



1st August 2023 to 31st July 2025

Provision of steady vocational training in (1) Plumbing & Pipefitting; and (2) Painting & Decoration (3) Mandatory Basic Safety Training (Construction Work) Course (Continuation of Project Reference No.: BDF 200035) and Joinery Course for rehabilitees in Shek Kwu Chau Treatment and Rehabilitation Centre

石鼓洲康復院對戒毒康復人士提供(1)水管裝嵌及(2)油漆裝飾職業技能訓練課程(3)強制性安全訓練課程(延續計劃編號: BDF200035)以及舉辦(4)細木工藝課程



1. Project Content

2. Output and Outcome Evaluation

3. Experience Gained

4. Other Findings and Conclusion



Project Content

- Project activities mainly include vocational training in plumbing & pipefitting, painting & decoration and joinery, and Mandatory Basic Safety Training (Construction Work) Course. Meanwhile, career counselling groups, individual counselling and aftercare job matching counselling, and community services are also included.



Painting & Decoration Course



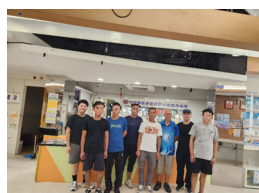
Joinery Course



Plumbing & Pipefitting Course



Basic Safety Training
(Construction Work) Course



Community Service



career counselling group



Project Content

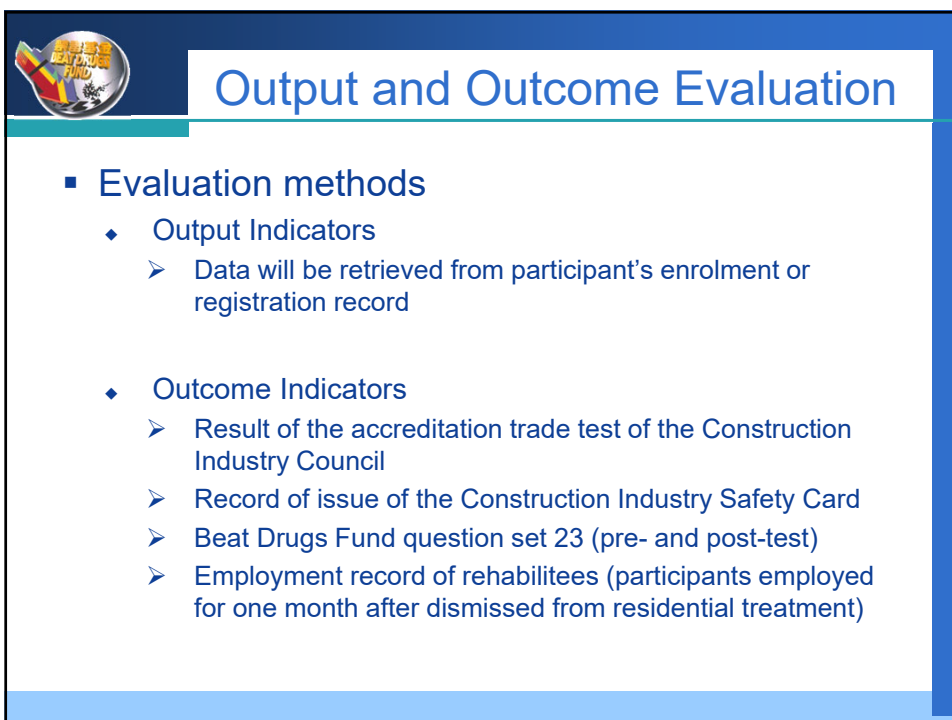
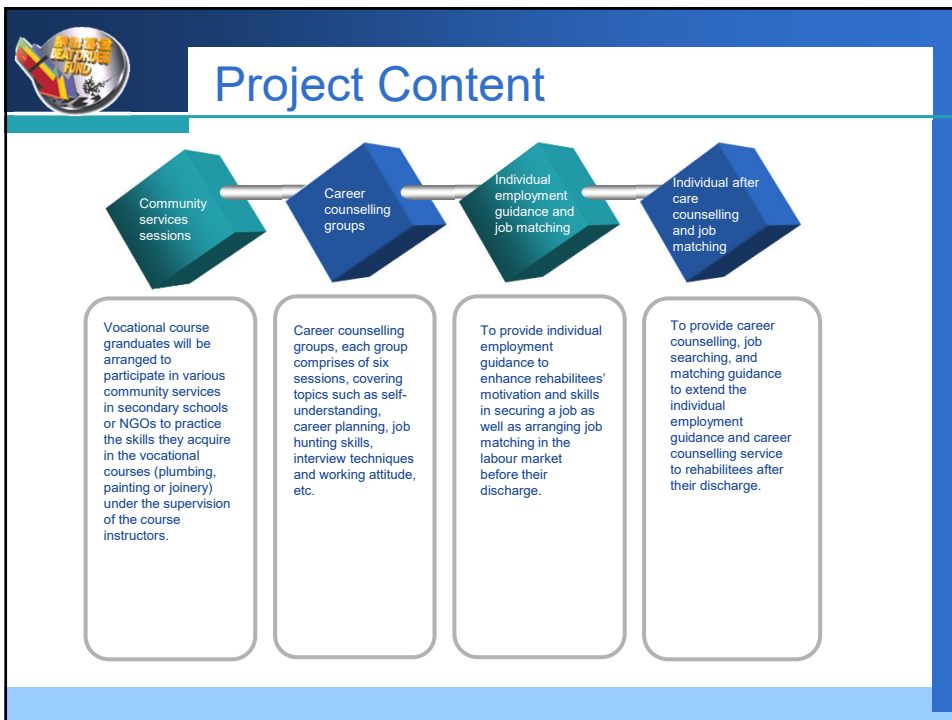


To provide plumbing and pipe-fitting courses to enable rehabilitees to understand and master the basic practical skills of plumbing and pipe fitting and arrange rehabilitees to acquire respective recognized qualifications through intermediate trade test by the Construction Industry Council.

To provide painting and decoration courses to enable rehabilitees to understand and master the basic practical skills of painting and decoration and arrange rehabilitees to acquire respective recognized qualifications through intermediate trade test by the Construction Industry Council.

To provide joinery courses to enable rehabilitees to understand and master the basic practical skills of joinery work and arrange rehabilitees to acquire respective recognized qualifications through intermediate trade test by the Construction Industry Council.

To provide full Mandatory Basic Safety Training (MBST) (Construction Work) Course to rehabilitees. Upon successful completion of the course, all participants will be issued with or revalidated of the Construction Industry Safety Card, which is necessary for carry out construction work.



 Output Evaluation		
	Expected Result	Achieved Result
Output Indicator 1	A. Provide 3 plumbing & pipefitting courses for at least 30 rehabilitees, among which 24 course participants completing the course B. Provide 3 painting & decoration courses for at least 30 rehabilitees, among which 24 course participants completing the course C. Provide 2 joinery courses for at least 20 rehabilitees, among which 16 course participants completing the course (Note: (1) Only those highly motivated drug rehabilitees undergoing treatment at Shek Kwu Chau Treatment and Rehabilitation Centre and with clear vocational plans should be allowed to join the above courses; (2) Each drug rehabilitee could only join one of the above vocational training courses.)	A. Provided 3 plumbing & pipefitting courses (100%) for 31 rehabilitees (103.3%), 31 course participants (129.2%) completed the course. B. Provided 3 painting & decoration courses (100%) for 31 rehabilitees (103.3%), 30 of course participants (125%) completed the course. C. Provided 2 joinery courses (100%) for 23 rehabilitees (115%), 23 of course participants (143.8%) completed the course.

 Output Evaluation		
	Expected Result	Achieved Result
Output Indicator 2	Provide 8 mandatory basic safety training courses for at least 120 participants, among which 108 (or 90%) participants completing the course	Provided 8 mandatory basic safety training courses (100%) for 131 participants (109.2%), among which 130 course participants (120.4%) completed the course
Output Indicator 3	Engage 32-64 drug rehabilitees to provide at least 8 community services sessions for secondary schools or NGOs	Engaged 39 drug rehabilitees (121.9%) to provide 8 community services for secondary schools or NGOs (100%)

 Output Evaluation		
	Expected Result	Achieved Result
Output Indicator 4	A. Provide 12 career counselling groups to 120 rehabilitees, among which 96 rehabilitees complete 6 sessions B. Provide individual employment guidance and job matching to 120 rehabilitees, among which 96 rehabilitees attend at least 2 sessions C. Provide individual after care counselling and job matching to 50 rehabilitees after discharge, among which 40 rehabilitees attend at least 3 sessions	A. Provided 12 career counselling groups (100%) to 129 rehabilitees (107.5%), among which 129 of these participants (134.4%) completed 6 sessions B. Provided individual employment guidance and job matching to 129 rehabilitees (107.5%), among which 129 of these participants (134.4%) completed at least 2 sessions C. Provided individual after care counselling and job matching to 53 rehabilitees (106%) after discharge, among which 53 of these rehabilitees (132.5%) attend at least 3 sessions

 Outcome Evaluation		
	Expected Result	Achieved Result
Outcome Indicator 1	70% of rehabilitees having completed the respective vocational training courses pass the accreditation trade test of the Construction Industry Council	Among 85 rehabilitees having completed the respective vocational training courses, 69 (81.2%) passed the accreditation trade test of the Construction Industry Council
Outcome Indicator 2	90% of rehabilitees complete the basic safety training courses and acquire the Construction Industry Safety Card	99.2% rehabilitees had completed the basic safety training courses and acquire the Construction Industry Safety Card (130 participants)
Outcome Indicator 3	50% of rehabilitees who attended the career counselling groups and individual employment guidance show improvement on employment readiness	-129 valid cases evaluated. -122 (94.6%) of rehabilitees who had attended the career counselling groups and individual employment guidance showed improvement in employment readiness
Outcome Indicator 4	50% of rehabilitees received aftercare employment guidance and job matching services successfully employed	53 rehabilitees received aftercare employment guidance and job matching services, which 42 rehabilitees (79.2%) successfully employed



Experience Gained

The positive outcomes of the project can be attributed to several key factors:

▪**Tailor-made Curriculum Design:** The courses were not standard off-the-shelf programs. They were specifically adapted to be intensive, hands-on, and highly practical, catering to the learning environment and time constraints within the Centre. This ensured maximum skill acquisition within the available timeframe.

▪**Expert and Empathetic Instructors:** The success was heavily dependent on the quality of the trainers. Instructors were selected not only for their technical expertise but also for their patience, communication skills, and understanding of the learners' backgrounds. This created a safe and supportive learning environment that encouraged participation and reduced stigma.

▪**Structured Routine and Clear Goals:** The training provided a structured daily routine for participants, which is highly beneficial in a rehabilitation setting. The clear goal of achieving a certificate and a marketable skill gave them a tangible objective to work towards, fostering motivation and a positive focus.

▪**Strong Institutional Support:** The collaboration and ongoing support from the staff at the Shek Kwu Chau Treatment and Rehabilitation Centre were crucial. Their assistance in logistics, participant coordination, and maintaining a conducive learning atmosphere was instrumental in the smooth operation of the courses.

▪**Perceived Relevance and Employability:** The trades chosen—plumbing, painting, joinery, and safety training—are all in steady demand within the local construction industry. Participants were highly aware that these skills could lead to genuine job opportunities upon reintegration, which was a powerful motivator.



Experience Gained

Lesson Learnt

The Critical Importance of Pre-Course Assessment:

A more formalised initial assessment of participants' existing skill levels, educational background, and learning aptitudes could help in tailoring instruction further and setting realistic individual expectations, thereby improving outcomes and reducing frustration.

Lesson Learnt

Managing Diverse Motivations and Attention Spans:

Participants joined with varying degrees of motivation, which could fluctuate. Incorporating more individualized progress tracking and positive reinforcement strategies could help maintain engagement for all learners, not just the most motivated.

Lesson Learnt

Need for Post-discharged Support Mechanisms:

The project highlighted that training within the center is only the first step. The ultimate measure of success is sustainable employment.

Future Recommendation:

Establish a stronger bridge to post-release support, such as partnerships with employment agencies, a mentorship program with industry employers, or a follow-up system to assist with job placement.



Conclusion

In conclusion, the project successfully demonstrated that structured vocational training is a powerful tool for rehabilitation. Its success was built on relevant course content, skilled instruction, and strong support. The need for enhanced assessment, stronger post-discharged linkages, and more nuanced program delivery to maximize long-term impact on the lives of rehabilitees can be considered for future service.