

## NEW CDF PROJECTS

Strive for Continuous Improvement

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The Secretary for Labour and Welfare, Mr Matthew CHEUNG, together with members of the Steering Committee on the Child Development Fund and representatives of project operators officiated at the kick-off ceremony for the fifth batch projects.

## New batch of projects launched

The Child Development Fund (CDF) launched its fifth batch projects in the second half of 2015, which comprises a record number of 27 projects operated by 19 non-governmental organisations (NGOs). The projects are expected to benefit more than 2,000 children from a disadvantaged background.

Held in May 2015, the kick-off ceremony also marked the presentation of graduation certificates to participants of the third batch projects. At the ceremony, 87 outstanding mentors were commended and certificates of appreciation were presented to some 90 supporting organisations, while mentors and mentees were invited to share their experiences gained over the past three years.

## School-based pilots progressed

Ten projects were rolled out in the new school year under the second batch of the school-based pilot. First introduced in 2014, the school-based pilot aims at strengthening community support for CDF projects, with a view to benefiting more underprivileged children.

As school-based projects are still at an early stage, we will monitor their operation closely so as to make further improvement. Taking into account the views of school operators and stakeholders, and to cater for the schools' specific circumstances, we have fine-tuned the age requirement to make Primary 4 to Secondary 4 students eligible, irrespective of their ages. This improvement measure has been implemented starting from the second batch of the school-based pilot projects.

## Continuous improvement

Over the years, CDF has been striving for continuous improvement. Apart from putting in place various administrative improvement measures, CDF adopts a new "one-plus-one approach" for the fifth batch projects. Under the new approach, the NGOs which have satisfactorily completed their projects may operate another one in the next batch without the need to make a fresh application. In other words, the NGOs concerned should be able to better plan their resources for six years ahead. By doing so, they can build their own team of experienced and high calibre mentors to help mentees achieve their goals.





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## A WORD FROM COMMITTEE MEMBER

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Established in 2008, the **Steering Committee on the Child Development Fund** oversees and monitors the implementation, promotion and the relevant consultant study of CDF, and considers other related matters. The Steering Committee, chaired by the Permanent Secretary for Labour and Welfare, has 12 non-official members and one ex-officio member (a full membership list can be found on the [CDF's website](#)).

Thanks to the expertise and experience of its members, the Steering Committee has, since its inception, borne witness to the continuous development of CDF.

Members of the Steering Committee are regularly updated on the progress and details of the projects. Their valuable inputs to such areas as mentorship programme, targeted savings and matching contribution lead to further enhancement to the work of CDF.

### DR PHILEMON CHOI Is Excited to See Young People Sticking to Their Goals



With his extensive experience in youth work, Dr Philemon CHOI Yuen-wan has been an active member of the Steering Committee since its inception.

(English Translation)

**As** a youth worker, it is my pleasure to bear witness to the establishment and development of CDF. I am most excited to see young people sticking to their goals.

The Government has so far allocated \$600 million to CDF since the fund was established in April 2008. By bringing together the efforts of NGOs, primary and secondary schools, youth organisations, the business sector and voluntary mentors, the Labour and Welfare Bureau is committed to promoting CDF through tripartite collaboration among the Government, the business sector and the community, with a view to facilitating the upward mobility of young people.



Dr Philemon CHOI presented a certificate to participating children of the third batch projects.

As a member of the Steering Committee, I not only take part in the deliberation of policies and promotion of CDF, but am also involved in the manpower deployment for participating schools and frontline youth organisations, engaging the business sector to join as partners, and recruitment and training of mentors. Throughout the process, I am most impressed by the enthusiastic support and responses shown by various sectors of the community.

Most unexpectedly, there are so many mentors who are eager to help young mentees on a voluntary basis, set study and career goals, improve their interpersonal relationships, develop social network, draw up clear personal plans, and monitor the implementation of the plans over a period of three years. Mentoring is never an easy task. Some newcomers may have difficulties in adapting to the role of mentor and bridging the intergenerational and social gaps with young mentees, not to mention the time required to establish mutual trust. In fact, the selfless devotion and care provided by the mentors are the driving force behind the development of many young people. Some mentors have even forged close friendship with their mentees as well as with their families.

I love attending the closing ceremony of CDF projects. It is always encouraging to see young people, in the presence of their parents, mentors, social workers and teachers, sharing what they had achieved throughout the projects. It marks an important step toward setting their life goals.



## VISITS TO CUSTOMS AND EXCISE TRAINING SCHOOL

**The** Hong Kong Customs and Excise Department (C&ED) is one of the major law enforcement agencies in Hong Kong, undertaking a wide range of duties including investigations, anti-smuggling, narcotics interdiction, protection of intellectual property rights, and revenue protection.

To give young people a better idea of the work of the C&ED, six visits to the Customs and Excise Training School were organised for more than 250 CDF participants from July to August 2015. The visits included briefing by customs officers on their training, operations and entry requirements, and a tour to its mock facilities such as court room, customs declaration channel and parade room. Participants could also make close contact with drug detector dogs.



## Baptist Oi Kwan Social Service's "Step Up — Life Guiding" Project Kowloon City and Yau Tsim Mong District

CDF participants Virgil LO, Alex CHENG and Vaneë SO (from left to right).



"The C&ED is a highly disciplined law enforcement agency in the Government. Through the visit, I can learn more about the role, training programmes and various mock facilities of its Training School. We now understand that officer trainees are trained up with various techniques such as self-defense, foot drill training, use of firearm, goods examination, mock court trial, interrogation and offender investigation before serving the community. Now I have a better idea of their entry requirements. I will do my best to fulfil them. Hopefully I can serve the community as a customs officer in the future."

Virgil LO

What they say...

"It's a real eye-opener. I don't know much about the C&ED before the visit, but now I can tell that many important law enforcement duties such as narcotics interdiction, anti-smuggling, protection of intellectual property rights are carried out by this department. The Training School has its own outdoor firing range, multi-purpose sports ground, swimming pool and trainee dormitories. It is fully equipped to provide all the necessary training and preparation for its officer trainees to face future challenges."

Vaneë SO

"I have been thinking of joining the disciplined services but I'm not sure which one suits me most. The visit helps me understand the major functions of the C&ED. Apart from conducting baggage examination, the C&ED also performs duties relating to protection of intellectual property rights. The customs officer who guided us shared his good and hard times while working at the C&ED. This helps me set a clear target for my future career plan."

Alex CHENG

Supporting Organisation :

Hong Kong Customs and Excise Department



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## DINNING ETIQUETTE WORKSHOP



**Proper** etiquette is essential for enjoyment of a meal and people around you. The Dining Etiquette Workshop held in March by the Wofoo Social Enterprises and co-organised by the Towngas and Youth Square offered almost 80 CDF participants an opportunity to learn proper table manners and the use of different dining utensils. World Wushu Champion Mr CHOW Ting-yu was invited to share his success story during the workshop. It was hoped that Mr CHOW's experience would inspire the participants.

### The Boys' & Girls' Clubs Association of Hong Kong's "Growing Partners 2" Project Kwun Tong District



CDF participants KWAN Man-sze, CHEUNG Ka-ning and NG Hoi-fung (from left to right).

Organiser:



Co-organisers:



### What they say...

"Now I understand that the table utensils for western dining are used from the outside in. I can also identify the uses of different dining utensils. The guest speaker's story inspires us to work hard and not to miss the chance of learning new things and meeting new people."

KWAN Man-sze

"Learning about table etiquette and the use of various western dining utensils in such a relaxed atmosphere is a valuable experience of a lifetime. Now I know that there are proper manners to observe even when we are about to leave the dining table! The story shared by the World Wushu Champion gives us delightful insight into ways to become a great athlete."

CHEUNG Ka-ling

"Through the activity, I learn the importance of mutual respect. People should pay respect to each other. The essence of etiquette is thinking of others and being attentive to the people around us."

NG Hoi-fung





## HONG KONG BALLET “THE SLEEPING BEAUTY”



Photographer : Cheung Chi Wai Dancers : Dancers of Hong Kong Ballet

Many young people have a dream of becoming a performing artist. Yet they may not be given the opportunity to explore, learn and experience performance arts.

In view of this, Hong Kong Ballet offered tickets of its production of “The Sleeping Beauty” to nearly 200 CDF participants in March 2015. Some participants were invited to step onto the stage to learn simple dance moves and ballet terms. This would help them gain a better understanding of ballet dance.

### The Neighbourhood Advice-Action Council’s “Run for My Dream” Project Tai Po and North District



CDF participants LIU Ho-ki (first left) and TSE Wai-yee (second left).

### What they say...

“When I was a kid, some friends of mine took ballet lessons but I did not have the chance. Watching live ballet is a wonderful experience. The professional attitude and commitments shown by the ballet dancers are amazing. The stage design and costumes are excellent. Such level of performance could only be achieved with adequate preparation and good teamwork.”

LIU Ho-ki

“The ballet moves are so elegant. I enjoy watching the performance very much. Some of the moves have a high level of difficulty and the dancers must have put in an amazing amount of hard work to make them look so effortless. Ballet dancers use gestures and facial expressions to communicate with their audience, which is quite different from stage dramas. It is an eye-opening and unforgettable experience.”

TSE Wai-yee

Supporting Organisation :

HK  
BALLET  
香港芭蕾舞團

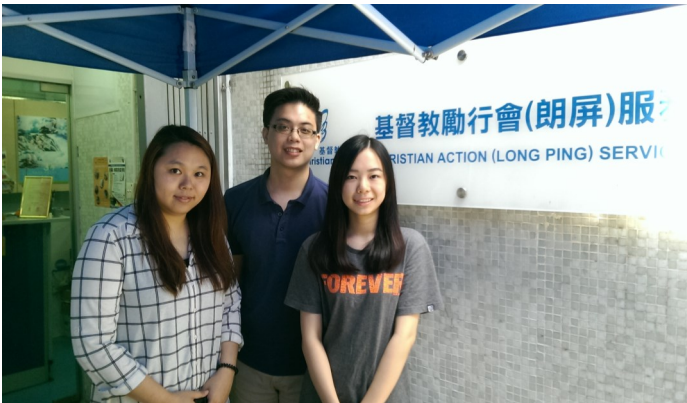


This feature column will focus on our project operators and covers stories about the implementation of the three key components of CDF projects, namely the Personal Development Plan, Mentorship Programme and Targeted Savings.

**Mentorship Programme** is one of the key components of CDF projects. Under the programme, project operators will assign an adult volunteer as mentor for each participating child for a period of three years. Through regular contact and interactive activities, the mentors will help the children draw up their personal development plans. In the third year of project, with the assistance of their mentors, the children will implement their plans by making use of the targeted savings they accumulated. By sharing their life experience, the mentors also give advice and encouragement to those children who are facing difficulties. To assist the mentors in taking up this important duty, the Labour and Welfare Bureau has made available a [Guidebook for Mentors](#) for their reference.

## IMPLEMENTING THE MENTORSHIP PROGRAMME

Mr Martin LEE, Assistant Manager  
Christian Action



Christian Action's Assistant Manager, Mr Martin LEE (middle) and mentee SUEN Ka-wai (right).

training, our social workers can know more about the personalities and strengths of each mentor. This is important to the matching process."

### Flexible matching

Christian Action will arrange meetings with all mentees before they are matched so as to identify their aspirations for their future. Matching is made in a flexible manner taking into account the mentees' character, gender, age, interest, place of residence, career expectation and occupation, family background, religion and so on. In one case, a mentee who wanted to learn musical instruments was matched with a mentor who could play piano. Another example is that a mentee who wished to enter the engineering profession was assigned an engineer of a railway company as mentor, who later showed the mentee around his workplace.

**Project** operators play an important part not only in the recruitment, matching and training of mentors, but also in promoting effective communication between mentors and mentees. Mr Martin LEE, Assistant Manager of Christian Action, shared with us the experience they acquired in taking forward the Mentorship Programme of their projects. As one of our project operators, Christian Action has run a total of 11 CDF projects since 2009.

### Three steps to become a mentor: Recommendation, interview, training

In the case of Christian Action, those who wish to become a mentor must clear three "hurdles". First, their applications must be endorsed by their church, supervisors or other mentors of the project as a preliminary assessment of their background, experience and characters. Second, interviews will be conducted with each prospective mentor to understand their perception of mentorship. "During the interviews, we will not only assess their abilities but also let them realise the importance of persistence and accountability," said Mr LEE. And finally, third, all shortlisted mentors have to receive 10 to 12 hours of training so as to obtain a better understanding of the project details and various communication skills with young people. After the training, the mentors will be matched with suitable mentees. "In the course of

### Breaking ice and establishing trust

Mr LEE said that those mentors who already know each other will be grouped together with their mentees to speed up the relationship. This can help them "break the ice" more easily through various group activities which are held in a relaxed atmosphere. "This arrangement can also promote mutual support among members in the same group," he said. "In one case, a mentor who had to leave Hong Kong for a few months due to urgent work commitments was able to find immediate support from other mentors in the same group."

Mentors are encouraged not only to share their knowledge but also discuss in depth their values and religious missions with their mentees. For instance, mentors can elaborate on the concept of financial management to help mentees understand that providing financial support for their parents is a fulfillment of filial obligation. Once mutual trust is established, mentors will assist mentees in drawing up their Personal Development Plans.

Participation of parents is essential to the Mentorship Programme. Parents welcome the idea of mentorship and they usually participate in the first meeting between their children and the mentors. Mentees who have drawn up their Personal Development Plan are also required to brief their parents on their plans, thus enabling parents to take part in witnessing their children's personal development.



## SUEN KA-WAI Inherits the Spirit of Life on Life



Participant SUEN Ka-wai (left) and her mentor Auntie Jane (right).

**SUEN** Ka-wai joined the “BUILD For A BRIGHT Future — Life Journey Project” organised by Christian Action when she was a Form 4 student and completed the project in 2013. At the age of 20, she is currently studying for a Higher Diploma in Psychology (Guidance and Counselling) at the Lingnan Institute of Further Education.

“**THE** three years of experience has made me a more mature person with a clearer idea of what I want to do in future. I am grateful to CDF for giving me the opportunity and I am truly blessed to have Auntie Jane as my mentor.

Auntie Jane works in a shop in the same district where I live. After our first meeting, I was reluctant to talk with her

as I learnt that she knew my mother. I did not know that she was such a sociable and cheerful person until we met during a small group bowling activity. The relaxed atmosphere helped us break the ice, and after that the two of us started talking and talking. Since then she has become my teacher, friend, and “auntie”.

At first, I just wanted to finish my study and had no idea of what I was going to do in the future. But Auntie Jane told me that everyone should set a goal to pursue. I once wished to be a pet groomer. She encouraged me to approach the issue from different angles, taking into account such factors as my fondness for pets and ability to cope with challenges. Under her guidance, I made up my mind to become a social worker and I am now studying psychology.

Three years have passed but the bond between us remains solid. We cannot see each other often due to work and study commitments, but we still keep in touch.

I hope that I can pass on what I have shared, learnt and experienced to the younger ones. This is the reason why I have enrolled as a mentor for the fourth batch projects. Like Auntie Jane, I am giving guidance to Wing-yee, a Form 1 student and also a CDF project participant, to help her explore her way. From being helped to helping others, I come to understand that it is a big responsibility of being a mentor for a three-year project. I will keep working to help more participants. “

## CARMEN NG Appreciates Mentor to Plot the Course Together



Participant CARMEN NG (left) and her mentor Windy (right).

**Carmen** Ng joined the “Dream for the Sky — Life Journey Project” organised by Christian Action in Kwun Tong in 2012. With the help of her mentor, she began to look at her future differently and took a bold step to follow her interest in learning English. Carmen is currently a first-year student of the Faculty of Arts at the University of Hong Kong.

“**I** heard about CDF from my school. The project offered me an opportunity to make use of the Targeted Savings to upgrade myself and widen my exposure. I joined the project when I was studying Form 5. After three years, I found that I had gained far more than I could imagine.

Windy, my mentor, is fond of traveling. Every time we met, she shared with me what she saw in different places of the world. Her experience was a real eye-opener for me.

Now I am a student of the School of English of the Faculty of Arts at The University of Hong Kong. I am greatly indebted to Windy who has given me valuable advice on my selection of programme choices in the JUPAS application. I studied commercial subjects in secondary school and I thought that business and commerce were all I could select. With her encouragement, I began to explore what I could do well and explore my interests via different extra-curricular activities. At last, I realised that I had intense interest in English language. Now I am able to study what really interests me, but credit must go to my mentor.

Over the past three years, I have gained new experience, broadened my exposure and learnt new knowledge. My younger brother and sister also followed suit and joined the CDF projects too. I am sure that they will see more possibilities for their future. “

## LEE KWAI-LING

### Sets a Goal and Goes for It



**LEE** Kwai-ling participated in the CDF project operated by the Tung Wah Group of Hospital in Sha Tin when she was 15. With an aspiration to join the accounting profession, she was matched with a mentor who was a practising accountant. Kwai-ling has completed Form 6 study and she is now a student of the Bachelor of Business Administration (Honours) in Financial Analysis Programme in the Hang Seng Management College.

"The three-year project has not only taught me about Targeted Savings but also helped me expand my social networks. I am getting closer to my goal. As the name of the project suggests, my dream is not far away.

I dream to be an accountant but had no idea of where to start with. Through the CDF project, I drew up my Personal Development Plan and now have a better idea of the ways to join the accounting profession and the nature of accounting work. I am greatly indebted to Kanny, my mentor who is an accountant by profession. I learnt from her that an accountant is required to meet clients abroad, and promotion opportunities are limited and they are available only to those who are willing to put in extra effort and time.

None of these is taught at school. Kanny's advice has given me a clearer picture of my career development so that I can prepare for it.

Through experience sharing, my peers and the seniors have helped me realise that I can still live my dream regardless of the conditions and availability of resources. Visits to job places gave me a better idea of the operation of various professions, while taking part in activities such as public speaking, fund raising and event MC also increased my exposure to different people and ideas.

I would like to thank all social workers, mentors and fellow mentees. I would not be where I am today without their support."

## SHARING AND PARTICIPATION

### Project sharing

All NGO and school operators are welcome to share their CDF participants' stories, project highlights and activity snapshots with us through this newsletter.

### Becoming a mentor

Mentors guide the development of mentees, help them set targets and go for their goals. You may directly impact the life of the participating children by serving as a volunteer mentor to provide guidance and share your life experience.

### Offering widening horizons activities

Your organisation may provide a unique experience or opportunity for participants to learn new knowledge, industry or career unknown to them before. Activities may include behind-the-scenes tours, career talks, meetings with senior executives/ topic specialists, exposure to arts and cultural programmes, etc.

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