



**DEVELOPMENT  
AND  
SUPPORT**



PARTNERSHIP AND RESOURCE DEVELOPMENT

The Federation cooperates with hundreds of partners in the business, educational, government and private sectors, as well as with foundations and trusts, non-governmental organisations, associations and Chambers of Commerce. Collaborations involve far more than just sponsorship and fundraising. They include mentorships, donations in cash and in kind, venue support, pro-bono services and events organisation. Highlights are shared in a fortnightly e-newsletter *Youth Matters*.



Funded Capital Project Highlights

HKFYG Jockey Club Sai Kung Outdoor Training Camp

The camp site is supported by The Hong Kong Jockey Club Charities Trust (HKJC) and was assisted by the Trust to upgrade its multi-function complex of Phase II with a learning kitchen, a large all purpose room and a roof-top farm, which has been renamed the “Jockey Club Go Green Living Block”. The Environment and Conservation Fund continues to sponsor the camp site’s food waste recycling project, which includes the hiring of a food waste composer. In line with this, the *Eatwise@OTC* education programme was launched to achieve zero food waste at the Camp.



HKFYG Camp Sites

The Sir David Trench Fund for Recreation (Main Fund) Special Projects sponsored the extension of the activities area at the Tai Mei Tuk Outdoor Activities Centre, to improve sporting facilities and training courses. The Leisure and Cultural Services Department funded repair and improvement work at this Centre, as well as at the Lamma Youth Camp.



HKFYG Jockey Club Social Innovation Centre

Established in 2015 with funding support from The Hong Kong Jockey Club Charities Trust, the Social Innovation Centre is the Federation’s new initiative to support young entrepreneurs, with socially-oriented business objectives. It is a co-working space located at “Genesis”, a rejuvenated building in Wong Chuk Hang, with discounted rental packages offered by Hip Shing Hong. Capacity building programmes, mentorship and incubation programmes with seed funding are also provided by HKJC and J.P. Morgan.

New Service Project Highlights

Hang Seng Youth Talent in Theatre

Supported by Hang Seng Bank and co-organised by the Hong Kong Repertory Theatre, this drama training and audition programme focuses on developing acting talents as well as increasing self-confidence. Participants will acquire different technical and social skills, which will be used in dramatic performances.

Disney Friends for Change Youth Grants

The Federation cooperated with Youth Service America and Hong Kong Disneyland Resort to launch these grants which allow young people aged 12 to 25 who wish to make an impact on society. 50 proposals were selected, each awarded a grant of up to HK\$8,000, which were used to promote creativity, love and social change. Over 1,100 volunteers were recruited and 14,423 hours of services were provided.





## “Ten thousand Galloping Horses, United with One Heart” Installation Art and Education Programme

The Federation hosted this project with The Hong Kong Jockey Club as the main sponsor, using Master Xu Beihong's *Galloping Horse* as a blueprint for over 10,000 3-D eco-models, each of which was decorated by young people. Together with eight-foot fibreglass horses decorated by local designers and artistes, all these models were exhibited at the Shatin Racecourse, Hong Kong International Airport, Discovery Park Shopping Centre and IFC Mall. The Programme also provided a series of workshops and seminars for young people.

## Global Youth Entrepreneurs Forum

The inaugural Forum was held on 13 October 2014 at Kowloonbay International Trade and Exhibition Centre. Co-organised by The Dragon Foundation, with The Victor and William Fung Foundation Ltd. as the major sponsor, and 29 different entrepreneurship-related associations, organisations and institutions as its working partners, the Forum attracted over 400 young participants from 22 countries or regions.



## Employment and Entrepreneurship

From December 2014, with support from The Ng Teng Fong Charitable Foundation, the Federation set up five social enterprises specialising in different businesses in Tin Shui Wai for three years. 100 young people and women are encouraged to start their own businesses and become economically independent. Youth Business Hong Kong also received support from the Charitable Foundation, to help increase start-up loans from HK\$100,000 to HK\$150,000.



## Moody's Community Maths Classroom

With support from The Moody's Foundation, the Federation established Community Maths Classrooms at Ping Shek and Cheung Wah Youth S.P.O.Ts for students who otherwise cannot afford extra maths tuition classes. Tutors and volunteers, both online and on site, are available to help about 800 underprivileged students in this two-year project.

## Learn to Love – Love and Sex Education in Schools II

The Quality Education Fund supports the School Social Work Unit to run this captioned project from August 2014 until September 2016, organising experiential games and workshops, as well as holding discussions to help students learn more about the meaning of love. In each academic year, 17 primary and nine secondary schools are served, with workshops and seminars provided for 700 teachers and 370 parents.



## Project SIM and Project ADSF

For two years from 2015, the Youth Crime Prevention Centre will organise two projects supported by the Beat Drugs Fund. In **Project SIM**, tailor-made intervention for high risk youth and those abusing drugs is provided with multiple evidence-based strategies, including motivating hidden young drug abusers to seek drug treatment. **Project ADSF** provides services for families-in-need to help them strengthen family functions and prevent their children from developing drug taking habits.

## Caring Company Scheme

To recognise the dedication of partners, the Federation successfully nominated 116 companies and nine organisations for the Hong Kong Council of Social Service 2014-15 Caring Company Logo and Caring Organisation Logo.







### Charity Gala Film Premiere of *Helios*

The charity film showing of *Helios*, partnered by Media Asia Film Distribution (HK) Ltd., was held on 28 April 2015 at The Metroplex of the Kowloonbay International Trade and Exhibition Centre. The Federation was privileged to have Dr. the Hon. Elsie Leung Oi-sie, GBM, JP, Deputy Director, HKSAR Basic Law Committee of the Standing Committee of the National People's Congress, Dr. the Hon. Leong Che-hung, GBM, GBS, JP and Ms. Susie Ho Shuk-ye, JP, Permanent Secretary for Commerce and Economic Development (Communications and Technology) as Guests of Honour. Proceeds are used to assist disadvantaged young people in the community.



## Fundraising

### Charity Auction

The Federation organised an Auction in June 2014 focusing on Chinese arts and artefacts to raise funds for young people in need and in vulnerable situations. To increase young people's appreciation of Chinese arts and artefacts, a course was taught by Mrs. Lisa Cheung.

### *a cappella* Musical Dinner

The *a cappella* Musical Dinner was held on 19 March 2015 at the Hong Kong Country Club. Guest performers at the event included SLIXS from Germany, Exit from Korea, Jabberwocks from US and the HKFYG Hong Kong Melody Makers.

## Donations, Sponsorship and Mentorships

The Federation also benefited from the charity events of other organisations and individuals. The Sports Association of the Correctional Services Department and The Shamdasani Foundation all named the Federation as a beneficiary of their respective charity events.

Aiming at exploring more diversified and innovative collaborations, partners also play an active role in competitions, showcases and awards, by sitting on selection panels, donating prizes or providing venues or equipment.

Sponsorship in kind and in cash from corporate bodies and individuals continue to be generous. Donations of goods, special offers and matched sponsorships for youth members and underprivileged children have included tours, trial classes, discounted or free subscriptions, and tickets to films, concerts, exhibitions, theme parks and the theatre.



Contributions from corporate volunteers have been received through adventure training to outings, seminars and workshops, as well as career and educational expos. Media and publishing sponsors have also provided free or low-cost promotions for many Federation programmes and events, as well as advertising on printed matters, roadshows, video walls and websites.





# CORPORATE PLANNING AND STAFF TRAINING

## The Annual Plan 2015-16

The annual planning cycle of the Federation began in December 2014 as service units and staff made strategic plans for the upcoming year, 2015-16. The mechanism by which the Plan is devised is through staff discussions and feedback from service users and other stakeholders. The entire planning exercise led to the finalised and published version of the 2015-16 Annual Plan being published in April 2015, with copies widely distributed to government departments, funding bodies, partners, youth work organisations, universities and schools.

Looking at performance in Key Service Statistics and future plans of the 12 Core Services, goals will be realised by the four strategic directions as follows:

- Professionalism and Innovation:** Enhancing professional services and reinforcing support to young people in need; and building an innovative organisational culture.
- Engagement and Participation:** Maximising the use of online and social media platforms to actively engage young people; and enlarging youth participation by strengthening synergic collaboration of youth services on- and offline.
- School and Community Networks:** Strengthening connectivity with local schools and reinforcing supportive services to students, parents and teachers; caring for community needs and engaging young people to serve their communities.
- Efficiency and Resources:** Perfecting organisational mechanisms and enhancing digital infra-structure; expanding partnership and developing resources to sustain service development.



## Active Learning Further Studies

In the reporting period, 555 staff accomplished a total of 7,467 training hours either through in-house or external training activities. Over the past year, 80 in-house training programmes were organised with a total attendance of 3,573 staff members. Highlights include:

### Creative Multimedia and Information Technology

Enabling staff to employ the latest technology with training courses and workshops on mobile app development, video shooting, micro-movie production, media post production skills and social media marketing were provided, as well as online training on internal computer systems through the e-classroom.

### Professional Capacity Building

Professional knowledge and skills training was organised in such areas as youth employment, narrative therapy, expressive art therapy, speech therapy, dyslexia, internet addiction, drug abuse, teenage pregnancy, triads, cyber counselling and ethnic minority issues. Social workers specialising in youth at risk services also underwent intensive certificate training on cognitive behavioural therapy to help youth involved in gang violence, and youth counsellors were trained in narrative therapy to deal with internet addictive problems.

### Effective Management and Customer Service

Senior management and units-in-charge were provided with tailor made programmes to enhance their leadership skills. Special focus was put on ICT, e-marketing, big data and the law, with experts invited to share their experience and insights. There were also orientation sessions and additional training sessions to learn the internal IT system for new recruits to take up their job quickly.

Other managerial training covering the areas of proposal writing, social innovation, social media marketing and customer relationship management were provided to frontline staff to improve efficiency and effectiveness. Support staff was given training on occupational safety and customer handling skills, to raise awareness and enhance job satisfaction.

There were also local training programmes organised by external bodies, including universities, professional guilds and associations, government departments and social welfare organisations, at which 265 staff were sponsored to join 82 courses to enhance their work efficiency and performance.

## Staff e-Learning System

The Staff e-Learning System was launched in April 2014, with four main functions: online registration and approval system for staff training courses and programmes; online staff training profile; youth work knowledge bank; and an online classroom equipped with training videos and reference materials.

The induction programme for new staff was also online with a series of training courses on youth services, accounting, administration, the Member Relationship Management System, as well as the Casework System. These courses were conducted through videos, PowerPoint notes and online exercises.

## Best Practices and Professional Exchanges

In 2014-15, 13 staff members were sponsored to travel to the UK, South Korea, Taiwan, Shanghai and Xiamen to learn new and best practices, covering social enterprise, social innovation, organic farming and national studies.

Last year, three training and exchange programmes were organised for ten government officials, youth workers and social work students from Shanghai, Panyu and Guangdong Province. The Federation also shared youth work experience with experts and academics visiting from Beijing, Shanghai, Suzhou, Hunan, Guangdong, Fujian and Shenzhen.



## Professional Youth Work

Staff members, currently studying in formal social work programmes, leading to High Diplomas, Associate Degrees, Bachelor's or Master's Degrees, were granted study leave to complete fieldwork placement in their serving units. Over the past academic year, four staff members completed their agency attached placement as part of the requirement in attaining their professional qualifications. In 2015-16, one staff member has been granted study leave to undertake agency attached placement.

Last year, 88 social work students from local tertiary institutes and universities were offered fieldwork placements at the Federation. A further 155 university student interns from different study programmes were placed at different service units to gain vocational experience.



SUSTAINABLE DEVELOPMENT

The Federation is committed to incorporating environmentally sustainable elements into its operations and to encourage staff and young people to take environmental protection and appreciation seriously.



GoGreen Vision and Commitment

The following goals have been implemented to engage different stakeholders to GoGreen:

- Organisationally, through the installation of environmental-friendly hardware and resources support, the aim is to engage the whole Federation to GoGreen
- Staff to become competent green trainers and effectively transfer of environmental knowledge and practices to young people
- Youth to participate in green projects while also enhancing their skills and knowledge in environmental sustainability



Going Green

With funding support from the Environment and Conservation Fund, transforming the Federation into a Green Youth Organisation continues

- with the installation of energy efficient lighting and airconditioning in 15 Youth S.P.O.Ts, while the energy saving project in four camps have begun
- by renting and operating a food waste composter at the Jockey Club Sai Kung Outdoor Training Camp (OTC)
- by launching Eatwise@OTC which aims at zero food waste also at the OTC
- by creating an Environmental Protection Steering Committee which monitors the Federation's GoGreen progress and formulates its GoGreen direction



Green Activities and Training for Staff

The Sustainability Unit organised the **HKFYG Green Working Week** in September 2014, during which time staff were encouraged to "Dress Green, Eat Green, Travel Green" and learn about energy saving and reducing their work-related carbon emission.

Two environmental training programmes were also held in March 2015 for all senior and middle management staff, with the aim to build a communication platform between management and the frontline staff on GoGreen initiatives.



Youth Environmental Education

With funding support from the Environmental Campaign Committee (ECC), the Federation made a successful bid to run the Pilot Scheme for "Community Shopping Bag Sharing" at three of the Youth S.P.O.Ts. The purpose was to promote using less plastic bags and encourage a "Bring Your Own Bag" (BYOB) culture in the community.



For the past three years, the Community Recycling Network (CRN) in 20 Youth S.P.O.Ts has been working with the Environmental Protection Department. Apart from collecting different recyclables, the purpose was to influence behavioural change. According to a CRN survey conducted last year, more than 90% of respondents had changed their behaviour to now recycle and participate in green activities.



Supporting Green Initiatives in the Community

The Federation also supports GoGreen activities and initiatives by government and green groups, having participated in:

- Energy Saving Charter on Indoor Temperatures
- Organising Committee of the Water Conservation Week
- Earth Hour
- Hong Kong Green Building Week

The Way Forward

The Federation will continue to adopt a green and sustainable approach in maintaining services, including encouraging staff to become green trainers and organising different greening programmes for young people.





## INFORMATION TECHNOLOGY

### Application Systems

A number of improvements and changes were made to the Member Relationship Management System. This included a new system devised to help with the wide spread of age ranges among members and users, as well as enhanced functions to the existing Accounting Systems so that programme registrations could be improved. There were further enhancements made to the system architecture to simplify the process of handling online registration for Summer Programmes. With the development of a mobile App, “EasyAttendance”, frontline staff were better able to manage attendance in courses, activities and events of Federation. This reduces the manual effort to take attendance.

### Projects under the Social Welfare Development Fund

The Human Resource Management System was launched officially in 2015, now includes such major functions as the Payroll and MPF calculations, Leave Application, Appraisals and Position Management. The Accounting System revamp is expected to be completed in 2016.

### Business Continuity and Disaster Recovery

The Business Continuity Plan was worked out and the Disaster Recovery Drill was conducted on major Federation systems, including the Casework System, Member Relationship Management System and Accounting System.

### Systems Training

In addition to ensure that staff are familiar with the systems, constant training courses are available, especially for newly joined members.

### Network Infrastructure

To cope with increased bandwidth demand, the Internet bandwidth was upgraded from 200M to 1000M. A high speed WiFi system was also installed in the Headquarters, accessible to all staff and available to visitors.

Network infrastructure reviews for all the service units were completed, with improvement plans prepared. The tendering of upgrading the broadband network and the implementation of the WiFi network for the service units will continue into 2016.

### Cloud Application

The majority of the Federation’s public online systems were migrated to a Cloud hosting platform. This adoption of virtualisation technology was undertaken in order to reduce maintenance cost and hardware expenses.

## PREMISES DEVELOPMENT



### The HKFYG Jockey Club Social Innovation Centre

A new co-working space with an area of over 500 square metres was renovated and set up at Genesis, Wong Chuk Hang. The Centre offers working space with fixed desks for over 70 social innovators and is equipped with meeting rooms, an event area, pantry, telephone booths and brainstorming space – all to facilitate those who use the space to build sustainable business models to benefit the community using technology.

### The HKFYG Institute for Leadership Development

The setting up of The HKFYG Institute for Leadership Development at the former Fanling Magistracy is underway. Detailed designs of the building have been confirmed and tender document for main contract works was also worked out for departmental comments. However, the project was not able to get the endorsement of the Public Works Sub-committee Meeting and Finance Committee before the recess of the Legislative Council. The Federation, therefore, has to have further discussions with the Commissioner for Heritage about the possibility of advance tender for the main contract works in order to catch up with the project schedule.

### Tai Po Youth Hostel-cum-Youth S.P.O.T. Redevelopment

The proposed Youth Hostel-cum-Youth S.P.O.T. redevelopment at No. 2, Po Heung Street, Tai Po, New Territories is proceeding smoothly, with the pre-construction studies for the Redevelopment Project were completed and approved. Handi Architects Limited was appointed as the Architectural Services Consultant, with Rider Levett Bucknall as the Quantitative Services Consultant. Funding will be sought from the Finance Committee of the Legislative Council in early 2016 with a target completion date of late 2017.

### Further Renovation of the Jockey Club Sai Kung Outdoor Training Camp

Upon the completion of the Phase III Redevelopment, the HKFYG Jockey Club Sai Kung Outdoor Training Camp underwent a series of comprehensive renovation and upgrading works of the Phase I area. The conversion of the old canteen block has resulted in multi-purpose areas, with a teaching kitchen, yoga/dancing area and archery room to facilitate a wider choice of activities for the camp users. An aquaponics has also been built to educate camp users on how the raising of fish and plants can work together in a symbiotic environment.

### Maintenance of Offices, Service Units and Camp Premises

The Unit continues to also closely monitor the physical condition of all Federation premises, especially the Camps. With high utilisation rates, the Federation is committed to safety and thus ensures that the premises and equipment remain in good working order. Over the past year, 30 improvement and minor renovations were carried out.

