



**DEVELOPMENT  
AND SUPPORT**

Google

## PARTNERSHIP AND RESOURCE DEVELOPMENT

To stay connected and relevant, partnerships and collaboration are important. Together 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, the Federation has been able to connect young people's concerns with the wider community. This is not just through sponsorship and fundraising, but mentorships, donations in cash and in kind, venue support, *pro bono* service and event organisation.



### Highlights of New Service Projects

A new project this year was "My Stage - Youth Creative Arts Festival" sponsored by The Large-scale Youth Programme Funding Scheme 2015 under the **Home Affairs Bureau** and **Commission on Youth**. Another new programme, beginning in January 2016 for the next two years is sponsored by the **Quality Education Fund** to enable the Media Counselling Centre to carry out the BeNetWise - Media Literacy Educational Project in 20 secondary schools. **The Beat Drugs Fund** supports Project SIM and Project ADSF at the Youth Crime Prevention Centre (YCPC), offering young drug abusers a customised drug treatment service which also supports their families. A grant from the **Environment and Conservation Fund** helps the Federation to continue its "Go Green" mission.

**The Hong Kong Jockey Club Charities Trust** generously approved a grant of HK\$145m for the redevelopment of the Stanley Outdoor Activities Centre (SOAC) to a holiday camp. The Trust also funded the three-year Jockey Club Community Team Sports Project which encourages 5,000 8-25 year-olds per year to take part in team sports, namely group runs, basketball, canoeing, rope skipping and ice hockey.



With support from **K&K Charity Limited**, the Youth Crime Prevention Centre (YCPC) organised the three-stage Youth Thai-boxing Training Scheme for 30 young people who had committed minor offences and help them control their emotions and build up their self confidence and esteem. In addition, initiated and sponsored by **Lee Hysan Foundation** and **Television Broadcasts Limited**, the 1 Minute 1 Emotion - TV Production Scheme recruits and coaches young filmmakers to produce 50 one-minute videos on real-life stories under the guidance of M21.

With generous sponsorship from **American Express**, the Federation will launch a three-year Cultural Heritage Ambassador Programme, which is a first ever digital conservation trail that will be set up at the former Fanling Magistracy, soon to be revitalised as The HKFYG Institute for Leadership Development. Project ACT was co-organised by the Federation and **Ronald Lu & Partners**, with an 'Archi-Tour' around Hong Kong and a model-making workshop for students. The Link Together Initiatives of **Link REIT** also supported the Youth S.P.O.Ts to carry out various recreational projects in the communities. A new career exploration programme "What's a Career?" was organised together with **The Hong Kong Federation of Insurers** and delivered 1,000 boxes of the board game, "Find Yourself, Find Your Job" to 200 secondary schools.

The **Dr Eleanor Wong Youth Arts Learning Award Scheme** enables 60 underprivileged young people from Tin Shui Wai to take a two-year art cultivation programme with sponsorship. Those who participate will form their own alumni group to then give back to their community.

### Caring Company Scheme

To recognise the dedication of partners, the Federation successfully nominated 122 companies and eight organisations for The Hong Kong Council of Social Service 2015-16 Caring Company Logo and Caring Organisation Logo.

### Fundraising and Charity Events

#### *a cappella* Musical Dinner

An *a cappella* Musical Dinner, with the theme of "Love and Peace" was held on 17 March at the Conrad Hotel. With guest performances by Ommm from France, SoCal Vocals from America, HamojiN from Japan, Anna Lo from Hong Kong and the HKFYG Hong Kong Melody Makers, the proceeds raised go towards services for disadvantaged and youth at risk.

#### Sponsored screenings

##### *The Last Crayon*

*The Last Crayon*, a children's adventure story, was presented by the Jockey Club Media 21 (M21) and directed by Mr. Jeremy Yung and Mr. Henry Poon. From November to December 2015, free tickets sponsored by corporate partners were offered to disadvantaged children.

##### *The Taste of Youth*

*The Taste of Youth*, also produced by M21, looked at the hopes and dreams of nine young people and directed by Award Winning Mr. Cheung King-wai. Complimentary tickets were given by corporate sponsors to underprivileged youth and their families.



### 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 named the Federation as a beneficiary.

Partners continue to play a strong supportive 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 remains generous, as well as special offers and matched sponsorships for youth members and underprivileged children. Some of these include 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 trainings to outings, seminars and workshops, as well as career and educational expos. Media and publishing sponsors continue to provide free or low-cost promotions for many Federation programmes and events, such as print advertising, video roadshows and walls, and websites.



## CORPORATE PLANNING AND STAFF TRAINING

### The Annual Plan 2016-17

The annual planning exercise of the Federation commenced in November 2015, in depth discussions were made among staff, feedback was gathered from service users and stakeholders. As a result, Key Performance Indicators and strategic plans of the 12 Core Services were formulated, following the four strategic directions of the Third Five Year Plan:

- Professionalism and Innovation
- Engagement and Participation
- School and Community Networks
- Efficiency and Resources

The Annual Plan 2016-17 was finalised and published in April 2016, with copies distributed to government departments, funding bodies, partners, youth work organisations, universities and schools.



### Professional Youth Work Training

In year 2015-16, 632 staff members accomplished a total of 9,953 training hours by attending 118 in-house and 108 external training activities, achieving a total attendance of 4,144. Highlights include:

#### Information Technology and Creative Multimedia

Training courses and hands-on workshops were organised on topics ranging from online tools application, social media trend, e-marketing, mobile phone video shooting, micro-movie production to media post production skills. The Staff e-Learning System provided online training on internal computer systems and latest IT trends to ensure staff were up-to-date with new ICT knowledge.

#### Professional Capacity Building

Professional training courses and workshops were organised in response to current youth issues, such as student suicides, Internet addiction, gang violence, pressure of schoolwork and psychological stress. Other training activities were given to meet youth needs in areas of student special educational needs, child care, new media education, entrepreneurship and social innovation. Certificate training on MBTI personality assessment, Expressive Art Therapy and Restorative Mediation are a few examples of the professional training offered.



### Effective Management

A workshop on leading organisational innovation for Units-in-Charge, sponsored by the IBM Partnership Grant, was held. Experts also shared their experiences and insights on data management, e-marketing, effective writing skills and financial management.

For frontline and support staff, first aid and occupational safety training, as well as lessons in customer service and practical skills on minor maintenance were provided to raise their awareness of work safety and to enhance job satisfaction.



### Formal Social Work Programmes

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 placements in their serving units. In the past academic year, one staff member completed her agency-attached placement as part of the requirement in attaining the professional qualification. In the 2016-17 academic year, two staff members were granted study leave to undertake agency-attached placements.

### Staff e-Learning System

The Staff e-Learning System continued to make system enhancement and there were over 10,000 logins by staff in 2015-16. Since April 2015, all new staff underwent a series of induction training within their first three months, mostly through the e-classrooms with training videos, PowerPoint notes and online exercises. "eConnect", an e-newsletter for staff is published three times a week and includes feature articles about the latest news and trends on youth, organisational messages and topical columns ranging from ICT, innovation, school youth work to sustainable development.

### Best Practice and Knowledge Exchange

In 2015-16, 41 staff members were sponsored to travel to the USA, Japan, Thailand, Beijing, Shanghai, Sichuan and Zhongshan to learn new service models and best practices in social entrepreneurship, social innovation, organic farming and the prevention of drug abuse.

Last year, three training and exchange programmes were organised for 26 government officials, youth workers and social work students from Shanghai, Guangzhou and Shenzhen. The Federation also shared youth work experience with experts and academics visiting from Beijing, Shanghai, Guangzhou, Fuzhou, Shenzhen, South Korea and Singapore.

Last year, 96 social work students from local tertiary institutes and universities were offered fieldwork placements at the Federation. A further 107 university student interns from different study programmes were placed at different service units to gain vocational experience.



## SUSTAINABLE DEVELOPMENT

### Three Axes • Five Key Areas

The GoGreen goal aims to ensure the Federation becomes a Green Youth Organisation in services and operation by

- training staff to deliver green programmes.
- cultivating and educating a younger generation that is green.

The focus was on:

#### Three Go Green Axes:

- Green Governance: to reduce resource consumption and the related carbon emissions
- Staff Green Capacity Building: to train staff to change behaviour
- Youth Green Engagement: to engage youth in environmental activities and influence them to GoGreen in their daily lives

#### Five Green Key Areas:

- Energy Saving
- Paper Reduction
- Waste Reduction and Recycling
- Water Saving
- Clean Workplace



### Green Governance

The plan is to set up an effective monitoring mechanism with a commitment to green compliance, as well as to improve energy efficiency as fundamentals of green governance.

#### Monitoring Mechanism for Green Performance

The Federation has set up Five Green Key Performance Indicators (KPIs) including reducing electricity, water, paper consumption and waste, as well as increasing recycling collection.



### Youth Green Engagement

The Federation organised activities to engage young people to the key environmental concerns in Hong Kong, which included the “Eatwise@OTC” and “Wastewise in Camp”. The “Community Recycling Network” operated in the Youth S.P.O.Ts helps promote recycling in the community and reduce waste. The “Hong Kong Christmas Tree” art installation was decorated with 50,000 “silver stars” made of up-cycled aluminium cans. With the support and help of the Organic Farm and the OTC, healthy eating habits were also promoted and the consumption of green food was encouraged. The ECF has further supported the Federation to set up an online youth-oriented “Green Channel” at M21.

So far, over 176 thousand young people have become engaged.

### Green Compliance

The Federation has introduced green measures in mass events, including reducing food waste at the annual NEIGHBOURHOOD First Reunion Lunch, not using plastic bags at the Book Fair and launching the first ‘Cleaning Day’ in September to ensure the workplace environment and facilities are up to the highest standards of cleanliness and hygiene.

#### Improvements on Energy Efficiency

Supported by the Environment and Conservation Fund (ECF), installation of energy saving lighting and air conditioners were completed in 15 Youth S.P.O.Ts and four Camps, which, it is estimated, will save 11.3% of energy consumption.

Also supported by ECF, the Federation started to conduct a three-year energy-cum-carbon audit at three of its largest premises: the HKFYG Building, the Jockey Club Media 21(M21) and the Jockey Club Sai Kung Outdoor Training Camp (OTC).

### Staff Green Capacity Building

A staff and unit questionnaire were distributed to get an understanding of the environmental knowledge, attitude and behaviour of staff. What was found was that while most staff had a basic environmental awareness, they still needed to improve their environmental practices. An online training platform to promote behaviour change in the five key areas will be developed.



### Green Partnership and Collaboration

The Federation is also involved in and supports different environmental campaigns and activities of the government and other green partners. These include:

- Energy Saving Charter 24-26°C
- “Energy Saving for All” Campaign
- Earth Hour
- Water Conservation Week

### The Way Forward

The Federation will actively focus and promote the Three Axes and Five Key Areas to ensure continual improvements. A comprehensive data compilation on energy consumption and waste reduction of all individual units will begin in the coming year.



## INFORMATION TECHNOLOGY

### Application System

The HKFYG incorporated a user-centered approach and developed a new event enrollment website called, "Youth Are Invited" (event.hkfyg.org.hk). The system was launched in 2016 and facilitates public and members to discover, enroll and share the events organised by the HKFYG.

The "EasyMember" member portal (easymember.hk) was revamped in the second quarter of 2016 with improvements made to the system interface, the flow of member registration and activity searches. Overall user experience of the website was enhanced, and connectivity and interactivity of members were increased.

A new recruitment portal devised to facilitate staff recruitment of the Federation was developed in the third quarter of 2016, whereby candidates could apply and share vacancies on the portal, thus reducing administrative effort and speeding up the recruitment process.

### Projects Funded by the Social Welfare Development Fund

The new Accounting System is in the final development phase and is expected to be deployed in 2017, similar to the Partnership Management System and Instructor Management System.

### Business Continuity and Disaster Recovery

A disaster recovery drill will be conducted in the last quarter of 2016 for the major systems, including those related to caseworks, membership and accounting. New systems will be included in future disaster recovery drills.

### System Training

Training courses are constantly provided to staff, especially those newly joined, so as to improve their general knowledge of the major systems to facilitate their work.

## PREMISES DEVELOPMENT

### The HKFYG Institute for Leadership Development

During the year, asbestos was removed from the former Fanling Magistracy, as advance tendering for major contract works was conducted. Funding approval was granted by the Finance Committee of the Legislative Council, enabling works to begin. The target completion date of the project is the third quarter of 2017.

### 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 steadily progressing. The layout and area apportionment of the building has been approved by both the Home Affairs Bureau and the Social Welfare Department along with funding from the Finance Committee of the Legislative Council. The target completion date is late 2018.

### Redevelopment of Stanley Outdoor Activities Centre into Residential Camp

The Hong Kong Jockey Club Charities Trust has approved a grant of HK\$145,790,000 for the redevelopment of the Stanley Outdoor Activities Centre into a residential camp. The proposed new building will provide an accommodation capacity of 88 and a series of innovative sports programmes and facilities. The target completion date for the redevelopment is early 2019.

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

The Unit closely monitors the physical condition of all Federation premises, especially the Camps with their high utilisation rates. It is therefore critically important to prioritise the safety of all users by always ensuring the premises and equipment remains in good working order. Over the past year, 42 improvement and minor renovations were carried out.