

# Survey of Careers Teachers' Views on “Strengthening Life Planning” in Policy Address 2014

## 升學及就業輔導老師就 2014 年施政報告有關

### 「加強生涯規劃」部份的意見調查

By Hong Kong Association of Careers Masters and Guidance Masters Ltd. (HKACMGM) 2014  
香港輔導教師協會有限公司（香港輔導教師協會）；2014

#### Background:

背景：

The Policy Address 2014 signifies a milestone of career guidance and education in Hong Kong. The Government provides a pledge to “fosters a culture of multi-faceted excellence and helps nurture young people through education, employment and whole-person development. We provide them with diversified learning, training and development opportunities that match their abilities, aspirations and education levels.” (Paragraph 90)

剛發表的施政報告 2014 為香港升學及就業輔導發展的里程碑。香港政府承諾「鼓勵多元卓越文化，從教育、就業和全人發展三方面培育青少年，為全港不同能力、志向和教育水平的青年人，提供多元化的學習、培訓和發展機會。」（第 90 節）

In light of this mission, “the EDB will increase the manpower of the Career Guidance Team to provide holistic support to schools in providing career guidance service and life planning education. *From the 2014/15 school year, public sector schools operating classes at senior secondary levels will be provided with an additional recurrent grant equivalent to the salary of a graduate teacher to introduce more life planning education elements.* In parallel, the Government will encourage greater participation of business establishments and engage more community resources in the Business-School Partnership Programme. We will also allocate additional resources to NGOs to enhance career guidance for secondary students in collaboration with schools.” (Paragraph 105)

因應以上願景，「教育局會加強升學輔導小組的人手，以更全面支援學校提供升學及就業輔導服務，以及拓展生涯規劃。由 2014/15 學年起，開辦高中級別的公營學校亦會獲得相等於一名學位教師職級薪金的額外經常津貼，加強生涯規劃教育元素。同時，政府會推動更多工商機構和社區資源參與「商校合作計劃」。政府也會增撥資源予非政府機構與學校協作，加強對中學生籌劃未來升學與就業的輔導。」（第 105 節）

The public can witness how commitment of the career teachers in coaching and supporting the DSE graduates through whole-school approach and developmental perspective. The additional recurrent grant, from HKACMGM’s view, is the milestone to step up professionalism of the school career counsellors for betterment of service. Nevertheless, we are highly concerned about how the public money could be utilized effectively for its intended purpose and outcomes. We thus initiate this survey to collect views and suggestions from career masters/mistresses of member schools. The results would become the empirical basis of our stands and recommendations to be sent to EDB and the public.

升學及就業輔導老師一直透過全校參與的發展性輔導服務，支援文憑試畢業生，大家的努力和成效漸受社會肯定。香港輔導教師協會關注到額外經常津貼必須得以善用，減省升學及就業輔導教師的教學工作量以進一步發展學校升學輔導服務，才能使每個學生都能得益。為此我們誠邀升學及就業輔導老師回應此問卷調查，所得數據將成為本會回應有關政策及提出建議的基礎。

Your participation is highly treasured! Our positions and views would have impacts run deep in the future development of career guidance, and we believe, the well-being of the young generations.

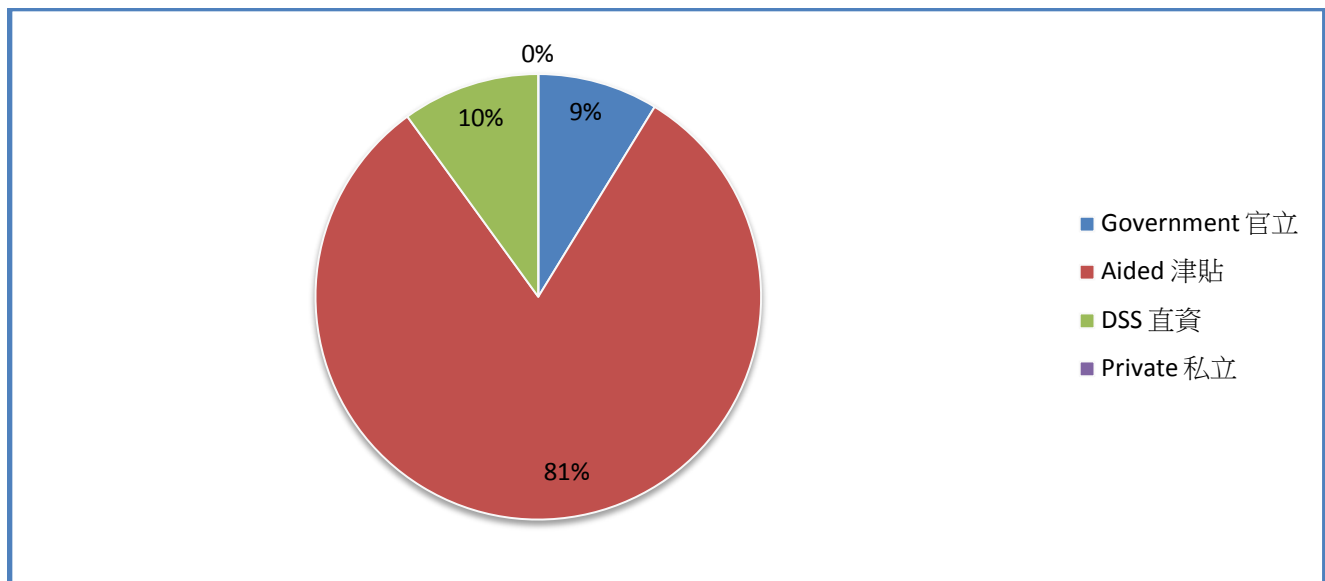
您們的意見將對本地升學就業輔導工作及年青人有深遠的影響。我們希望您能踴躍參與。謝謝。

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# I. Information on School 學校資料

## 1. Funding Model 資助模式



Value	Count	Percent
Government 官立	21	8.8%
Aided 津貼	195	81.3%
DSS 直資	24	10.0%
Private 私立	0	0.0%

Statistics	
Total Responses 回應人次	240
Skipped 跳過人次	0
Unanswered 填空人次	0

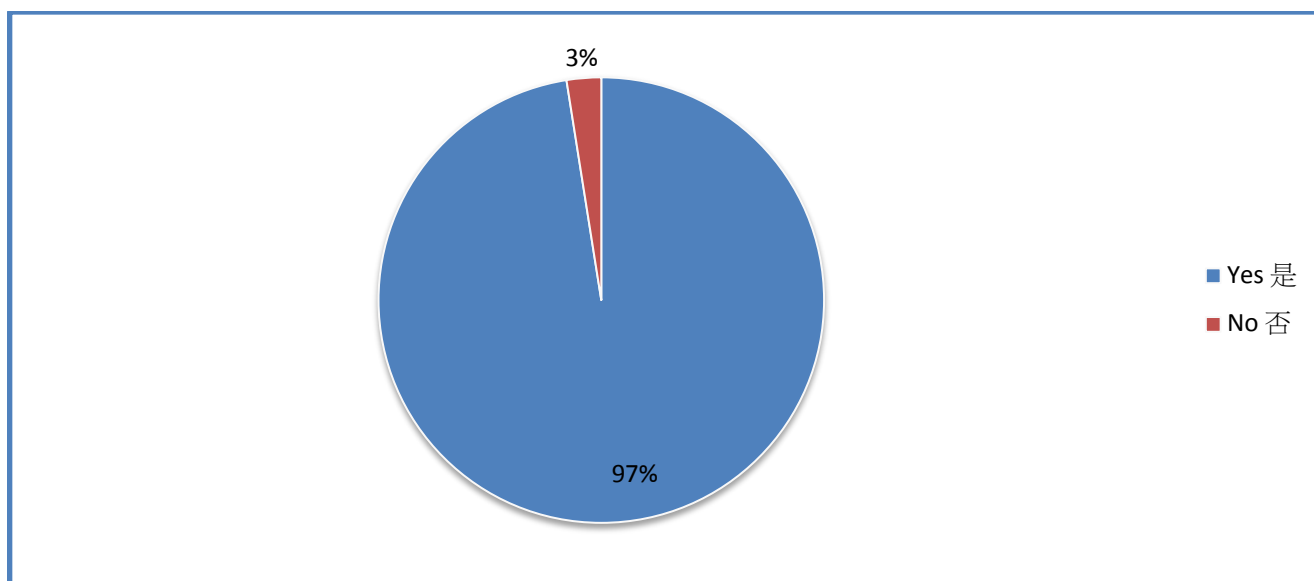
## 2. Number of Classes 全校班數

Statistics	
Total Responses 回應人次	240
Sum 總和	6,354.0
Avg. 平均數	26.5
StdDev 標準差	5.0
Max 最高	4.0
Skipped 跳過人次	45.0
Unanswered 填空人次	0
Total Responses 回應 人次	0

## 3. Number of students 全校學生人數

Statistics	
Total Responses 回應人次	240
Sum 總和	220,135.0
Avg. 平均數	917.2
StdDev 標準差	692.6
Max 最高	24.0
Skipped 跳過人次	11,050.0
Unanswered 填空人次	0
Total Responses 回應 人次	0

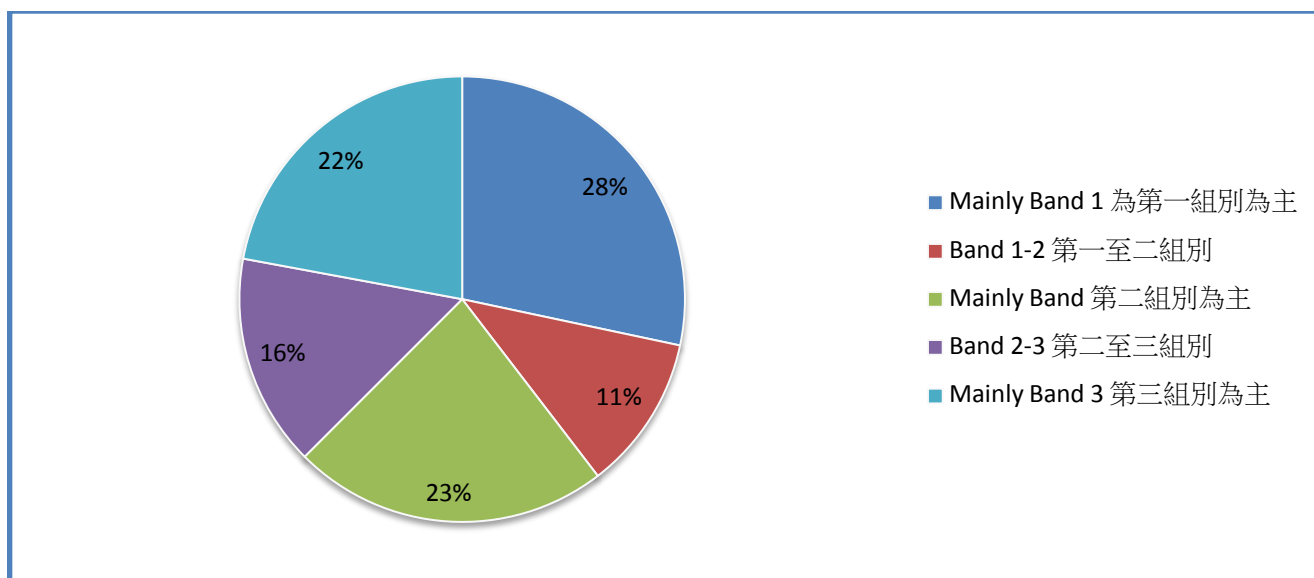
#### 4. Is your school a member school of HKACMGM in 2013-2014? 貴校是否香港輔導教師協會 2013-2014 學年會員學校?



Value	Count	Percent
Yes 是	234	97.5%
No 否	6	2.5%

Statistics	
Total Responses 回應人次	240
Skipped 跳過人次	0
Unanswered 填空人次	0

#### 5. Student Academic Background 學生背景



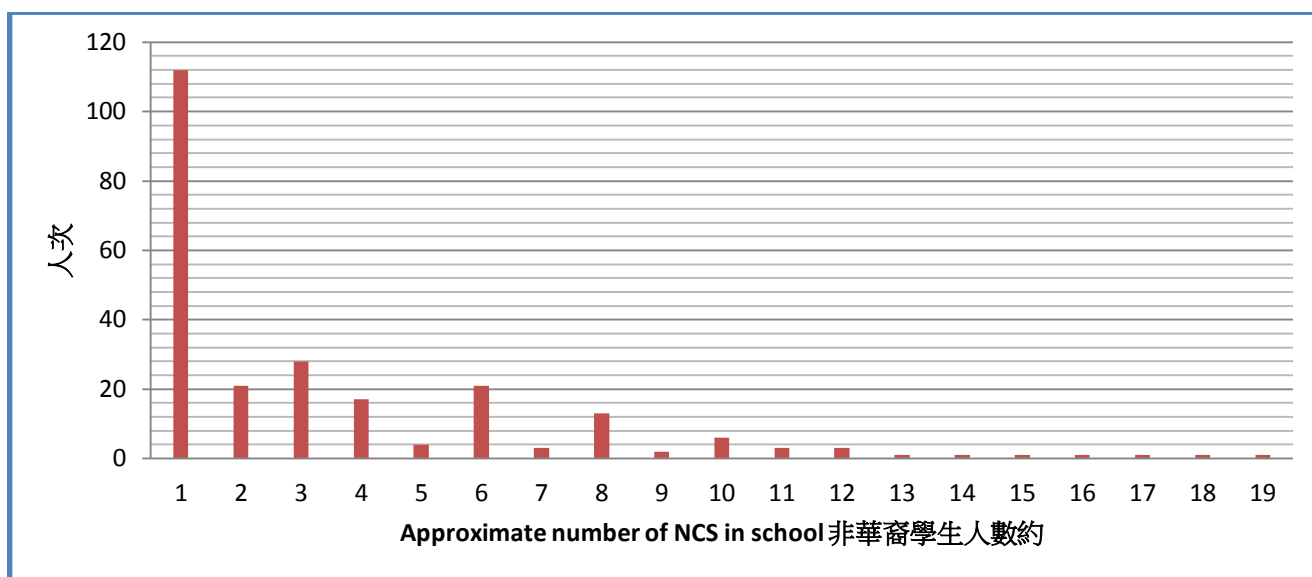
Value	Count	Percent
Mainly Band 1 第一組別為主	68	28.3%
Band 1-2 第一至二組別	27	11.3%
Mainly Band 2 第二組別為主	55	22.9%
Band 2-3 第二至三組別	37	15.4%
Mainly Band 3 第三組別為主	53	22.1%

Statistics	
Total Responses 回應人次	240
Skipped 跳過人次	0
Unanswered 填空人次	0

## 6. Approximate number of SENs in school 有特殊教育需要的學生人數約

Statistics	
Total Responses 回應人次	240
Sum 總和	9,680.0
Avg. 平均數	40.3
StdDev 標準差	41.0
Max 最高	300.0
Skipped 跳過人次	0
Unanswered 填空人次	0

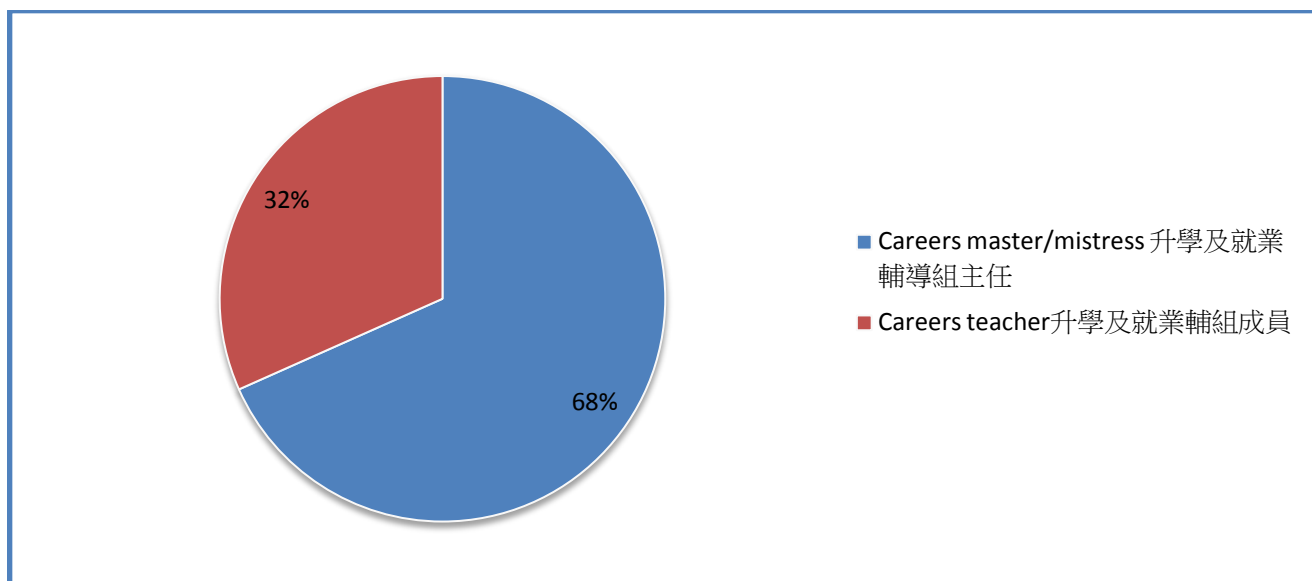
## 7. Approximate number of NCS in school 非華裔學生人數約



Statistics	
Total Responses 回應人次	240
Sum 總和	1,733.0
Avg. 平均數	7.2
StdDev 標準差	29.8
Max 最高	300.0
Skipped 跳過人次	0
Unanswered 填空人次	0

## II. Personal Particulars 個人資料

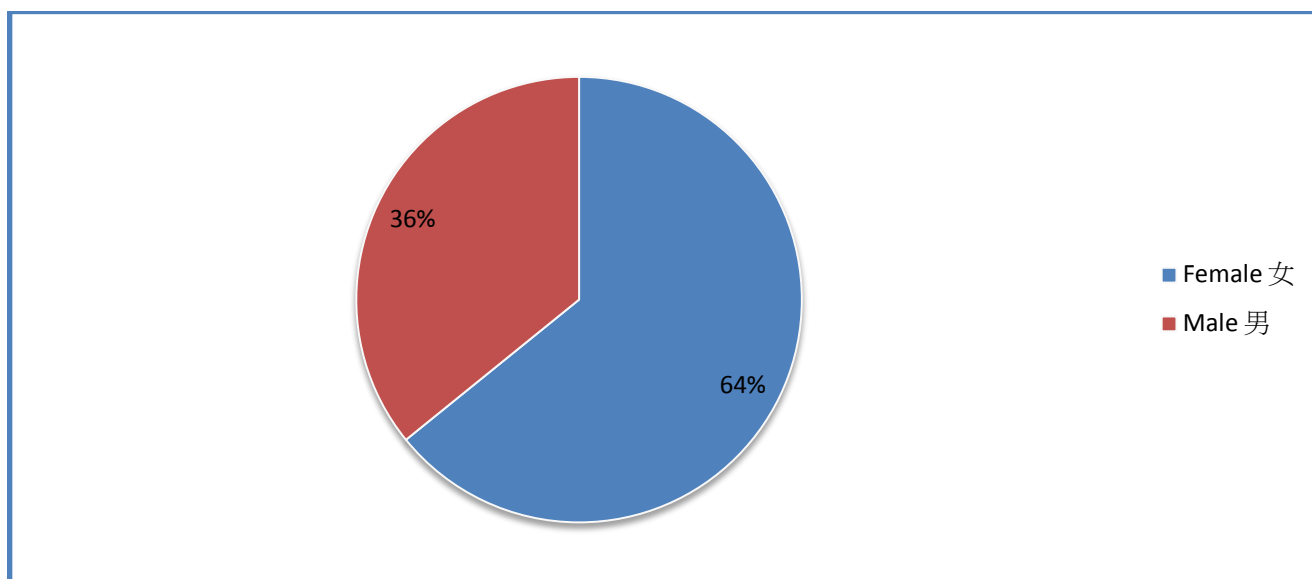
### 8. Role 身份



Value	Count	Percent
Careers master/mistress 升學及就業輔導組主任	164	68.3%
Careers teacher 升學及就業輔導組成員	76	31.7%

Statistics		
Total Responses 回應人次	240	
Skipped 跳過人次	0	
Unanswered 填空人次	0	

### 9. Gender 性別



Value	Count	Percent
Female 女	154	64.2%
Male 男	86	35.8%

Statistics	
Total Responses 回應人次	240
Skipped 跳過人次	0
Unanswered 填空人次	0

## 10. Year of experience in career guidance 擔任升學輔導工作年資

Statistics	
Total Responses 回應人次	240
Sum 總和	2,357.0
Avg. 平均數	9.8
StdDev 標準差	6.9
Max 最高	1.0
Skipped 跳過人次	35.0
Unanswered 填空人次	0
Total Responses 回應人次	0

## 11. Number of members in the careers team 升學輔導成員人數

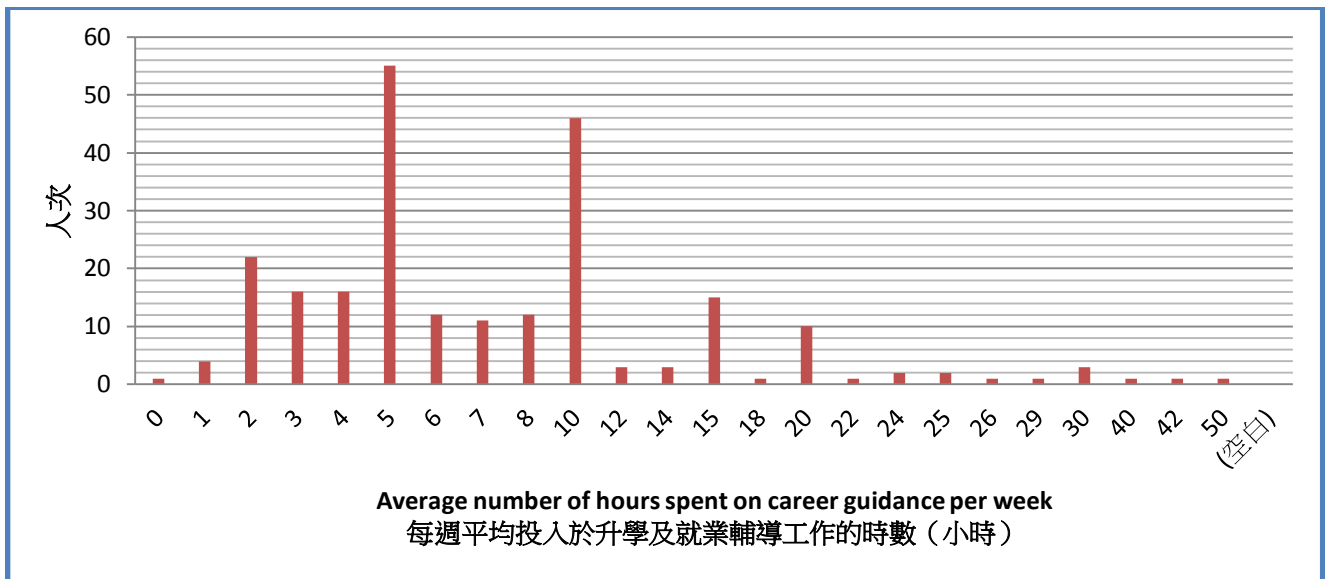


Statistics	
Total Responses 回應人次	240
Sum 總和	1,491.0
Avg. 平均數	6.2
StdDev 標準差	2.2
Max 最高	2.0
Skipped 跳過人次	15.0
Unanswered 填空人次	0
Total Responses 回應人次	0

## 12. Average number of teaching hours per week 每週平均教時 (小時)

Statistics	
Total Responses 回應人次	240
Sum 總和	5,687.0
Avg. 平均數	23.7
StdDev 標準差	62.2
Max 最高	1.0
Skipped 跳過人次	960.0
Unanswered 填空人次	0
Total Responses 回應 人次	0

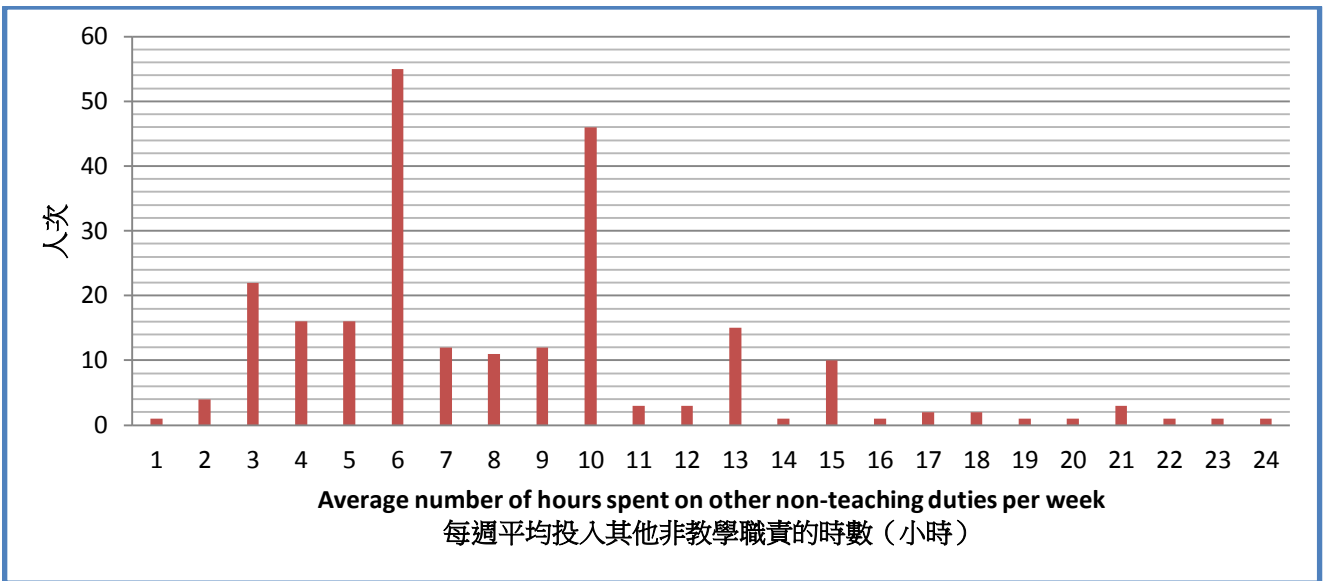
## 13. Average number of hours spent on career guidance per week 每週平均投入於升學及就業輔導工作的時數 (小時)



Statistics	
Total Responses 回應人次	240
Sum 總和	1,825.0
Avg. 平均數	7.6
StdDev 標準差	7.2
Max 最高	1.0
Skipped 跳過人次	76.0
Unanswered 填空人次	0
Total Responses 回應 人次	0

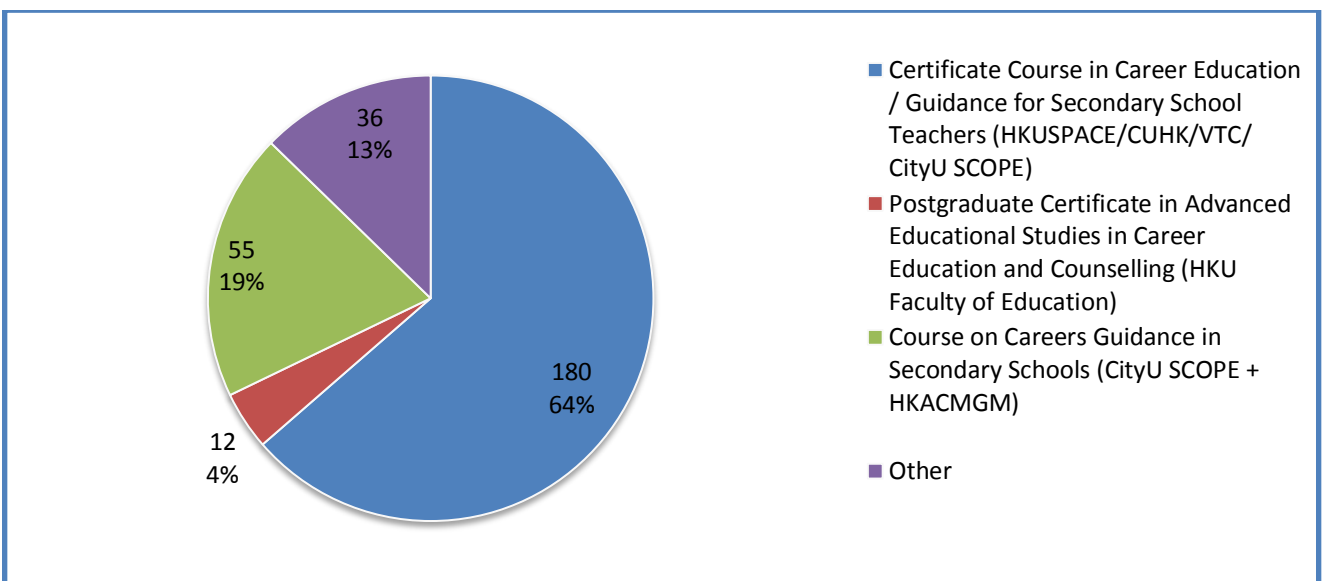


14. Average number of hours spent on other non-teaching duties per week  
 每週平均投入其他非教學職責的時數（小時）



Statistics	
Total Responses 回應人次	240
Sum 總和	2,058.0
Avg. 平均數	8.6
StdDev 標準差	7.1
Max 最高	50.0
Skipped 跳過人次	0
Unanswered 填空人次	0

15. Careers Teachers' training courses attended/attending (You can tick more than one) 已完成或正就讀的與升學輔導教師培訓課程（可選多於一項）



Statistics	
Total Responses 回應人次	240
Skipped 跳過人次	0
Unanswered 填空人次	0

### III. Views on development of career guidance 對升學輔導發展的意見

#### A. To what extent do you agree with the following as objectives of career guidance in schools? 你有多大程度認同下列各項學校升學輔導的目標？

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Provide students with opportunities and support for career development and life planning. 提供機會和支援幫助學生的生涯發展及規劃。	31.7% 69	50.0% 109	17.9% 39	0.5% 1	0.0% 0	0.0% 0	<b>5.13</b>	<b>0.71</b>	<b>1</b>	<b>218</b>
Conduct classroom career guidance activities (including programs and curriculum) for all classes at their corresponding developmental levels. 因應學生於不同階段的發展需要為所有級別提供升學輔導活動（包括不同計劃及課程）。	28.0% 61	53.25% 116	16.1% 35	1.8% 4	0.5% 1	0.5% 1	<b>5.05</b>	<b>0.79</b>	<b>2</b>	<b>218</b>
Facilitate educational and career planning for each student. 推動每一位學生的學習及生涯規劃。	24.4% 53	46.5% 101	21.2% 46	5.5% 12	1.4% 3	1.0% 2	<b>4.84</b>	<b>0.96</b>	<b>4</b>	<b>217</b>
Ensure responsive services are available to students in need, such as individual counseling, group guidance, peer mediation programs. 為有需要的學生提供適時的輔導，包括個別輔導、小組輔導及朋輩輔導等。	27.5% 60	47.3% 103	21.1% 46	2.75% 6	1.4% 3	0.0% 0	<b>4.97</b>	<b>0.85</b>	<b>3</b>	<b>218</b>
Create a support system for students, parents and teachers such as peer tutoring scheme, teacher development and consultation service, parent education program, cross-curricular and extra-curricular activities that facilitate student self-development and services to the community. 建立支援家長、學生及老師的機制，包括朋輩輔導計劃、教師發展和諮詢服務、家長教育、跨科及課外活動等。	16.1% 35	38.5% 84	33.5% 73	8.7% 19	1.4% 3	1.8% 4	<b>4.53</b>	<b>1.04</b>	<b>5</b>	<b>218</b>

**B. To what extent do you regard the following crucial in promoting career and life planning/career guidance to suit the needs of Hong Kong students in the context of New Academic Structure? 你有多大程度認同下列各項能促進學校生涯規劃工作，以回應新學制下學生的需要？**

According to the Policy Address 2014, EDB will increase the manpower of its Career Guidance Team to provide holistic support to schools in providing career guidance service and life planning education; from the 2014/15 school year, public sector schools operating classes at senior secondary levels will be provided with an additional recurrent grant equivalent to the salary of a graduate teacher to introduce more life planning education elements; the Government will encourage greater participation of business establishments and engage more community resources in the Business-School Partnership Programme; the government will also allocate additional resources to NGOs to enhance career guidance for secondary students in collaboration with schools.

根據施政報告，教育局會加強升學輔導小組的人手，以更全面支援學校提供升學及就業輔導服務，以及拓展生涯規劃；由 2014/15 學年起，開辦高中級別的公營學校亦會獲得相等於一名學位教師職級薪金的額外經常津貼，加強生涯規劃教育元素；推動更多工商機構和社區資源參與「商校合作計劃」；政府也會增撥資源予非政府機構與學校協作，加強對中學生籌劃未來升學與就業的輔導。

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Utilize the additional recurrent grant to relieve significant portion of teaching workload of career master/mistress (team head) for stepping up career guidance through internal and external coordination, individual guidance and planning, and curriculum planning and implementation. 將額外經常津貼用于大幅減少升學及就業輔導主任（組負責老師）的教學節數，以提升校內、外聯繫，加強個人輔導及規劃，發展及落實輔導課程等。	70.7% 169	23.0% 55	4.2% 10	1.3% 3	0.4% 1	0.4% 1	4.6	0.73	1	239

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Utilize the additional recurrent grant to relieve teaching workload of career teachers in the team for stepping up career guidance through internal and external coordination, individual guidance and planning, and curriculum planning and implementation. 將額外經常津貼用予減輕升學及就業輔導組成員的教學節數，以提升校內、外聯繫，加強個人輔導及規劃，發展及落實輔導課程等。	62.5% 150	26.7% 64	7.1% 17	2.9% 7	0.4% 1	0.4% 1	4.5	0.84	3	240
Establish comprehensive guidance framework on career guidance and life planning that defines and provides guidelines and good practices on quality career guidance in schools. 制訂有關升學輔導及生涯規劃的全方位輔導架構，為發展有質素的升學輔導提供指引及參考方案。	56.5% 135	34.7% 83	6.7% 16	1.3% 3	0.8% 2	0.0% 0	4.4	0.75	4	239
Develop and use career assessment tools to facilitate individual career planning and career aspirations of students with different needs. 發展及應用事業評估工具，幫助不同的學生進行生涯規劃、訂立事業發展方向。	47.5% 114	42.1% 101	6.7% 16	2.9% 7	0.4% 1	0.4% 1	4.3	0.81	7	240
Develop and use career guidance curriculum for junior and senior forms to facilitate individual career planning and career aspirations of students with different needs. 發展及應用初、高中生涯規劃課程，幫助不同的學生進行生涯規劃、定立事業發展方向。	55.2% 132	39.7% 95	3.3% 8	0.8% 2	0.4% 1	0.4% 1	4.5	0.71	2	239
Establish partnership (rather than contracting out services) with NGOs on provision of quality career guidance programs and career-related experiences to students. 與非政府組織建立合作伙伴關係，向學生提供有質素的升學輔導計劃及與工作相關的經歷。	49.2% 118	39.6% 95	9.6% 23	0.4% 1	0.4% 1	0.8% 2	4.3	0.81	6	240

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Formulate and provide systematic career counselling training on post-graduate level and continuous development for careers teachers in school. 制訂升學輔導老師的專業培訓系統，提供學士後水平及持續培訓的進修機會。	45.4% 109	41.3% 99	9.2% 22	2.9% 7	0.8% 2	0.4% 1	<b>4.3</b>	<b>0.86</b>	<b>9</b>	<b>240</b>
Equip career teachers with adequate competence in planning and delivery of career guidance, and up-to-date career information of different multiple-pathways and workplace. 升學輔導老師有足夠的專業水平策劃及提供升學輔導服務，並掌握最新的多元出路及職場資訊。	53.8% 129	37.9% 91	6.7% 16	0.8% 2	0.4% 1	0.4% 1	<b>4.4</b>	<b>0.75</b>	<b>5</b>	<b>240</b>
Organize seminars and workshops for school leaders on comprehensive guidance and career guidance facilitate their understanding on the area. 舉辦全方位輔導及升學輔導的講座及工作坊，使學校校長及行政人員能認識有關範疇的重要性。	50.6% 121	36.0% 86	8.8% 21	2.5% 6	1.3% 3	0.8% 2	<b>4.3</b>	<b>0.93</b>	<b>8</b>	<b>239</b>
Set guidelines for schools to report how the additional recurrent grant is used annually “to introduce more career/life-planning education elements”. 訂定指引，要求學校專項報告每年如何運用額外經常津貼於加強生涯規劃元素。	43.8% 105	33.3% 80	14.6% 35	3.3% 8	2.1% 5	2.9% 7	<b>4.0</b>	<b>1.17</b>	<b>10</b>	<b>240</b>

## ● Effect Size Analysis 效應值分析

Question 題目	Code 編號
Utilize the additional recurrent grant to relieve significant portion of teaching workload of career master/mistress (team head) for stepping up career guidance through internal and external coordination, individual guidance and planning, and curriculum planning and implementation. 將額外經常津貼用予大幅減少升學及就業輔導主任（組負責老師）的教學節數，以提升校內、外聯繫，加強個人輔導及規劃，發展及落實輔導課程等。	01
Utilize the additional recurrent grant to relieve teaching workload of career teachers in the team for stepping up career guidance through internal and external coordination, individual guidance and planning, and curriculum planning and implementation. 將額外經常津貼用予減輕升學及就業輔導組成員的教學節數，以提升校內、外聯繫，加強個人輔導及規劃，發展及落實輔導課程等。	02
Establish comprehensive guidance framework on career guidance and life planning that defines and provides guidelines and good practices on quality career guidance in schools. 制訂有關升學輔導及生涯規劃的全方位輔導架構，為發展有質素的升學輔導提供指引及參考方案。	03
Develop and use career assessment tools to facilitate individual career planning and career aspirations of students with different needs. 發展及應用事業評估工具，幫助不同的學生進行生涯規劃、訂立事業發展方向。	04
Develop and use career guidance curriculum for junior and senior forms to facilitate individual career planning and career aspirations of students with different needs. 發展及應用初、高中生涯規劃課程，幫助不同的學生進行生涯規劃、定立事業發展方向。	05
Establish partnership (rather than contracting out services) with NGOs on provision of quality career guidance programs and career-related experiences to students. 與非政府組織建立合作伙伴關係，向學生提供有質素的升學輔導計劃及與工作相關的經歷。	06
Formulate and provide systematic career counselling training on post-graduate level and continuous development for careers teachers in school. 制訂升學輔導老師的專業培訓系統，提供學士後水平及持續培訓的進修機會。	07
Equip career teachers with adequate competence in planning and delivery of career guidance, and up-to-date career information of different multiple-pathways and workplace. 升學輔導老師有足夠的專業水平策劃及提供升學輔導服務，並掌握最新的多元出路及職場資訊。	08
Organize seminars and workshops for school leaders on comprehensive guidance and career guidance facilitate their understanding on the area. 舉辦全方位輔導及升學輔導的講座及工作坊，使學校校長及行政人員能認識有關範疇的重要性。	09
Set guidelines for schools to report how the additional recurrent grant is used annually "to introduce more career/life-planning education elements". 訂定指引，要求學校專項報告每年如何運用額外經常津貼於加強生涯規劃元素。	10

➤ Student Academic Background 學生背景

	Mainly Band 1 第一組別為主	Band 1-2 第一至二組別 Mainly Band 第二組別為主 Band 2-3 第二至三組別	Combined Standard Deviation 合併標準差	Effect Size 效應值
	<b>Average</b>			
01	4.62	4.62	0.70346	Small 微
02	4.62	4.39	0.81843	Medium 中
03	4.50	4.50	0.67501	Small 微
04	4.47	4.28	0.75636	Medium 中
05	4.53	4.48	0.65889	Small 微
06	4.32	4.46	0.68507	Medium 中
07	4.35	4.24	0.79494	Small 微
08	4.57	4.38	0.70432	Medium 中
09	4.49	4.28	0.831846	Medium 中
10	4.07	3.95	1.202584	Small 微

	Mainly Band 1 第一組別為主	Mainly Band 3 第三組別為主	Combined Standard Deviation 合併標準差	Effect Size 效應值
	<b>Average</b>			
01	4.62	4.58	0.73793	Small 微
02	4.62	4.45	0.76376	Medium 中
03	4.50	4.25	0.82295	Medium 中
04	4.47	4.23	0.806226	Medium 中
05	4.53	4.38	0.721033	Medium 中
06	4.32	4.09	0.9353	Medium 中
07	4.35	4.21	0.8985	Small 微
08	4.57	4.34	0.74246	Medium 中
09	4.49	4.10	1.00405	Medium 中
10	4.07	4.23	1.15691	Small 微

	Band 1-2 第一至二組別 Mainly Band 第二組別為主 Band 2-3 第二至三組別	Mainly Band 3 第三組別為主	Combined Standard Deviation 合併標準差	Effect Size 效應值
	<b>Average</b>			
01	4.62	4.58	0.06199	Small 微
02	4.39	4.45	0.07339	Small 微
03	4.50	4.25	0.38386	Medium 中
04	4.28	4.23	0.06187	Small 微
05	4.48	4.38	0.13497	Small 微
06	4.46	4.09	0.567484	Medium 中
07	4.24	4.21	0.033823	Small 微
08	4.38	4.34	0.05076	Small 微
09	4.28	4.10	0.21491	Medium 中
10	3.95	4.23	0.23362	Medium 中

➤ Role 身份

	Careers master/mistress 升學及就業輔導組 主任	Careers teacher 升學及就業輔導組成 員	Combined Standard Deviation 合併標準差	Effect Size 效應值
	<b>Average</b>			
01	4.68	4.46	0.73	Medium 中
02	4.45	4.50	0.84	Small 微
03	4.40	4.54	0.75	Small 微
04	4.23	4.51	0.81	Medium 中
05	4.44	4.55	0.71	Small 微
06	4.34	4.36	0.81	Small 微
07	4.21	4.38	0.86	Medium 中
08	4.38	4.51	0.75	Small 微
09	4.24	4.42	0.93	Small 微
10	3.90	4.36	1.17	Medium 中



C. With respect to the following functions of career guidance in the context of New Academic Structure, please indicate the conditions regarding career guidance in YOUR school. 就下列各項於新學制底下升學輔導的功能，請就貴校現況表達意見。

- My school has provided adequate support to students with respect to that function 學校已給學生提供足夠的支援

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Collect and disseminate careers information through various means. 從各類途徑收集及發放升學就業資訊。	54.2% 130	26.7% 64	5.8% 14	1.3% 3	0.0% 0	0.0% 0	<b>4.7</b>	<b>0.80</b>	<b>1</b>	<b>240</b>
Prepare students transcripts or recommendations. 撰寫推薦書。	34.6% 83	32.1% 77	12.5% 30	3.8% 9	0.4% 1	0.0% 0	<b>4.5</b>	<b>1.05</b>	<b>3</b>	<b>240</b>
Support students to produce a career portfolio/SLP for their individual career planning. 指導學生建立個人生涯檔案或學生學習概覽，為個人生涯規劃的一部份。	29.2% 70	38.8% 93	17.1% 41	5.8% 14	1.7% 4	0.0% 0	<b>4.1</b>	<b>1.07</b>	<b>9</b>	<b>240</b>
Implement a school-based career guidance curriculum (e.g. Finding Your Colours of Life, Career Mapping) for junior and senior forms. 在初中及高中推行校本升學輔導課程（例：《尋找生命的色彩》、《生涯地圖》等）。	35.4% 85	30.8% 74	12.1% 29	6.7% 16	4.6% 11	0.0% 0	<b>4.2</b>	<b>1.24</b>	<b>6</b>	<b>240</b>
Organize career guidance programmes for all levels. 為不同級別組織升學及就業輔導活動/計劃。	38.1% 91	32.6% 78	11.7% 28	6.3% 15	0.0% 0	0.0% 0	<b>4.4</b>	<b>1.04</b>	<b>5</b>	<b>239</b>
Initiate whole-school approach of career guidance, including staff development on career planning and coordination with class teachers. 推動全校參與的升學輔導，包括有關生涯規劃的教師發展及支援班主任等。	26.7% 64	35.0% 84	19.2% 46	8.8% 21	5.0% 12	0.0% 0	<b>3.9</b>	<b>1.21</b>	<b>13</b>	<b>240</b>

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Conduct career interest assessment(s) (e.g. Career Interest Inventory, CII) for students with follow-up guidance and counselling whenever necessary. 安排學生進行事業興趣評估，並提供跟進輔導及個別諮商。	27.1% 65	35.8% 86	15.4% 37	14.2% 34	3.3% 8	0.0% 0	<b>3.8</b>	<b>1.2</b>	<b>14</b>	<b>240</b>
Provide individual guidance and consultation on career decisions or transitions. 提供個別輔導，幫助學生作升學或就業的選擇。	33.3% 80	30.4% 73	15.8% 38	12.1% 29	2.1% 5	0.0% 0	<b>4.0</b>	<b>1.19</b>	<b>10</b>	<b>240</b>
Support students to learn about, explore and apply for various options in the multiple-pathways. 支援學生認識、探索和申請不同的多元出路機會。	44.6% 107	31.7% 76	9.2% 22	4.6% 11	0.8% 2	0.0% 0	<b>4.4</b>	<b>0.99</b>	<b>4</b>	<b>240</b>
Provide follow-up support to students after leaving school. 為已離校或畢業學生提供跟進支援。	13.3% 32	23.8% 57	20.4% 49	25.8% 62	12.9% 31	0.0% 0	<b>3.1</b>	<b>1.37</b>	<b>16</b>	<b>240</b>
Help students to develop values, knowledge, skills and attitude about work. 幫助學生為未來工作在價值、知識、技能和態度上作好準備。	23.0% 55	41.0% 98	23.8% 57	6.7% 16	0.8% 2	0.0% 0	<b>3.9</b>	<b>1.00</b>	<b>11</b>	<b>239</b>
Organize and support student to participate in career-related experiences (including job-shadowing, internship...etc) that facilitate personal growth and their understanding of various occupations/professions. 網織與工作相關學習經歷。	27.2% 65	34.7% 83	17.6% 42	11.7% 28	2.9% 7	0.0% 0	<b>3.9</b>	<b>1.19</b>	<b>12</b>	<b>239</b>
Liaise with and organize career guidance activities (e.g. talks) for parents. 與家長聯繫，並提供升學輔導活動（例：升學講座）。	35.0% 84	36.3% 87	10.4% 25	8.3% 20	2.5% 6	0.0% 0	<b>4.2</b>	<b>1.14</b>	<b>7</b>	<b>240</b>
Liaise and collaborate with employers, alumni and representatives from different occupations to provide career guidance activities related to the workplace. 與僱主、校友、各行業專家聯繫和協作舉辦輔導活動。	23.3% 56	35.4% 85	19.2% 46	12.1% 29	5.4% 13	0.0% 0	<b>3.7</b>	<b>1.23</b>	<b>15</b>	<b>240</b>
Liaise with professional organizations, e.g. HKACMGM. 與專業組織聯繫，例：香港輔導教師協會。	40.0% 96	30.4% 73	9.2% 22	2.1% 5	2.1% 5	0.0% 0	<b>4.5</b>	<b>1.07</b>	<b>2</b>	<b>240</b>

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Seek substantial support from the Principal and school leaders. 從校長及學校領導等得到充份的支持。	27.9% 67	32.9% 79	19.2% 46	5.8% 14	2.5% 6	0.0% 0	<b>4.1</b>	<b>1.18</b>	<b>8</b>	<b>240</b>

● The function could be facilitated with the additional fund from EDB

該功能因額外經常津貼使該服務得以提升

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Collect and disseminate careers information through various means. 從各類途徑收集及發放升學就業資訊。	30.7% 73	24.4% 58	7.6% 18	5.0% 12	2.5% 6	0.0% 0	4.7	1.26	14	238
Prepare students transcripts or recommendations. 撰寫推薦書。	29.8% 71	25.2% 60	13.0% 31	5.0% 12	2.5% 6	0.0% 0	4.5	1.27	15	238
Support students to produce a career portfolio/SLP for their individual career planning. 指導學生建立個人生涯檔案或學生學習概覽，為個人生涯規劃的一部份。	39.9% 95	19.7% 47	5.9% 14	1.7% 4	1.7% 4	0.0% 0	4.9	1.07	8	238
Implement a school-based career guidance curriculum (e.g. Finding Your Colours of Life, Career Mapping) for junior and senior forms. 在初中及高中推行校本升學輔導課程（例：《尋找生命的色彩》、《生涯地圖》等）。	35.7% 85	18.5% 44	5.9% 14	1.3% 3	2.5% 6	0.0% 0	4.9	1.14	7	238
Organize career guidance programmes for all levels. 為不同級別組織升學及就業輔導活動/計劃。	34.9% 83	16.4% 39	2.1% 5	0.8% 2	1.7% 4	0.0% 0	5.1	1.01	1	238
Initiate whole-school approach of career guidance, including staff development on career planning and coordination with class teachers. 推動全校參與的升學輔導，包括有關生涯規劃的教師發展及支援班主任等。	35.3% 84	21.4% 51	4.6% 11	0.8% 2	1.7% 4	0.0% 0	5.0	1.05	6	238
Conduct career interest assessment(s) (e.g. Career Interest Inventory, CII) for students with follow-up guidance and counselling whenever necessary. 安排學生進行事業興趣評估，並提供跟進輔導及個別諮商。	36.1% 86	16.4% 39	4.2% 10	0.8% 2	1.7% 4	0.0% 0	5.1	1.04	4	238
Provide individual guidance and consultation on career decisions or transitions. 提供個別輔導，幫助學生作升學或就業的選擇。	33.6% 80	14.7% 35	5.9% 14	0.8% 2	1.7% 4	0.0% 0	5.1	1.08	3	238

	Strongly agree 非常同意	Agree Some what 頗同意	Agree a Little 少許同意	Disagree a Little 少許不同意	Disagree Some what 頗不同意	Strongly Disagree 非常不同意	Avg 平均數	StdDev 標準差	Rank Order 同意排序	Responses 回應人次
Support students to learn about, explore and apply for various options in the multiple-pathways. 支援學生認識、探索和申請不同的多元出路機會。	37.4% 89	14.7% 35	5.0% 12	0.4% 1	1.7% 4	0.0% 0	<b>5.1</b>	<b>1.03</b>	<b>2</b>	<b>238</b>
Provide follow-up support to students after leaving school. 為已離校或畢業學生提供跟進支援。	30.7% 73	26.1% 62	12.2% 29	4.6% 11	5.9% 14	0.0% 0	<b>4.3</b>	<b>1.37</b>	<b>16</b>	<b>238</b>
Help students to develop values, knowledge, skills and attitude about work. 幫助學生為未來工作在價值、知識、技能和態度上作好準備。	39.9% 95	21.4% 51	5.9% 14	1.3% 3	1.7% 4	0.0% 0	<b>4.9</b>	<b>1.06</b>	<b>10</b>	<b>238</b>
Organize and support student to participate in career-related experiences (including job-shadowing, internship...etc) that facilitate personal growth and their understanding of various occupations/professions. 網織與工作相關學習經歷。	39.1% 93	17.2% 41	3.4% 8	1.3% 3	2.1% 5	0.0% 0	<b>5.0</b>	<b>1.06</b>	<b>5</b>	<b>238</b>
Liase with and organize career guidance activities (e.g. talks) for parents. 與家長聯繫，並提供升學輔導活動（例：升學講座）。	36.6% 87	23.1% 55	7.6% 18	2.5% 6	2.1% 5	0.0% 0	<b>4.7</b>	<b>1.15</b>	<b>11</b>	<b>238</b>
Liase and collaborate with employers, alumni and representatives from different occupations to provide career guidance activities related to the workplace. 與僱主、校友、各行業專家聯繫和協作舉辦輔導活動。	37.0% 88	21.0% 50	7.1% 17	0.0% 0	2.5% 6	0.0% 0	<b>4.9</b>	<b>1.1</b>	<b>9</b>	<b>238</b>
Liase with professional organizations, e.g. HKACMGM. 與專業組織聯繫，例：香港輔導教師協會。	37.4% 89	18.9% 45	7.1% 17	3.8% 9	2.9% 7	0.0% 0	<b>4.7</b>	<b>1.23</b>	<b>12</b>	<b>238</b>
Seek substantial support from the Principal and school leaders. 從校長及學校領導等得到充份的支持。	30.7% 73	22.3% 53	8.0% 19	4.2% 10	2.5% 6	0.0% 0	<b>4.7</b>	<b>1.25</b>	<b>13</b>	<b>238</b>

● Effect Size Analysis 效應值分析

	My school has provided adequate support to students with respect to that function 學校已給學生提供足夠的支援	The function could be facilitated with the additional fund from EDB 該功能因額外經常津貼使該服務得以提升	Combined Standard Deviation 合併標準差	Effect Size 效應值
	<b>Average</b>			
Collect and disseminate careers information through various means. 從各類途徑收集及發放升學就業資訊。	4.7	4.7	1.05	Small 微
Prepare students transcripts or recommendations. 撰寫推薦書。	4.5	4.5	1.16	Small 微
Support students to produce a career portfolio/SLP for their individual career planning. 指導學生建立個人生涯檔案或學生學習概覽，為個人生涯規劃的一部份。	4.1	4.9	1.14	Medium 中
Implement a school-based career guidance curriculum (e.g. Finding Your Colours of Life, Career Mapping) for junior and senior forms. 在初中及高中推行校本升學輔導課程（例：《尋找生命的色彩》、《生涯地圖》等）。	4.2	4.9	1.25	Medium 中
Organize career guidance programmes for all levels. 為不同級別組織升學及就業輔導活動/計劃。	4.4	5.1	1.09	Medium 中
Initiate whole-school approach of career guidance, including staff development on career planning and coordination with class teachers. 推動全校參與的升學輔導，包括有關生涯規劃的教師發展及支援班主任等。	3.9	5.0	1.26	Large 大
Conduct career interest assessment(s) (e.g. Career Interest Inventory, CII) for students with follow-up guidance and counselling whenever necessary. 安排學生進行事業興趣評估，並提供跟進輔導及個別諮商。	3.8	5.1	1.28	Large 大
Provide individual guidance and consultation on career decisions or transitions. 提供個別輔導，幫助學生作升學或就業的選擇。	4.0	5.1	1.26	Large 大

	My school has provided adequate support to students with respect to that function 學校已給學生提供足夠的支援	The function could be facilitated with the additional fund from EDB 該功能因額外經常津貼使該服務得以提升	Combined Standard Deviation 合併標準差	Effect Size 效應值
	<b>Average</b>			
Support students to learn about, explore and apply for various options in the multiple-pathways. 支援學生認識、探索和申請不同的多元出路機會。	4.4	5.1	1.06	Medium 中
Provide follow-up support to students after leaving school. 為已離校或畢業學生提供跟進支援。	3.1	4.3	1.50	Large 大
Help students to develop values, knowledge, skills and attitude about work. 幫助學生為未來工作在價值、知識、技能和態度上作好準備。	3.9	4.9	1.13	Large 大
Organize and support student to participate in career-related experiences (including job-shadowing, internship...etc) that facilitate personal growth and their understanding of various occupations/professions. 網織與工作相關學習經歷。	3.9	5.0	1.26	Large 大
Liaise with and organize career guidance activities (e.g. talks) for parents. 與家長聯繫，並提供升學輔導活動（例：升學講座）。	4.2	4.7	1.18	Medium 中
Liaise and collaborate with employers, alumni and representatives from different occupations to provide career guidance activities related to the workplace. 與僱主、校友、各行業專家聯繫和協作舉辦輔導活動。	3.7	4.9	1.30	Large 大
Liaise with professional organizations, e.g. HKACMG. 與專業組織聯繫，例：香港輔導教師協會。	4.5	4.7	1.16	Small 微
Seek substantial support from the Principal and school leaders. 從校長及學校領導等得到充份的支持。	4.1	4.7	1.25	Medium 中

**D. What other suggestions, comments or concerns do you have on the recommendations from Policy Address in relation in career guidance? Please specify. 對於施政報告中有關升學輔導的部份，你還有什麼意見、提議或憂慮？請說明。**

Count	Response
1	
2	
2	-
1	--
1	---
1	.
2	/
1	Administrative duties of Careers Masters (e.g. being class teachers) should be relieved.
1	Any limitations on the use of fund?
1	EDB 須提供清晰指引，專款專用，防止相關資源用於其他非升學輔導方面!
1	It should be compulsory to free professional career teachers to counsel students.
1	More government support in terms of finance and networking is needed.
1	More practical ideas and successfully cases need to be shared by different schools.
1	N/A
1	NA
5	NIL
1	NO
4	Nil
1	Nil~
3	No
1	None
1	The added teacher must have high-quality careers guidance know-how.
1	The funding may not be properly used for life planning of students
1	just man power is not enough, guideline should be given
12	nil
7	no
1	no comment
1	ok
1	this is a good beginning
1	workload will be increased as there will more paper work and reports to be done
1	write a lot of report
1	x
1	We are not sure whether the school would like to have a thorough discussion with the Career Guidance Committee on how to spend their money such as simply hiring an administrative staff or reducing the teaching load of the relevant committee members so that they can be more professional in planning and organizing programmes for students. Certainly, the second example would be more effective as the relevant committee members know well about their own student needs.
1	在初中及高中正規課節中加大升學及就業輔導教師比重，並由升學及就業輔導組老師任教。
1	Regulatory measures should be in place to scrutiny and follow up whether schools utilize the funding effectively and timely on relieving teacher workload and promoting programs relevant to career guidance and life planning
1	Worried that the school may utilize the extra allowance for career guidance for other purposes instead of career guidance.
1	加重學校的行政負擔及加重財務管理工作，太早訂立生涯規劃(如在中一或中二)未必對學生有益，因為思想及心智仍未成熟，此外，老師才是最明白學生的人，如升輔老師課節太少，未能熟悉學生，會影響輔導工作 與其加入一名 GM，倒不如增加撥款，讓學校靈活運用於 VISITS 等開支，因為許多學生因為費用問題而不參加校外活動或工作坊
1	Ideally, life planning / careers guidance should be part of a comprehensive whole-person development programme. School leaders (Principal / Vice-Principals) should take the helm in integrating & prioritizing student support measures so that students will be given beneficial & manageable input facilitating various aspects of their development. Additional life planning grant should not mean a large no. of extra programmes that overwhelm students. More importantly, life planning is not the sole responsibility of Careers Teachers. School leaders may use the life planning grant for other student support measures, or merge it with other funds (eg MNE grant). The focus on life planning / careers guidance may thus be blurred. A clear delineation of how the grant should be used is needed. Schools should also be accountable for how the money has been used. Employing an additional "Life Planning / Careers Teacher" with the grant may not be as effective as reducing the workload of existing Careers Teachers to give them room for better careers guidance. We need teachers who know the students well & have worked together as a



team, not an external expert who is little acquainted with the school culture. Reducing 2-4 lessons per week for each Careers Teachers (assuming there's a team of 5-6) will already create a positive impact. Class Teachers of S3 & S6 should also be relieved of 1 lesson a week, a symbolic gesture of support for them as they've been drafted into careers guidance of their form. As far as possible, Careers Teachers should be relieved of Class Teacher duties. This way they have more flexibility in running careers programmes in assembly time.

1 擔心部分學校會利用額外 GM 老師資源放在某些學科中，其他時間才協助升學老師，但無助減省升學老師工作量，建議規限升學老師課節，減省王主任等工作\_\_寧可聘請 TA 負責協助，否則只被學校錯配在某科目中。最後老師重點在教學而非升學輔導

1 提供的職份現在已有同工分擔，將其中一位老師轉為全職升就輔導，意即將其專科捨棄，甚難！若為短暫計劃，完結後，如何回到自己本科任教適應！另聘一人推動全校升就活動，實際可行性存疑，最終，學校會將支助聘請 TA 做一些低層次的工作，結果所有升就事務重回升就輔導老師身上，但屆時因接受支助，結果要求更高，升就輔導老師沒有得益反得工作！

1 憂慮學校以所獲得的資助，聘請一位全職同事後，把減少的課堂平均分予全校教員。

1 如何確保資源運用於升輔部份？融洽教育下，SEN 及「邊緣 SEN」學生的出路支援？

1 希望津貼不只是用於鼓勵校外團體在校內舉行小組工作坊或講座，收費昂貴但成效不大。

1 How to ensure the school management will use the entire funding on the development of career guidance and counselling?

1 I'm worried that with the extra grant, we have to implement a whole-school career education curriculum without enough support and input. Besides, I'm afraid the use of the grant will introduce a large amount of clerical work such as writing up report, financial accounts etc.

1 校方多會用這筆款項作其他方面用途，偏離原有政策用意，但教局評核學校有關升輔工作表現時卻以此為基礎，令負責老師不能回應。

1 擔心此人力資源只為校長達成個人的生涯規劃，如提升校譽，成績，或提升特別人選的就業機會等等

1 對於第二組別的學校，升學組老師實在擔當非常重要的角色，學生社經背景較弱，必須由學校協助其尋找合適的發展路向，而面對著眾多且複雜（對學生來說）的不同報名系統（Jupas、EAPP、內地免試聯招、台灣升學等等），較弱的學生根本未能一一應付，故此升學組老師往往疲於提醒、輔導學生。同時，畢業班的班主任也未必熟悉新高中的升學路向，遑論邀請他們協助建立 SLP、OEA、Recommendation 等。現時施政報告提出加強生涯規劃教育，實在是對升學組老師們的一大鼓勵，期望撥款必須用於減輕升學老師的教擔，同時必須具備相關的專業訓練（Cert in Careers Edu/ Adv Dip in Careers Edu）始能真正幫助組內老師舒緩壓力及協助學生建立個人發展的路向。

1 有關的資源不單只用作給發方有關的資料，更要有空間給與師生討論他們的生涯規劃的發展。

1 升學及就業輔導老師更需要輔導學生的空間，包括時間、地方、工具、接受專業培訓，而不是年年寫計劃書、報告，解釋如何用盡政府的撥款。

1 more money should be provided for school to offer a holistic career guidance from junior to senior secondary students.

1 We need an experience person to share the workload of doing career guidance. If we use the fund to hire an office staff to share the clerical work, this clerk may also need to do the whole school clerical work. If we use the fund to hire a counselor, this counselor may also need to do the whole school social worker to handle other cases not related to careers. So most likely we use this fund to hire a teacher, but it may at the same time increase the workload of the whole careers section, i am worried that finally the workload of teachers in the careers team is still the same without some release.

1 The idea is good. But I hope the \$ really helps as it is supposed to be. The present situation is that career mistress is heavily overloaded with teaching duties. In my case, I have to teach 3 senior form English + Activity lessons + ERS lesson. Apart from the heavy marking (for language teachers), there are tons of administration work. In addition to the coordination of Career Guidance Committee, I also have to be responsible for the management work of Teacher Assistants. It supposed to be a good idea to school to recruit TAs to help teachers. But to me, the scheme increases tons of my admin. work !! I have reflected my view to school but it was not heard.

1 How much teaching should the GM teacher need to take up every week? Will it be a permanent funding / policy to career guidance? If it is just for 3 or 4 years temporary post or funding, what effect would this policy have on our students?

1 政府的資源增加，反而增加負責老師的文書工作量，例如：撰寫報告、計劃書等，若課節沒有因此減少，輔導/接觸學生的時間反而因此減少了。

1 期望撥款用途集中於生涯規劃的支援上，如多設一個職位負責設計生涯規劃課程等。

1 Principals or schools should be advised by EDB that the extra funding should be primarily used to relieve the teaching load of Career masters so that they can put more time and effort to promote career edu at schools and attend to individual student needs

1 1.憂慮資源未能直接用在生涯教育相關的人手或事務上 2.關注坊間不同機構所辦的生涯教育活動的質素，以及是否能針對學生需要

1 訂立新增學位教師在升學輔導的工作要求指引。增撥資源，減輕現有升學輔導老師的工作，例如：呈交大學入學的資料，讓老師可以集中心力輔導學生，幫助他們尋找適合自己的前途方向

1 - The fund should be solely used for life-planning-related purposes and primarily on relieving teachers' workloads for the betterment of delivery career guidance services to students. - Principals / vice-principals should be briefed on the rationales and practices of life planning / career guidance before deployment of money and manpower under the policy. - Some principals openly stated that organizing a district-level / regional careers fair is already evidence of good career guidance services of school --- such one-off, parochial, fragmented view and understanding MUST be rectified before fruits are to be ripe.

1 憂慮多了 GM 教席，卻沒有多了人手，空間去分擔升事組工作，故建議要提交報告，以檢視肯定人手支援了升學輔導工作。

1	I worry that will increase admin. workload. Personal experience - the "implementation" of the teacher assistant (TA) has increased my adm. workload because I have to be responsible for the management of TAs. That scheme was supposed to "create space" for teachers to work on teaching and learning, but for me it squeezed MY TIME to "create space" for my colleagues !!! I'm afraid that we, career masters/mistresses will have to do more adm. work. but not really benefit students directly.
1	憂慮: 學校可能會將政府的額外資助用於非升學輔導方面, 如聘請其他科目的老師或教學助理, 或學校只委派多一至兩名現有老師入升學組, 不減新組員和舊組員的其他工作(教學或非教學), 雖然負責升學輔導的老師人數是多了, 但每人的平均工作量是亦多了, 因學校必定要求升學組增加舉辦的活動的次數
1	Additional fund may not be used for Career Guidance, as it is not restricted for using the money on Career Guidance.
1	該款項應指明用在升學及就業輔導的事項, 避免學校拿取津貼後用作其他用途。
1	It is hoped that the grant can be legitimately used on career guidance and related student support instead of being utilized for other purposes at the discretion of the administration. Another concern is how the grant can be used in order that the teaching/administrative load of career teachers can be lessened, and as a result, they can have the time to administer career-related duties of the school and, and in the long-run, develop better planning for their schools.
1	Make sure that the money is spent on careers guidance and counselling rather than other purposes. Though careers guidance is one of the major concerns in our school, we only have 4 GM teachers, 1 CM teacher and 1 lab technician (we fought for one more staff last year), with an average of 25 periods/41 periods/week and had to hold two parents' nights. The careers mistress were one of the speakers of 2 other parents' nights. (Totally, there are 5 parents' night in each academic year). The manpower is profoundly inadequate for these three years. We have to use our own free periods to carry out career lessons. Careers guidance in our school is definitely ignored by the school principal and vice-principal. Where can we voice out our frustration and anger?
1	too much emphasis on furthering studies in China. More should be on increasing the government funded intake quota of local universities.
1	Reducing the workload can definitely help the teachers conduct more effective individual or group career counselling and life planning workshops for students.
1	意見: 撥款應給予學校空間如何運用, 如增加人手、增設硬件配套__ 憂慮: 擔心空間會成為學校填補其他範疇需要, 如 CM 轉職 GM, 而不支援升學輔導範疇
1	It is good news funding is allocated for careers section but I am worried that careers teachers have to spend more time than before on drafting proposals and prepare reports, which will only increase their burden
1	教育局應該監察各中學校長, 於相關資源運用上, 保證運用於升學輔導組之發展上, 而不是假借相關名義, 運用於其他校內人力資源發展.
1	一定要大幅減少升就主任的教節, 和與升就無關的雜務, 以本人為例, 本校行政主任老師只有我一人認識生涯規劃, 良知使我要不斷為學生服務, 但其他行政人員根本不會懂體諒升就主任工作的繁重, 結果是有人做死, 有人閒死, 但很多有關升就工作, 可以做得更好而沒有時間做好。我擔心額外投入資源不是全數投放在升就組, 未能減低升就主任的教節以抽出更多時間, 推動學生的生涯規劃。希望教育局行政指出升就主任的教節時數上限, 和清晰指引校內行政人員, 升就主任的工作量極大, 不要再欺壓我們, 多給予支持和鼓勵, 本人深信我們的工作可以改變學生的命運。
1	如何增進教育界與商界聯繫? 比較擔心錢最後並非流入升就組而被其他冠以生涯規劃活動名義而吞噬。
1	升輔工作量太多, 盡快落實額外經費津貼, 起碼每校有一位已受訓的教學助理協助升輔主任
1	1. The professional employed should involve in planning the activities for all forms and career team member can help carry out the activities. 2. However, it is hard to employ suitable person with experience in career counselling in senior form. Should the professional qualification of the counsellor be a degree holder with social work qualification? or just a degree holder? 3. Guidelines should be set for how the funding can be used, 4. Just to reduce the lessons of career mistress or teachers cannot help solve the problem in career education. 5. Please pay attention to the teaching load of careers master. Can you imagine a careers mistress experienced a total of 33 lessons out of 45 per week in the year 2009-2010 with all senior forms with public exams and 28 lessons during the double cohort year? 5. Can some duties like student learning profile be assigned to other functional board instead of careers board? It seems that the new activities related to NSS are all assigned to careers board.
1	My school has already indicated that the additional funding will not be used in careers guidance as there are other more urgent needs in providing clerical support to the whole school. If careers guidance is to be rendered more properly as what was indicated in the Policy Address, it is important to indicate clearly that the fund can only be used in careers guidance work and to employ careers guidance assistant or seek for NGO services to help in just careers guidance work in school.
1	最大的憂慮是如何確保學校把這筆額外經常津貼是使用在提升升學及就業輔導服務
1	只提供金錢的資源, 沒有整體發展/方向的策劃或建議, 難以確保學生能獲益, 或者更祇是加重輔導老師的負擔。
1	1. Principals should give enough room for the career department to develop the programmes related to the life planning education. 2. All career masters should have the status of professional recognition in school. Their role is more on career counselling instead of teaching.
1	政府應鼓勵工商機構與學校合作, 為學生提供更多與職業相關的資訊及學習經歷, 政府可否透過商校合作計劃作為平台, 邀請更多不同工商界提供參觀及講座的活動。
1	It is difficult to make non-career teachers recognize the importance of career education. To seek consensus among all teachers is important in order to implement career education in a whole-school approach.
1	資源仍然不足, 升學輔導組老師工作量大, 壓力亦大, 工作多於生活。希望增添更多資源。
1	1. whether the additional fund could really alleviate careers teachers' workload 2. or worst still, it creates new workload on careers teachers 3. the fund is used in the original targeted purposes-help students to plan
1	1.To reduce careers teachers' workload by employing more teachers and assigning more teachers to careers team. 2.To reduce careers teachers' teaching hours so that they could allocate more time to careers-related matters.
1	Good policy. Worry: More workload for the Career Team members especially the Career mistress. Yet the funding is

	used to "serve the other needs" of the school.
1	Further increase the Labour Department' s role of providing vocational guidance/training as 'exit points' for students aged 15 or above.
1	If there isn't clear guidelines for the school head, the school may treat it as an additional fund to fit the other needs of the school instead of releasing the workload of the career teacher .
1	需確保該資源用於先提升現職升學輔導老師身上，尤其是先把 CM 升學輔導老師轉為 GM ，然後才聘請新老師。將額外經常津貼用於大幅減少所有升學輔導老師的教學節數。確保已進修的現職升學輔導老師是 GM
1	The government should monitor whether the school really spends the subsidies either to relieve career team's teaching load or to organize career-related activities.
1	憂慮管理層只將資源用於聘請多一位 GM 多担各老師的工作，要求該教師成為升就組的成員，但實際對輔導學生或推展生涯規劃的功用不大。
1	學校把新增的資源放到其他地方
1	對學校運用該筆額外撥款，應有指引及適度的監察
1	對津貼的使用（如可否用於支付活動費用）會有清晰的指引？
1	希望用途、目標清晰些！
1	建議津貼成為常額。
1	怕為做計劃而做計劃
1	恐怕金錢不是用於升學輔導方面。
1	應指明專款專用
1	應立入常額教師編制，因為 funding post 隨時會取消。
1	担心學校將擺款用於本範疇以外的其他方面。
1	撥款被使用在其他範疇
1	擔心學校怎樣使用該筆津貼
1	擔心校長將資助用在其他地方，未能將津貼用在升學輔導上
1	擔心資源會用於其他組別, 並非用於升學及就業輔導
1	支助未能惠及生涯規劃
1	最憂慮是加重行政工作，使輔導學生的時間更少。
1	本人擔心學校會把有關津貼用作其他用途, 而不是完全放在升學輔導上.
1	校方將政府所給資源沒有用於升學及就業輔助方面。
1	根本升學出路不足問題未夠解決，應提供其他升學途徑
1	減少升學主任的課堂節數，讓更全面作個人或小組輔導
1	減少升就老師的課節是很重要的元素, 使輔導工作更有效進行。
1	為減輕工作，學校可能外購服務推行生涯規劃，但質素及效果成疑。
1	發放的津貼未能全部應用於升學及就業輔導方面.
1	盡快落實方案，清楚列明如何使用這筆資金和資源。
1	硬性規定學校該撥款只用作升學及就業輔導工作。
1	老師沒有空間, 學生也沒有空間
1	運用資金時的文件工作
1	/

E. What further measures or actions by the government, HKACMGM or related bodies are necessary for improvement of career guidance in schools? 你認為政府、香港輔導教師協會或其他組織，還有其他方面可幫助改善學校升學輔導服務？

Count	Response
1	
2	
1	
3	-
1	--
1	---
1	.
3	/
1	1
1	EDB 可以在架構方面成立一個部門處理有關升學及就業的發展。
1	Extra manpower
1	Increase funding for NGOs like Hok Yau Club and HKFYG.
1	Let career teachers have more time to design the suitable curriculum for their students
1	More support and suggestions are needed from the government, EBD and related bodies.
1	More updated news on careers emailed individually to all careers teachers and principals.
1	N/A
1	NA
5	NIL
1	NO
2	Nil
1	Nil~
3	No
1	None
1	Provide latest information
1	They can assist schools to build up more connections with different institutes.
1	To fight for more support for career guidance.
1	To provide more online or distant talks and seminars to save careers teachers' travel time.
1	add more manpower
1	design tailor-made career guidance tools or material for school with different banding.
1	let everyone know career guidance become more important
1	more support from the principal
14	nil
4	no
1	no
1	no comment
1	non-teaching careers guidance expert
1	ok
1	provide more PRACTICAL help and assistance to schools for careers guidance
1	provide more seminars and lists of business firms so that visits, etc can be organized
1	provide school based guidance and support
1	reduce teaching workload
1	x
1	Provide educational training workshops for non-career team teachers on guiding students on career planning
1	There should be service providers to provide such services for students and edb should prepare a list of those which can provide the highest quality
1	尋找多些協助機構（NGO，商界和業界）參與策劃及支援工作。列明在校本課程內必須增加升輔課時；增加每校升學就業輔導工作人手（全校按比例實行，例如以任教高中的比例去計算所需安排的工作人手，甚或，擔任高中班主任的老師也必須接受一些基礎升學就業輔導訓練培訓等）。
1	I think more apprenticeship should be implemented in Hong Kong, especially for the students who would like to join the labour force after graduation.
1	政府於每區建立中心 (例:YES),讓學校帶領學生到本區參觀中心搜索資源; 並且可聘任升就輔導員作推廣活動, 資源可更集中, 充份利用及準確! 建立網上平台也可以為學生提供一些資訊服務, 統一資訊, 如各樣考試及機構報名時間表等
1	Principal and Vice-principals should be more aware of the importance of careers guidance to students. Take my



	school as an example, we have two OLE periods per week for S4 and S5, but our team does not have any budget for organising activities (\$0 in 2013-14) for students. None of the teachers have free period for organising activities for students during OLE periods.
1	HKG should liaise more enterprises to run in-school programmes for widening students' horizons of the career world.
1	The coming conference is already a very good arrangement. School leaders should be made more aware of their roles in careers guidance, & any new initiatives in life planning in future.
1	Line up more companies to participate in Business-school partnership programme. Give guidelines on how to implement mentorship scheme for current students by alumni
1	The EDB should liaison with faculty of edu of all universities to incorporate career guidance / edu as a fundamental part of pre-service and in-service teacher training. The expertise of HKACMGM should be further recognized as a professional body of career teacher training and tool developer. EDB should not adopt the lassie fare approach in past days and passed the buck of career teacher support to Hkacmgm.
1	In many other developed countries, Careers Guidance is rendered by a careers guidance teacher who will only be responsible for careers guidance work without teaching workload. If careers teachers in Hong Kong can concentrate on rendering careers guidance in school without allocating them teaching workload (which is very heavy), more students will be benefited under the NSS. Also, a specific careers guidance assistant can be created as a permanent post in school to help in the careers guidance clerical work will also help. Thanks a lot for soliciting opinions as it provides a chance for us to inform the Government that the policy may be good but may not be implemented as what careers teachers think should be of the greatest help to careers guidance in school.
1	多些製作升學及就業輔導 PowerPoint 給老師下載，免卻各校自行做這些資料。
1	政府應更實際制定升輔導主任或老師的教學時數上限、提供經常津貼可如果使用的建議。
1	Provide some concrete guidelines or implementation plans for reference, so that schools can adapt them to design school-based plans.
1	To step up professional development programs and formulate the training framework with EDB, academics and HKACMGM
1	一定要大幅減少升就主任的教節，和與升就無關的雜務，以本人為例，本校行政主任老師只有我一人認識生涯規劃，良知使我要不斷為學生服務，但其他行政人員根本不會懂體諒升就主任工作的繁重，結果是有人做死，有人閒死，但很多有關升就工作，可以做得更好而沒有時間做好。我擔心額外投入資源不是全數投放在升就組，未能減低升就主任的教節以抽出更多時間，推動學生的生涯規劃。希望教育局行政指出升就主任的教節時數上限，和清晰指引校內行政人員，升就主任的工作量極大，不要再欺壓我們，多給予支持和鼓勵，本人深信我們的工作可以改變學生的命運。與工商機構、社福機構聯繫，提供更多工作坊，參觀給學校。給一個房間與升學及就業輔導組，可作輔導和活動之用。設立一非教學職位，支援升學及就業輔導組文書工作。
1	A whole school approach is recommened. As some subject teachers, class teachers, in particular, have good relationships / communications with students, they can also help to provide career guidance/advice to individual students. If career teachers /career department at school can provide support, including latest information / resources to teachers. More students will benefit. Individual career guidance is not very practical at secondary school as there are normal time table at school and I don't agree students escape lessons for career guidance - the existing interview arranged by social worker is quite disturbing and doesn't seem effective. Hence, I suggest working towards a whole school approach - support all teachers to provide career guidance. In addition, career teachers may not "know all the students" well. Subject teachers, class teachers may be more suitable for the job with adequate support.
1	提供到校檢示及顧問服務，以局外人身份向管理層提供建議，令管理層明白未能推動個人輔導及發展生涯規劃工作的原因。
1	政府、香港輔導教師協會可制定指引或建議範本，以說明何謂一個「理想」、「完備」的中學升學輔導架構，讓學校領導層清楚了解新學制下，升學輔導的角色、重要之轉變，讓處境不同的學校，按自身不同的優勢，都朝向相近的方向發展
1	為協助學校系統化地推行生涯規劃課程提供指引 如：在 F1-2; F3; F4-5; F6 四階段 作為升就老師規劃生涯規劃教育時分別應包括哪些範疇？現在是按老師經驗和校情百花齊放，缺乏指引。
1	Providing suggestions on how to use the fund Providing ideas on conducting effective career education for the students
1	提供培訓，確保每間學校有足夠已接受基本培訓的人手推行活動和處理相關事務
1	1) Have a suggestion on how much academic work and non-academic work despite careers-related work should do for a career master and career teachers. 2) promote to other non-careers teachers that they have the responsibility to understand the new trend and execute careers-related activities. 3) Avoid using this fund to do or to share some non-careers work assigned by principal
1	1.於學校增設升學就業活動助理一職 2.舉辦更多免費的商校伙伴活動，如工作場地參加 3.增加審批 NGO 申請就業活動的撥款
1	1. We need a handbook for career planning from S1 to S6 which is full of activities, programs and assessment tools like career inventory, for different forms or stages in the teenager development that facilitate teachers to easily carry out in school. 2. We also need more information about students studying in China or Taiwan especially their DSE results and their outlet after graduation so that we can give proper guidance to students. Thank you.
1	讓其他科任老師明白學生生涯規劃與學科成績同等重要，並能鼓勵學生課餘時間參加更多與工作有關的活動，而不是只顧著補課
1	1. a one-stop platform providing admissions statistics and related info on self-funded post secondary institutions 2. perfect the E-APP system and better the liaison with the tertiary institutions so that applicants do not have to face the very troublesome application procedures eg the further info needed when applying to IVE 3. in the long run, EDB should combine the JUPAS and E-APP platforms so that the applicants and schools can reduce time wasted on doing the applications twice

1	build up a closer network with business sector and organise more work-related experience activities
1	建議減升輔老師的課堂或其他工作，讓熟悉校情及學生需要的老師自己負責生涯規劃。
1	期望撥款用途集中於生涯規劃的支援上，如多設一個職位負責設計生涯規劃課程等。提供更多升輔的資訊課程，如三至六個星期的全職學習課程，以應付繁多的升輔資訊。鼓勵同事進修(如可於進修時請代課老師)
1	Provide some attitude tests for students free-of-charge and organize some structured activities for students on life planning.
1	向政府提供建議或施壓，使有關用於升輔部分款項必須不能調往其他用途。
1	應盡快統一所有報名系統，不要再令學生和老師浪費時間在報名、交費等程序，能專心處理文憑試及學業。
1	Is it possible for government to organize an "Adopt a school" program for all the schools in Hong Kong. Provide guidelines for principal and ensure the money is used to provide career programmes for students as well as release the workload of the Career Team Members.
1	讓學科老師明白，'生涯規劃'和'學術成績'對學生同樣重要，要讓學生有時間參加'與工作有關的經驗'的活動，而不是只顧補課。
1	I believe a GM post taking up 100% non-teaching / all careers guidance work in school is urgently needed in each secondary school because guidance work is a long term relationship building work between the school and students - at least we have to do one-to-one careers counselling for the 3-year senior secondary DSE candidates. Moreover, we should start workplace experience workshop or placement jobs for students during long holidays-- like what UK or Australian schools have now. I hope the government policy should aim at this area of development.
1	Just like some Canadian high schools, there should be a professional career counsellor for each school in future.
1	- A joint-liaison group should be set up lining up various parties at stake, under the leadership of EDB. The group should comprise professional teacher organization like HKACMGM, tertiary institutions and academics, personnel from relevant industries, reputable and reliable NGOs, the Labour Department and relevant departments of the EDB.
1	可否成立一個專業人士協會，該會有不同界別的專業人士參與，讓老師可以透過該協會聯絡不同專業人士，如：老師能因應學生的需要及興趣，邀請有關人士出席講座或分享會。
1	增加可參觀 / 實習的機構的數目及時段，讓學校能更具彈性安排參觀 / 實習活動。簡化申請參觀 / 實習程序，由學校直接聯絡機構比等候中央批核對學校更有彈性。
1	I think a whole school approach is better to put all "pressure" on career teachers. I think class teachers and subject teachers can also help to provide career guidance to students, in particular some of them have very good relationship with students. I think career master can be the coordinator, provide support to teachers in guidance work.
1	一些企業支持學校活動(如提供義工教導學生的職志工作坊)，學校社工亦在生涯規劃方面協助學校
1	The government should urge the school leaders to really understand the purpose of the funding instead of having the fund being disguised/misused on other so-called "school-based" elements. The WHOLE lump sum should be for the sake of "career guidance" only.
1	Jupas、EApp 及 SAMS 各系統加強相互間的溝通及相容性，減少學校在協助學生報名時的行政手續。希望各專上院校(包括內地升學)各種校長推薦計劃、優先面試計劃能於同一時間公布，以便學校處理。(現時部份院校的校長推薦計劃在中六同學離校後進行、部份則不定期於不同時段發放給學校。)
1	More research should be done to develop a scientific and HK based assessment tool to help students in the area of career counselling. An example of this tool is Morrisby Profile and Morrisby Careers Questionnaire (MCQ).
1	制定合適的教材,資源,讓輔導老師可盡量利用。
1	可提供更多進修的課程。
1	多諮詢前線老師意見後，才制訂政策。
1	多安排與職業相關的體驗機會給學生。
1	學友社，協青社
1	安排同學試工三個月，使他明白職場需要
1	尋找更多各行業機構提供機會給學生體驗真實工作環境。
1	希望政府和貴會合作商討有關津貼的使用原則
1	提供多些培訓及宣傳，提高公眾及學校對生涯規劃的認識。
1	提供學校及機構配對網絡
1	提供指引給學校
1	提供文件樣本
1	提供更多一站式服務，方便老師直接利用，減少原創開發的時間。
1	提供更多外地商業的考察或本地營商及工作世界的參觀活動。
1	提供更多的工作坊/專業培訓課程
1	提供有質素的生涯規劃課程,以小組為主。
1	提供碩士課程供修讀
1	政府再津貼更多常額升學輔導老師
1	政府應要求學校提交計劃書和報告，如 CEG 的運用。
1	教育局應給予校方強力指引要求減低升學及就業輔助主任的教節。
1	有，請給予參考指引
1	沒有
1	沒有意見
1	清楚指引此人手的工作範疇和要求,學校須報告有關人員的工作
1	為有急切需要的同學提供轉介服務。
1	為第三組別學生設計輔導服務

- |   |                           |
|---|---------------------------|
| 1 | 繼續舉辦升學講座, 爭取大學及大專收生標準的透明度 |
| 1 | 聯絡協調商界, 給學生提供工作有關經歷。      |
| 1 | 讓校方及非升學輔導組老師也重視升學輔導工作     |
| 1 | 資源放在學校時不應校本, 否則部分校長會自行錯配。 |