

**Women's Commission**

**The Chief Executive's 2024 Policy Address**  
**Home and Youth Affairs Bureau**  
**"She Inspires" Mentorship Programme**

**Purpose**

This paper briefs Members on the proposed framework of the "She Inspires" Mentorship Programme under the Home and Youth Affairs Bureau (HYAB) as announced in the Chief Executive's 2024 Policy Address.

**Background**

2. The Government attaches great importance to women's contribution to society and the work of supporting women. Many women are playing leading roles in Hong Kong. They are pivotal in fostering community and economic development. To promote women's workplace development, the Chief Executive announced in the 2024 Policy Address that the HYAB will launch the "She Inspires" Mentorship Programme (the Programme). Under the programme, local female university students who aspire to pursue a career in the professional or business sectors will be matched with senior management mentors, and will be provided with relevant training and activities in order to nurture the strength to 'hold up half the sky'.

3. The programme aims to empower young female university students to build the necessary skills, confidence, and network to thrive in their future career, thereby promoting women's development in workplace. The programme will be run on a pilot basis for a period of two years and will be reviewed then.

## **Proposed Framework**

### *Recruitment of Mentees*

4. An eligible mentee must meet the following criteria:
  - (a) Female students (excluding first year students and final year undergraduates) studying full-time bachelor's degree programme at a local university<sup>1</sup>;
  - (b) Permanent residents of Hong Kong or Hong Kong identity cardholders who are currently registered as full-time students in Hong Kong;
  - (c) Aspire to pursue a career in the professional or business sectors;
  - (d) Demonstrate good conduct and outstanding academic / extra-curricular performance; and
  - (e) Passionate in serving the community.
5. The Programme is expected to recruit about 80 mentees in the first year. Preliminarily, interested eligible students may submit applications through their respective university, and the HYAB will select the mentees among the nominations from each institution. In the selection process, priority will be accorded to students who have not previously participated in other mentorship programmes organised by her university.

### *Recruitment of Mentors*

6. The Programme will invite female senior management from professional and business sectors to serve as mentors to provide necessary guidance and support to the mentees.

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<sup>1</sup> The 12 local universities are: City University of Hong Kong, Hong Kong Baptist University, Hong Kong Metropolitan University, Hong Kong Shue Yan University, Lingnan University, Saint Francis University, The Chinese University of Hong Kong, The Education University of Hong Kong, The Hang Seng University of Hong Kong, The Hong Kong Polytechnic University, The Hong Kong University of Science and Technology, and The University of Hong Kong. (In alphabetical order)

## *Content of the Programme*

7. Each cohort of the Programme shall last for one year. Activities under the programme will cover the following four major elements:

- (a) **Mentorship:** The HYAB will match two to three mentees with a mentor based on the interests indicated by the mentees on their preferred industry or profession. This arrangement will also foster mutual support and sharing. The mentors will share their life experiences and provide guidance to the mentees, so as to allow them to better establish their career and personal development plans. Mentors may also arrange job shadowing activities to enhance mentees' understanding of the respective industry;
- (b) **Training:** The HYAB will arrange different training activities for mentees, for example, career planning, job-hunting skills, communication skills, and business etiquette, etc.;
- (c) **Visits / Group Activities:** For example, visiting public and private organisations; inviting female leaders / professionals to share insights on industry trends, career experiences, etc.; and participating in community services; and
- (d) **Other Activities:** Mentees will be invited to take part in events organised by the HYAB to expand their social networks.

## **Timetable**

8. Subject to views of Members, we will formulate implementation details of the Programme. The programme is expected to be launched in the first half of 2025.

## **Advice Sought**

9. Members are invited to note and comment on the proposed framework of the Programme set out above.

**Home and Youth Affairs Bureau**  
**December 2024**