An Experiment with the “Whole-Person Development” Approach to Traditional Career Service in a Private Post-Secondary College

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Context
Caritas Institute of Higher Education
Established in 1985 by Caritas Hong Kong
- Largest NGO in Hong Kong: social, medical, residential, catering and educational service
- Pioneer in continuing adult education
- Diploma to Degree: Nursing, Health Science and Dispensing, Social Work and Social Sciences, Business, Computer, Design, Humanities and Music
- 3Ls first generation post-secondary students
- Zero base career services

Conceptual Exploration of “Whole Person Development” Approach
- Whole = complete, holistic, perfect in Chinese
- Roles: person, student, careerist
- Whole-person-development/ education philosophy
  - Philosophy: Spiritual, Intellectual, Social, Physical, Aesthetic, Career, Emotional
  - Operational Objectives: Arthur Chickering’s Seven Vectors of Student Development
- Career maturity/ adaptability and personal growth as main objectives
- Integration of leadership and life skills
- Action learning for students
- Career Eight Brocades 八段錦: summary of concepts and skills

Levels of Career Interventions
- Self-learning:
  - Leaflet,
  - Student career handbook,
  - Publicity Elixir
- Individual contact:
  - Lunchtime career consultation booth,
  - Executive mentors,
  - Career chat (3 minutes career counseling),
  - Individual counselling
- Small group:
  - MBTI workshop,
  - Career planning workshop and career insight group
  - Career guidance,
  - Leadership and life skills,
  - Happy Hour and bookworm club
Career Interventions

- Events:
  - Career fair,
  - High table dinner,
  - Talent week

- Programme:
  - 3-day Achiever Programme
  - College Life and You (General Education Programme)
  - Professional Development course for business students
  - Student Ambassador
  - Overseas Interflow Tour
  - Career Planning Day Camp
  - Departmental Career Planning Day

Student Ambassador

Leadership Training  Service  International / Career Exposure  Mentoring

Leadership Training Camp
Service: Graduation Ceremony

Mentoring & High Table Dinner

Business Orientation Program
Fairwood Fast Food
GIORDANO Garment

Integrated with Academic Program
3-day Achiever Programme

Content
- Public Speaking
- Team building
- Effective Communication
- Self-understanding
- Operation
  - 3 consecutive days
  - From 9 am to 5 pm

Outcome
- Increase self-confidence, personal growth

Interflow Tour

Self Learning Approach
- Framework: SPE^2CT
  - Society
  - Politic
  - Economic/Environment
  - Culture
  - Technology
- Student Engagement
  - 3 days preparation workshops
  - Ice-breaking, group research and itinerary planning
  - Self-guided trip
### Interflow Tour (continue)

<table>
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<tr>
<th>Level of Intervention</th>
<th>Characteristic</th>
<th>Outcome</th>
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| Low                   | 100% students in-charge | 1. Students as organizers  
2. Largely loosely managed  
3. Learning outcome is not clear  
4. Unexpected difficulties during the process |
| Medium                | 50/50 Staff work with students | 1. Students as co-organizers  
2. Mixed design  
3. Individual guidance on life skills |
| High                  | 100% staff in-charge    | 1. Students as participants  
2. Well organized  
3. Curriculum based |

### Talent Week

**Content**
- Talent stage
- Professional Sharing
- Screening
- Student Engagement
  - Student centered approach
  - Work with a core group of students and student societies
  - Students as organizer
Critical Success Factor

Who
- Common vision of all SAO staff involved

What
- Concept/competence (八段錦) as hard core content comprising personal, career and educational components.

How
- Community Engagement (whole school approach teacher, student bodies, alumni and employers)
  - Maximize learning potential of all SAO programmes in general and career interventions in particular

Critical Success Factor (Continue)

- The 5H learning must be “total and personal” involving group dynamics and personal support.
  - Hope= Vision, ideals, meaning
  - Head= Knowledge, Thinking
  - Heart= Value, belief, attitude
  - Hand= Skill, action
  - Habit= Life style
  - Use a 20/80 to create a core group to implement the rest

Why
- Personal development and career maturity go hand in hand “holistically”, i.e. whole-person education
Thank You!

Q & A

Shared Materials