

Youth Employment and Training Programme



Trainee's Handbook

2021/22 Programme



Labour Department

Words to Trainees

The Youth Employment and Training Programme (YETP) aims to provide a comprehensive platform of job search with one-stop and diversified pre-employment and on-the-job training for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below so as to enhance their employability.

Thank you for joining the 2021/22 YETP. We hope that with this handbook, you will have a better idea of the components of the Programme. We also sincerely hope that you can make good use of this opportunity by participating in pre-employment training courses, workplace attachment training and on-the job training to enhance your vocational skills and prepare yourselves for landing on the labour market smoothly.

You may obtain the latest information about YETP through our website (www.yes.labour.gov.hk).

Youth Employment and Training Programme Office
Labour Department

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Contents

Words to Trainees	P. 2
Contents	P. 3
1. Trainees	P. 4
2. Case Management Services	P. 6
3. Core Course: Job Search and Interpersonal Skills Training	P. 10
4. Elective Courses	P. 12
5. Training Allowance	P. 15
6. Workplace Attachment Training	P. 17
7. On-the-job Training	P. 20
8. Off-the-job Vocational Training Courses/Examinations	P. 26
9. Personal Information Collection Statement	P. 29

1. Trainees

1.1 Letter of notification and trainee card

- ◆ A letter of notification and trainee card will be sent to you after you have been successfully admitted to the Youth Employment and Training Programme (YETP). In the letter and the trainee card, you will find your name, trainee registration number, the service period of your case management and employment support services (case management services) and information of your service provider and case manager, for the purposes of:
 - ☑ referring to the trainee registration number when enrolling in pre-employment training courses, workplace attachment training or on-the-job training vacancies, as well as the valid service period of the case management services; and
 - ☑ contacting your service provider and case manager.
- ◆ If your trainee card is damaged or lost, you are required to submit a written explanation to the Programme Office. Upon receipt of the document, the Programme Office will issue a new trainee card if necessary.
- ◆ Please contact the Programme Office at 2112 9932 or by mail immediately if you have changed your personal information, such as contact number and email address. You may also access and send request to update your contact numbers and email address after you logged in to the YETP online system (www.yes.labour.gov.hk)

1.2 Service period

- ◆ Case Management Services consist of 12 months' Basic Case Management Services and 12 months' Extended Case Management Services (if eligible).

Basic Service Period

- ◆ The basic service period commences once you are successfully assigned to a service provider and lasts for 12 months. For example, if you are assigned to a service provider on 10 September 2021, your basic service period will come to an end on 9 September 2022.
- ◆ During the basic service period, personalised case management services will be provided to you by registered social workers. You can also enrol in pre-employment training courses with the assistance of your case manager, and apply for workplace attachment training or on-the-job training vacancies.
- ◆ One month before the expiry of the basic service period, your case manager will conduct a review with you. If you are employed in the open job market and wish to continue receiving career counselling and support services, you can choose to extend the case management services for another 12 months. If you are receiving on-the-job training

under the Programme, you will also be entitled to such extended case management services for a further 12 months.

- ◆ Trainees may enrol in the Programme again upon expiry of their basic service period.

Extended Service Period

- ◆ The extended service period also lasts for 12 months, commencing on the following day immediately after the expiry of the basic service period. For example, if your basic service period expires on 9 September 2022, your extended service period will commence on 10 September 2022 and come to an end on 9 September 2023.
- ◆ During the extended service period, you will continue receiving personalised case management services provided by registered social workers. Nonetheless, you are **not eligible** to register for pre-employment training courses, or apply for workplace attachment training or on-the-job training vacancies.

1.3 Trainee Log-in

- ◆ You may log in the YETP online system (www.yes.labour.gov.hk) to check and print out the details of the courses in which you have enrolled.
- ◆ To gain access to the online system, you can use your trainee number as the login name and the first four digits of your Hong Kong Identity Card (HKIC) number as your initial password. You are required to change your password after you have logged in the online system for the first time. Please remember your new password for future access to the online system.
- ◆ You may also access to your contact information, such as contact numbers and email address after you have logged in the online system and send request to update the contact information.
- ◆ For enquiries, please contact the Programme Office at 2112 9932.

2. Case Management Services

2.1 Trainee referral and Initial screening

- ◆ The Programme Office would assign a service provider to you for rendering case management services with reference to your choice of service provider and district on the application form. In case the trainee capacity of the service provider of your choice is full, the Programme Office will make reference to your residential district and make appropriate arrangement.
- ◆ Once you have been assigned to a service provider, the Programme Office will inform you via mail and email (if you have provided your email address to us) of the name and contact number of the assigned service provider.
- ◆ The service provider will arrange for you a case manager who is a registered social worker. Your case manager will invite you for a meeting and check your HKIC and academic qualification documents for verifying your eligibility to join YETP. Your case manager will also make a copy of your HKIC and submit it to the Programme Office for administrative purposes. The copy will only be kept for two years before disposal. Please note that **you will not be allowed to register for any pre-employment training courses under the Programme if you have not provided a copy of your HKIC to your case manager.**
- ◆ Your case manager will also conduct an initial screening with you to understand your training and employment needs and ascertain whether you are eligible and suitable for joining the Programme or refer other services to you as appropriate. If you are found eligible and suitable for joining the Programme, your case manager will assist you to formulate a “training and career plan”.
- ◆ Upon completion of initial screening, **trainees aged 15 to 19 who join the Programme for the first time** may enrol in core course or choose to enrol in workplace attachment training and/or not more than two elective courses first. You are required to complete a core course with an attendance rate of 80% or above before you enrol in the third elective course and/or on-the-job training.
- ◆ **Trainees aged 20 to 24 or having joined the Programme before** may, after initial screening, enrol in elective courses with the assistance of the case manager, or apply for workplace attachment training or on-the-job training vacancies. On recommendation of your case manager, you may also enrol in a core course.
- ◆ **Young school leavers aged 15 to 24 with special employment and training needs (including youth receiving outreaching services, ethnic minority youth, disabled and chronically ill youth, as well as youth with other special needs)** upon completion of initial screening, you may enrol in tailor-made training courses under the “Targeted

Career Training Mission” (TCTM) with the assistance of your case manager, or apply for workplace attachment training or on-the-job training vacancies under referral of your case manager.

2.2 Case management services in the basic service period

- ◆ In general, after initial screening, you are going to receive from your case manager up to 10 hours of personalised counselling services. Upon completion of the 10 hours of counselling services, your case manager will, in accordance with your training and employment needs, continue to provide you with suitable case management services.
- ◆ The counselling services provided by your case manager at different stages include:
 - ☑ Vocational assessment
 - ☑ Training support
 - ☑ Pre-employment counselling
 - ☑ employment assistance
 - ☑ Post-employment support
 - ☑ Interim and case review

Vocational assessment

- ◆ The Case Manager will:
 - ☑ help you understand the objectives and various kinds of services of the Programme; and
 - ☑ assist you to formulate a suitable training and career plan.

Training support

- ◆ The Case Manager will:
 - ☑ discuss with you about suitable pre-employment training courses offered by the Programme and help you enrol in the courses;
 - ☑ explain to you the requirements on course attendance and the eligibility of training allowance;
 - ☑ share and evaluate with you the learning outcomes and training experiences upon completion of the enrolled training courses; and
 - ☑ help you apply for training allowance if eligible (please refer to Chapter 5).

Pre-employment counselling

- ◆ The Case Manager will help you:
 - ☑ set up job-seeking action plans; and
 - ☑ prepare for job searching (such as prepare resumes, conduct mock interviews and

assess your interview skills).

Employment assistance

- ◆ The Case Manager will help you:
 - ☑ select suitable workplace attachment training and on-the-job training offered by the Programme or other job vacancies in the open market; and
 - ☑ prepare for job interviews (such as discuss with you the transportation arrangements), evaluate your performance after interview and provide relevant support.

Post-employment support

- ◆ After you have been successfully employed, your case manager will:
 - ☑ keep in touch with you and your employer with a view to providing appropriate follow-up services;
 - ☑ If you are placed in an on-the-job training vacancy under the Programme, discuss with you about enrolling in relevant off-the-job vocational training courses and examinations (please refer to Chapter 8).

Interim and case review

- ◆ The case manager will conduct:
 - ☑ an interim review with you six months after the commencement of the basic service period in order to understand your latest situation and training progress; and
 - ☑ a case review with you within one month before the basic service period expiry date.

2.3 Case management services in extended service period

- ◆ Extended case management services are applicable to the following trainees:
 - ☑ You are receiving on-the-job training under the Programme upon expiry of your basic service period; or
 - ☑ You have found employment in the open job market and wish to continue receiving career counselling and support services upon having a case review with your case manager before expiry of your basic service period.
- ◆ Your case manager will keep in touch with you and your employer during the extended service period, so as to provide you with necessary follow-up services.
- ◆ Your case manager will conduct an interim review with you six months after the commencement of the extended service period; and a case review with you within one month before the extended service period expiry date.
- ◆ You could terminate your extended case management services via your case manager if:

- you have completed the on-the-job training;
- your on-the-job training has come to an early end and you have notified the Programme Office of the last date of your on-the-job training;
- the job you have secured in the open market has come to an end; or
- other reasons (e.g. further study).

2.4 Points to note

- ◆ Please take the initiative to keep close contact with your case manager.
- ◆ You may call your service provider at the contact number shown on your notification letter or trainee card to make inquiry about the contact information of your case manager, if necessary.
- ◆ If you fail to reach your case manager in case of urgent matters, please contact your service provider or the Programme Office at 2112 9932 for assistance.
- ◆ In order to collect your opinion and level of satisfaction on the services rendered, the Programme Office would invite you to complete a questionnaire through YETP online system by sending an email to you upon the expiry of your 12 months' basic service period. Please complete the questionnaire as requested.

3. Core Course - Job Search and Interpersonal Skills Training

3.1 Course requirement

- ◆ **Trainees aged 15 to 19 who join the Programme for the first time** may enrol in core course or choose to enrol in workplace attachment training and/or not more than two elective courses first. You are required to complete a core course with an attendance rate of 80% or above before enrolling in the third elective course and/or on-the-job training.
- ◆ **Trainees aged 20 to 24 or those who have joined the Programme before** may enrol in a core course on the recommendation of the case manager after completion of initial screening. In these cases, you shall be eligible to receive further case management services even if your attendance of the core course is less than 80%.
- ◆ **Trainees aged 15-24 who joined TCTM** will enrol in training courses with core course elements under TCTM. Therefore, you are not required to attend a core course under normal circumstances.

3.2 Course contents

- ◆ Course Contents are as follows:
 - ☑ Self-understanding and career planning;
 - ☑ Good work ethics;
 - ☑ Interpersonal communication; and
 - ☑ Job search methods and interview skills.
- ◆ Upon completion of the course, you will be able to:
 - ☑ Enhance your self-understanding;
 - ☑ Recognise the importance of communication and team spirit;
 - ☑ Write an application letter;
 - ☑ Write a resume;
 - ☑ Prepare a personal portfolio (consists of resume, academic certificates, work reference letters, vocational certificates, photos and job samples, etc.); and
 - ☑ Master basic job interview skills.

3.3 Course enrolment (applicable only to trainees aged 15-19 who have never joined YETP)

- ◆ After the completion of initial screening, your case manager will, take into account various factors including your residential district, enrol a core course for you via YETP online system. You will receive notification from the Programme Office if the core course you have successfully enrolled is cancelled. You should then contact your case

manager as soon as possible in order to enrol in another core course.

- ◆ You may also log in the YETP online system (www.yes.labour.gov.hk) to check the details of the courses in which you have enrolled.
- ◆ Whether core courses will be successfully launched rests on the number of trainees enrolled and other factors.
- ◆ When the core course you have enrolled is confirmed to be launched, you will receive an email from the Programme Office enlisting the course details (such as name of training service provider, venue, date and time of the training course, etc.) **seven working days** before the commencement of the core course.
- ◆ Core course training is mandatory. You are required to **complete a core course, with an attendance rate of 80% or above**, before you are eligible for enrolment on the third elective course, or on-the-job training, etc.

3.4 Points to note

- ◆ Your case manager could only enrol you in a core course through YETP online system after the Programme Office has duly received a copy of your HKIC.
- ◆ In the last session of a training course, the service provider will ask you to complete a Course Evaluation Survey on the training course delivered. Please complete the survey as requested.
- ◆ Upon attaining an attendance rate of at least 80% in a training course, you will be awarded a Certificate of Accomplishment or a Certificate of Commendation by the service provider of the training course.
- ◆ Trainees must abide by the rules and regulations laid down by individual service providers. Trainees will be cautioned if they misbehave or have disciplinary problems; and in serious cases, may be disqualified from participating in YETP.

4. Elective Courses

4.1 Elective courses will be held year-round on a quarterly basis. Please refer to the Programme website (www.yes.labour.gov.hk) for details of the updated course information.

4.2 Categories of elective courses

◆ Elective I Course: Discipline and motivation training

To enhance self-understanding, build up self-confidence, cultivate self-discipline and positive thinking, and develop leadership and team building skills through outdoor activities and physical training;

◆ Elective II Course: Computer software training

To acquire skills in the applications of common office computer software, internet software and graphical presentation software, applications of computer security, and basic knowledge of computer programming, etc.;

◆ Elective III Course: Job-specific skills training

To enhance the job skills of the trainees through a wide range of practical job-specific skills training catering for the prevailing needs of the employment market, e.g. creative design, make-up and styling and cooking culinary training; and

◆ Elective IV Course: Vocational language training

To enhance the listening, oral and written communication skills in workplaces through vocational language training, with a view to raising self-confidence and employability of trainees.

4.3 Course enrolment

◆ You may enrol in a maximum of 5 elective courses. To broaden your knowledge of different industries, you are not recommended to take courses of similar nature under the same elective course category. You may make reference to the “training and career plan” drawn up by you and your case manager in deciding which courses to enrol.

◆ You may apply for enrolment in training course on the recommendation of your case manager when you are engaging in part-time on-the-job training.

◆ You may log in the YETP online system (www.yes.labour.gov.hk) to check the details of the courses in which you have enrolled.

◆ Whether a training class will be held depends the number of trainees enrolled and other factors.

◆ When the elective course you have enrolled is confirmed to be launched, you will receive an email enlisting the course details (such as name of training service provider, venue,

date and time of the training course, etc.) from the Programme Office seven working days before the commencement of the elective course.

4.4 Points to note

- ◆ Your case manager could only help you enrol in a training course through YETP online system after the Programme Office has duly received a copy of your HKIC.
- ◆ In the last session of an elective course, the service provider will ask you to complete a Course Evaluation Survey on the training course delivered. Please complete the survey as requested.
- ◆ Trainees must abide by the rules and regulations laid down by individual service providers. Trainees will be cautioned if they misbehave or have disciplinary problems; and in serious cases, may be disqualified from participating in YETP.
- ◆ Upon attaining an attendance rate of at least 80% in a training course, you will be awarded a Certificate of Accomplishment or a Certificate of Commendation by the service provider of the training course.

4.5 Professional examinations

- ◆ Some elective training courses may lead to professional examinations. Under normal circumstances, the service provider organising the course will arrange you to sit for the examination within 90 days upon completion of the concerned training course. You must, via the service provider of the course, apply for reimbursement of examination fees within 90 days upon completion of the examination.
- ◆ To be eligible for reimbursement of examination fees, you must attain an attendance rate of at least 80% in the concerned training course and attend the relevant examination. The Programme Office will reimburse examination fees of one approved professional examination per training course to eligible trainees for a maximum amount of \$1,800 per trainee.
- ◆ Where there is more than one paper in a single examination sitting, you must, via the service provider of the course, submit **ONE** application for reimbursement of examination fees after completion of all concerned papers.
- ◆ Please note that the service provider should not charge you any fee (e.g. administrative fee, material costs etc.) whatsoever and the Programme Office will only reimburse you with the examination fees of the approved professional examination.
- ◆ For enquiries about professional examinations, examination fees and reimbursement procedures, please contact the Programme Office at 2112 9932.

4.6 Class arrangement in times of typhoon warning, post-super typhoon “extreme conditions”¹ and rainstorm warning signals

◆ **Typhoon Warning Signals / “extreme conditions”**

Typhoon Warning Signal No.1 and No.3	All training courses will proceed as usual, but outdoor activities should be avoided.
Typhoon Warning Signal No.8 or above	All training courses will be suspended. Service providers should arrange make-up classes for trainees.
Typhoon Warning Signal No.8 or above/ “extreme conditions” is in force at 6:30 a.m. or after	All training courses on that day will be cancelled. Service providers should arrange make-up classes for trainees.

◆ **Rainstorm Warning Signals**

	Amber or Red Rainstorm Warning	Black Rainstorm Warning
The warning is in force before commencement of class	Trainees should, depending on the road and traffic conditions, determine if it is safe and practicable for them to attend class.	All training classes will be cancelled. Service providers should arrange make-up classes for trainees.
The warning is in force during lesson	Classes already in progress should continue but outdoor activities should be avoided.	Trainees should continue their lessons as usual unless it is dangerous to do so. Outdoor activities should be suspended.
The warning remains effective when lesson ends	Trainees should be released as usual.	Trainees may choose to stay at the training venue and service providers should provide suitable shelter for trainees.

- ◆ **Trainees should, depending on the weather and road and traffic conditions, determine if it is safe and practicable to attend class. Trainees should also pay attention to the announcements on radio and television about special measures in times of typhoon and rainstorm warnings.**

¹ If the situation warrants, the Government may issue an "extreme conditions" announcement before Typhoon Warning Signal No. 8 (T8) is replaced with No. 3 (T3). "Extreme conditions" may include serious disruption of public transport services, extensive flooding occurring after a super typhoon.

5. Training Allowance

5.1 If you obtain at least 80% attendance rate in a **core course, elective course, tailor-made training course or TCTM course** under YETP, you may submit an application for training allowance via your case management service provider **within one month** upon course completion.

5.2 Calculation of allowance

- ◆ The amount of training allowance payable is calculated at a maximum rate of \$70 per valid training day.
- ◆ Attendance rate is calculated on a half-day basis. If you are late or leave early for over 30 minutes in one half-day session, you will be deemed absent for such session and that session will not be counted as a valid training session/day when calculating your training allowance.

Example 1:

If you have attended 7 days (i.e. 14 sessions) in an **8-whole-day** (i.e. 16 sessions) training course, your attendance rate should be $14/16$ (sessions) $\times 100\% = 87.5\%$ and you will be eligible for training allowance in the amount of \$490 (7 days \times \$70).

Example 2:

If you have been absent for 1 day (i.e. 2 sessions) in a **10-whole-day** (i.e. 20 sessions) training course, and have been late/left early for over 30 minutes on one of the 9 attended days (i.e. 1 session), your attendance rate should be $17/20$ (sessions) $\times 100\% = 85\%$ and you will be eligible for the training allowance in the amount of \$595 (8.5 days \times \$70).

Example 3:

If you have been absent for 1 day (i.e. 1 session) in a **10-half-day** (i.e. 10 sessions) training course, and have been late/left early for over 30 minutes on one of the 9 attended days (i.e. 1 session), your attendance rate should be $8/10$ (sessions) $\times 100\% = 80\%$ and you will be eligible for the training allowance in the amount of \$560 (8 days \times \$70).

Example 4:

If you have attended 3.5 whole days and 2 half days in an 8-day **whole-day cum half-day** (i.e. 4 whole days cum 4 half days totalling $(4 \times 2) + 4 = 12$ training sessions) training course, you have actually attended a total of $(3.5 \times 2) + 2 = 9$ training sessions. Your attendance rate should be $9/12$ (sessions) $\times 100\% = 75\%$ ($<80\%$), and you **will NOT be eligible** for any training allowance.

- ◆ If you fail to attend class due to sickness, you will be considered absent (regardless of whether you have presented the sick leave certificate or not).

- ◆ If classes are cancelled and rescheduled due to tropical cyclone warning, post-super typhoon “extreme conditions” or rainstorm warning, the rescheduled training sessions approved by the Programme Office will be regarded as valid training sessions for determining your attendance rate and the amount of training allowance that you are entitled to receive.
- ◆ If service provider arranges make-up training sessions for trainees who fail to attain an attendance rate of at least 80% in core course, or arranges voluntary make-up sessions without the approval of the Programme Office, such make-up training sessions will not be regarded as valid training sessions. Trainees will not be eligible to apply for training allowance for these make-up sessions.

5.3 Application procedures

- ◆ You should submit applications to and collect payments **in person** from your case management service provider.
- ◆ When submitting applications for training allowance, you must:
 - ☑ Log in to the YETP online system (www.yes.labour.gov.hk) as “Trainee Log in” to check and verify if your attendance information, including the attendance rate and valid training days, is correct;
 - ☑ Submit a duly completed and signed form of “Application Form for Training Allowance for Trainee”; and
 - ☑ Present your HKIC and trainee card for verifying your identity.

5.4 The payment of training allowance will be effected to you by your case management service provider directly by cash or cheque. On receiving the payment, you should verify the amount carefully and sign to acknowledge receipt of payment on the application form.

5.5 You should only submit **ONE** application for each training course. Under any circumstances, if you have received an allowance in excess of your entitlement, you must return the whole or overpaid sum to the case management service provider or the Government of HKSAR as the case may be.

5.6 If you have any questions with respect to your attendance rate and valid training days, or such attendance information is still not available **10 days after the course completion date in the online system**, you should approach the service provider organising the training course for verification.

6. Workplace Attachment Training

6.1 Workplace Attachment Training (WPA) aims at providing you an opportunity to gain valuable experience in a real working environment, develop a positive work attitude and good work habits, polish your interpersonal skills and gain insightful knowledge about different industries. WPA would also enable you to discover your own potential and unearth employment opportunities.

6.2 Eligibility

◆ **Trainees aged 15-19 who have not participated in YETP before:**

After initial screening by service providers and being accepted by the Programme Office.

◆ **Trainees aged 20-24 or those who have participated in YETP before:**

Ditto.

◆ **Trainees aged 15-24 from the TCTM:**

Referred by case managers to participate in WPA after initial screening.

◆ Trainees must also fulfil the following conditions before they are allowed to join WPA:

- Not** attending any core or elective training courses;
- Not** going to attend any training courses commencing within the following 14 working days and there is **no time-clash** with the training courses that the trainees are going to attend; and
- Not** participating, or have been arranged to participate in other WPA / On-the-job Training / special employment projects under the Programme.

6.3 Selection and registration of WPA vacancies

- ◆ You may, or with the assistance of your case manager, search for suitable WPA vacancies on the Programme website (www.yes.labour.gov.hk).
- ◆ Once you identified suitable WPA vacancies, please call our hotline at 2112 9932 (press 2-1-3) for registration.
- ◆ For registration via hotline, you should provide the following information:
 - Trainee registration number or HKIC number; and
 - WPA vacancy number.
- ◆ Under normal circumstances, the Programme Office would not accept any request for changes once the registration is confirmed.

6.4 Meeting with trainees

- ◆ Where necessary, host organisations may meet you in person to consider your suitability for the selected WPA vacancy.

6.5 WPA period

- ◆ Each WPA lasts for one month.
- ◆ Trainees will be allowed to participate in WPA twice at most during the 12 months' basic service period provided that:
 - They have completed the first WPA with an attendance rate of 80% or above; and
 - The **host organisation** being selected in the second WPA should be **different** from the one in the first WPA.

6.6 WPA hours

- ◆ 4 to 5 days per week and 6 to 8 hours per day (excluding meal breaks), with no less than 30 working hours per week..

6.7 Relationship with host organisations

- ◆ There is no employer and employee relationship between you and the host organisations.

6.8 Mentor

- ◆ Host organisations will assign a staff member as your mentor. Your mentor will guide you in your daily work, assess your work performance, and provide appropriate counselling and advice where necessary.

6.9 WPA training allowance and certificate of accomplishment

- ◆ If you have completed the WPA training and attained an attendance rate of 80% or above, you will receive a WPA certificate issued by the host organisations as a token of recognition.
- ◆ You can apply for a WPA training allowance of \$5,800 from the Programme Office through the host organisation if you have completed the WPA and attained an attendance rate of 80% or above. Your host organisation is required to submit the completed "Application for Workplace Attachment Training Allowance" together with copy of your attendance record to the Programme Office within one week after completion of WPA to apply for the allowance. Upon the Programme Office's verification on information submitted, the WPA training allowance will be made by a crossed cheque via the Treasury and will be sent to you by post. If you are under the age of 18 and not able to bank in the cheque, you are required to complete the form "Authority for Payment to a Bank" (Form GF179A) and submit it together with a copy of the front page of bankbook or a copy of the ATM card to the Programme Office for arranging payment by bank

transfer.

6.10 Insurance

- ◆ The Programme has taken out insurance for all trainees covering personal injuries and accidents, and third-party liabilities.

6.11 During WPA, “DO NOT”

- ☒ Undertake work of a hazardous nature, such as working at height, handling dangerous goods and chemicals, and operating heavy machinery;
- ☒ Work at construction sites;
- ☒ Carry out illegal or immoral activities;
- ☒ Perform outdoor work alone;
- ☒ Work outside Hong Kong; or
- ☒ Disclose confidential information of the host organisations.

6.12 Support services

- ◆ You may seek advice and assistance from your mentor or case manager if you have encountered problems at work or interpersonal relationships.

6.13 Points to note

- ◆ **If you fail to attend meeting with the host organisation without prior notification to the Programme Office, you will be suspended from referral service. For resumption, please contact your case manager.**
- ◆ Host organisations are not allowed to engage any person who is currently working for the organisations, has worked for the organisations before or relatives of the organisations' responsible persons as trainees under WPA of the Programme.
- ◆ If there are any discrepancies in job duties, WPA period, WPA hours or working location, please contact the Programme Office at our hotline at 2112 9932 (press 2-1-3) as soon as possible.

7. On-the-job Training

7.1 You have the opportunity to be engaged as direct employee by taking up the on-the-job training (OJT) vacancy offered by employers for a period of 6 to 12 months. This can help enrich your work experience, vocational skills and qualifications, enhance your employability so as to brighten up your employment prospects.

7.2 Eligibility

◆ **Trainees aged 15-19 who have not participated in YETP before:**

After initial screening by service providers and completion of core course with an attendance rate of 80% or above.

◆ **Trainees aged 20-24 or those who have participated in YETP before:**

After initial screening by service providers and being accepted by the Programme Office.

◆ **Trainees aged 15-24 from the TCTM:**

Referred by case managers to participate in OJT after initial screening.

◆ Trainees attended recruitment functions organised by the Programme Office and selected by employers may undergo OJT.

◆ Trainees must also fulfil the following conditions before they are allowed to join OJT:

Not attending any core or elective training courses;

Not going to attend any training courses commencing within the following 14 working days; and

Not participating, or have been arranged to participate in other WPA/ OJT/ special employment projects under the Programme.

7.3 Selection of OJT vacancy:

◆ In general, OJT vacancy information will be posted on our Programme website (www.yes.labour.gov.hk). You may choose suitable OJT vacancies on your own or seek assistance from your case manager. You may then apply for the selected OJT vacancies online or call our hotline 2112 9932 (press 2-1-2) for registration.

◆ Please record the OJT vacancy numbers and relevant information of the vacancies that you have registered for enquiry in the future.

◆ Whenever necessary and appropriate, the Programme Office may introduce suitable OJT vacancies to you via phone, emails, SMS or other contact means. If you have doubts about the identity of the caller, you may jot down the name of the caller, the incoming telephone number and vacancy information, etc. You may then contact the Programme Office for verification.

◆ You shall proactively apply for suitable OJT vacancies or accept those introduced by the

Programme Office, so as to obtain more job referrals or employment opportunities. If you have ever requested the Programme Office to suspend job referral service but intend to resume the service, you should inform the Programme Office by calling our hotline 2112 9932 (press 2-1-2).

- ◆ Employers are not allowed to employ their relatives, friends or persons who have worked for the employers to undergo OJT. Trainees should report to the Programme Office immediately at 2112 9932 (press 2-1-2) if the above situation was found.

7.4 Registration of OJT vacancy and referral procedures:

- ◆ You may apply for a maximum of 4 OJT vacancies every 4 days.
- ◆ Upon preliminary verification of your eligibility of applying for OJT vacancies, the Programme Office will contact employers to make interviews or resume submission arrangement. The Programme Office will notify you of the progress within 4 working days via the following methods (**Attention: Please note that such notification only concerns the progress of OJT vacancy registration but not the interview results or whether you are being employed or not**). We will also notify your case manager of the registration progress by email to facilitate his/her provision of necessary assistance and guidance to you.
 - ☑ If the employer requests to receive your resume first, the Programme Office will call you to obtain your consent before passing your resume to the relevant employer. You will be notified of the progress by email (if you have provided us your email address). If the employer decides to arrange an interview with you after receiving your resume, he/ she may contact you direct or through the Programme Office. If you did not receive any notification about interview two weeks after submission of resume, we recommend you should assume your applications unsuccessful and consider other suitable OJT vacancies. (**Attention: Please note that your resume contains your personal information. The Programme Office will obtain your consent for every vacancy registration before releasing your resume to an employer. The submission of resume does not imply that job interviews will be arranged or you will be employed**).
 - ☑ If the employer wants to arrange an interview with trainees via the Programme Office, the Programme Office will notify you by phone about details of the interview. We would also remind you of the same by email (if you have provided us your email address) and/ or SMS after you have agreed to attend the interview. Your case manager will help you prepare for the interview.
 - ☑ If the employer fails to arrange an interview or considers the trainee not suitable for the post, the Programme Office will notify you (if you have provided us your email

address) and your case manager by email upon receipt of notification from the employer. Your case manager will discuss and review the case with you and help you choose other OJT vacancies.

- ◆ Whenever you are invited to attend an interview by an employer or the Programme Office, please consider carefully whether the OJT vacancy, the date and time of the interview are agreeable before accepting the interview offer. Please regard the interview opportunities seriously and do not give up easily. If you are being offered an employment, please also treasure the OJT opportunity and do not decline easily. It would definitely affect your employment opportunities as well as the image of the Programme and other trainees if you frequently failed to attend job interviews, cancelled interviews or declined job offers. This may also reduce OJT opportunities of other trainees as employers may stop offering OJT vacancies to the Programme. Against this background, **job referral service will be suspended by the Programme Office for four weeks if trainees failed to attend job interviews arranged for three times.**
- ◆ If you cannot attend or decide not to attend an interview, you should give prior notice to the Programme Office and/ or the employer concerned.
- ◆ If you are being suspended from job referral service due to failure to attend job interviews for three times, the Programme Office will notify your case manager via email so that he/ she can take follow-up action and provide guidance for you.
- ◆ If you are not a permanent Hong Kong resident, please check your identity card/ passport/ Certificate of Identity/ travel document carefully, and provide employers with a valid document to prove that you are legally employable in Hong Kong during interviews. If you have doubts, you may contact your case manager or the Immigration Department by calling 2824 1551.
- ◆ If you need to update your resume that has already been sent to the Programme Office, please email the updated version to: account@yes.labour.gov.hk.

7.5 Results of interviews:

- ◆ If you pass an interview, the employer or the Programme Office (upon receipt of notification from the employer concerned) will call you to confirm the employment details. If you accept the offer, we will also notify your case manager via email after you have started the OJT so that he/ she can provide appropriate assistance.
- ◆ If you failed an interview, the Programme Office will inform you and your case manager by email (if you have provided your email address to us) upon receipt of notification from the employer. Your case manager will help you review the case and choose other suitable OJT vacancies.

7.6 Employers may make employment arrangement with you directly. **If you are being employed in an OJT vacancy under the Programme, you should inform your case manager and the Programme Office as soon as possible, so that we could confirm your employment with the employer concerned with a view to protecting your rights and benefits.** You may also update your employment status after you have logged in the online system (www.yes.labour.gov.hk) so that we can provide immediate services for you.

7.7 **If you find a job in the open job market, you should inform your case manager as soon as possible. Keeping your case manager abreast of your employment status would allow his/ her provision of appropriate services and support to you.**

7.8 Points to note when searching for jobs:

◆ You should stay calm and cautious when searching for jobs to avoid falling into employment traps. An employment trap emerges in different forms, you should always stay alert. For details, please refer to the booklet “Beware of Employment Traps” sent to you together with the letter of notification and your trainee card. You may also download the booklet from the Labour Department website:

(https://www.labour.gov.hk/eng/public/eip/BewareEmployTrap_Eng.pdf).

◆ If you have any doubts or problems during job-seeking, interview and OJT, you should consult and seek advice from your family, case manager, or someone whom you trust. You may also call our hotline at 2112 9932 (press 2-1-2) for assistance from the Programme Office.

7.9 Relationship between employers and trainees

◆ There is an employment relationship between you and your employer after you have been engaged as an employee during the OJT period. The “Employment Ordinance”, “Employees’ Compensation Ordinance”, “Mandatory Provident Fund Schemes Ordinance”, “Minimum Wage Ordinance” and other relevant legislations shall apply. If you have any questions on the above legislations, you may call the Labour Department hotline at 2717 1771 for enquiries (the hotline is handled by “1823”) or the Mandatory Provident Fund Schemes Authority hotline at 2918 0102.

7.10 Points to note after commencement of employment

◆ The Programme Office will send you a confirmation letter providing relevant information about the OJT arrangements (including post, job duties, employment terms, and name of the employer, etc.) after the commencement of your OJT. Before signing any document(s) (e.g. receipt of salary) at work, please make sure that the contents are in order and agreeable to you. If your employer unilaterally changes the terms of employment which diminishes your rights and benefits, or fails to provide OJT as approved by the Programme Office, please immediately inform your case manager and the Programme Office.

- ◆ During the OJT period, your case manager will make close contact with you. He/ she will understand your work situation, help you accommodate to the working environment, assist you in solving any work-related or interpersonal problems, and conduct regular review.
- ◆ You should pay particular attention to occupational safety and health to avoid work injuries. You should carefully assess your own capabilities before taking up a job and pay close attention to the work environment to identify potential hazards, and follow safety guidelines provided by your employer.
- ◆ Upon completion of OJT, your employer will issue a testimonial to you certifying your skills/ qualifications and the OJT period. If your employer offers you further employment after the OJT period, you may negotiate with your employer direct on any change of employment terms and conditions in compliance with relevant legislations. Please note that the OJT period is not necessarily equal to the employment contract period. If you decide to decline the offer of further employment, you must give due notice or payment in-lieu-of notice to your employer as stipulated in the employment contract.
- ◆ If you quit the employment pre-maturely during the OJT period, you must give due notice or payment in-lieu-of notice to your employer according to your employment contract. Also, you should inform your case manager and the Programme Office by phone or through the Programme website as soon as possible so that we could confirm the information with your employer and update your employment records accordingly. You may then apply for other OJT vacancies under the Programme.

7.11 Mentors and their roles

- ◆ During the OJT period, the employer will appoint an existing staff with relevant experience to act as your mentor.
- ◆ The mentor will:
 - ☑ assist you to familiarising yourself with the working environment and regulations;
 - ☑ guide you on how to build a good relationship with colleagues;
 - ☑ guide you on how to handle your duties assigned and difficulties at work;
 - ☑ teach you relevant work skills and how to use facilities at workplace;
 - ☑ assess your work performance and discipline and provide appropriate counselling and advice where necessary;
 - ☑ encourage you when your performance meets expectations;
 - ☑ assist you in understanding the culture of your employing organisation to enhance your sense of belonging;
 - ☑ act as a bridge between you and your employer to foster mutual understanding; and

- ☑ maintain communication with your case manager so as to assist you in achieving better performance at work.

7.12 Retention allowance

- ◆ A 3-year Retention Allowance Pilot Scheme under YETP was launched on 1 September 2020. During the Pilot Scheme period ending on 31 August 2023, trainees are eligible for a retention allowance of \$3,000 if they are engaged in full-time OJT for 3 months and an additional \$1,000 for completion of each subsequent month. For part-time OJT, the respective amounts grantable will be halved.
- ◆ You need to stay in an OJT post for at least 3 months to become eligible under the Pilot Scheme. Retention allowance is payable for completed month only. For example, if you have stayed in an OJT post for 4 months and 10 days, retention allowance will be granted for 4 completed months only.
- ◆ Each eligible trainee would be granted retention allowance for a maximum period of 12 months (i.e. up to \$12,000) under the Pilot Scheme. Upon the completion of OJT or termination of employment (whichever is earlier), you can login your trainee account on the YETP website (www.yes.labour.gov.hk) and click “Application for Retention Allowance” for submission of application or to check your information on OJT and retention allowance.

8. Off-the-job Vocational Training Courses/Examinations

8.1 Off-the-job Vocational Training Courses/Examinations

- ◆ If you are undergoing on-the-job training under the Programme and wish to enrol in or apply for off-the-job vocational training courses/examinations during the on-the-job training period, you should consult and obtain consent from your employer.
- ◆ If you have secured a job in the open market and wish to enrol in or apply for off-the-job vocational training courses/examinations, you should inform your case manager as soon as possible, so that he/she can help assess whether your job placement is qualified to apply for admission into the Programme. If so, your case manager would help submit an application to the Programme Office. Only after the Programme Office has accepted your job as a placement under the Programme could you be eligible to apply for enrolment in off-the-job vocational training courses/examinations. Submission of application for enrolment of off-the-job vocational training courses/examinations can only be made after your job placement has been admitted into the Programme.
- ◆ If you are interested in enrolling in or applying for an off-the-job vocational training course/examination, you should first consult your case manager so that he/she can assist you in choosing a suitable course or exam.
- ◆ The off-the-job vocational training course/examination should be commenced within your on-the-job training period.
- ◆ If you attend off-the-job vocational training courses/examinations during working hours with employer's prior approval, your wages will not be deducted.

8.2 Application Procedures

- ◆ You should complete Part 1 of “Application Form for Off-the-job Vocational Training Courses/Examinations” (“the application form”), and submit it by fax (fax no.: 2383 6414), by mail or in person to YETP (KLN Office) (address: 9/F, Kowloon East Government Offices, 12 Lei Yue Mun Road, Kwun Tong, Kowloon) **at least two weeks** before the commencement of the respective training course/examination. The application form can be downloaded at the “Off-the-job Vocational Training Courses/Examinations” section under the column “Jobs” of the Programme website.
- ◆ The off-the-job vocational training courses/examinations you intend to enrol in or apply for must be relevant to the on-the-job training, and the course/examination concerned must be provided by a legal and appropriate organisation. You may refer to the webpage of the Education Bureau (www.edb.gov.hk) or the Continuing Education Fund (www.wfsfaa.gov.hk/cef/en/preparation/providers.htm) for information on course/examination organisations.

- ◆ In general, if the course/examination organisation is not a training institute on the list of the Education Bureau or the Continuing Education Fund, you must first consult the case manager, and the case manager should complete Part 1(B) of the application form before submitting it to the Programme Office. The Programme Office may consult your employer about your application when necessary.
- ◆ The Programme Office will inform you by phone whether the application has been **approved in principle** and send you the **confirmation notice** (i.e. **Part 1** and **Part 2** of the application form) by mail. Besides, your employer and case manager will also be informed of the result by fax.

8.3 Your application will be vetted according to the following criteria:

- ◆ Vocational skills or qualifications acquired from the training course/examination are relevant to your on-the-job training post;
- ◆ The training course/examination includes assessment elements (e.g. certificate of pass issued by the course/examination organisation) for evaluating students' performance; or whether the training course comprises designated training hours, and the course organisation would record the attendance of the participants and issue attendance proof/certificate; and
- ◆ The training course/examination is open to public and provided by a legitimate and appropriate organisation.

8.4 Reimbursement for the same course/examination fees will only be effected once within the same on-the-job training period.

8.5 If your application for enrolment of a training course has been approved in principle by the Programme Office, reapplication for the same course will not be accepted within the same on-the-job training period even if you eventually failed to meet the requirements of reimbursement.

8.6 You should inform the Programme Office in writing and obtain its prior approval in respect of any changes of your off-the-job vocational training course/examination enrolment (such as content, date, time or fees of the course/examination) before the commencement of the training course or attending the examination.

8.7 Reimbursement of Off-the-job Vocational Training Course/Examination Fees

- ◆ If you have been granted approval in principle for enrolment of a course/examination and you have attained a course attendance rate of 90% or above, or successfully passed the examination/assessment or acquired the respective qualifications, you may apply for reimbursement of fees up to \$4,000 for each on-the-job training placement.
- ◆ Application for reimbursement of off-the-job vocational training course/examination fees

must be made to YETP (KLN Office) by submitting the following documents **within six months** upon completion of the course or acquisition of the respective qualification or certificate. **Late submission will not be entertained.**

- ☑ **Original confirmation notice** (i.e. **Part 1** and **Part 2** of the application form) and the completed **Part 3** of the application form;
 - ☑ A copy of the certificate of relevant qualifications/pass of examination, or proof of attendance issued by the course organisation (or the original copy of **Part 4** of the application form completed by the course organisation to specify your course attendance rate) (the proof must bear your name, name of the organisation and the course/examination, and the period/date of the course/examination); and
 - ☑ Original official receipt of the course/examination fees (must bear your name, name of the organisation and the course/examination, the cost of the course/examination, and chop of the course/examination organisation).
- ◆ The course/examination fees will not be reimbursed if you leave your on-the-job training before the course/examination begins.
 - ◆ Upon approval by the Programme Office, the payment of the reimbursement will be made by a crossed cheque via the Treasury and will be sent to you by post. If you are under the age of 18 and not able to bank in the cheque, you are required to complete the form “Authority for Payment to a Bank” (Form GF179A) and submit it together with a copy of the front page of bankbook or a copy of the ATM card to the Programme Office for arranging payment by bank transfer.
 - ◆ The Programme Office reserves the final right to approve each application of reimbursement of course/examination fees.

9. Personal Information Collection Statement

◆ Purpose of Collection:

The personal data supplied by you and thereafter will be used for consideration of your application for and participation in YETP and matters related thereto. These include arranging training courses, workplace attachment training, on-the-job training, job matching and referral, workshops, seminars, recruitment or promotion activities; conducting evaluation and review of YETP; compiling statistics and conducting opinion surveys; processing insurance claims; investigating and following up other matters in relation to YETP services. If you opt to receive information on YETP in the application form, YETP will use your personal data (including but not limited to your name, correspondence address(es), email address(es) and contact telephone number(s)) to provide you with such information. If you wish to opt out from such arrangement, please inform us via the following means:

By telephone: 2112 9932

By E-mail: enquiry@yes.labour.gov.hk

By mail: Youth Employment and Training Programme (Hong Kong Office), 16/F, Southorn Centre, 130 Hennessy Road, Wan Chai, Hong Kong.

◆ Transfer of Personal Data:

The information you provide may be transferred to your parents/guardians, service providers of YETP, employers, the Youth Employment Start, other divisions of the Labour Department and other organisations commissioned by YETP for the above purposes. Your information may also be transferred to other divisions of the Labour Department for the purpose of enforcing ordinances under the purview of the Labour Department.

◆ Access of Personal Data:

You have the right of access and correction with respect to your personal data as provided for in sections 18 and 22 and Principle 6 of Schedule 1 of the Personal Data (Privacy) Ordinance. Your right of access includes the right to obtain a copy of the personal data you provided.

◆ Enquiries:

If you wish to enquire on the collection, access and correction of your personal data, please send your request to YETP (HK Office) (address same as above).

- * Contents of this handbook may be revised from time to time. For the most up-to-date version, please visit the website of the Programme:

www.yes.labour.gov.hk

- * For any enquiries or comments on our Programme or this handbook, please email to enquiry@yes.labour.gov.hk.