with incentives and assistance for pursuing their career in I&T. These initiatives and schemes include-

- The IT Innovation Lab and Knowing More About IT programmes subsidise information technology-related extra-curricular activities in secondary and primary schools. Around 650 schools have submitted their applications and the approved funding has amounted to around \$250 million in total;
- The STEM Internship Scheme subsidises undergraduates and post-graduates taking STEM-related (Science, Technology, Engineering and Mathematics) programmes for short-term internships in relevance with I&T. So far, more than 7 600 university students have been benefitted with a total funding of around \$190 million;
- I&T Scholarship subsidises outstanding university students to take part in overseas exchanges, local internships, mentorship programmes, etc. on an ongoing basis, benefitting 275 university students so far;
- Research Talent Hub provides funding support for eligible organisations/ companies to engage holders of bachelor's, master's or doctoral degrees in STEM-related disciplines for research and development (R&D) work. As at October 2022, relevant organisations/companies have been funded to engage more than 10 000 research talent involving a total funding of around \$4.2 billion;
- The Greater Bay Area (GBA) Youth Employment Scheme encourages enterprises to employ university graduates of Hong Kong to participate in I&T work and receive on-the-job training in Hong Kong and GBA Mainland cities. So far, more than 340 young people have been employed for I&T posts; and

- The Hong Kong Science and Technology Parks Corporation (HKSTPC) and the Cyberport have launched different incubation programmes to assist I&T talent in starting their business and provided internship and training opportunities. Among them, the Home and Youth Affairs Bureau has partnered with the Cyberport to launch the Youth Start-up Internship Programme on a pilot basis, with a view to providing young people with internship opportunities at Cyberport's affiliated start-ups, enabling them to gain first-hand knowledge about the operation as well as the ecosystem of start-ups in Hong Kong, and assisting them to consider whether to pursue entrepreneurship in the future. In addition, the Programme aims at helping corporates nurture talents and drive the development of the local I&T industry as well as related industries.

23. In addition, as stated in the 14th Five-Year Plan announced in March 2021, the country expresses clear support for Hong Kong to develop into an international I&T centre and better integrate with the overall national development. The National Natural Science Fund has allowed young academics from Hong Kong to apply for the Excellent Young Scientists Fund since 2019. Various measures were also launched in September 2021 by the Central Government to benefit Hong Kong in science and technology, including allowing our young academics to apply for the national Young Scientists Fund. The fund supports young science and technology professionals to conduct basic researches on self-chosen themes within the funding scope over a funding period of three years.

24. HKSTPC has established the GBA InnoAcademy in the Shenzhen branch of the Hong Kong Science Park. Serving the



three important functions as a resource centre, a training hub and an exchange platform, the academy will provide holistic services to I&T talent of both Hong Kong and Shenzhen. The HKSTPC has also set up the GBA InnoExpress to offer business development support for Hong Kong and Mainland I&T enterprises, thereby capitalising our roles in attracting foreign investment and going global. In parallel, it will collaborate proactively with branch campuses of Hong Kong's universities in the GBA to launch incubation programmes. The Government will continue to enhance the I&T ecosystem, covering comprehensively from R&D, financing, production to marketisation, for attracting young people to pursue their career in I&T.

### Tourism

25. The Hong Kong Young Ambassador Scheme, launched in 2001, is jointly organised by the Tourism Commission and the Hong Kong Federation of Youth Groups. Open to full-time students in Hong Kong aged 15 or above, the Scheme aims to instill in young people a sense of belonging to Hong Kong and a culture of service excellence, and to inspire them to be courteous and helpful to visitors. After completing training, Young Ambassadors are engaged in a wide range of voluntary service opportunities throughout a one-year programme to help promote Hong Kong to visitors, including assisting visitors and providing them with travel information at tourist attractions<sup>1</sup>; providing support at mega tourism, cultural and sports events, and assisting in organising promotional activities. Each year, over 200 students are appointed as Young Ambassadors under the Scheme.

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<sup>1</sup> Tourist attractions include Sky100 Observation Deck, Hong Kong Wetland Park, Ngong Ping 360, etc.

26. The Hong Kong Tourism Board (HKTB) has been maintaining close connection with the youth and the community, and has leveraged young people's energy and creativity to inject new elements and momentum into Hong Kong's tourism. The "HKTB Youth Academy", established in 2021, organises a series of education, experiential and creative activities for the young population. For example, in June 2022, HKTB and the Department of Cultural and Creative Arts of the Education University of Hong Kong hosted a community art exhibition "Journey to West Kowloon" with the participation of more than 650 students from primary and secondary schools and universities to create over 250 West Kowloon-themed art pieces. The exhibition aimed to connect the youth with the community and to promote Hong Kong's attractiveness as an art and cultural hub. It attracted nearly 6,000 visitors and was well received.

27. The Tourism Commission is, through its participation in the Home Affairs and Youth Bureau's Member Self-recommendation Scheme for Youth (MSSY) Phase V, recruiting young people to become members of the Tourism Strategy Group (TSG) so that they can, through TSG, give suggestions to the Government on tourism development. The relevant assessment will soon be completed and our target is to appoint two young people to TSG within this year.

### Arts and Cultural Sector

28. The Government has all along adopted a multi-pronged approach which includes development of arts programmes, provision of hardware facilities, providing arts education and internship / training opportunities, etc., to nurture outstanding arts talent and arts administrators, with a view to supporting young people's career development and selection of future pathways.

This is done through the Leisure and Cultural Services Department (LCSD) and other partners, including Hong Kong Academy for Performing Arts (HKAPA), Hong Kong Arts Development Council (HKADC), major performing arts groups (MPAGs) and West Kowloon Cultural District Authority (WKCDA).

### *Study pathways*

29. As the only higher education institution in Hong Kong that provides education and training in performing arts and related technical arts, HKAPA plays a pivotal role in nurturing local arts and culture talent, and provides a learning pathway for young people aspiring to pursue a career in the arts and culture sector. In the QS World University Rankings for Performing Arts released in April 2022, HKAPA ranked first in Asia for the fourth consecutive year and among the top 10 globally. The number of full-time equivalent students receiving training at HKAPA is around 1 000 in the 2021/22 academic year. Around 250 students graduate from HKAPA each year. According to the graduate employment survey conducted by HKAPA in 2020, around 65% of the respondents were working in the performing arts sector, which form the mainstay of Hong Kong's performing arts sector.

30. The “General Education in Arts Programme for Tertiary Students” organised by LCSD provides year-long training programmes for tertiary students. Through in-depth training by professional artists and experts on a specific art form of performing arts, participating students acquire skills in addition to knowledge of and experience with the art form. This enables the students to choose to enter the field of performing arts as their career by giving them a chance to learn about that art form of

performing arts comprehensively.

31. WKCDA implemented five internship programmes in 2021/22 to provide unique opportunities for a total of 75 recent graduates to work as interns in different areas of WKCDA's operations which broadened their perspectives. The summer internship programme also provided 28 undergraduate interns with work opportunities in WKCDA. In addition, WKCDA launched "TechBox", a four-year collaborative platform with the School of Theatre and Entertainment Arts of HKAPA in 2021 to encourage students to rethink new frontiers of technology and performance and devise experimental creations in a technological context. In addition, M+ Young Collective engaged university students or recent graduates with an interest in visual culture through open recruitment. These young individuals will work closely with the M+ team and cultural practitioners to design, create and produce programmes for their peers with a view to gaining work experience and skills through implementation.

32. For the past 40 years, LCSD's Music Office provides structural Chinese and Western instrumental music training, ensemble training, and a diversified music promotional activity. More than 8 000 participants receive music training every year, and the Music Office has become a feeding source of numerous professional music artists and a cradle of locally trained music talent.

33. Different learning and community involvement activities can enhance communication with youths and encourage them to participate in cultural activities. LCSD's Audience Building Office co-ordinates and launches a series of education schemes for schools, with each scheme targeting different age groups and schools, from kindergarten to tertiary institutes, for introducing in

particular performing arts to students when they are young. The Hong Kong Palace Museum (HKPM) will also collaborate with the Education Bureau to develop teaching resources to help students learn history through art. The materials will be specifically designed to complement the secondary school curriculum on Chinese history. HKPM will also collaborate with scholars and experts from different fields and design thematic workshops for primary and secondary school students focusing on the life and culture, ceramic treasures and costumes of the Palace Museum and the Forbidden City.

*Facilitating young people's career development and promoting their upward mobility*

34. LCSD proactively provides a variety of platforms for creative works and performances and opportunities for continuous development, with a view to enabling young and emerging local arts practitioners as well as small and medium-sized arts groups to showcase their talents and present high quality stage productions to audience. Since its establishment, HKADC has been providing a variety of funding programmes and activities to support small- and medium-sized arts groups, nurture young arts practitioners and foster the community to enjoy and participate in arts and cultural activities. Through the “Artistic Internship Scheme”, HKADC also provides internship opportunities with performing arts bodies for recent graduates of performing arts programmes (including Music, Dance, Drama and Chinese Opera) or other emerging performing artists aspiring to develop in the arts sector. The Scheme has provided 63 training placements for emerging performing artists in 2018-2022.

35. Arts administrators are an integral part of the arts and culture sector, playing an indispensable role in supporting the work of arts groups. In this connection, the Government injected an additional amount of \$216 million for the period from 2018-19 to 2023-24 to further its support for the youth to receive the training on arts administration. LCSD and HKADC estimate that a total of around 740 training places (around 260 to be provided by the former and 480 the latter) would be provided with the additional financial provision. The Arts Administrator Trainee Programme covers venue management, programming, stage management, cultural exchange, museum management and conservation. LCSD also continues to support trainee programmes offered by its venue partners and the Hong Kong Arts Festival Society while providing training opportunities for its own arts administration staff. From 2018 to 2022, HKADC has provided 137 junior arts administrator trainee places for the youngsters who wished to pursue a career in the arts and cultural fields with the opportunities to work at local arts institutions and to participate in large-scale international arts events; over 10 training places for middle-level arts administrators and curators for conducting study visits or taking on attachments at renowned museums and arts and cultural organisations outside Hong Kong; and over 27 scholarships to support arts administrators and curators in pursuing arts administration-related master degree or professional training programmes at higher education institutions in and outside Hong Kong.

36. Subvented by the Government, the nine major performing arts groups<sup>2</sup> are committed to training local arts talent and

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<sup>2</sup> The nine major performing arts groups include the Hong Kong Philharmonic Orchestra, the Hong Kong Chinese Orchestra, the Hong Kong Sinfonietta, the Hong Kong Repertory Theatre, Chung Ying Theatre Company, Zuni Icosahedron, the Hong Kong Dance Company, Hong Kong Ballet and City Contemporary Dance Company.

working actively with other partners and educational/training institutions to provide local artists and creative practitioners with opportunities for professional development through employment, training, internship, mentoring and commissioning creative works.

37. For the museum sector, through the Museum Trainee Programme, trainees are attached to LCSD's museums such as Hong Kong Museum of Art, Hong Kong Museum of History, Hong Kong Heritage Museum and Hong Kong Science Museum to receive two years of on-the-job training in museum management or conservation work, and gain hands-on experience in organising exhibitions and education programmes. The Student Summer Internship Programme offers weeks-long summer internship to students in tertiary education institutions, with a view to engaging and providing related learning opportunities, as well as encouraging them to join the profession of museum services.

38. HKPM plans to launch a cultural incubation project to provide leadership training and internship opportunities for youth leaders including university students and young graduates. Participants of the programmes will gain professional knowledge and leadership skills in areas such as curatorship, museum management, learning programme development, and conservation, at HKPM, the Palace Museum and other organisations. After successful completion of the programmes, participants will have the opportunities to apply the knowledge and skills acquired as volunteers, interns or even staff in art and cultural organisations.

39. Besides, in view of the gradual completion of major cultural facilities in Hong Kong, and there is a strong demand on

conservation staff, the Government will increase the quota for Museum Trainee (Conservation) Programme and Student Summer Internship Programme for six financial years from 2022-23, with a view to nurturing the interest of more young people in conservation.

40. The East Kowloon Cultural Centre, scheduled to be commissioned in phases from 2023, will be developed into a major arts technology venue and incubator. An East Kowloon Cultural Centre Academy for Arts Tech will also be established as the training base for offering different courses and internship programmes to nurture more specialists adept in arts technology application, especially among young people, and help them pursue a career in stage technical support industry to meet its strong workforce demand.

41. As regards talents in the Cantonese opera sector, the main professional training scheme supported by the Cantonese Opera Development Fund (CODF) is the “Cantonese Opera Young Talent Showcase” organised by The Chinese Artists Association of Hong Kong under the Yau Ma Tei Theatre Venue Partnership Scheme since 2012. In addition, the Government has injected \$100 million into CODF in 2022-23 to further support Cantonese opera practitioners in pursuing their professional advancement and continuous training of which young practitioners will be benefited.

42. Freespace in WKCD has become a creative platform for Hong Kong’s young artists since its opening in June 2019. Created in 2021, the “Freespace Ensemble” offers musicians opportunities to collaborate across genres, experiment with new compositions and arrangements, and showcase their new music in and around Freespace on a regular basis.



### *Strengthening communication channels with young people*

43. To consolidate Hong Kong's status as a hub for arts and cultural exchanges between China and the rest of the world, LCSD has regularly presented quality arts and cultural visiting programmes for public enjoyment and offered opportunities for local artists including the young artists to study and exchange experiences to broaden their horizons. Moreover, LCSD provides cultural exchange opportunities for local arts practitioners/arts groups to collaborate with overseas artists. Besides local performances, LCSD has been actively creating opportunities and spaces for performances outside Hong Kong, and commissioned local arts practitioners/arts groups to stage productions in the Guangdong-Hong Kong-Macao Greater Bay Area. Furthermore, LCSD's New Vision Arts Festival has collaborated with the Shanghai International Arts Festival through nomination of young artists/arts groups to participate in performances in each another's annual arts festivals. The above measures aim at facilitating exchanges among local arts practitioners/arts groups and enabling them to gain field experience and mature.

44. WKCDA also launched a school-based programme, "A Taste of West Kowloon" and a community programme "Be Our Guests" to connect schools and community members to a wide range of tailored personal learning and engagement experience in the District. These two community engagement programmes had organised 17 hybrid mode activities since August 2021. In addition, M+ hopes to inspire and support young people in the pursuit of creativity and nurture critical thinking in their self-discovery journey through visual culture.

## Sports

45. The Government has been supporting the development of sports in Hong Kong and is committed to promoting sports in the community, supporting elite sports and developing Hong Kong into a centre for major international sports events. To promote sports development, the Government has since 2017 invested over \$60 billion of new resources in one-off funding, including \$31.9 billion for the development of the Kai Tak Sports Park project, around \$20 billion for the construction of recreational and sports facilities in the 18 districts and around \$8 billion for the sustainable development of elite and community sports. In addition, the Government has been increasing its recurrent expenditure in support of sports development. The estimated expenditure for 2022-23 is \$6.9 billion, representing an increase of over 40% over that of \$4.9 billion in 2017-18.

46. We attach importance to the physical and mental development of our youth. We will continue to increase the funding support provided to “national sports associations” (NSAs) through the Sports Subvention Scheme. The yearly subvention for 62 NSAs subvented by the LCSD will be increased progressively from about \$300 million in 2019-20 to more than \$500 million in 2023-24. The additional allocation is used to enhance the promotion and development of sports in the community, youth training programmes, public participation, squad training at all levels and overseas exchange programmes / competitions. These measures aim not only to help improve the level of performance of our athletes, but also provide young people with the opportunity to learn team spirit and cultivate their perseverance through participation in sports, thereby enhancing social cohesion and bringing positive energy to our society.

47. To encourage young people to develop a healthy lifestyle, the Government has all along provided youths with different opportunities to participate in diverse sports programmes at the school and community levels. Apart from continuing recreational programmes that are popular among young people, the LCSD also rolled out a series of exercise videos on the LCSD Edutainment Channel with a view to motivating youths to exercise at home during the pandemic.

48. We have also worked with different sports organisations to promote sports development at schools with the goal of exposing students to different sports at an early stage and instilling in them the habit of regular exercise so that students can maintain their health and develop good character. Furthermore, school sports are conducive to identifying and nurturing young athletes and helping them realise their sporting potential. Currently, the School Sports Programme co-ordinated and subvented by LCSD is conducted in line with the daily operation of schools to offer students sports training at different levels. Students can choose the appropriate sports activities according to their fitness level and interests. The programme works with primary, secondary and special schools. In the last three years, there were more than 15 000 sports activities organised at schools with more than 1.4 million participants.

49. We have also been providing annual funding support through the Elite Athletes Development Fund to the Hong Kong Sports Institute to provide elite training programmes and comprehensive support services to develop elite athletes and potential young athletes, covering direct financial grants, strength and conditioning, sports science, sports medicine, dual career development in sports and education, insurance, meals and accommodation. Currently, the HKSI supports around 1 300

athletes, including around 500 full-time athletes and around 400 young athletes. In the Tokyo Olympics, the Hong Kong, China Delegation achieved the best results of one gold, two silver and three bronze medals in Hong Kong history, making the entire community proud.

### Legal Profession

50. Junior solicitors and barristers who have accumulated practice experience of five years or above and have passed the GBA Legal Professional Examination are eligible to practice in nine Mainland municipalities of the GBA on specific civil and commercial matters, thereby providing them with vast career opportunities.

### Construction Industry Vocational and Professional Training

51. In respect of construction industry, the Government collaborates with the Construction Industry Council (CIC) to support the industry in training the talents required. The CIC also established the Hong Kong Institute of Construction (HKIC) in 2018, striving to provide systematic and Qualification Framework (QF) accredited vocational and professional training programmes, to offer trainees with clear career advancement pathways. At present, its Certificate / Diploma / Professional Diploma in Construction Programmes have been accredited under the QF. To meet the sustained manpower demand for the implementation of the major infrastructure projects in the pipeline, the Government is working with CIC to deploy additional resources for increasing the number of training places and the amount of allowances, and stepping up its efforts to promote the professionalism and future prospect of the industry

to attract more young people to join the construction sector and providing them with opportunities to advance their career.

### Environment and Ecology

52. The Environment and Ecology Bureau has launched the Graduates Subsidy Programme under the Green Employment Scheme since 2020 and successfully encouraged private companies and suitable organisations to create over 650 jobs in relation to environmental protection for fresh graduates who are interested in environmental-related fields. The Programme provides monthly salary subsidy to the graduates for a period of 18 months. Moreover, the Environmental Academy of the Environmental Protection Department has been collaborating with various professional societies and organisations to run the GreenPro Training Programme which covers seminars on different areas of environmental protection with a view to better equipping graduates of the Programme with the latest technology and professional knowledge and nurturing talents for meeting needs on various environmental fronts. The Programme has been receiving positive responses from the trades, with the number of applications far exceeding the pre-set quota. To benefit more fresh graduates through the Programme, the Environment and Ecology Bureau continues to run the Graduate Subsidy Programme 2022 with a target of subsidising around 300 newly created jobs.

53. The Hong Kong Observatory (HKO) collaborated with higher education institutions to conduct an internship programme for students studying meteorology, physics, mathematics, creative media and visual arts, etc. Participating students acquired work experience related to their fields of study through taking part in short-term development projects or research studies

under the guidance of instructors from the HKO. A total of 148 students from 13 education institutions have participated in the programme in the past four years.

### Transport and Logistics

54. The Government launched the Maritime and Aviation Training Fund (MATF) in April 2014. With a view to facilitating young people's career development and attracting more new blood to the two industries, the MATF incentivises more young people to enroll in maritime- and aviation-related technical training or professional programmes through various internship, training and incentive schemes. The Hong Kong International Aviation Academy, apart from continuing to provide aviation-related training to nurture aviation talents, will also collaborate with relevant Mainland aviation training institutions to send young people to other airports in the Greater Bay Area and Hong Kong International Airport respectively for internship in order to attract young people in Hong Kong and the Mainland to join the aviation industry. In addition, with the support from the Hong Kong Logistics Development Council, the Government has been organising summer internship scheme since 2014 to sponsor third-party logistics service providers to offer university students with summer internship opportunities to enhance their understanding on modern logistics service so as to encourage the younger generation to pursue career in the logistics industry.

Source: Paper provided by the Administration in November 2022  
(Annex to LC Paper No. CB(2)901/2022(01))

X      X      X      X      X      X

### **Facilitating the youth to take advantage of Hong Kong’s positioning for career development**

26. The country’s 14th Five-Year Plan has supported the development of the “eight centres” in Hong Kong. The Government takes a multi-pronged approach to create more internship, employment and entrepreneurship opportunities for young people in areas relating to the “eight centres” for further integration into the overall development of our country.

#### *International financial centre*

27. The Financial Services and the Treasury Bureau, through the financial regulators, launched the Fintech Career Accelerator Scheme, Pilot Apprenticeship Programme for Private Wealth Management, Future Banking Bridging Programme, Industry Project Masters Network, Banking Graduate Trainee Programme, Sustainable Finance Internship Initiative, etc., and will launch the Pilot Green and Sustainable Finance Capacity Building Support Scheme in the middle of this month. The purpose is to encourage young people to equip themselves continuously and grasp employment opportunities, thereby nurturing more talent for the financial services sector. Besides, the Government and the Greater Bay Area Homeland Youth Community Foundation co-organised “Set Sail for GBA – Scheme for Financial Leaders of Tomorrow” from November 2021 to May 2022, enabling young people of Hong Kong to directly interact with business leaders and learn more about the opportunities presented by the GBA and the Mainland market, so that they can better prepare for future career development.

#### *International innovation and technology centre*

28. The Innovation and Technology Commission (ITC) introduced the Research Talent Hub (RTH) scheme in 2020. The RTH provides subsidies to eligible institutions/companies to engage research talent (including fresh bachelor's, master's and doctoral degree graduates) to take forward research and development tasks for a maximum of three years. We shall enhance the RTH scheme by increasing the current maximum monthly allowance by about 10% and provide an additional living allowance at \$10,000 per month to doctoral degree holders under RTH. The ITC will also extend the STEM Internship Scheme under the Innovation and Technology Fund. We will allow designated local universities to arrange undergraduates and postgraduates studying STEM-related programmes in their GBA campuses to join the Scheme, and coordinate with the five government-funded research and development centres and the Hong Kong Productivity Council to provide internship opportunities to STEM students of local and non-local universities, including Hong Kong students studying abroad.

*East-meets-West centre for international cultural exchange*

29. The country's 14th Five-Year Plan states for the first time the support for Hong Kong to develop into an East-meets-West centre for international cultural exchange. It is also stated in the "Culture and Tourism Development Plan for Guangdong-Hong Kong-Macao Greater Bay Area", as jointly published in December 2020, the guiding directions of supporting Hong Kong to develop into a more competitive international cultural exchange hub. The Government has formulated strategic directions on this to proactively integrate into the development of our country. Under the strategic directions, initiatives that are relevant to young people include those that encourage them to seize the opportunities through various talent-training measures.



The Culture, Sports and Tourism Bureau endeavours to provide the aspiring youth who are interested in joining the arts, culture and creative industries with training opportunities and career paths. In this regard, we have asked the Hong Kong Academy for Performing Arts to look into ways to nurture arts and cultural talent for Hong Kong and the GBA, and to establish an additional campus in the Northern Metropolis. These will provide more learning opportunities to the youth. We will also deploy additional resources to support and nurture promising and budding arts groups and artists. We will also encourage Hong Kong young people to participate in cultural exchange in the Mainland in order to enrich their understanding of the culture of the three places (including China, Hong Kong and Macao) and facilitate the mutual understanding of the young people therein. Create Hong Kong has been supporting the manpower development of the industries and nurturing of start-ups through the CreateSmart Initiative and Film Development Fund. Those programmes also include elements of the GBA to widen the exposure of fresh graduates on the prospects and opportunities in the area, such as the “2022 Guangdong Hong Kong Macau Greater Bay Area International Film Marketing Certificate Programme” to equip young filmmakers with knowledge on promotion and distribution of films in the GBA and the Mainland.

#### *International trade centre*

30. Starting from 2022, the Commerce and Economic Development Bureau has allocated additional resources to the Hong Kong Trade Development Council for implementing the “Support Scheme for Pursuing Development in the Mainland”. Through training, exchange programmes, business missions, etc. in different provinces and municipalities, the scheme strengthens support for Hong Kong businessmen in the Mainland and enhances young Hong Kong entrepreneurs’ understanding of the

business environment and market of the Mainland to better equip them to develop their career in the Mainland market.

*International shipping centre*

31. The Transport and Logistics Bureau will launch a Maritime Services Traineeship Scheme under the Maritime and Aviation Training Fund by mid-2023 to subsidise participating companies to offer traineeship programmes for young people who aspire to a career in maritime law, with a view to broadening the career development opportunities for youths in high value-added maritime services and nurturing the necessary talent for consolidating Hong Kong's position as international shipping centre.

*International aviation hub*

32. To attract young people to join the aviation industry, address the long-term manpower demand of the aviation industry in Hong Kong and the Mainland, and promote the development of a world-class airport cluster in the GBA, the Hong Kong International Aviation Academy will collaborate with relevant aviation training institutions in the Mainland and launch a GBA Youth Aviation Industry Internship Programme, placing young people from Hong Kong and the Mainland to other airports in the GBA and Hong Kong International Airport respectively for internship. The programme will be launched in the first half of 2023.

*Rule of Law Education and International Legal and Dispute Resolution Services Centre in the Asia-Pacific Region*

33. Young people are the future pillars of society, as well as important participants and defenders of the rule of law

development. The Policy Address this year puts forward “Reinforcing the Core Value of the Rule of Law” as one of the major tasks of the current-term Government. The Department of Justice (DoJ) will continue to support a diverse range of the rule of law promotion activities, thereby encouraging young people to further participate in various initiatives for the rule of law development, as well as enhancing public understanding of the principles of rule of law and the legal system.

34. In addition, DoJ has been actively providing continuous training opportunities for young legal talent to broaden their horizons, including the “Professional Exchange Programme” organised in collaboration with private law firms and barrister chambers, the “Understudy Programme” which provides training opportunities for junior solicitors and barristers, and secondment arrangements with various renowned international organisations. Through taking part in the relevant work and exchange programmes, young lawyers could accumulate valuable professional experience and add impetus to their future career development.

35. Moreover, DoJ is committed to facilitating the legal sector to pursue professional development outside Hong Kong, and assisting them to seize development opportunities. DoJ will continue to encourage young legal talent to further expand to the legal services market in the Mainland through participation in the development of the GBA, including the GBA Legal Professional Examination which have already been conducted twice, and develop a deeper and wider cooperation with the Mainland legal sector and enterprises.

36. Looking forward, DoJ will continue to strengthen cooperation with the legal sector and other stakeholders, with a view to enabling young lawyers to gain a better understanding of the related legal areas as well as the work of DoJ, and to

facilitating them to actively seize the significant opportunities arising from national policies such as the National 14th Five-Year Plan and the GBA development, so as to further enhance their competitiveness and better integrate into the overall national development.

*Regional intellectual property trading centre*

37. The Intellectual Property Department will continue to take forward and enhance its “School Visit Programme”, “Interactive Drama Programme” and “IP Ambassador Programme” in order to promote the concept of respecting and protecting intellectual property among students, as well as to inspire, guide and nurture them to explore and innovate, and to seize the career development opportunities of commercialising their original works or research and development results.

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Extracted from paper provided by the Administration in December 2022  
(LC Paper No. CB(2)1022/2022(01))

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## 7. Measures to enhance the mutual recognition of qualifications in the Guangdong-Hong Kong-Macao Greater Bay Area

The Hong Kong Special Administrative Region (SAR) Government has been pursuing more liberalisation measures on the Mainland through the Mainland and Hong Kong Closer Economic Partnership Arrangement (CEPA) to facilitate the entry of Hong Kong enterprises and professionals into the Mainland market, especially the nine Mainland municipalities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) with which Hong Kong has close ties.

Regarding construction-related services, the promulgation of a registration system in the nine Mainland cities of the GBA in 2021 has enabled eligible Hong Kong enterprises and professionals in five disciplines, namely engineering, architecture, surveying, planning and landscape architecture, to provide direct services in the nine Mainland cities of the GBA through a simple registration system to acquire equivalent qualifications on the Mainland. Similar measures have also been introduced in Qianhai and Hengqin. Up to now, a total of about 130 enterprises and 800 professionals have completed their registration in the GBA.

In terms of legal services, through the GBA Legal Professional Examination and Mainland practical legal training, Hong Kong legal practitioners may practice in the nine Mainland cities of the GBA in future. Furthermore, in Qianhai of Shenzhen, the pilot measure for wholly owned Hong Kong enterprises (WOKEs) to adopt Hong Kong law has been implemented. WOKEs registered in Qianhai are allowed to agree on the choice of applicable law, including Hong Kong law, in their civil and commercial contracts, despite the absence of “foreign-related elements”. An opinion issued by the Supreme People’s Court also provides that WOKEs registered in the Pilot Free Trade Zones of the Mainland (including the Guangdong Pilot Free Trade Zone that covers Qianhai, Nansha and Hengqin) may refer commercial disputes to offshore arbitration including Hong Kong. The legal departments of Guangdong, Hong Kong SAR and Macao SAR have also set up a joint conference mechanism to exchange views on various GBA-related legal issues and collaborations, and promulgated the GBA Mediator Accreditation Standards and the GBA Mediator Code of Conduct Best Practice in December 2021. The GBA Cross-Boundary Disputes Mediation Model Rules were also officially released and came into effect on 30 December 2022.

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**Youth-related mental health projects  
rolled out by the Health Bureau**

“Shall We Talk” Initiative

The Government attaches great importance to the mental well-being of the public. On the promotion and education of mental health, the Government has earmarked a recurrent annual funding of \$50 million. The “Shall We Talk” initiative launched in July 2020 under the auspices of the Advisory Committee on Mental Health (ACMH) focuses on promoting positive mental health messages to enhance the public’s knowledge and awareness towards mental health and encourage seeking help from professionals when in need.

2. The “Shall We Talk” initiative has set up a one-stop thematic website to provide resources and health educational materials (including posters, flyers, brochures and infographics) on mental health, common mental health issues, treatment, help-seeking, community support, etc. The website provides useful mental health resources for schools and the youth and focuses on providing tips on stress management, adapting to a new school semester, facing public exams as well as infographics and videos on issues such as how to cope with an unhappy friend. The “Shall We Talk” initiative has also set up a Facebook and Instagram page, launched interactive art activities, and targets specific groups including children and the youth to promote mental health and spread messages related to positive thinking and mental health.

3. To further appeal to the understanding and awareness of the youth towards mental health, the “Shall We Talk” initiative

has invited Key Opinion Leaders to issue graphics and videos through their social media networks to provide them with messages on relieving emotions, managing stress and seeking help. Its thematic website has provided relevant resources related to the COVID-19 epidemic, such as outdoor physical exercise skills under the epidemic, tips for facing the resumption of class and a “Wellcation” mindful tour for persons under isolation or quarantine.

4. Phase 2 of the “Shall We Talk” initiative has rolled out in 2021. The youth remains to be an important target group and Phase 2 focuses more on encouraging persons in need to seek help timely. The initiative will continue to utilise diversified channels, launch more school activities and produce more multimedia resources for schools.

5. Moreover, the “Shall We Talk” initiative has spared no effort in promoting the mental health of persons in the workplace. It has launched the Mental Health Workplace Charter to strengthen the mental health of working parents in the workplace so as to maintain their relationship with children in the families. As of the end of May 2022, more than 966 companies have signed the charter, benefiting more than 540 000 employees.

### Mental Health Initiatives Funding Scheme

6. In the 2020 Policy Address, the Government announced that it had earmarked \$300 million under the Beat Drugs Fund to provide funding support for mental health projects with a view to enhancing community support and raising public awareness of mental health. The Advisory Committee has been entrusted with the responsibility of co-ordinating the Mental Health Initiatives Funding Scheme (the Funding Scheme).

7. Three specified service areas under Phase 1 of the Funding Scheme, namely training of lay leaders (including the youth) in the community for building support networks of a mental health-friendly community, support for carers (including carers of students in general and those with special educational needs) and information technology support for the elderly, were accorded priority. About \$100 million has been granted to 70 projects which have commenced in phases starting from February 2022.

8. Details of Phase 2 of the Funding Scheme were announced on 30 June 2022. Projects that fall into one of the five specified service areas will be accorded priority under Phase 2 of the Funding Scheme. The five specified service areas include support for carers; support for children and adolescents with special educational needs; strengthening of family relationship; support for the elderly with mental health needs; and support for bereavement and grief management.

### Student Mental Health Support Scheme

9. The former Food and Health Bureau (FHB), in collaboration with the Hospital Authority (HA), Education Bureau (EDB) and Social Welfare Department (SWD), has launched the Student Mental Health Support Scheme (SMHSS) since the 2016/17 school year.

10. Under the SMHSS, a multi-disciplinary team, comprising psychiatric nurse of the HA, designated teacher and school social worker, is formed in each participating school. The team works closely with the psychiatric team of the HA, the school-based educational psychologist, relevant teachers and social workers from relevant social service units to provide support services to students with mental health needs in the school setting based on



a medical-educational-social collaboration model. The SMHSS has been expanded from supporting 17 schools in the 2016/17 school year to 210 schools in the 2021/22. All five HA clusters with child and adolescent psychiatric services have joined SMHSS.

### Pilot Scheme on New Service Protocol for Attention Deficit Hyperactivity Disorder with Comorbidity

11. The former FHB launched the Pilot Scheme on New Service Protocol for Attention Deficit Hyperactivity Disorder with Comorbidity (ADHD+) in March 2021. ADHD+ provides timely assessment, support and intervention services for children and adolescents with mild to moderate ADHD. Targets of ADHD+ include students suspected to be with mild to moderate ADHD studying in 57 schools chosen from various HA clusters as well as children and adolescents (aged 6 to 25) who are referred by community service platforms or volunteer themselves.

12. The multi-disciplinary core team provide comprehensive integrated assessments, formulate, implement and monitor care plans and provide appropriate intervention for students and adolescents in need so as to reduce the impacts caused by mental health issues to students, schools, the youth and/or schools, prevent more serious problems to be caused by deterioration of their conditions and help children and adolescents to return to a normal developmental path. If the service platforms encounter high-risk, moderate or serious cases, the core team will refer them to family doctors, psychiatrists or HA for follow-up. As at the end of May 2022, ADHD+ has provided services for 597 children and adolescents with ADHD.

Source : Paper provided by the Administration in July 2022  
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