

# EMAZ

vol.  
**05**  
2021.03

A magazine for EM youth

## Planning for Career Success

### Real Life Story

Social Service: Make a Change on The Society

Fashion & Beauty: Looking Fashion through Harmony's Eyes

Hospitality: Patience Makes the Great Food and Great Eatery

### Career Information

How Can I Become a Social Worker?

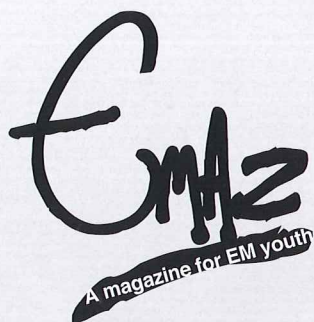
Starting Business Corner

Hospitality Quick Test



浸信會愛羣社會服務處  
BAPTIST OI KWAN SOCIAL SERVICE





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## Who are we?

EMaz is a magazine for young ethnic minorities to voice out their ideas and explore their career development.

With the support of BOKSS, schools and corporations, we serve as a platform to encourage young ethnic minorities to engage in social participation and empower them in the community.





# Ethnic Minority Youth and The Career Path

Welcome to Emaz Magazine "minority-led publication", a storytelling space focused solely on the voice of ethnic minorities in Hong Kong. In this season, we decided on 'The careers of ethnic minority Youths of Hong Kong'. We present you the fascinating journey of ethnic minorities in Hong Kong and one of the most inspiring and challenging stories to be heard.

The ethnic minority population in Hong Kong comes from varied backgrounds, Nepali, Indian, Indonesian to name few. Some are born and raised in Hong Kong and like to call themselves, 'Hong Kong-ers'. Some call Hong Kong their 'second home' while some come here looking for opportunities. No matter the circumstances they are brought up in, they wish to be successful in Hong Kong by landing a suitable career that they aspire to.

It is easy to get lost and find yourself in a 'state of unknown' especially when you don't speak the language. Some individuals find the career decision daunting while some may have set an eye on one already. Despite the situation you are in, this topic will help you make a more appropriate decision by learning from the several professionals in diverse career industries.

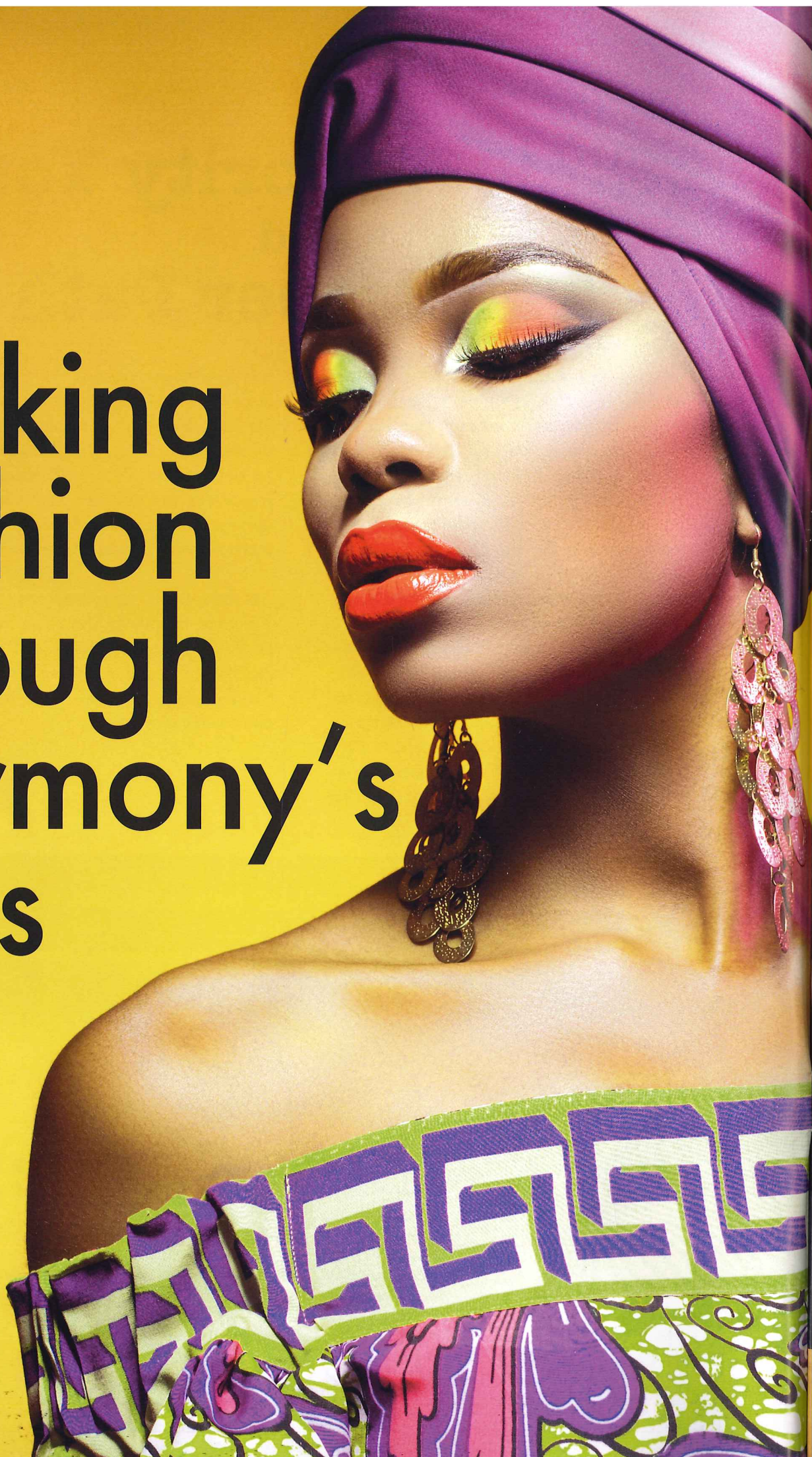
Get ready to be inspired by great minds in fashion & beauty, hospitality and social welfare industry. Learn from their stories regarding their career journey and how they made the most out of Hong Kong's resources in spite of all the obstacles that came into their way.

A vintage typewriter is shown from a low angle, with its dark metal body and a wooden ruler resting on top. A piece of aged, textured paper is placed on the typewriter's bed, featuring the title 'Ethnic Minority Youth and The Career Path' at the top and 'New Career Chapter One' in a typewriter font below. The background is a light, textured surface.

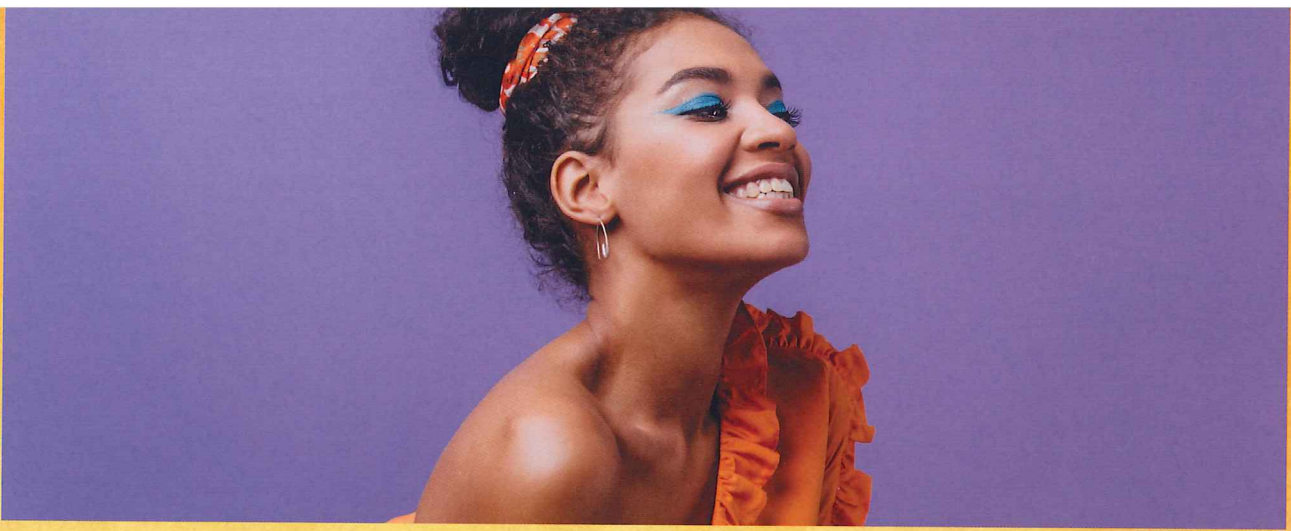
New Career  
Chapter One



# Looking Fashion through Harmony's Eyes





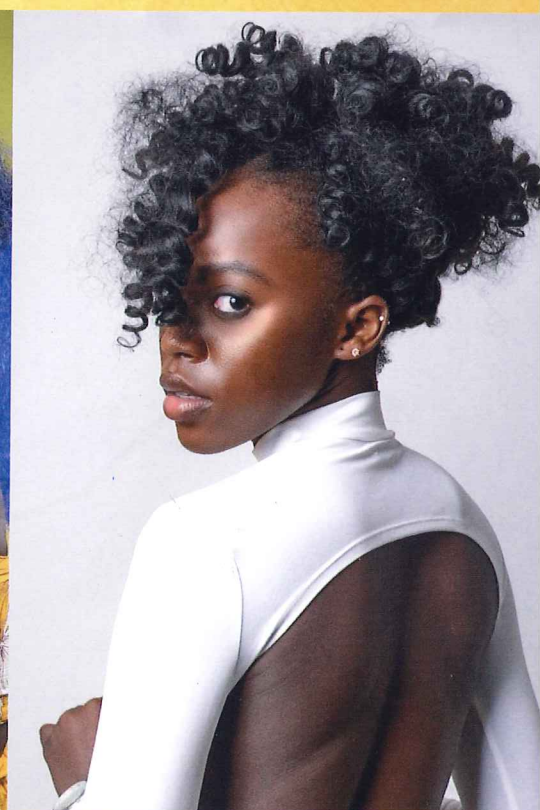


'Fashion' is one of the most popular industries in Hong Kong. With a global ranking of 23 in fashion revenue (as per statista, 2021), Hong Kong undoubtedly accommodates some of the most sought after careers like modelling, fashion design, fashion media and more. The fashion scene in Hong Kong is of great interest to the fashion lovers. If you are a fashion junkie like me, It is very likely that you have heard about Harmony who never fails to amaze us with significant achievements at such a young age.

Harmony is a multi-talented model who came into the limelight over recent years. She originally hails from Congo and later moved to Hong Kong in 2011 as a refugee. CEO and founder of Harmony

HK, a model agency, she is a psychology student with a great personality. Today, she is the "Queen" to most (ethnic minority) youths, and a real epitome of hope and fresh air. Started as a platform to represent ethnic minorities and refugees in Hong Kong, 'Harmony HK' is expanding its services to production and brand marketing.

Heard it out from Harmony Ilunga, your potential savior as we hop into the beautiful and inspiring fashion journey she has paved for herself. In this article, Harmony unravels some of her experiences as an ethnic minority in Hong Kong and how she created her own label in such a competitive city.







**Q: How did you come up with the idea of Harmony?**

'Harmony HK' has always been something that I wanted and knew I would do."

She said that she saw passionate refugees and black women being rejected in the modelling industry. The whole idea of founding harmony came out of need, where she felt a lack of opportunities for people like her.

"Being a CEO and Founder came after the vision that I passionately followed: the vision to actively advocate the representation of ethnic minorities and women in general, hence promoting 'inclusion'." She explained that the lack of portrayal of people like her in the media gave her a push to create this new platform.

**Q: Can you drive us through your fashion journey, and how it all came together to make Harmony what it is today?**

"I believe it's being in a team of people sharing the same values as you." She informed determinedly.

With 12 team members including five advisors, seven core team members (two Filipinos, two local Hong Kongers, one Pakistani, two Africans including herself), 'Harmony HK' can be called a mini-Hong Kong that celebrates cultural diversity.



"From the beginning, we were all on the same page, and it was easier to move ahead with a team spirit, which is extremely important."

She stressed that teamwork is what made it all possible.

**Q: What are the benefits of working in a multicultural environment?**

"It's getting to learn from each other. We see things from a different perspective that leads to creativity and innovation. Being a leader doesn't stop me from learning from my teammates."

**Q: Were there any happy moments at work that you might want to share?**

"Lots of happy moments", Harmony exclaimed with excitement. "It probably is the latest fashion show that we organized. It was the best thing that ever happened. We were all over the media."



Harmony said that the positive image portrayal of "Harmony HK" escalated her image and made her the happiest. She continued, "I believe I cried for three days straight."

**Q: Amid COVID-19, was there any difficulty in proceeding with the original plan for the fashion show?**

She added that there is a different story behind the doors. "A lot of things got cancelled and changed last minute. We were unsure of proceeding with the fashion show. It was a tough moment. However, we made it and here we are, we did it."

**Q: What advice do you have for youngsters who look up to you and aspire to join the fashion industry?**

"There was a moment I was doing everything. People commented that I couldn't do it."

She stated, "Do what your heart says and focus on working on your dreams." Harmony emphasized that it is okay not to know everything. "I am learning every day. You learn from your teammates." As real as she is, Harmony mentioned that there will be ups and downs during the journey and that we have to find a way to combat the situation.

Lastly, she went on saying, "Remember your intention of why you started in the first place and go with it." She highlighted the importance of flourishing as an individual during the journey.



*"And, when you want something, all the universe conspires in helping you to achieve it."*

*— Paulo Coelho*



# Starting Business Corner:

# Want to Be Your Own Boss?

Many young people, like Harmony Ilunga, have the courage to pursue their dreams and start a business. However, starting a business has never been easy. If you are interested in starting a business with no direction, read below and learn more!

## *1. Set Products and targets*

A creative idea is closely related to the experience of everyday life. Get relevant information from life or the Internet to establish product/service and set their goals. You need to determine the direction achieve their goals as the market conditions continue to change.

## *2. Evaluate economic and financial conditions*

Self-assess your own financial ability or discuss with your families. On the other hand, a number of different local venture funding schemes are available as reference:

- Government Funding Scheme
- Youth Business Plan Hong Kong
- Microfinance Scheme





### 3. Develop a business plan

A detailed business plan can provide clear information to assist the entire process of starting a new business. You may also take the business plan to raise funds or apply for related venture funding. For the entrepreneurial related services, the following information may help you!

- Information service for starting a new business  
Small and Medium Enterprises (SME) Support and Consultation Centre provides SMEs with abundant practical consultation services for business information, business plans, and business budget analysis.
- Y.E.S. Youth Employment Start  
The Youth Employment Start provides employment and self-employment support services for young people. Business members can use Y.E.S. services and facilities for free, including professional consultation services.

青年就業起點  
Youth Employment Start



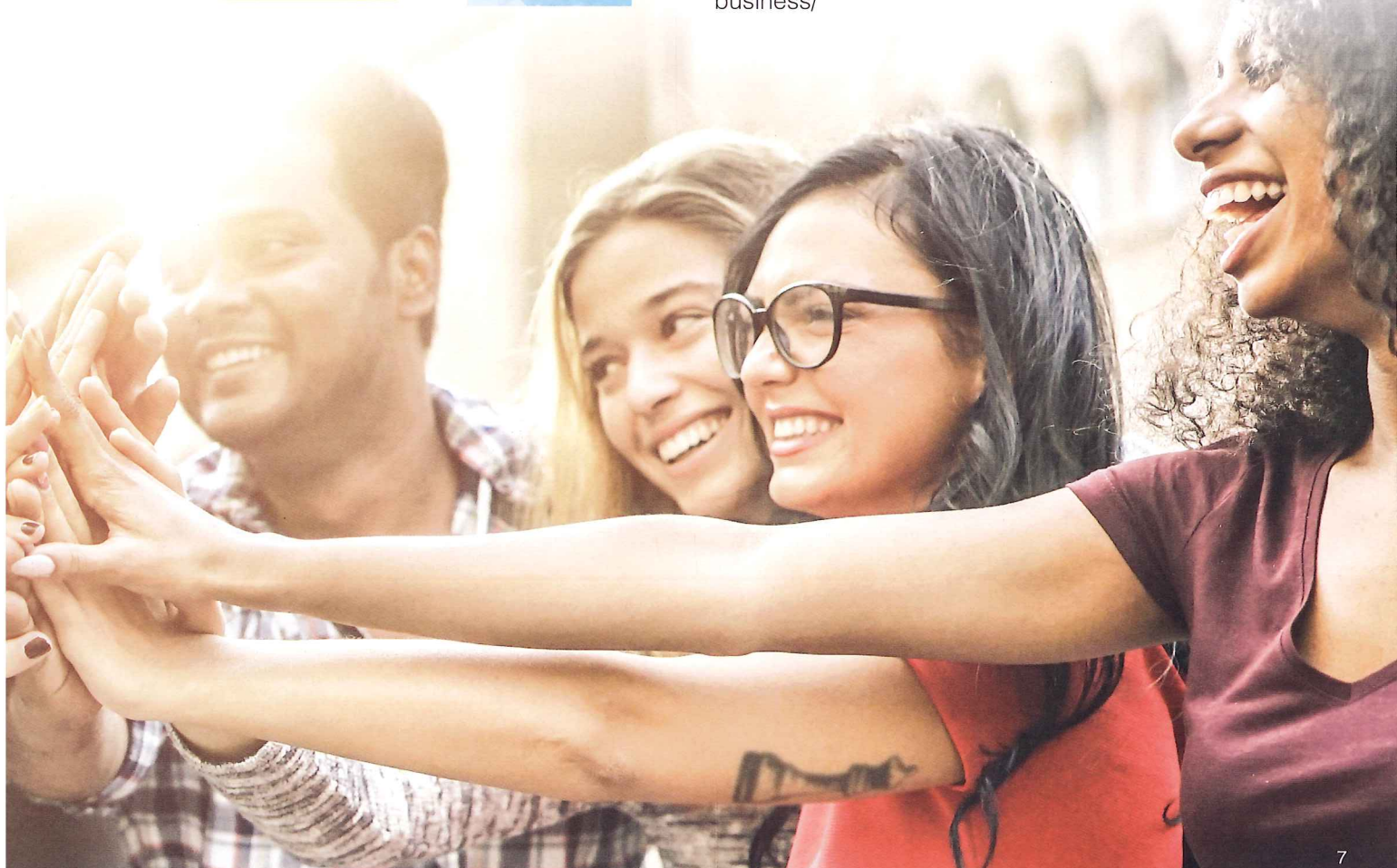
### 4. Conduct market research and investigation

Market research and investigation can be conducted on the product/service to obtain more marketing information after setting a product or service and target. It can be divided into product/service, sales, marketing, promotion and other parts. You can define survey questions and objectives first, formulate research plans, collect information for analysis and finally summarize and write research reports.

### 5. Establish a good psychological quality

In the process of starting a business, you may encounter different levels of psychological stress and difficulties, such as time and money constraints. Therefore, be highly flexible and learn to be patient and courageous to embrace challenges and to bear the pressure and risk.

Special thanks to Life Information Planning of Education Bureau. Information retrieved at <https://lifeplanning.edb.gov.hk/en/career/starting-business/>






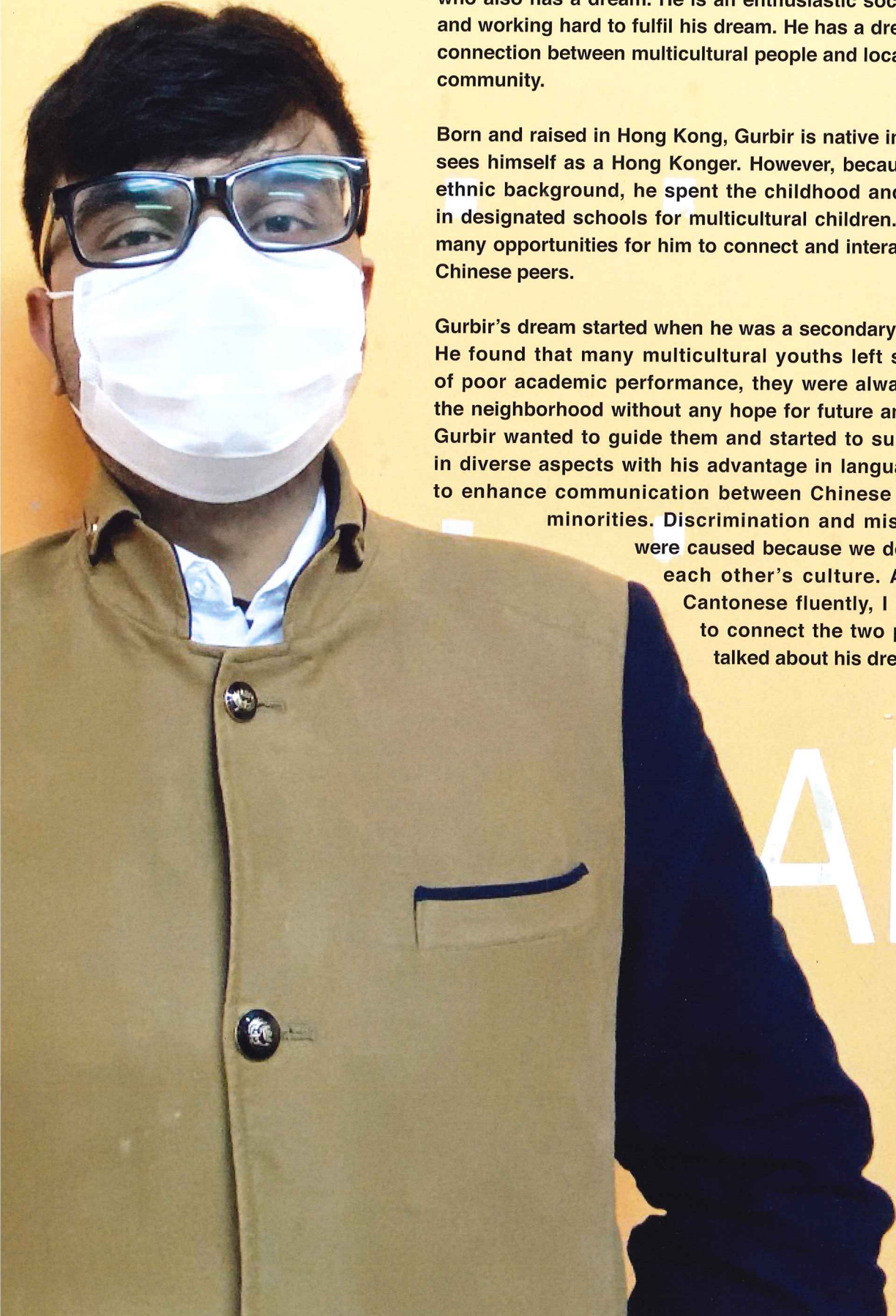


**MAKE A CHANGE  
ON THE SOCIETY**

IF U T







We all have a dream in the bottom of our heart. No difference from you and I, Dhillon Gurbir Singh Jatt (狄雷龍) is a young man who also has a dream. He is an enthusiastic social worker trying and working hard to fulfil his dream. He has a dream to become a connection between multicultural people and local Chinese in our community.

Born and raised in Hong Kong, Gurbir is native in Cantonese and sees himself as a Hong Konger. However, because of the Indian ethnic background, he spent the childhood and teenage years in designated schools for multicultural children. There were not many opportunities for him to connect and interact with the local Chinese peers.

Gurbir's dream started when he was a secondary school student. He found that many multicultural youths left school because of poor academic performance, they were always idling about the neighborhood without any hope for future and life direction. Gurbir wanted to guide them and started to support the peers in diverse aspects with his advantage in languages. "I wanted to enhance communication between Chinese and the ethnic minorities. Discrimination and misunderstanding were caused because we don't understand each other's culture. As I can speak Cantonese fluently, I can be the link to connect the two parties", Gurbir talked about his dream elatedly.



He gradually realized that what he was doing was similar to a role of a social worker, and he considered his conversable and passionate character fit the career. Gurbir set his eyes on being a social worker.

The journey to become a social worker was not that easy for Gurbir. The first challenge was to get an offer in an education institute. Gurbir described himself as a naughty student, he only got two points in DSE, which was not able to secure him a place to study social work. Gurbir was determined, even though he was rejected, he kept calling and writing to the institute. His persistence and passion were seen and recognized, he was admitted to the social work course.

The story did not end here, Gurbir encountered difficulties in understanding what the teachers taught in the class, as well as getting along with classmates. In designated schools, teachers spoke English in class, while in the social work course, the teacher spoke in Cantonese and it took time for Gurbir to adapt. Also, as the only non-Chinese student in the

class, he was not accepted by the classmates. Gurbir was disappointed and exhausted, he took a gap year to put himself back into shape. He returned, with ambition, to the same institute. Gurbir said, "I reached out to the classmates proactively. After knowing me more, I became part of the class. Also, I was blessed to have great teachers who were willing to spend extra time to support me academically."

In 2020, Gurbir became a registered social worker and started working at Baptist Oi Kwan Social Service to offer training and employment service to multicultural youths. The job is echoing to his dream and passion, walking along the multicultural youths to discover their own path. Looking ahead, Gurbir wants to partner with secondary schools, especially his mother school, to guide and encourage the youths like him in the past, to identify and pursue for the dreams. Gurbir does not set a boundary for himself to work with multicultural youths only, he also wants to serve Chinese, which is believed to be the best way to enhance understanding, boost acceptance among people with various cultures.

Gurbir lives out of hope, the importance of being persistent and proactive. Gurbir said, "Don't limit your career development with academic performance. I did not do well in DSE, I still can become a professional social worker. Then why can't you try and make your dream come true?"











# Career Myth: How can I Become a Social Worker?

## What does a Registered Social Worker do

Social workers provide various types of social services and support to people in need through different way and levels. The target groups include families, children, the elderly and young people. The main tasks of the social workers are as follows:

Casework mainly focuses on individuals or families and assists the individuals to solve problems through counselling and interviews

Group work is aimed at groups, through group activities to promote the development of the members

Community work is targeted at the community and co-ordinates with the relevant service agencies in the district to improve the environment and quality of life of the community

Organize various activities to promote community relations and enhance residents' sense of belonging and responsibility to the district

Provide rehabilitation, financial assistance and relief work services for those in need

## What is the working environment

Work in schools, government agencies, hospitals or community centers, requires frequent visits to the community and organizing community activities and so forth.





## What are the entry requirements

### Social Work Assistant

Reference Salary Range:  
\$22,725 - \$33,350^

- ! Registered under the Social Workers Registration Ordinance
- ! A Certificate in Social Work issued by the Academic Board of the Institute for Social Work Training, Hong Kong Council ; or
- ! A Diploma in Social Work issued by a registered tertiary institution after the date of registration; or equivalent
- ! Level 2 or equivalent or above in Chinese and English Languages in the Hong Kong Diploma of Secondary Education Examination (HKDSEE) , or equivalent
- ! Fluent in Cantonese

### Assistant Social Work Officer

Reference Salary Range:  
\$33,350 - \$53,500^

- ! Registered as a registered social worker under the Social Workers Registration Ordinance
- ! A Bachelor's Degree in Social Science from a Hong Kong university majoring in Social Work; or equivalent
- ! A Master's Degree in Social work from a recognized institution; or equivalent
- ! Fluent in Cantonese and English

## Example of related training and courses

### Higher Diploma / Associate Degree

1. UOW College Hong Kong –Associate of Social Science in Social Work
2. Caritas Institute of Higher Education-Higher Diploma in Social Work
3. The Chinese University of Hong Kong School of Continuing and Professional Studies - Higher Diploma in Social Work

### Bachelor Degree

1. City University of Hong Kong-Bachelor of Social Science (Hons) in Social Work
2. The University of Hong Kong (Faculty of Social Science) - Bachelor of Social Work



**If you find yourself a patient, responsible and helpful individual, give a try in the social and public services!**

Special thanks to Life Information Planning of Education Bureau.  
Information retrieved at <https://lifeplanning.edb.gov.hk/en/career/career-information/17.html>

^Salary Scale of Common Posts in the Non-governmental Organizations w.e.f. 1.4.2019












# 4<sup>th</sup> Batch of Teaching Assistant Training Program Is Coming





The Teaching Assistant Training Program  
has come to the fourth batch!

We successfully matched 40 NCS members worked as TA over 3 batches.

## We provide:

-  Understanding child development
-  Supporting social and emotional development of NCS children at schools
-  Teaching assistant job-related skills training
-  Supporting language development of NCS children
-  Building a culturally responsive classrooms in local context
-  Facilitating communication between school and parents
-  Job seeking skills, communication skills, positive thinking, field work experience and work ethics.

## Target audience:

-  School leavers aged 15 to 24 with HKDSE to sub-degree level (or equivalent)
-  Lawfully employable in Hong Kong
-  Able to communicate in either English or Chinese
-  Proficient in one of the following languages: Hindi, Indonesian, Tagalog, Nepali, Thai, Urdu or Punjabi







# Match with Teaching Assistant Job Opportunities after Working

1 month  
workplace attachment training:

**80%**  
attendance of  
placement

**\$5,800**  
allowance

9 months  
on-the-job training with salary

-  Employment Contract
-  School could get up to a maximum amount of \$5,000 per month per trainee.
-  Contract renewal depends on working performance of the trainees
-  \$3,000 of retention allowance to trainees in full-time on-the-job training for 3 months and an additional \$1,000 for completion of each subsequent month

## Approximate Timeline

**Apr**  
2021

**Program Recruitment**



**Jun**  
2021

**Pre-employment  
Training**



**Jun**  
2021

**Interview Period**



Start from  
**Aug**  
2021

**On-the-job Training**



## Enquiry

Tel: 2708 8190/ 2708 8192

Email: [mces@bokss.org.hk](mailto:mces@bokss.org.hk)







# *Patience* Makes the Great Food and Great Eatery

It all began when Sabnam was young. Although she had a list of interests, it was her dream of starting an eatery. She has previously worked in different restaurants where she started as a server.

Now 38, Sabnam owns a restaurant "Hungry Eye" recommended for its savory flavor from Nepal and India. Today, she supervises both kitchen and floor also looking after public relations, inventory, staff, and customer service of the restaurant.

"I have always wanted to own my own business," said Sabnam illustrating how she decided hospitality was the right career for her. "Working in a restaurant here in Hong Kong, I realized people kept rolling in for new foods and beverages, new taste, new variation, new combination that's when it popped into me why not the food and beverages from my country Nepal," said Shabnam.

"Learn from the work and learn while you work," said Sabnam explaining her unfamiliar surroundings when she started fresh as a server. Reminiscing the previous work, she said "working under any firm helped me to acquire the skills I wanted. However, every day was the same. I was running food at the same old tables and nothing new. But I knew I had to learn from others no matter how much I had to embrace and embrace it positively."

On discussing obstacles about her process of achieving the dreams, she said, "through all the experience I acquired on what it takes to open a restaurant? The thing that was still pushing me back was the thought of how hard it is to open a restaurant here and all the procedures you have to go through to meet the requirements to open a restaurant." Moreover, as an ethnic minority, she had a difficult time blending in with the community. However, it was also a place of opportunities that kept her moving on to accomplish her goal.

Working in the hospitality means giving your best shot with presentable foods and beverages. "Though some diners might have some comments on the food choices you were presenting, the most challenging tasks for me were finding my customers and building their trust." Sabnam continued with her obstacles in her industry. She said patience is the key to success. It took a very long period of time for her to achieve what she has today because it doesn't come to you and you have to work for it. In fact, staying in Hong Kong was more than a blessing to me and working harder would make things happen on me.

Eventually, the opportunity came when she met her partners who were willing to invest in the business along with her. "The start was very intense filled with nervousness, excitement at the same time. Finally, we grew a team and had everyone fit right in their position. From day one of starting an eatery, the mindset has been bringing in fresh concepts to expand and improve the restaurant making it more customer-centric.", said Sabnam passionately.

Sabnam is now ready to move forth to the next level. She has a lot of projects that she has had thought and wants to do. With that positivity in mind, she is preparing for resuming and bringing industry colleagues together to collaborate and inspire one another in ways to get their venues back on track.

## Advice for the Youths

Anybody is capable of anything they want to do or accomplish if they are willing to and has a stance of never giving up. Always remember you're capable of more than you know and move on youths!





# Quick Test of Your Fitness in the Hospitality and Tourism Industry

If you've been considering a career in the hospitality and tourism but unsure if you're cut out for it, find out with this quick and simple self assessment.



**You don't want a stuffy  
9-to-5 job:**



**TRUE or FALSE?**

If the idea of routine and fixed working hours makes you want to stifle a huge yawn, then you will definitely enjoy the flexibility and dynamic nature of working in the hospitality industry. Not only will you have the option to work different shifts, you will also experience a fast-paced working environment with new challenges every day.



**You love meeting people:**



**TRUE or FALSE?**

One of the main perks of working in the hospitality industry is the opportunity to meet and socialize with people from different parts of the world on a daily basis. From regular tourists to travelling business people, from celebrities to royalty, you never know who's going to walk through those revolving doors. If you're a people person and you enjoy striking up conversations with strangers, you will thrive in this world.





### 03 Getting creative is second nature to you:



TRUE or FALSE?

Some people are a natural when it comes to improvisation and creative thinking. In the world of hospitality and tourism, the main order of business is ensuring that the customer has a memorable experience. But unexpected problems can arise at any time, and though it might not be your fault, the first priority would be to resolve the problem. The quicker and more efficiently it can be done, the happier the customer will be.

### 04 Social media is your domain:



TRUE or FALSE?

If you're a Millennial, you will most likely be glued to your phone and social media platforms. Of course you don't have to be a Millennial to be a social media addict, but if you're an avid user of Twitter, Instagram and Facebook, you'll know how quickly positive (as well as negative) reviews can garner attention on social media. You'll also have the right instincts and skills to create social media-worthy marketing and PR tactics to drive revenue and improve customer satisfaction.

### 05 Working in exotic locations sounds like a dream come true:



TRUE or FALSE?

If travelling and working in exotic locations around the world is a dream of yours, then a career in hospitality and tourism could well be your path to realizing that dream. There is an abundance of job opportunities all over the world in this industry. Once you have the right qualifications (depending on your chosen specialization) and a few years of experience under your belt, you will find ample opportunities to spread your wings and work from wherever you choose.

There is seldom a boring work day in the world of hospitality and tourism, not to mention the fun social interactions and extensive perks of the industry. If you've checked most (or all) of the boxes above, perhaps it's time for you to consider a career in this thriving industry.

Special thanks to JobsDB Hong Kong. Information retrieved at <https://hk.jobsdb.com/en-hk/articles/test-your-fit-in-the-hospitality-and-tourism-career-with-this-quick-self-assessment/>





# Job Referrals and Career Support

Multi-Cultural Employment Service of Baptist Oi Kwan Social Service serves the ethnic minority with abundant training and job matching services.

## Job-tied Training Courses

- Job Application Workshop
- CV Writing Workshop
- Interview Skills Workshop

## Non-job-tied Courses

- Business Startup Workshop
- Occupational and Health Workshop

## Snapshot of Our Events:

### Multi-Cultural Employment Service Job Fair in March 2021



### Interview Workshop in October 2020



### Company Visit to Langham Hospitality Group in October 2020





# Abundant Job Opportunities and Career Support on Social Media!

Follow our Facebook and Instagram pages for the latest training courses and job opportunities! Stay tuned!



**Facebook:**  
Multi-Cultural  
Employment Service – BOKSS  
(ID: /bokssmces)



**Instagram:**  
MCES | Job Seeking Platform  
(ID: @mcesbokss)





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**YOU!**

**EMaz**

A magazine for EM youth

We invite you to be our reporters of  
the next volume of EMaz (with incentives).  
If you are enthusiastic about writing,  
photo-taking and meeting with great people,

**come and join us!**

Contact us  
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Follow us for more  
job opportunities  
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