

Ho Yuk Fan
Hong Kong Association of Careers
Masters and Guidance Masters

Hong Kong Association of Careers Masters and Guidance Masters





7 learning goals of the 334 curriculum framework

Enable our students ...

- to be biliterate and trilingual
- 2. to acquire a board knowledge base
- 3. to be informed and responsible citizens
- 4. to respect pluralism of cultures and views
- to acquire information technologies and skills
- to understand their own career/academic aspirations and develop positive attitudes towards work and learning
- 7. to lead a healthy life





Do you believe that...

- students with, or bold enough to have a clear study or career aspirations...
- students who still find HOPE in their study or future ...
- students who pay an effort to actualize their goals ...
- students who are able to make sense of their school life and learning experiences ...



...are able to do better?!

"...when individual student planning is fully implemented as a major component of comprehensive guidance and counseling programs, student success, including student academic achievement is enhanced. Why? Because the processes of goal setting and planning in individual student planning provide students with purpose and directions." (Gysbers, 2009)



Mission of Career Guidance: Guide students to make INFORMED CHOICE on

further studies, occupations and career





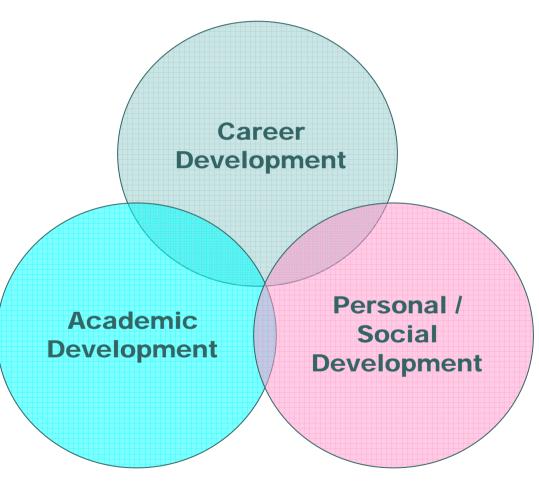
Revitalizing our BELIEF



- Introducing the concept of career development as ONE of the three key essential components in Life Skills
- Career Development fosters or enhances improved student performance, both in ACADEMIC and NON-ACADEMIC aspects



Life Skills – Essence of Student Holistic Development







New Roles of Career Guidance

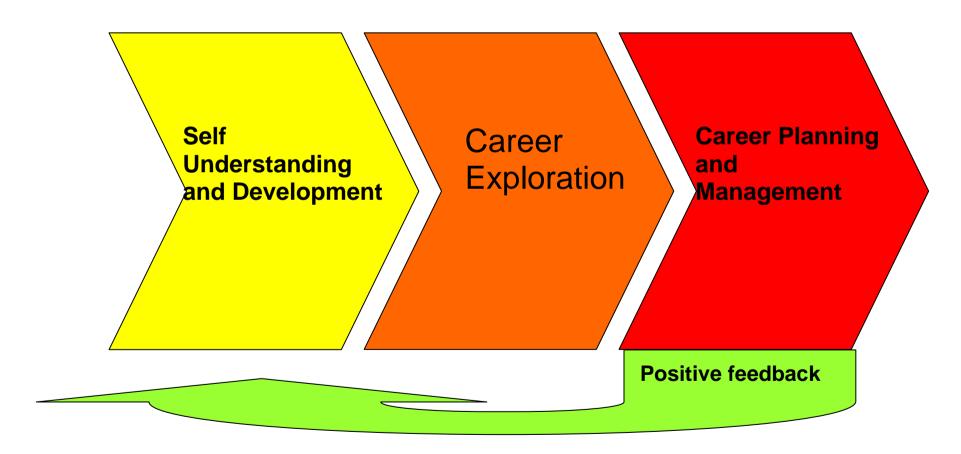


- 1. MCE
- Community Services
- 3. Career-related Experiences
- 4. Aesthetic Dev.
- 5. Physical Dev.
- 6. Intellectual Dev.



my Career!

Three Components of Career Development Learning Objectives







Six Dimensions of Career Intervention

Dimensions of career intervention

Career Development
Curriculum

Linking Study Opportunities and Career Choices

School-wide Career Guidance Activities

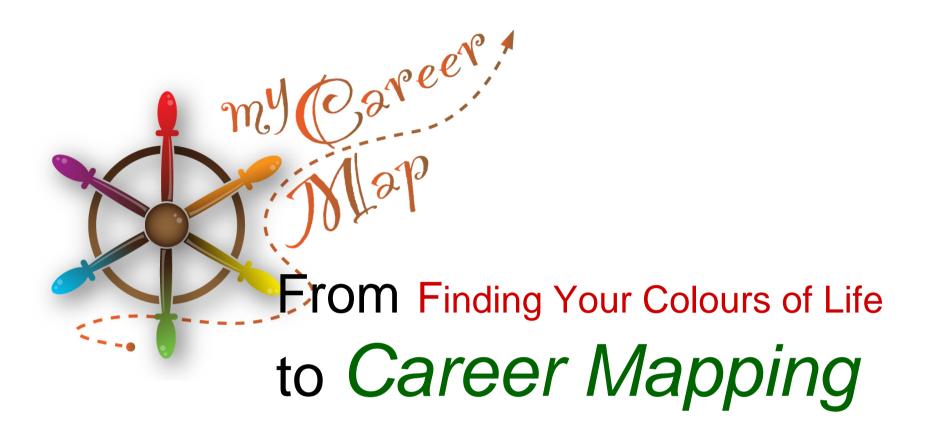
Learning Experiences about Work

Individual Student Planning

Responsive Service

Mass programs

Individualized guidance & support



Connecting Career Guidance to Curriculum in Schools

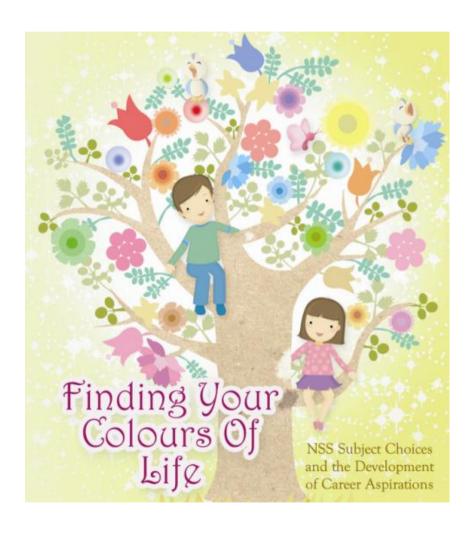




Finding Your Colours of Life

For the use of career guidance of S.1-3 students

- A progressive journey of self-exploration
- Progress path for further studies
- Goal setting
- Action plans

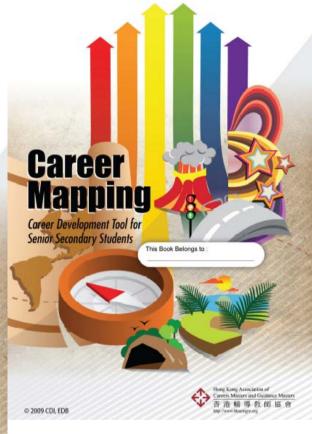


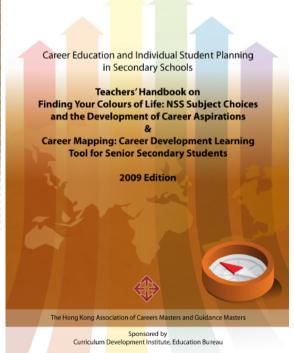




Career Mapping: Career Development Tool for Senior Secondary Students









Career Assessments in Career Mapping for self-understanding

Areas	Stations/activities
Interest	2.3.3 The "tick" and "cross" of occupational choices擇業交
	叉/剔
	2.3.4 To choose or not to choose「選」與「不選」?
	2.3.5 Back to RIASEC初週RIASEC
	2.3.6 Explore RIASEC探索RIASEC
Personality	2.1.1 My Coat of Arms我的戰衣
Aptitudes	2.1.2 My Attitudes我的特質
and skills	2.2.2 Analysing My Stories「我的成長故事」說了些甚麼?
Strengths	1.2.1 My Learning Style我的學習模式
and styles	
Values	2.1.3 My Ideal Life我的理想人生
	2.3.1 Work Values工作的價值

Career Explorations activities in Career Mapping

Areas	Stations/activities
Further Studies	1.1.2 Checking My Progress我這個高中生做得怎樣? 2.4.2 Reflection upon your study choices我在學業方面的潛力 3.1 Progress Path for Senior Secondary Graduates高中畢業生的升學階梯 3.2 Applying for University Courses大學之「道」 3.3 Post-secondary Education and Training Opportunities高等教育及進修機會
Occupations	2.4.3 Know more about work by PLACE我在職業方面的潛力3.4 Job Searching and Support Services職業機會
Aspirations	2.3.1 The Journey of My Dreams「夢」之旅 2.4.1 Revisiting the Honeycomb Interest Profile重訪我 的「彩」蜜派對



Career Planning in Career Mapping

Stations/activities

- 1.3 My Learning Plan我的高中學習計劃
- 4.1 My Career Profile我的生涯地圖
- 4.2 Writing up my Self-Account回顧過去、展望將來一我的生涯劇本

Report on Pilot Scheme on Preparing Students for NSS through Individual Student Planning (S.4 - S.6)





Preparing Students for NSS through Individual Student Planning (S.4 – S.6)

• Method of data collection:

Questionnaire, In-class observation, Interview with teachers

Total feedbacks from students: 506

Total feedbacks from teachers: 16



Demographic Data of students: By gender

Gender ratio	Number	Percentage (%)
Male	156	30.8
Female	340	67.2
Total valid entries	496	98

Demographic Data of students: By Form

Gender ratio	Number	Percentage (%)
S.4	342	67.6
S.5	43	8.5
S.6	106	20.9
S.7	14	2.8
Total valid entries	505	99.8

Results obtained from questionnaire

	Teachers' pe	erception	Students' pe	erception
•	Mean#	S.D.	Mean	S.D.
The WHAT, WHY and HOW of using Career Compass (p.3)" helps students to understand how "Career Compass" works	4.00	.00	3.44	.77
1.1 "Reviewing my Honeycomb Study Plan" motivates students to evaluate my goal set in junior secondary school.	4.12	.38	3.46	.77
1.2: "Acting to learn" helps students to develop my study plan in senior secondary studies.	4.20	.42	3.27	.75

my O areer!	Teachers' pe	erception	Students' pe	erception
Map	Mean	S.D.	Mean	S.D.
Secondary Study Plan for S.5 and S.6" helps students to revise their study plan	4.22	.67	3.30	.78
2.1: "Who am I" helps students to explore their attitudes, values, and interests	4.38	.65	3.59	.79
2.2: "Transferable Skills, Personal Qualities and Challenges gained through Learning Experiences" helps students to explore their skills, personal qualities, strengths, and weaknesses.	4.21	.70	3.57	.81

my Oareer!	Teachers' pe	erception	Students' pe	erception
Map	Mean	S.D.	Mean	S.D.
23: "Career Values" helps students identify factors that affect their career choices	4.25	.58	3.5	.86
2.4: "Personality Traits and Characters" help students understand more about their abilities, interest and personality.	4.15	.55	3.58	.84
2.5: "Planning for the Future" enables students to explore study opportunities or occupations that enable the actualization of their potentials, personal goals and dreams	4.20	.42	3.52	.89

1 Doreer!	Teachers' pe	erception	Students' pe	erception
my (Osar	Mean	S.D.	Mean	S.D.
3.1: Progression Path for Senior Secondary Graduates" clearly indicates the path of further studies and training for senior secondary students	4.11	.60	3.39	.81
3.2: "Applying for University Courses" that classifies JUPAS courses according to different personality traits is effective in helping students to make decision in further study	3.78	.67	3.46	.92
3.3: "Post-secondary Education and Training Opportunities" that classifies local sub-degree courses according to different personality traits is effective in helping students to make decision in further study	3.63	.52	3.38	.86

1 my Oareer!	Teachers' _l	perception	Students' _I	perception
my (Osa)	Mean	S.D.	Mean	S.D.
3.4: "Dob Searching and Support Services" that classifies occupations according to different personality traits is effective in helping students to make decision in occupations	4.00	.53	3.55	.87
4.1: "My Career Profile" helps students integrate information gathered in previous sections to build their Student Learning Profile	3.86	.38	3.40	.90
4.2: "Writing up my Self-Account" provide useful guidelines or strategies for writing up students' Self-Account	3.86	.38	3.46	.88
Station Plus: Progress Checkpoint" helps students to keep track of their progress while they were completing the "Career Compass"	3.83	.75	3.46	.84

General comments from students

	Mean	S.D.
This learning tool enables me to understand my interests, aspirations, and personality	3.58	.77
This learning tool enables me to explore my career preference	3.44	.87
This tool encourages me to improve my weaknesses and develop my strength	3.32	.78
This tool helps me to understand the opportunities and limitations of the Hong Kong senior secondary school system	3.26	.87
This tool enables me to develop my senior secondary study action plan	3.19	.81
This tool enables me to recognize self-understanding is the preparation for further studies and work	3.40	.80
This tool inspires me to think about the direction of my further studies and work	3.45	.82
I will try my best to achieve my "senior secondary study action plan"	3.47	.86

General comments from teachers

	Mean	S.D.
This learning tool is effective in applying career planning concepts into senior secondary studies	4.06	.57
This tool is effective in connecting career planning concepts with the NSS	4.19	.66
This learning tool enables students to understand their interests, aspirations, and personality	4.44	.51
This learning tool enables students to explore their career aspirations	4.19	.40
This tool encourages students to improve their weaknesses and develop my strength	3.94	.57
This tool helps students to understand the opportunities and limitations of the Hong Kong senior secondary school system	3.81	.75

General comments from teachers

1

	Mean	S.D.
This tool enables students to develop their senior secondary study action plan	4.13	.50
This tool enables students to recognize self- understanding is the preparation for further studies and work	4.31	.48
This tool inspires students to think about the direction of students' further studies and work	4.13	.50
The "Teacher's Handbook" helps me in planning to use this learning tool	4.06	.57
I will continue using "Career Compass" for career guidance and planning next year	4.19	.54

wow Variations in response by "Method"

	F	Post hoc
2.2: "Transferable Skills, Personal Qualities and Challenges gained through Learning Experiences" helps me to explore my skills, personal qualities, strengths, and weaknesses.	5.15**	G>C
2.4: "Personality Traits and Characters" help me understand more about my abilities, interest and personality.	3.10*	G>C
2.5: "Planning for the Future" enables me to explore study opportunities or occupations that enable the actualization of my potentials, personal goals and dreams	6.64**	M>C
This learning tool enables me to understand my interests, aspirations, and personality	6.36**	G>C
This learning tool enables me to explore my career preference	11.30***	G, M>C

^{*,} p<0.05; **, p<0.01; ***, p<0.0001

Variations in response by "Method"

	F	Post hoc
This tool encourages me to improve my weaknesses and develop my strength	4.52*	G>C
This tool enables me to develop my senior secondary study action plan	4.55*	G>C, M
This tool inspires me to think about the direction of my further studies and work	5.13**	G>C, M



			住活動模式建議		
	自標	建镁課時 (分鐘)	同行伙 伴 多典	小無討 論	大組活 動或遊 戲
甚麼是我的「生涯地圖」?	理解甚麼是「生涯規劃」	30-40	*		
生涯主題一:檢視我的學習經歷					
座標1:回顧你的行動座標 1A: 我的行動座標	重温你的學習目標	30-40	-	_	
1B: 我這個高中生做得怎樣?	回顧你的學習成果	40-60	*	*	
座標 2: 小進步、大踏步	四颗小叶子自从木	40 00	_^	_^	
2A: 我的學習模式	找出你的學習模式	30-40	*	*	
2B:我的學習目標	定出能幫助學習的行動計劃	40-60	÷	*	
座標 3: 我的高中學習計劃	决定如何完成你的學習計劃	40-60	*		
生涯主題二:規劃我的生涯發展方向 座標 4: 我是誰?					•
佐保生・技工业: 4A:我的戰衣	能深入地了解自己	30-40	*	*	*
4B: 我的软質	找出你最喜歡的學習及工作態				
40 - 42 中24年 首	度	30-40	*	*	
4C:我的理想人生	找到你最理想的生活模式	40-60		*	*
座標5:檢視我在學習經歷中學會的技 能、能力和將會面對的挑戰					
5A:助我成長的經歷	完成撰寫你的成長故事	60-120	*		
5B:「我的成長故事」說了些甚麼?	能分析自己的故事及你所擁有的综合能力有甚麼關係	40-60	*	*	*
座標 6:事業面面「觀」	27 M 12 M 27 77 15 / 展 M 14				
6A:「夢」之旅	反映你為甚麼選擇你的理想職	40-60	*		
00 - 4 4 5 5	*				
6B:工作的價值	認清你的工作價值	30-40	*	*	
6C: 擇業交叉/剔	確定你的事業傾向	20-30		*	*
6D:「選」與「不選」?	明白自己選擇的原因	40-60	*	*	*
6E:初週RIASEC	確認自己的性格特徵	30-40	*	*	
6F:探索 RIASEC	確認自己的性格特徵	40-60	*	*	
座標7:我希望將來 7A:重訪我的「彩」蜜派對	重溫、了解你的個人性格特徵	30-40	-		
7B:我在學業方面的潛力	探究你的升學選擇	60+	*	*	*
7C:我在職業方面的潛力	探究你的事業選擇	60+	-	-	
生涯主題三:充分知情的選擇-了解高中	体光沙司子来这件	00 T		_^	
課程所提供的學習機會) 座標 8:高中畢業生的升學階梯	了解高中畢業生有甚麼出路	20			Π
座標 9:大學之「道」	已完成閱讀及確定潛在可能	30			
座標 10: 高等教育及進修機會	已完成閱讀及確定潛在可能	30			
座標 11: 職業機會	已完成閱讀及確定潛在可能	30			
生涯主題四:編寫我的「生涯地圖」		•			
座標 12: 我的生涯地圖	完成生涯規劃檔案	60-120	*		
座標 13:回顧過去、展望將來—我的生涯 劇本	完成「我的劇本」	60+	*		
-71-1		-	-		

化活机推引增长



my Career 1

Variations by Gender

	F	Post hoc
"The WHAT, WHY and HOW of using Achieving with Your Life Colours (p.3)" helps me to understand how "Career Compass" works	10.62**	M>F
1.2: "Acting to learn" helps me to develop my study plan in senior secondary studies.	4.59*	M>F
3.2: "Applying for University Courses" that classifies JUPAS courses according to different personality traits is effective in helping me to make decision in further study	4.92*	M>F
This learning tool enables me to understand my interests, aspirations, and personality	9.21**	M>F
This learning tool enables me to explore my career preference	17.98***	M>F
This tool encourages me to improve my weaknesses and develop my strength	11.21**	M>F



Variations by Gender

	F	Post hoc
This tool helps me to understand the opportunities and limitations of the Hong Kong senior secondary school system	15.79**	M>F
This tool enables me to develop my senior secondary study action plan	8.94**	M>F
This tool enables me to recognize self-understanding is the preparation for further studies and work	7.31**	M>F
This tool inspires me to think about the direction of my further studies and work	5.99*	M>F
I will try my best to achieve my "senior secondary study action plan"	6.66*	M>F



Observations on criteria for enhanced learning...

- Generally smaller groups resulted in communication in more depth, yet large groups required less resource and time to complete the tasks
- Rapport and understanding were pre-requisites in some self-exploration exercises
- Teachers' professional knowledge, attitude and charisma played an important role in facilitating selfexploration and discussion in the class
- Not all teachers were familiar with the aim of the learning tool and the Holland Typology
- Group activities and discussions, which facilitate interactions in classes, facilitate engagement of students in learning and reflections



Let's navigate...







Let's try -- Career Values





Using a narrative approach in career guidance

- Constructivism
- Social constructivism
- Making sense of one's experiences and history



The story of Chun

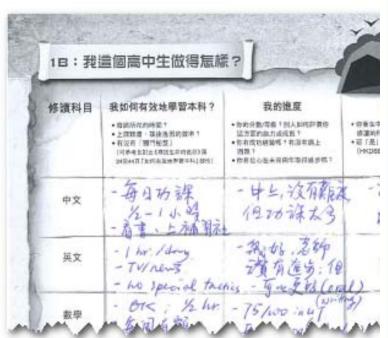
Chun is studying Secondary 6. Other than the 4 cores (English Language, Chinese language, Mathematics with an extended module, and Liberal Studies), she studies Chemistry and History as electives. She is also interested in the area of Art and Design. Though, she was not assigned to study Art and Design, in Secondary 5 she decided to take the third elective in the form of Applied Learning. She chose Fashion and Design and went to the 3-hour lesson every Saturday morning. She could obtain optimist satisfaction especially while preparing final project, a real fashion show.

Drawing has been Chun's favourite hobby since she was very young. Like many children in 90s, she was arranged to participate in various "extra-curricular" activities by her mother. In her early age, she learnt piano, painting, dancing and took part in activities for having cultural exposure. Later on, her mother wanted Chun to be more focus on academic studies. She started to have English tutorial lessons and Math Olympics training when she had spare time. Though, Chun didn't understand what "all-round" development was, she managed to do everything well so as to please her parents. Frankly speaking, she is quite thankful for the experiences and exposure which she could have and she gradually develops keen interest in modern art. +

When Chun was about to be promoted to S.4, she faced problems in choosing the electives. With a good

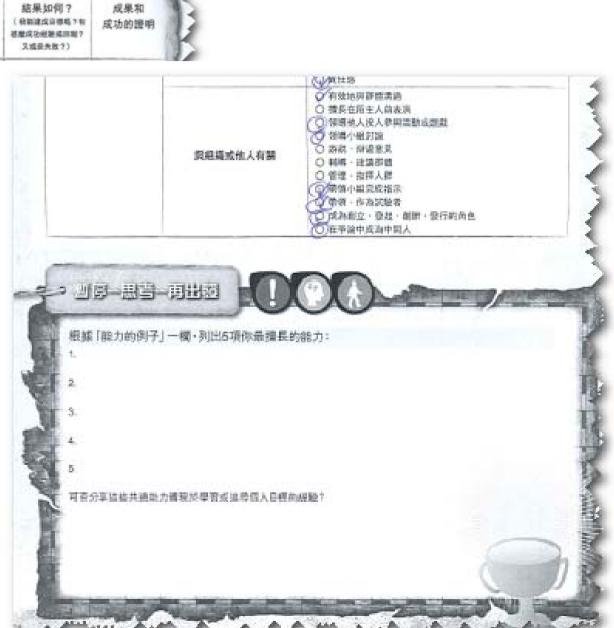


Self-exploration activities





		助设成员的型
我的任務 / 日標	過程中退退的障礙 (一些表必须及服的報酬)	我曾志標應付和解決 (不同的推論・例如:如應才 主動機種・解離能力等)
April 1	·噪間. 一般计的	- 图3-1图
學製多	質素.	设计.
为3mx的	一部八分	第下12 一分组打
表工小組	工,京公司	课.較付
1700	的多轮码	一种熟路
中海	- E32,	-21847
之形)	めまま	学班 光弹





Career Exploration

點算一下你選擇的職業卡左下角展示的兩個美文職業代號出現的次數,初步了解自己職業 性向類型。

職業代號	性向	類型	曾出現次	솶
UR	Realistic	現實歷	1	次
8.1	Investigative	探究型	3	次
A N	Artistic	藝術型	8	次
S S	Social	社會型	10	次
E E	Enterprising	企業型	7	次
□ C	Conventional	傳統型	1	次



則,如『我主要考慮高薪和高社會地位的工作』或『有較多自主空間的工作是很重要的』。 宗教信仰的職業』等。

我考慮及不考慮很摆某工作的準則包括:

遊」、『我可以得到別人認同』、『我可以認識更多朋友』)

An Design this Mode
An Desien : His What
Helland code # 4
》由我的管實成绩
H\$/72036
(日本漫畫是個人愛好。
日本校里之間人受好,
以被視這樣學科/課程與作的世格, 提和能力,以及現正修讀的高中學科, 有得些 配合和不配合 的地方。
(AS/AE)
差立 歷史 个人 搬站 %



Career Interest Inventory in www.mycareermap.org



CII with individual student reports

I. 個人資料

學生姓名: (中) 何真珍 (英) Ho Chun Chun

學校名稱: HKACMGM 中學

完成測驗日期: 二零零九年六月三日

何真珍 同學:

多謝你完成《香港事業興趣測驗:互聯網版本》。我們已經完成興趣分數的計算,現為你送上你結果及簡短解說。希望你透過這個測驗結果,增加對自己的認識,更明白自己的興趣,從而在日後考慮自己的學習和事業發展方向時,作為參考。

梁湘明 香港中文大學 教育心理學系教授 二零零九年六月三日

II. 興趣測驗結果 你的分數及興趣代碼如下:

分數

R	8	
I	21	
Α	34	
S	30	
E	18	
С	5	

興趣代碼(最高分的三個字母)

第一個	第二個	第三個
A	S	I



Source of HINTS...







Career Planning

学型・程 ひょり・ブ 其他異雄・職業性向・傾向・事業評估的結果:(如有)
記録 5 3項與職業代碼有關・ 3項與職業代碼有關・ 両最感異趣的升撃・訓練課程:
3项與職業代碼有關,而最感與趣的工作:
● 記 ちょりょう ***********************************

What Cor

What's next? Constructing the self-account

Self-Account of Kit based on results of "Career Mapping"↓

Version 1₽

I like arts and design; working in a field that is related to them was my hope since I was young.

In the past three years of NSS study, I have been trained to have an analytical and logical mind through science subjects; as well as doing everything cautiously. On the other hand, I have studied History and Design, and I started to gain interest in arts stream also.

ω.

Among the subjects in arts stream, I like design most. To be a designer, I know I have to be creative. Besides reading some books related to design, I started to think creatively whenever I am going to solve any problems or to make a product. A designer has to take care of needs of the customers; I also serve as a big sister to teach the junior form students and serve in the voluntary group in order to train me to be patient.

Ψ

Of course, this is not enough a student today in Hong Kong, a student nowadays needs to be all-rounded. I took part in different activities during my NSS, such as the vice-chairperson of one of the Houses and participation in various art competitions. They gain me some precious experiences, such as developing my responsibility, communication skills and creativity. From this late July to August, I participated in voluntary work for over 100 hours, spending time to lead the old people to play games. I understand that I must be patient, calm and careful so that I will not ruin my work. I stay the same when I do experiments

A better example...

Version 2₽

Every young person has his dreams but most of these dreams do not come true. In my secondary education, I have been striving persistently to explore my aspiration fields related to art and communication and to equip myself for the profession through academic and non-academic involvement.

Ų.

I am thankful to have ample opportunities for developing various kinds of interests and hobbies when I was young. Though I was expected to excel in all of them, I was gradually aware of my earnest interest in Art and Design. Engaging in drawing or producing a piece of creative artwork always gives me a sense of flow. I enjoy the process of learning more than the outcomes. I became increasingly sensitive to art works including the paintings in school and museums, modern architectures, and even window display designs in shopping malls. My enthusiasm in Art and Design turned out to be my driving force to take an Applied Learning Course in Fashion Design organized by a tertiary institute. I need to attend a three-hour lesson every weekend. This two-year course gave me an authentic experience in design industry. I was able to equip myself with the knowledge, skills and develop positive attitude towards the industry. I could meet and learn from professionals. Most importantly, I was successfully selected to be one of the 20 candidates to show our individual designs in the fashion show. It was an unforgettable experience widened my horizon and allowed me to apply various skills I learnt.

ų.

I enjoy meeting different people. We have a Chinese saying, "it is an art for us to communicate with people". Being the Vice House Captain, I needed to coordinate and motivate more than 200 students in







Finding Your Colours of Life and Career Mapping







Guaranteed delivery before Sept. for order placed before 10 Aug 2009

項目	單價	數量	項目小計
《尋找生命的色彩:新高中科目選擇及個人抱負的探索》 (學生中文版;48頁,全彩色印刷)	\$12@		
"Finding Your Colours of Life: NSS Subject Choices and the Development of Career Aspirations" (《尋找生命的色彩》學生英文版;48頁,全彩色印刷)	\$12@	-	
《生涯地圖:高中事業發展學習工具》 (學生中文版;72頁,全彩色印刷)	\$20@		
Career Mapping: Career Development Tools for Senior Secondary Students(《生涯地圖》學生英文版;72頁,全彩色印刷)	\$20@		
《生涯地圖:高中事業發展學習工具》職業卡 (一套54張,全彩色印刷;《生涯地圖》教具,不必每學生一套)	\$20@		
教師手冊光碟 Teachers' Handbook	\$8@		
		總額	

✓ISP teacher certificate →
To be issued in August 2009

學校資料:		
學校名稱:(英文)		
(中文)		
負責教師姓名:(英文)	(中文)	
教師証書編號:(郊有)		
電郵地址:		
學校地址:(中文)		
	學校印章:	
校長簽名:		
校長姓名:		

For 09-10 order: Certificate no. is not compulsory, but **teacher's name** is!

Resource Platform for ISP

http://www.hkacmgm.org/isp/isp.html





ISP enquiry and support service



info@mycareermap.org