

SKH LAM WOO MEMORIAL SECONDARY SCHOOL (2016-2017)
Work Plan on Life Planning Education and Career Guidance Service

Our Direction & Objectives:

- Adopt a whole-school approach for career and life planning education.
- Make good use of the Career and life planning grant to enhance effective implementation of school-based career and life education planning education.
- Align with developmental needs of students at different stages of growth, thus differential provision in service should be considered.
- Encourage students to make career/academic decisions in accordance with their interests, abilities and orientations.
- Promote career development of students which better prepares them for actualizing individual’s potential through pursuit of their personal goals.
- Empower the students to make informed and responsible choices on their learning, occupation, career goals and other aspects of life.
- Assist students to manage and adapt to the transitions from school to work, and in long run prepares them for life-long learning.

Our Work Plan:

Targets		Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Allocation of the CLP Grant
Objective 1: Formulating a Career Guidance Curriculum							
F1	Self-Understanding & Development	<ul style="list-style-type: none"> • “Life Skills Education” • Life Education Program • “Project Seed” • “Flourishing Teens Project”(LW Life PAD) 	Students can... <ul style="list-style-type: none"> • Understand the importance of developing oneself in the aspects of academic, interpersonal relationships & generic skills. • Make a realistic self-assessment of achievements, qualities, 	<ul style="list-style-type: none"> • Student evaluation questionnaire • Teachers’ feedback • Scrutiny of documents 	Sep16 - Jul17	RS Dept. PCRES MC 2	Subsidy for student workshops

			<p>and abilities.</p> <ul style="list-style-type: none"> Formulate short and medium goals by goal-setting, review, reflection & planning. 				
F2	Self-Understanding & Development	<ul style="list-style-type: none"> Life Education Workshop: Understanding Oneself “Flourishing Teens Project”(LW Life PAD) 	<p>Students can...</p> <ul style="list-style-type: none"> Attend the workshop attentively. Develop self-understanding. 	<ul style="list-style-type: none"> Student evaluation questionnaire Teachers’ feedback Scrutiny of documents 	Sept16 - Jul17	RS Dept. MC 2	Subsidy for student workshops
F3	Career Planning and Management	<ul style="list-style-type: none"> “P.A.T.H.S” to Adulthood Program NSS Subject Choices and the Development of Career Aspirations Workshop “Flourishing Teens Project”(LW Life PAD) 	<p>Students can...</p> <ul style="list-style-type: none"> Aware of their personality traits, able to set “SMART” goal. Understand and apply decision making technique. Make informed and responsible choices of NSS study. 	<ul style="list-style-type: none"> Teachers’ feedback Qualitative assessment based on student feedback and study plan. Scrutiny of documents 	Sept16 - Jul17	PCRES CS MC 2	Subsidy for student workshops
F4 - F6	Career Exploration Engagement & Career Planning	<ul style="list-style-type: none"> Life Education Workshop: Parent-Child Relationship, Life and Death. Careers Education: 	<p>Students can...</p> <ul style="list-style-type: none"> Formulate medium and long term goals and career/learning targets. Develop strategies for 	<ul style="list-style-type: none"> Student evaluation questionnaire Teachers’ feedback 	Jan17 - Mar17	PCRES CS Form teachers	Subsidy for student workshops

		<p>Bringing Future into Focus (F4)</p> <ul style="list-style-type: none"> Applied Strategic Thinking: Path to Further Studies (F5) 	<p>decision-making so as to become self-directing in the process of careers planning.</p> <ul style="list-style-type: none"> Set and act their career/learning plan reflectively and progressively, based on a holistic understanding of their achievements, qualities, aptitudes, abilities and personal/career aspirations. Learn how to cope with their challenges in life. 	<ul style="list-style-type: none"> Qualitative assessment based on student feedback and study plan. Form Coordination Meeting Scrutiny of documents 			
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Targets		Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Allocation of the CLP Grant
Objective 2: Linking study opportunities and career choices							
F3 - F6	Career visits or talks/ Faculty visits/ Subject-specific Taster Programs	<ul style="list-style-type: none"> Provide opportunities for students to join various subject-specific career visits, faculty 	<p>Students can...</p> <ul style="list-style-type: none"> Build a connectedness between their secondary education and further study or career path. Know more about the 	<ul style="list-style-type: none"> Subject Panel evaluation meetings CS evaluation meeting Scrutiny of 	Sep16 - Jul17	CS Subject Depts.	Subsidy for student transportation

		guided tour, seminar and taster programs or camps to explore the further studies, occupation options opened up for their particular senior secondary subject choices.	advancement options and career opportunities for their subject choices.	documents			
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Targets		Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Allocation of the CLP Grant
Objective 3: Organizing school-wide Career Guidance Activities align with School Major Concern 2 Flourishing Life and Study Paths							
F1	Focusing on Time Management	<ul style="list-style-type: none"> “Grasp the time” Activity Talk on Time Management 	Students can... <ul style="list-style-type: none"> Know the importance of having good time management. 	<ul style="list-style-type: none"> Teachers’ feedback Student evaluation questionnaire CS evaluation meeting 	Sep16 - Jan17	CS SCT	/
F2	Focusing on MC 2: Positive Emotion & Engagement	<ul style="list-style-type: none"> Talk on Emotion Management & Engagement 	Students can... <ul style="list-style-type: none"> Demonstrate active participation in the talk. 	<ul style="list-style-type: none"> Teachers’ feedback CS evaluation meeting 	Mar17	CS	/
F3	Focusing on Self Understanding & Decision Making	<ul style="list-style-type: none"> Talk on NSS curriculum and subject selection 	Students can... <ul style="list-style-type: none"> Know more about the NSS curriculum, Policy 	<ul style="list-style-type: none"> Feedback from class teachers and students 	Oct16 - May17	CS MC2 CAS	/

		<ul style="list-style-type: none"> • Providing comprehensive information about NSS subjects in booklets. • Sharing on NSS subject selection & introduction of NSS elective subjects • NSS subject selection consultation session • Conduct Mock Subject Selection 	<p>of Streaming and their senior secondary subject choices.</p> <ul style="list-style-type: none"> • Make informed choice on their NSS electives. • Show a positive response to talks & consultation session. 	<ul style="list-style-type: none"> • CS evaluation meeting 			
F4 - F6	Focusing on Careers Planning, Preparation for DSE & Progression Path for Senior Secondary Graduates	<ul style="list-style-type: none"> • Organize careers talk on Careers Planning, Preparation for DSE, Local/ Overseas/Taiwan/ study, JUPAS strategy and Multiple Pathways for S6 graduates, Admission Interview workshop & Mock Interview, ACO “University Preparation 	<p>Students can...</p> <ul style="list-style-type: none"> • Formulate medium or long term goals and learning targets. • Know more about multiple study pathways at the completion of secondary schooling. • Develop career planning skills and make informed choice on their tertiary education options/career. 	<ul style="list-style-type: none"> • Student evaluation questionnaire • Form teachers’ feedback • Scrutiny of documents 	Sep16 - Aug17	CS PCRES FCC MC2	Subsidy for career talks, student workshops and transportation

		<p>Workshop” etc. to support students in their planning on further studies/career.</p> <ul style="list-style-type: none"> • Invite alumni to share their life experiences and career advice in Form Morning Assemblies. 					
F4 - F6	Progression Path for Senior Secondary Graduates	<ul style="list-style-type: none"> • Arrange campus tours to various local/Taiwan universities: HKU, CUHK, etc. • Encourage students to visit Information Day of various institutes. • Organize Alumni Sharing Session: Invite ranging from ‘fresh’ to ‘experienced’ graduates to share their experiences 	<ul style="list-style-type: none"> • Number of students participated. • Students demonstrate active participation in the Alumni Sharing Session. • Able to help students to map out progression pathways in certain careers. 	<ul style="list-style-type: none"> • Student evaluation questionnaire • Form teachers’ feedback • Scrutiny of documents 	Sep16 - Jul17	CS MCES	Subsidy for student transportation

		with students.					
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Targets		Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Allocation of the CLP Grant
Objective 4: Facilitating Learning Experiences about Work (Career-related Experiences)							
F1 - F3	Career Kaleidoscope	<ul style="list-style-type: none"> Organize career visits and career expo for junior form students. 	<ul style="list-style-type: none"> Number of students participated. Students can think about what they really want to do, what purpose they have and setting goals basically turning their dreams into reality. 	<ul style="list-style-type: none"> Students' performance Feedback from students and teachers 	Sept16 - May17	CS SCT	/
F3 - F5	Life Buddies Program	<ul style="list-style-type: none"> Organize the mentorship program with The Airport Authority Hong Kong for F3-5 students. 	<ul style="list-style-type: none"> Students can improve their life skills, enhance their exposure, engage in/maintain participation in education, training and employment, develop a vision for their future, and make preparation for achieving education, training and career goals. 	<ul style="list-style-type: none"> Students' performance Feedback from students and mentors 	Oct16 - Jul17	CS MC2	Subsidy for student transportation
F5	Career	<ul style="list-style-type: none"> CareerLive® Career 	<ul style="list-style-type: none"> Students can understand 	<ul style="list-style-type: none"> Student 	28Apr	CS	Subsidy for

	Exploration Engagement & Career Planning	Stimulation Game by St. James Settlement	<p>the situations, requirements and characteristics of different jobs.</p> <ul style="list-style-type: none"> • Students can engage in group debriefing, in which they can reflect on their own interest, ability and gains, thus to set up a unique goal in life planning. 	<p>evaluation questionnaire</p> <ul style="list-style-type: none"> • Teachers' feedback 	(F5 CD) 2May (F5 ABE)	MC2	student transportation
F4 - F5	Job Shadowing Program / HKACMGM Summer Career-Related Experience Scheme	<ul style="list-style-type: none"> • Partnership with HKGCC, HKACMGM and business communities to provide students job shadowing opportunities to go into a host company, tour a job site, "shadow" a workplace mentor and participate in some real workplace activities to take an up-close look at the 	<ul style="list-style-type: none"> • Students can complete the assigned tasks and conduct interviews with their workplace mentors. • Able to widen students' horizon, to enable them to explore the career world. • Students can develop positive attitude towards work and are able to integrate their career / academic aspirations in their goals planning. 	<ul style="list-style-type: none"> • Student evaluation questionnaire • Students' self-reflection • Students' performance report / Feedback from the organization concerned 	Sep16 - Aug17	CS	/

		world of work.					
F4 - F6	JA Success Skills Workshop – Career Development	<ul style="list-style-type: none"> Encourage and recruit students to participate in JASS, a half-day workshop that aims at helping students to develop job searching skills which are necessary in a professional environment. They can engage with business professionals and learn from successful role models. 	<ul style="list-style-type: none"> Participants can practice career preparation activities such as resume writing & mock interviews. They can know more about the essentials steps in career planning and knowledge in looking for a job. 	<ul style="list-style-type: none"> Student evaluation questionnaire Students' self-reflection 	Oct16 - Jul17	CS	/
F4 - F5	Other CRE Learning Activities / Programs	<ul style="list-style-type: none"> Liaise and collaborate with alumni, competent NGOs, business communities and professional association to provide a range of quality CRE learning programs 	<ul style="list-style-type: none"> CRE programs are arranged with a reasonable level of diversity to cater for different individual needs. Number of students participated. Students can gain exposure; develop 	<ul style="list-style-type: none"> Student evaluation questionnaire Students' learning reflection Students' feedback 	Sep16 - Jul17	CS MCES	Subsidy for student transportation; Administrative support by Assistant Teacher is provided to the CGP

		such as career visits, mentorship programs, etc. to further equip students with knowledge, skills and positive attitude towards work and integrate their career/ academic aspiration with whole person development and life-long learning.	career aspirations, work readiness and positive work ethics.				
F4 - F6	Career Exploration & Career Planning	<ul style="list-style-type: none"> Subscribe Ming Pao Education Publications Limited's career website. 	<ul style="list-style-type: none"> Students can get the latest news about career-related activities organized by our school, different programs offered by local and overseas institutions, different jobs in HK, and the multiple pathways for F6 graduates. 	<ul style="list-style-type: none"> Feedback form students and teachers Scrutiny of documents 	Sept16 - Jan18	CS MC2	Subsidy for career website subscription

Targets		Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Allocation of the CLP Grant
Objective 5: Enabling Individual Student Planning through the process with guidance and self-assessment							
F1	Getting to know the school	<ul style="list-style-type: none"> F1 Adaptation Program (Social skills, School Rules, Time Management & Learning style and skills) 	<ul style="list-style-type: none"> Most F1 students can adapt to their school life. They can build up a sense of belonging to the school. 	<ul style="list-style-type: none"> Feedback form students and teachers Scrutiny of documents 	Sep16	PCRES CS CAS DS GS	Subsidy for organizing Lunch Time Programs
F1 - F6	Self-Exploration - Engagement	<ul style="list-style-type: none"> Form Teacher Periods 	<ul style="list-style-type: none"> Empower students to achieve personal development & academic betterment through a wide variety of Form Teacher Periods throughout the school year. 	<ul style="list-style-type: none"> Feedback from form teachers and students Form Coordination Meeting Scrutiny of documents 	Sep16 - Jul17	MCES CS GS Class teachers	Employ Teachers / Assistant Teachers to release the workload of F5-6 form teachers, careers mistress and CGP
F1 - F6	Teacher-students - Conferences	<ul style="list-style-type: none"> Teacher-students conferences will be conducted. It is aiming at helping students to explore their personal issues in career and life planning. 	<ul style="list-style-type: none"> Most students can share their goals and thoughts. Let students have self-awareness, reflect and plan on studies and academic performance, and career goals. Better students and teacher relationship. 	<ul style="list-style-type: none"> Feedback from form teachers and students APASO Scrutiny of documents 	Sep16 - Apr17	PCRES FCC	Employ Teachers / Assistant Teachers to release the workload of F5-6 form teachers, careers mistress and CGP
F3	Careers / Aptitude	<ul style="list-style-type: none"> Let students 	<ul style="list-style-type: none"> Students are able to 	<ul style="list-style-type: none"> Feedback from 	Sept16	CS	Subsidy for

	assessments: Probe 「我最喜愛的事業探索」	<p>understand the world of careers.</p> <ul style="list-style-type: none"> • Help students find out their interests and match them to careers (in board sense). 	<p>think about their possible plans for the future and how they might get there.</p> <ul style="list-style-type: none"> • Let students make informed decisions on elective subjects in NSS. 	teachers and students	- Jul17	MC2 RS Dept.	student account subscription
F4	Revision of NSS Study Plan	<ul style="list-style-type: none"> • Students are encouraged to review their study plan and make adjustments and improvement so as to fulfill their own planning. 	<ul style="list-style-type: none"> • Students can make their study plan reflectively, based on a genuine understanding of their interests, abilities and skills, etc. 	<ul style="list-style-type: none"> • Feedback from class teachers and students 	Sep16 - Jul17	CAS CS	/
F5 - F6	Student Learning Profile	<ul style="list-style-type: none"> • Reflective construction of Student Learning Profile 	<ul style="list-style-type: none"> • Construction of Student Learning Profile in a reflective manner. • Let students reflect, review and record their all-round learning experience. • Enhance students' self-awareness & goal setting. 	<ul style="list-style-type: none"> • Review Student Learning Profile • Feedback from students 	Sep16 - Jul17	SAMS CS	/
F5	Personal	<ul style="list-style-type: none"> • “Personal Statement 	<ul style="list-style-type: none"> • Help students reflect & 	<ul style="list-style-type: none"> • Review students 	Sep16	English Dept.	/

- F6	Statement Writing	Writing” lessons conducted by English Department	review their learning experience, academic goals, careers goals <ul style="list-style-type: none"> Students can write their own personal statement for careers and life development 	Personal Statement <ul style="list-style-type: none"> Feedback from teachers and students 	- Jul17	CS	
F4 - F6	Career Interest Inventory Assessment (CIIA) / Aptitudes Tests: Profile 「潛能」測試	<ul style="list-style-type: none"> Conduct Career Interest Inventory Assessment (Online Version) / Profile 「潛能」測試 etc. to assist students in exploring their career potential in an in-depth qualitative manner, and provide formative analysis on their career development needs. 	<ul style="list-style-type: none"> Empower students to have self-awareness, reflect and plan on studies and academic performance, and career goals Students can make careers goals. 	<ul style="list-style-type: none"> Feedback from students 	Sep16 - Jul17	CS	Subsidy for student account subscription
F6	Completion of “My Multiple Pathways Action Plan”	<ul style="list-style-type: none"> Provide students with relevant careers information. 	<ul style="list-style-type: none"> Students can plan ahead for their career goals. Students can make informed career decisions. 	<ul style="list-style-type: none"> Feedback from students 	Sep16 - Jul17	CS	/

Targets		Strategies	Success Criteria	Methods of Evaluation	Time Scale	People Responsible	Allocation of the CLP Grant
Objective 6: Guidance and Counseling for individual students							
F1 - F6	For students in need	<ul style="list-style-type: none"> Form teachers counsel and follow-up on students in need whenever necessary. 	<ul style="list-style-type: none"> Students can share their goals and thoughts with form teachers. Better student and teacher relationship. 	<ul style="list-style-type: none"> Teachers' feedback Students' log sheets APASO Scrutiny of documents 	Sep16 - Jul17	Form teachers	/
F1 - F5	For less able students	<ul style="list-style-type: none"> Provide information on diversified study paths for students with other potential to explore occupational choices and alternate study paths under NAS. 	<ul style="list-style-type: none"> Students are able to know various study opportunities and can make informed choice on their further studies, training and vocational education. 	<ul style="list-style-type: none"> Feedback form students, parents and class teachers Scrutiny of documents 	Sep16 - Jul17	CS GS Form teachers	
F3	For F3 students and their parents	<ul style="list-style-type: none"> Provide career guidance on the selection of subjects in F4. 	<ul style="list-style-type: none"> Students can be active, informed decision-makers. 	<ul style="list-style-type: none"> Feedback form students and parents 	Sep16 - Jul17	CS Form teachers	/
F4 - F6	For students who wish to drop elective subject	<ul style="list-style-type: none"> Help students get updated information on the admission requirements of 	<ul style="list-style-type: none"> Students are able to review their study plan and have clear goals. 	<ul style="list-style-type: none"> Feedback form students Scrutiny of documents 	Sep16 - Jul17	CS Subject teachers CAS	/

		various universities/ associate degree or higher diploma courses.					
F1 - F5	For repeaters	<ul style="list-style-type: none"> Help students ignite their potentials, build up a positive self-image and set life goals. 	<ul style="list-style-type: none"> Students are encouraged to set their goals and equip themselves so as to make continuous improvement. 	<ul style="list-style-type: none"> Feedback form students, parents and form teachers 	Jul17	CS GS Form teachers	/
F6	Guidance on Multiple Pathways, DSE Results Release Day & after the release of JUPAS Main Round Offer	<ul style="list-style-type: none"> Provide career advice on JUPAS program prioritization strategy or other self-financed degree & sub-degree programs. Provide careers guidance for the NO OFFER F6 graduates after the release of JUPAS Main Round Offer Results. 	<ul style="list-style-type: none"> Students can make informed choice on their further studies or career path. 	<ul style="list-style-type: none"> Survey on Career Pathway of F6 Graduates. 	Sep16 - Aug17	CS GS F6 Form teachers Senior teachers	/

CLP grant Expenses on:

- Employing Teachers and Assistant Teachers to release the workload of senior form class teachers, careers mistress and CGP = ~\$450,000
- Buying services from external organizations, transportation subsidy and subsidy made to students with financial difficulties in oversea trips related to areas concerning further studies and life planning education, etc. ~\$100000

Framework of Enhancing Career & Life Planning Guidance for SKH Lam Woo Memorial Secondary School Students 2016-2017

DIMENSIONS OF INTERVENTION	STUDY LEVELS & THE PROGRAM PLAN			
	F1-3	F4	F5	F6
Guidance and Counseling for individual students	<ul style="list-style-type: none"> Guidance & counseling for the repeaters and students who need career guidance on subject selection 	<ul style="list-style-type: none"> Guidance & counseling for the repeaters & students who wish to drop subject or need career guidance 	<ul style="list-style-type: none"> Guidance & counseling for the repeaters, students who wish to drop subject or need career guidance 	<ul style="list-style-type: none"> Guidance & counseling for the students who need career guidance on JUPAS strategy or further studies
Enabling Individual Student Planning (Assessment → guidance → portfolio building)	<ul style="list-style-type: none"> F1 Adaptation Program (Social skills, School Rules, Time Management & Learning style and skills) (GS, DS, CS, CAS, PCRES) Teacher-Student Conferences (FTs) (FC) Form Teacher Periods (FTs) Probe 「我最喜愛的事業探索」 (CS, MC2, RS Dept) 	<ul style="list-style-type: none"> Personality and traits tests Teacher-Student Conferences (FTs) (FC) Form Teacher Periods (FTs) Revision of NSS Study Plan 	<ul style="list-style-type: none"> Career tests (Career interests, career plan, career values) Teacher-Student Conferences (FTs) (FC) Form Teacher Periods (FTs) Reflective construction of Student Learning Profile “Personal Statement Writing” lessons (English Department) 	<ul style="list-style-type: none"> Career Interest Inventory Teacher-Student Conferences (FTs) (FC) Form Teacher Periods (FTs) Reflective construction of Student Learning Profile “Personal Statement Writing” lessons (English Department) Completion of “My Multiple Pathways Action Plan”
Facilitating Learning Experiences about Work	<ul style="list-style-type: none"> Career visits Mentorship Programs Community Service 	<ul style="list-style-type: none"> Career visits Mentorship Programs Community Service Professional/Business Partnership Programs JA Success Skills Workshop EDB Business-School Partnership Program 	<ul style="list-style-type: none"> Career visits Mentorship Programs Community Service Leadership Training Program Job Shadowing Program Target Law Program ACO Career Program EDB Business-School Partnership Program, etc. JA Success Skills Workshop CareerLive® Career Stimulation Game 	<ul style="list-style-type: none"> Career visits Target Law Program Summer Career-Related Experience Scheme JA Success Skills Workshop Subscribe career website

DIMENSIONS OF INTERVENTION

STUDY LEVELS & THE PROGRAM PLAN

	F1-3	F4	F5	F6
Organizing school-wide Career Guidance Activities align with School Major Concern 2 and Study Paths	<ul style="list-style-type: none"> • Talk on Time Management • Talk on Flourishing Life • Talk on NSS curriculum and subject selection • Sharing on NSS subject selection & introduction of NSS elective subjects • NSS subject selection consultation session • Conduct Mock Subject Selection (CAS) 	<ul style="list-style-type: none"> • Talk on Careers Planning • Alumni Sharing Sessions • Visiting Info Day of local / Taiwan universities & Career Expo • Visiting Local / Taiwan universities : HKU, CUHK, etc (MCES & CS) • Talk on Local / Overseas / Taiwan / China study • University Taster Programs or Camps 	<ul style="list-style-type: none"> • Talk on Preparation for DSE • Alumni Sharing Sessions • Visiting Info Day of local / Taiwan universities & Career Expo • Visiting Local / Taiwan universities : HKU, CUHK, etc (MCES & CS) • Talk on Local / Overseas / Taiwan / China study • University Taster Programs or Camps 	<ul style="list-style-type: none"> • Talk on JUPAS and Multiple Pathways for F6 graduates & parents • JUPAS Online Registration workshop • Talk on E-APP and Alumni Sharing • Interview Skills workshop and Mock Interview • Alumni Sharing Sessions • Talk on Planning for the release of HKDSE Results
Linking study opportunities and career choices	<ul style="list-style-type: none"> • Connection of subjects and occupational choices 	<ul style="list-style-type: none"> • Provide opportunities for students to join various subject-specific career visits, faculty guided tour, seminar and taster programs or camps to explore the further studies, occupation options opened up for their particular senior secondary subject choices. 		
Formulating a Career & Life Planning Guidance Curriculum	<ul style="list-style-type: none"> • “Flourishing Teens Project” (LW Life PAD)(F1-F3)(MC2) • F1 “Life Skills Education” (RS Dept.) • “Project Seed”(F1) (PCRES) • “P.A.T.H.S” to Adulthood Life Education (PCRES) (F3) • NSS Subject Choices and the Development of Career Aspirations Workshop (F3) 	<ul style="list-style-type: none"> • Life Education (PCRES) • Careers Education: Bringing Future into Focus 	<ul style="list-style-type: none"> • Life Education (PCRES) • Applied Strategic Thinking: Path to Further Studies 	<ul style="list-style-type: none"> • Life Education (PCRES)

Reference: Education Bureau (2011), *Recommendations on Career Guidance for Secondary Schools under New Academic Structure*, Hong Kong, China.