

<澳門研究>三十年系列活動
澳門社會保障及社會工作新趨勢研討會

澳門青年生涯規劃
Career Development for Youth in Macau

蘇桂龍

Elvo Sou

澳門大學學生輔導處處長

Head of Student Counseling Section, University of Macau

Macau poised to become richest place on the planet by 2020

According to figures from the IMF, the casino hub will overtake Qatar to have the highest per-capita gross domestic product

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COMMENTS:

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Economic and employment markets in Macao

- Opening up of the gaming industry in 2002
- Surpassed Las Vegas as the world's biggest gambling center in 2006
- 30 million+ visitors each year (Statistics and Census Service, 2017)
- GDP per capita of US\$122,489 in 2018, ranking second in the world and is expected to rise to number 1 in 2020 (International Monetary Fund, 2018)

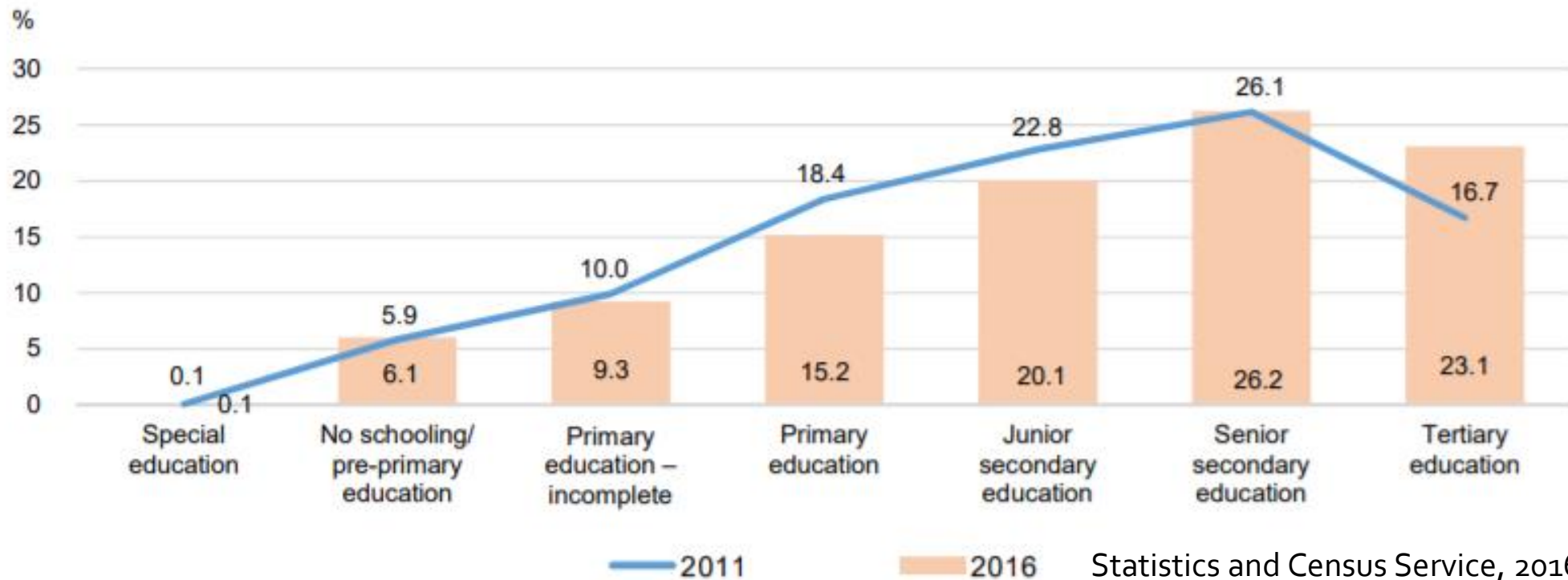


1.5 Educational level

Educational Attainment

Education level of the Macao's population continued to rise. Among the population aged 3 and above (632,857), 26.2% completed senior secondary education and 23.1% completed tertiary education, up by 0.1 and 6.4 percentage points respectively as compared with 2011. Moreover, those completed junior secondary education or below constituted 50.7%, down notably by 6.5 percentage points from five years ago.

Chart 7 - Distribution of population by educational attainment



一) 升學情況

2016/2017 學年正規教育高中畢業生人數為 4,718 人 (詳見表 2), 其中:

- 升學的有 4,511 人, 升學率為 95.6%;
- 就業的有 45 人, 就業率為 1.0%;
- 修讀高等專科學位或學士學位課程有 4,320 人, 升大率為 91.6%。

表 2: 近五學年正規教育高中畢業生的升學情況

學年	畢業生	繼續升學			
	人數	總人數 ²	升學率	修讀高等專科學位 或學士學位課程	
				人數	升大率
2012/2013	5,458	4,974	91.1%	4,794	87.8%
2013/2014	5,323	4,950	93.0%	4,800	90.2%
2014/2015	5,135	4,828	94.0%	4,707	91.7%
2015/2016	4,952	4,666	94.2%	4,516	91.2%
2016/2017	4,718	4,511	95.6%	4,320	91.6%

澳門青年政策 (2012 – 2020)

主要措施

強化生涯輔導服務

- 深化職業生涯規劃發展，以配合人才培養工作的發展方向，並提高青年對現有及未來產業適度多元適應能力，近期將以先導計劃模式開展會展業和中葡經貿發展相關行業的職前實踐計劃。中期逐步擴展到文化創意、軌道交通和中醫藥等新興行業；
- 加強生涯輔導工作，在鞏固職業和就業輔導工作的基礎上，近期啟動以行業資深從業人員現身說法的系列講座模式，開拓更多協助青年個人發展的生涯輔導活動；
- 發展生涯輔導內涵，與相關機構合作，圍繞生涯規劃的主題，尤其包括自我認識、生活實踐、探索世界、領袖成長、理智抉擇等內容，以多媒體影音系列形式，通過公共廣播渠道播放；
- 廣泛宣導生涯規劃對青年發展的重要性，促進青年及其家長對生涯規劃的重視。

人才發展委員會

教育暨青年局

高等教育輔助辦公室

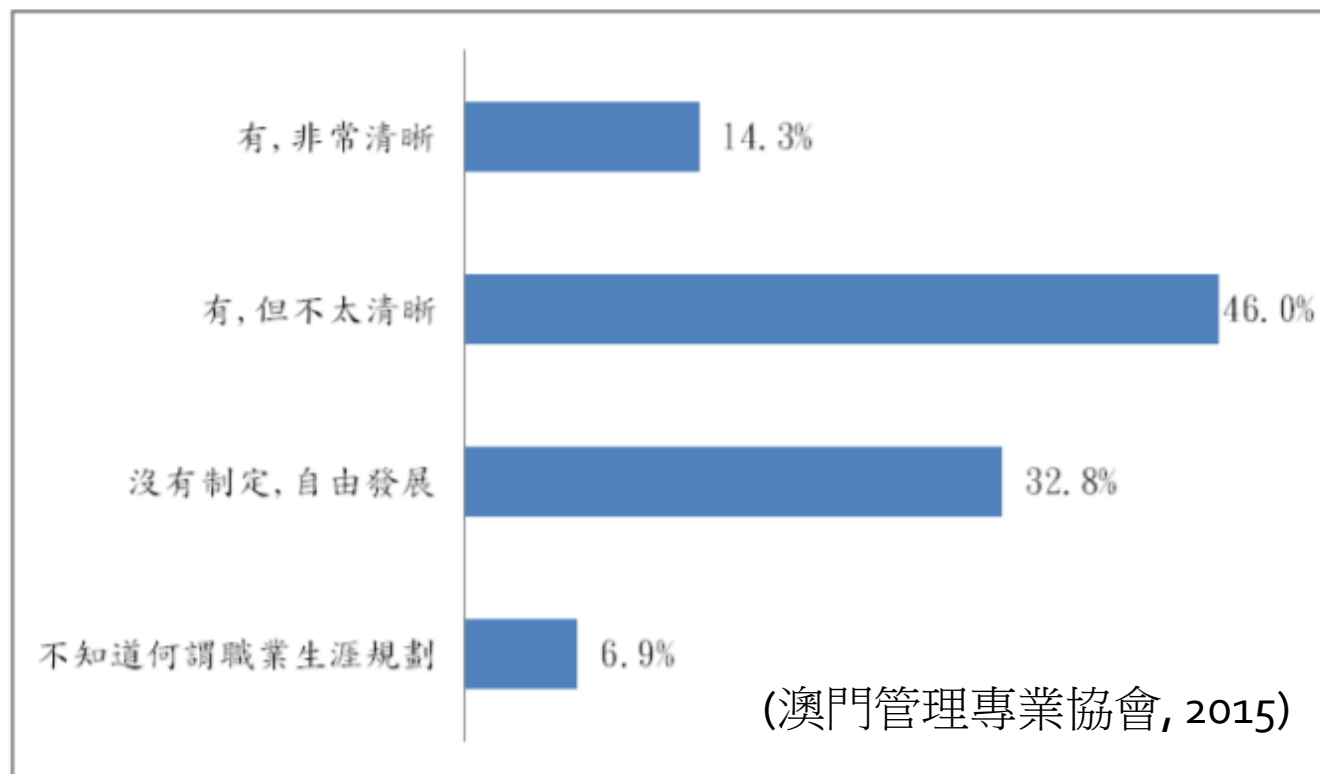
勞工局

學聯

新青協

四成五受訪者對個人職涯夢想或規劃模糊，有一成三人沒有個人職涯夢想或規劃，有非常明確職涯夢想或規劃的受訪者約佔四成一。反映青年職涯夢想或規劃輔導不足。(澳門工會聯合總會, 2013)

圖六：有否制定清晰的職業生涯規劃



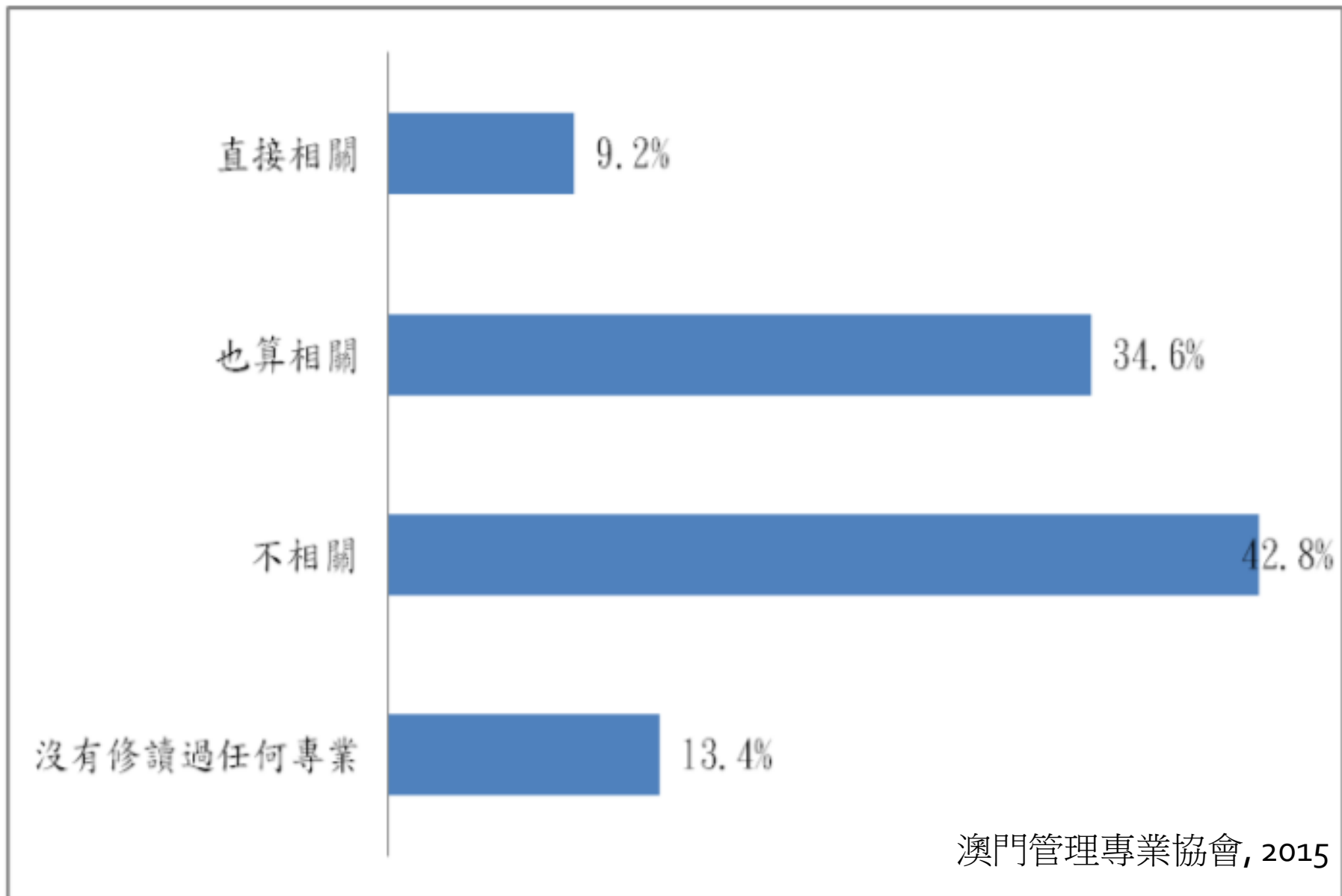
Billy: “我讀報告大嘅時候本身偏向係金融，但有發現有呢一科，雖然工商管理學院係有財務學，但我唔知道係同金融有關，咁我就揀咗經濟。”

Kent: “我地就單憑佢地講，譬如話“如果你讀finance出到嚟就業機會就係咁樣咁樣”，講到marketing嘅時候，我會覺得想做多啲嘢，跟住就會咁樣去揀。佢地講finance嘅時候就係做財務管理。財務管理?拗曬頭。細個對呢啲terms冇咩concept，可能全部人坐晒喺度大家會自行幻想覺得呢樣嘢係好嘅，大家就會按照佢咁做。”

Stella: “開頭我冇諗住讀Commu,我係諗住讀Law,但我媽咪叫我唔好,因為喺澳門做呢行,太難做喇,尤其係家族冇人做呢一行. 咁不如你試下讀Commu.咁啱我中六班主任又話我啱讀呢科,咁我未去讀囉”

Mary: “我哋學校會做一啲職場人格嗰啲分析，填一大堆嘢跟住最尾睇返原來你啱呢啲行業㗎啎.....跟住你就會諗係咪自己真係啱做呢啲行業。嗰陣時又冇咁多自己可以去搵到或者係實在嘅資訊，所以都係道聽途說比較多。”

圖七：現職與所學是否相關



Macao as a small state

Definition of small state

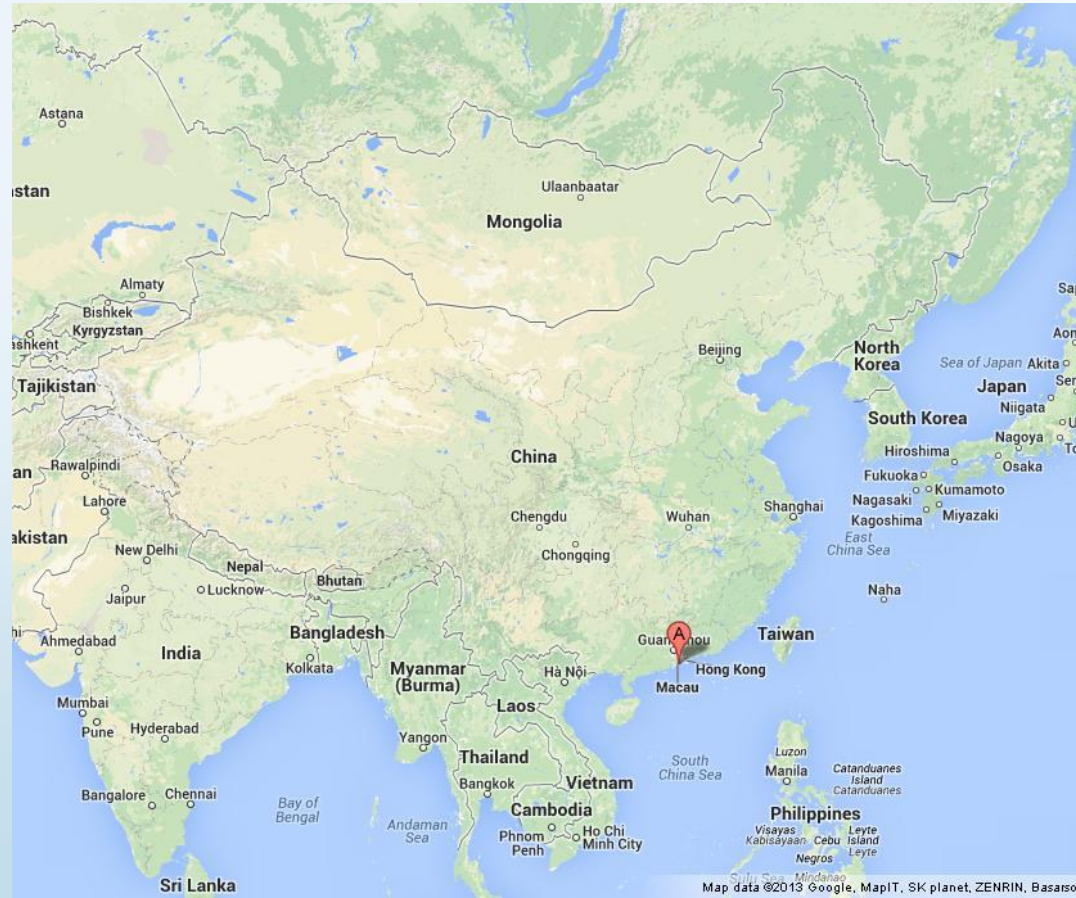
- Population
 - 1 million to 2.5 million as small states (Sultana, 2010)
 - 1 million or less as micro states (Bacchus, 2008)
- 31 of its 54 members of British Commonwealth are small states (Commonwealth Secretariat, 2014)
- 51 of the 177 countries in the world are small states (Bacchus, 2008)

Macao as a small state

Africa	East Asia Pacific	Latin America and Caribbean	Middle East and North Africa	Europe and Central Asia	South Asia
Botswana	Brunei Darussalam	Antigua and Barbuda	Bahrain	Cyprus	Bhutan
Cabo Verde	Fiji	The Bahamas	Djibouti	Estonia	Maldives
Comoros	Kiribati	Barbados	Qatar	Iceland	
Equatorial Guinea	Marshall Islands	Belize		Malta	
Gabon	Federal States of Micronesia	Dominica		Montenegro	
The Gambia	Nauru	Grenada		San Marino	
Guinea-Bissau	Palau	Guyana			
Lesotho	Samoa	Jamaica			
Mauritius	Solomon Islands	St. Kitts and Nevis			
Namibia	Timor-Leste	St. Lucia			
São Tomé and Príncipe	Tonga	St. Vincent and the Grenadines			
Seychelles	Tuvalu	Suriname			
Swaziland	Vanuatu	Trinidad and Tobago			

Macao as a small state

- Small nation states as well as small territories, e.g. Macao SAR (Morrison, 2006)
- Unique ecology – not just a “scaled down” version of larger states (Sultana, 2006)



Macao as a small state

Characteristics of small states and their implications on career development

- Openness to fluctuations
 - Limited economic diversification
 - Reliance on external economies
 - Slowing of economic growth and anti-corruption initiatives in China drove down the gaming revenue in Macao by 34.3% in 2015 (Gaming Inspection and Coordination Bureau, 2015)

Macao as a small state

Characteristics of small states and their implications on career development

- Labor market elasticity
 - Boom-and-bust culture in the labor market
 - Among the 39,200 job changers in 2008 (Statistics and Census Service), the recreational, cultural, gaming and other services attracted 16,200, with over 50% of the inflow coming from other industries
 - The number of people employed in the manufacturing industry dropped from 22.3% of the workforce in 2002 to 2.2% in 2014 (Statistics and Census Service, 2015c)
 - Extreme difficulty in long-term planning and policy for workforce development (Baldacchino, 1995)

Macao as a small state

Characteristics of small states and their implications on career development

- Easy saturation of specialists
 - Too small of a demand to sustain a sizeable pool of highly trained personnel (Bray, 1991)
 - Lack of local specialists “in reserve” to fully occupy the positions when they become available (Baldacchino, 1995)
 - Expatriates account for 21% of the workforce in the occupation category of Legislators, Government Officials, Association Leaders, Company Directors and Managers, as well as 16% in the category of Professionals (Statistics and Census Service, 2015)
- Brain drain
 - Individuals have to study abroad to develop their specializations (Sultana, 2010)
 - Among those who went on higher education, 52.3% studied overseas (Education and Youth Bureau, 2017) who may become reluctant to return home

Macao as a small state

Characteristics of small states and their implications on career development

- Occupational multiplicity (Sultana, 2010)
 - Occupational identity cannot afford to be as fixed as it often is in other environments where the labor market is more stable
 - Workers “wear more than one hat,” having multiple occupations either simultaneously or successively
- Multi-functionality (Sultana, 2010)
 - Jack of all trades – professionals handling both specialist and non-specialist tasks

Macao as a small state

Characteristics of small states and their implications on career development

- Flexible specializations
 - Pursuit of several skill sets, either simultaneously or successively, is advantageous (Sultana, 2010)
 - Integrating specialization and generalization helps individuals stay adaptable in face of economic fluctuations and labor market changes (Baldacchino, 1995)
- Familiarity (Sultana, 2010)
 - Everybody knows everybody else
 - “It is *who* you know, not *what* you know”
 - Macau has highest population density in the world, 21,352 sq km (CIA, 2016)
 - Network formation is vital for career development



柯洁

AlphaGo

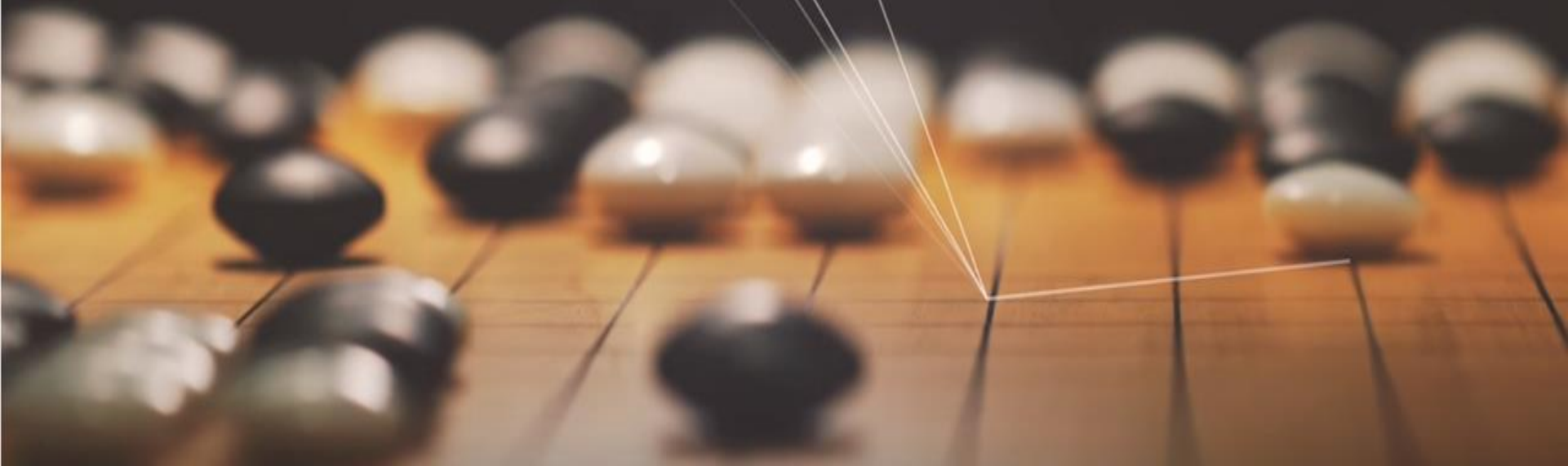


柯洁

AlphaGo

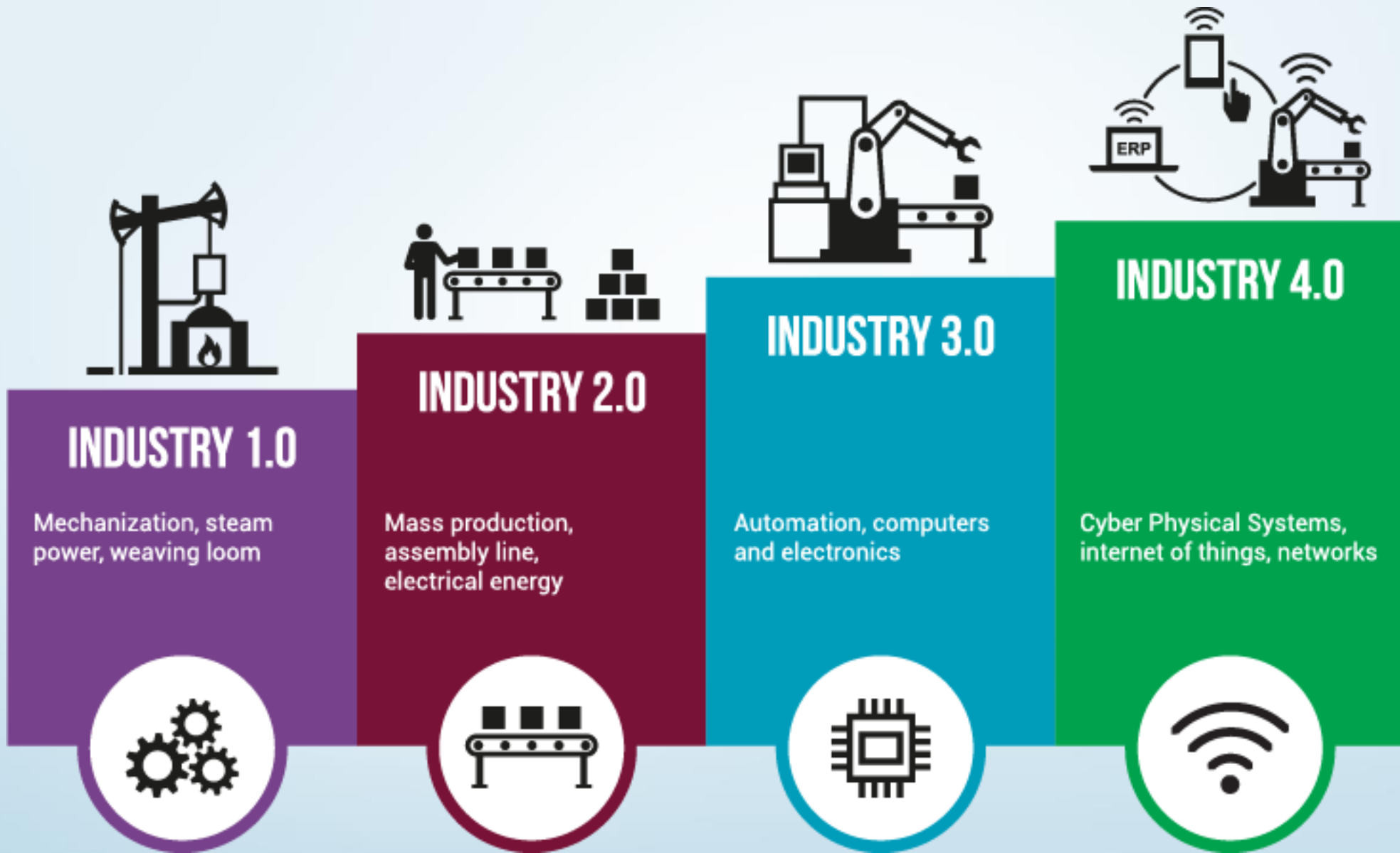
AlphaGo Zero

Starting from scratch

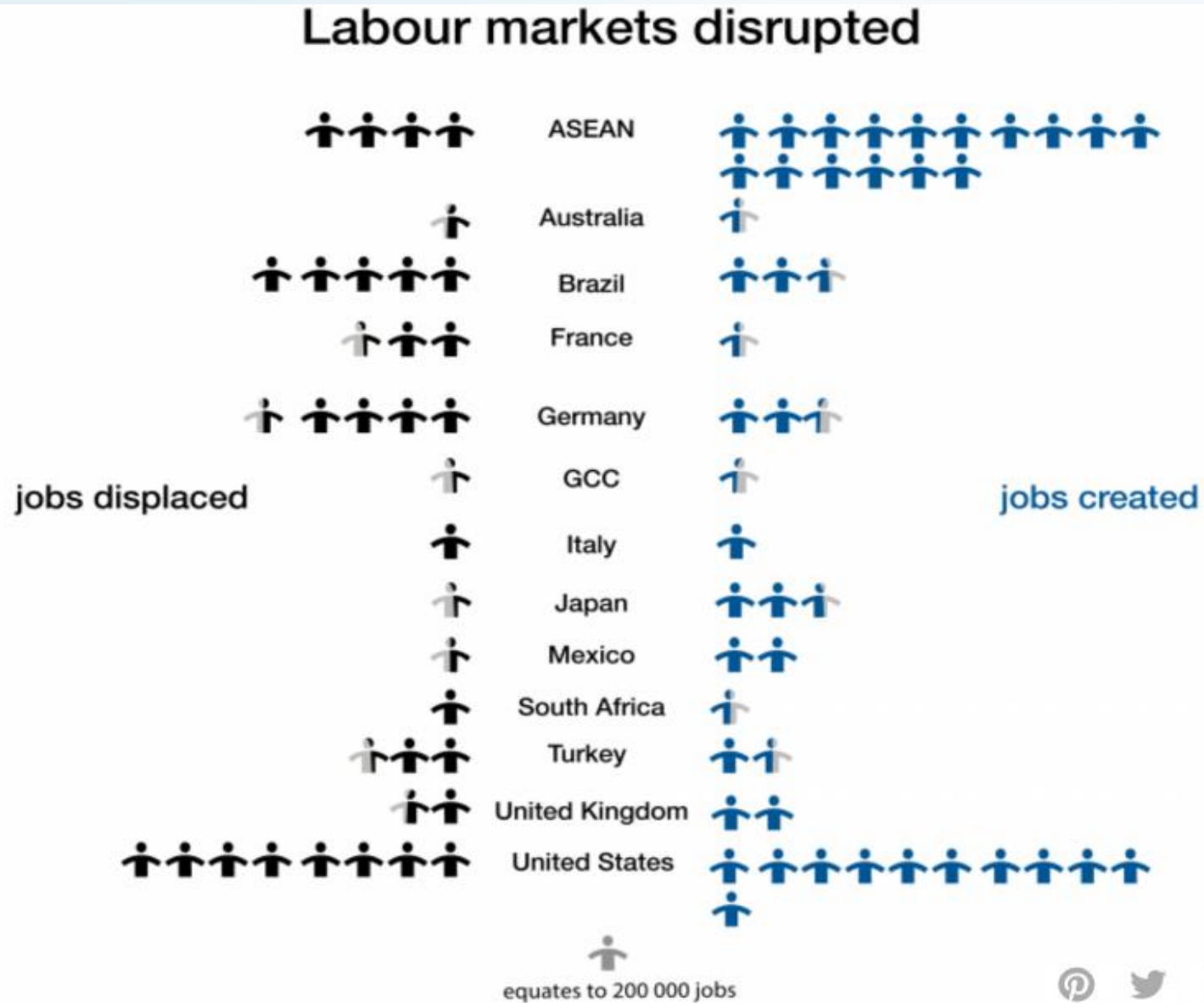




2017-03-30 香港經濟日報
全球最大資產管理公司貝萊德集團 (BlackRock)
28日宣佈，將重組該公司主動型基金業務，計畫裁
掉一批主動型基金經理，改由依賴大資料、人工智
慧的量化投資策略取代。約有40名主動型基金部門
員工將被資遣，其中包括七名投資組合經理。



The Future of Jobs (World Economic Forum, 2020)



Source: Future of Jobs Report, World Economic Forum



New Paradigms Needed

New paradigms are needed to address people's career development which requires greater flexibility and mobility in the workplace (Coutinho, Dam, & Blustein, 2008; Hall, 2002; Savickas, 2011a).

Old Paradigm

- Career in one organization
- Relational contract
- Movement through hierarchical advancement or intra-organizational mobility
- Career planning by firm

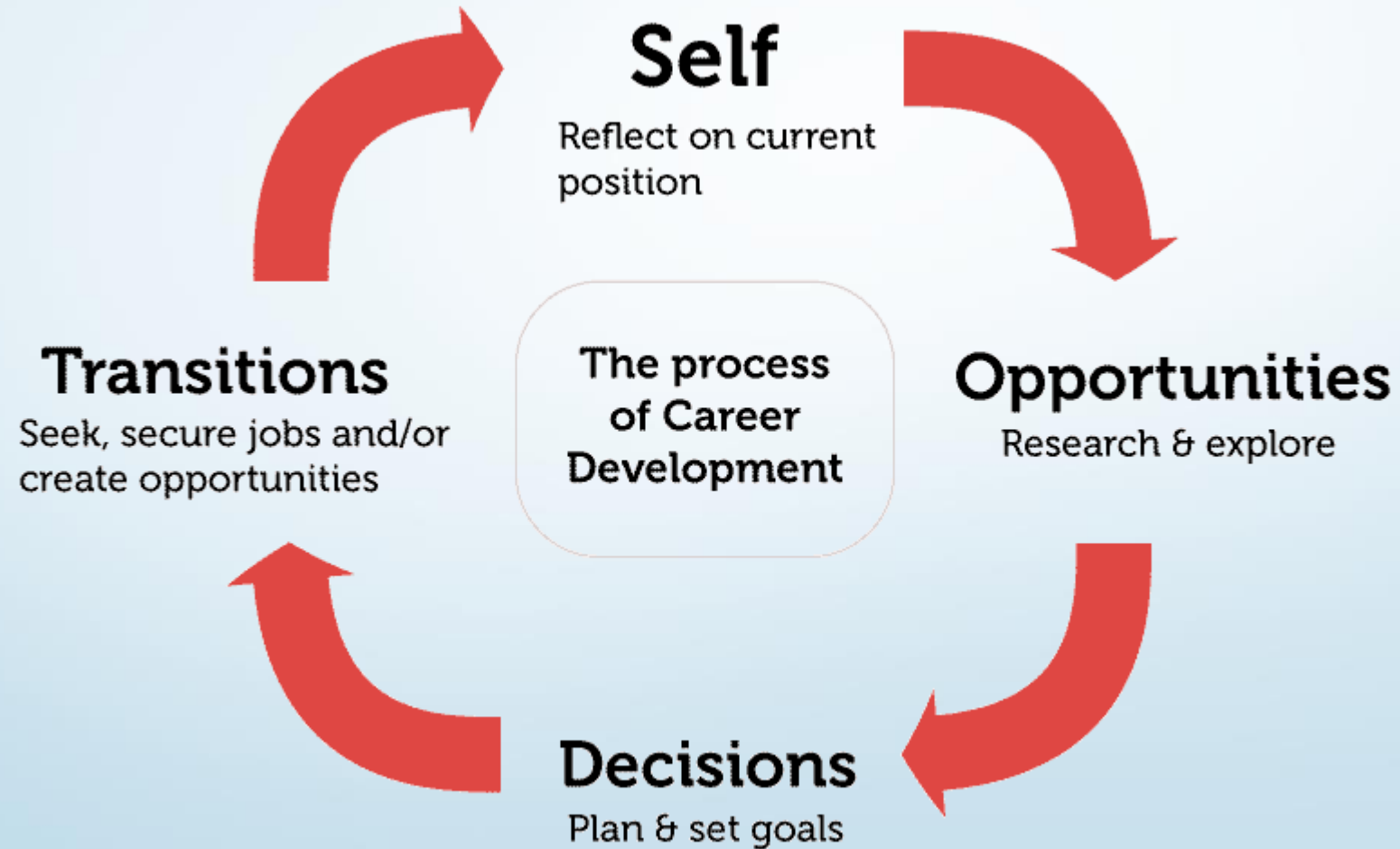
New Paradigm

- Career spent in several organizations
- Transactional contract
- Movement through various organizations for advancement
- Individual is totally responsible for career planning

Current Situation of Career Education in Macau

- Format:
 - Too opportunistic
 - Lack of systematic career education
- Content:
 - Too focused on self-awareness and opportunity awareness
 - Lack of emphasis on career decision making and transition making
- Personnel:
 - Lack of professional career counselors

DOTS Framework (Law & Watts, 2003)



Career adaptability (Savickas & Porfeli, 2012)



- **Concern** - the extent to which an individual is oriented to and involved in preparing for the future
- **Control** - the extent of self-discipline as shown by being conscientious and responsible in making decisions
- **Curiosity** - the extent to which an individual explores circumstances and seeks information about opportunities
- **Confidence** - the extent of certitude that one has the ability to solve problems and do what needs to be done to overcome obstacles

Career adaptability

Career adaptability is related to

- career identity (Porfeli & Savickas, 2012)
- calling and career decision self-efficacy (Douglass & Duffy, 2015)
- career satisfaction and performance evaluations (Zacher, 2014)
- proactive career behaviors (Taber & Blankemeyer, 2015)
- higher employment quality in the school-to-work transition (Koen, Klehe, & Van Vianen, 2012)
- well-being (Maggiori, Johnston, Krings, Massoudi, & Rossier, 2013)
- breadth of interests and quality of life (Soresi, Nota, & Ferrari, 2012)
- meaning in life (Yuen & Yau, 2015)

Career adaptability

- Career adaptability can be enhanced through training (Koen et al., 2012) and learning (Brown et al., 2012)



Recommendations

- Systematic career education
- Integration of curricular and extracurricular approaches
- Cultivation of career adaptability
- Professionalization of career counselors



Thank
you!!

Elvo Sou

Head of Student Counseling Section

elvosou@umac.mo

Wechat: elvosou