

Existing and planned measures on the promotion of racial equality

Employees Retraining Board

Services
Concerned

- The Employees Retraining Board (ERB) provides a diverse range of “skills-based” training courses and services to enhance the skills, employability and competitiveness of the local labour force. Full-time placement-tied courses, part-time skills upgrading and generic skills courses are offered, with an aim to helping the unemployed land jobs and supporting the labour force to acquire new skills and upgrade their skills.

Existing
Measures

Providing suitable courses for people of different races

- To cater for the training need of people of different races, some courses are offered in English. To provide greater flexibility in class commencement, classes are usually offered in smaller class size.
- ERB established the "Task Force for Reviewing Language Courses" to examine comprehensively its language training courses, with a view to assisting people of different races to overcome communication barriers and uplift their employability through enriching the practicality and articulation of the language courses, and for the building up of progression pathway for them. ERB will continue to strengthen its support in Chinese language training towards people of different races and put in place a structured Chinese language training scheme to enhance their Chinese proficiency for purposes of social integration and employment.
- ERB offers dedicated training courses targeting non-engaged youth of the ethnic minorities aged between 15 and 29 under the Youth Training Programme.
- ERB has formed a “Focus Group on the Training Needs of the Ethnic Minorities” to identify training and employment needs of people of different races, and to advise on strategies for promoting ERB courses and services to

people of different races. The focus group comprises ethnic minority groups, social services organisations, training bodies (TBs), employers and relevant government bodies. ERB will continue to develop new courses for people of different races with reference to the advice of the focus group.

Special measures and support services

- ERB requests TBs to arrange English speaking staff to provide services to people of different races and encourage TBs to use the translation and interpretation services provided by non-government organisations when delivering ERB services. Interpretation services in class, provided by teaching assistants who can speak both English and ethnic minority languages are arranged where necessary.
- Trainees who have completed the dedicated placement-tied courses for the ethnic minorities are provided with six-month placement follow-up service.
- ERB publishes promotional leaflets of training courses in English and languages of different races as well as a dedicated promotional leaflet in English for distribution to different race groups via diverse channels (including the social service organisation under the “Ambassador Scheme” of the Home Affairs Department (HAD)). Besides, the Course Prospectus is printed in English, and advertisements are placed in newspaper, digital platforms in English and online publication in Urdu.
- To further enhance its promotional efforts, ERB has been in close contact with the Support Service Centres for Ethnic Minorities operated by non-government organisations and funded by HAD in the dissemination of service information of ERB to people of different races. ERB regularly updates information of ERB courses and services featured in the “Your Guide to Services in Hong Kong” published by HAD for the ethnic minorities.
- Targeted support services are offered for people of different races at the ERB Service Centre, including

dedicated workshops and group activities on job search and interview skills, workplace languages and industry-based skills experience, etc. In collaboration with social service organisations, ERB sets up “ERB Service Spots” in various districts to provide enquiry and enrolment services for ERB courses, organise industry seminars and taster courses, and assist members of the public, including people of different races, to register for Training Consultancy Service.

- ERB's Training Consultancy Service is available to provide people of different races with recommendations on suitable training and assistance in enrolling in ERB courses by assessing their training needs and job aspirations through interviews. Training Consultants also proactively liaise with district associations, religious gathering places, schools and social services organisations of people of different races to conduct seminars and workshops to promote ERB's courses and services.
- ERB funds TBs to organise a diverse range of district-based promotional activities to promote ERB courses and development opportunities of different industries, including dedicated activities catering for the training needs of people of different races. Besides, the "Training Support Services Subsidies" encourage TBs to develop supplementary training materials and provide learning support services to people of different races.
- Non-school-attending people of different races could receive subsidy from HAD to study in specified ERB language courses, with the aim of encouraging them to engage in life-long learning and to enhance transferable job skills.
- ERB sets up “ERB Training Net” Course Search Terminals at the ERB Headquarters, the ERB Service Centre, ERB Service Spots, Labour Department Job Centres and designated non-governmental organisation partners. People of different races can obtain information on ERB courses, training centres, services and activities as well as

register for Training Consultancy Service through the terminals.

- To facilitate their future study and career planning, ERB organises activities including “Career Talks for School”, “Taster Workshops” and “Company Visits”, etc. for upper secondary school students of different races. Employer representatives and ERB trainers from various sectors are invited to share with the students information on career prospects, the work environment, required skills and entry requirements. ERB representatives also introduce ERB courses and services which are suitable for the students of different races.

Staff training

- To promote understanding of the culture of people of different races and enhance the sensitivity of staff in delivering services to them, ERB organises workshops in collaboration with different organisations, such as “Equal Opportunities Commission”, on cultural diversity for the staff of ERB, employers and TBs.

Assessment of
Future Work

- ERB reviews from time to time the training courses and services for people of different races and strives to develop dedicated courses and services to address their training needs. In the process ERB will solicit views from various stakeholders, including the Focus Group on the Training needs for the Ethnic Minorities, trainees, training bodies and technical advisers. Statistical figures on the use of translation and interpretation services by people of different races are also collected to better understand their need for language services.

Additional
Measures Taken
/ To Be Taken

- To facilitate people of different races who can speak and comprehend Cantonese to attend other training courses for the general public, ERB will continue preparing English training materials for more selected courses. It is also exploring the development of more industry-specific training courses for people of different races.

Enquiries

- For enquiries, please contact the Training Consultant of ERB (Tel: 6760 3801 / 6760 3608, Email: erbhk@erb.org, Fax: 2369 8322).

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