



職能發展

Competency Development

多元人才培訓及就業服務
創業培育及社會企業

Diversified talents training and employment service
Entrepreneurship and social enterprise

服務概覽



職業發展服務以多元服務模式及介入手法，協助服務使用者重新建立工作習慣、培養良好工作態度和適應工作環境的能力，使他們能持續工作，重建健康而有規律的生活。我們也致力拓展青年培育及創業服務，鼓勵年青人及服務使用者在就業以外發掘其他機遇。我們的服務內容可分為三大類別，分別是職前準備、就業配對及青年培育和創業支援。

我們所涵蓋的服務單位及計劃眾多，其中包括就業安置組、就業拓展組、「懲教所職業技能訓練課程」、職業復康中心、「恒生青年前路探索計劃」、置地公司家基金資助「自在地。活出真的你—少數族裔青年職涯探索計劃」、僱員再培訓局課程、輔助就業服務、殘疾人士在職培訓計劃、「陽光路上」培訓計劃、社創基金資助「社創社」及青年發展基金資助「創勢代」。

職前準備及就業跟進

為服務使用者提供各類實習訓練及培訓課程，讓他們體驗實際工作環境，裝備自己，提升日後外出就業的信心。我們今年拓展了僱員再培訓課程的種類，為服務使用者提供更多元的就業裝備。另外，我們亦跟進服務使用者就業後的情況，協助他們克服困難和提升其就業資本，以融入職場。

就業配對

我們協助服務使用者爭取全職或兼職工作機會或承接工作訂單，務求透過安排工作，有效解決刑滿出獄更生人士或失業人士的經濟需要。

Service Overview

By using a wide variety of service models and intervention approaches, Employment Development Services assist service users to re-establish proper work habits and attitudes, as well as the ability to adapt to working environment with an aim to enable them to excel themselves, work continuously and live healthily with discipline. We put great efforts to provide empowerment programme and entrepreneurial support for youngsters and service users to explore other development opportunities. To conclude, our services are categorised into three main areas: pre-vocational preparation, job matching, youth empowerment and entrepreneurship support.

There are different working units and programmes including Employment Development Unit, Employment Enhancement Unit, "Vocational Training Programme in Correctional Institutions", Employment Rehabilitation Centre, "Hang Seng Youth Career Planning Scheme", "Key to Success – Career and Life Planning Project for Ethnic Minority Youth" funded by Hongkong Land HOME FUND, "Manpower Development Scheme" by Employees Retraining Board (ERB) Training Scheme, On the Job Training Programme for People with Disabilities, "Sunnyway"—On the Job Training Programme for Young People with Disabilities, "BEHub" funded by "Social Innovation and Entrepreneurship Development Fund" and "Startup Generation" funded by "Youth Development Fund".

Pre-vocational Preparation and Post-placement Service

With the help of different job placements and training programmes, service users can experience a real-life working environment, to equip themselves with relevant job skills and increase their confidence in seeking employment. This year, we operated new ERB Courses for service users. We also provided post-placement services for users to increase their employability, helping them to resolve their problems and assisting them in entering the labour market.

Job Matching

We assisted service users to gain working opportunities including full-time jobs, part-time jobs or job orders. We believe the financial needs of the newly discharged and the unemployed can be addressed through job arrangement.

青年培育及創業服務

我們為弱勢青年(更生青年、邊緣及受監管青年)及多元族裔青年提供職涯評估及規劃、多元職涯及創業相關學習與探索活動、就業支援和創業指導及基金,協助他們創造更多職涯發展的可能。另外,我們透過提供設計思維及社會創新培訓和項目培育服務,旨在啟發及培育弱勢社群及公眾人士成為社會創業家,以創新方案應對弱勢社群所面對有關貧窮與社會孤立的問題。

就業拓展組 Employment Enhancement Unit

全年服務人次
Total no. of participation served **812**

見工人次
No. of job interviews participation **955**

就業人次
No. of participation employed **452**

職業復康中心 Employment Rehabilitation Centre

全年服務人次
Total no. of participation served **193**

參與實習人次
No. of job placement participation **4,005**

恒生青年前路探索計劃 Hang Seng Youth Career Planning

成功開業/
維持業務人數
No. of people successfully started/
maintained their businesses **16**

參與計劃人數
No. of programme participants **212**

Youth Empowerment & Entrepreneurship Service

We provided disadvantaged youths (rehabilitated youths, youths at risk and under custody) and ethnically diverse youths with career planning and assessment service, various career-related learning and exposure activities, entrepreneurship training and funding support to increase their possibilities in their career development.

In addition, by providing design thinking and social innovation training and project incubation service, we aimed to inspire and nurture the disadvantaged population and members of the public to become social innovators to address the challenges relating to poverty and social exclusion faced by the disadvantaged population through innovative solutions.

就業安置組 Employment Development Unit

全年服務人次
Total no. of participation served **322**

見工人次
No. of job interviews participation **364**

就業人次
No. of participation employed **155**

懲教所職業技能訓練課程 Vocational Training Programme in Correctional Institutions

全年服務人次
Total no. of participation served **156**

見工人次
No. of job interviews participation **100**

就業人次
No. of participation employed **93**

「自在地·活出真的你」少數族裔青年職涯探索計劃 Key to Success

參與計劃人數
No. of programme participants **482**

僱員再培訓局課程 ERB courses

全年服務人次
Total no. of participation served **505**

課程數目
No. of training programmes **47**

參與計劃人數
No. of programme participants **594**

見工人次
No. of job interviews participation **366**

就業人次
No. of participation employed **340**

輔助就業服務 Supported Employment Service

全年服務人次
Total no. of participation served **87**

見工人次
No. of job interviews participation **104**

就業人次
No. of participation employed **81**

陽光路上培訓計劃 Sunnyway – On the Job Training Programme for Young People with Disabilities

全年服務人次
Total no. of participation served **91**

見工人次
No. of job interviews participation **118**

就業人次
No. of participation employed **84**

殘疾人士在職培訓計劃 On the Job Training Programme for People with Disabilities

全年服務人次
Total no. of participation served **52**

見工人次
No. of job interviews participation **67**

就業人次
No. of participation employed **53**

創勢代 Startup Generation

全年服務人次
Total no. of participation served **15**

就業培訓活動參與人次
No. of participation of training activities **110**

成功獲資助業務
No. of business granted **13**

社創社 BEHub

全年服務人次
Total no. of participation served **319**

設計思維及
社會創新訓練人次
No. of design thinking and social innovation training participants **334**

成功獲資助項目
No. of project granted **14**



年度重點 Highlights of the Year

合作伙伴網絡發展

本會於二零二二年十月回復實體舉辦「第八屆善導僱主嘉許禮」，藉以感謝並嘉許一眾為支持服務使用者就業及創新合作不遺餘力的僱主。本屆共有42間公司接受提名，其中20間公司獲頒發「善導僱主獎」。



我們致力開拓公司及合作伙伴網絡，本年度新增41間公司願意提供職位空缺或合作機會，累積合作公司數目達909間。我們持續與不同類型的公司合作並發掘工作機會，其中包括社會服務、建築、娛樂、資訊科技、汽車美容、物流和展覽等。另外，我們為公司所聘用的服務使用者員工提供在職輔導，跟進他們的工作適應程度、工作態度及溝通技巧等。為感謝合作伙伴的支持，本會本年度提名了46間公司參加並成功獲香港社會服務聯會頒發「商界展關懷」的標誌。

Working Partner Network Development

We successfully resumed "The 8th SRACP Benevolent Employers Awards Presentation Ceremony" in October 2022 to recognise our benevolent employers for sparing no effort to support the employment of our service users and innovative cooperation. 42 employers were nominated this year and 20 of them were awarded the "SRACP Benevolent Employers".

本會舉辦「第八屆善導僱主嘉許禮」，藉以感謝並嘉許一眾為支持服務使用者就業及創新合作不遺餘力的僱主。

We launched "The 8th SRACP Benevolent Employers Awards Presentation Ceremony" to recognise our benevolent employers for sparing no effort to support the employment of our service users and innovative cooperation.

We strived to develop network with companies and working partners. This year, a total of 41 new companies provided job vacancies to our service users and collaboration opportunities. The accumulated number of companies collaborated has increased to 909. There are job opportunities offered by companies in different sectors including social service, construction work, entertainment, information technology, car beauty, logistics and exhibition. In addition, we cooperated with companies to provide workplace counseling service for employees to follow up their work adjustment, work attitude and communication skills. This year, we successfully nominated 48 corporations for "The Caring Company Scheme" of the Hong Kong Council of Social Service, in recognition of their long-term support to us.



成功提名46間公司並獲得商界展關懷標誌。
46 corporations were successfully nominated for "The Caring Company Scheme".



我們獲恒生銀行支持繼續推行「恒生青年前路探索計劃」，除了配對不同的行業專才或企業家，以協助提供各類體驗式行業學習與探索活動，讓弱勢青年進一步了解其希望投身的行業實況，並確立職涯及創業方向外，我們亦致力開拓不同的新僱主及合作伙伴網絡，包括廣告媒體公司、大學研究中心、烘焙教室、創意藝術中心和寵物店等，提供不同類型的工作實習機會，以回應時下青年的就業需求。大部分公司更於工作實習後表示滿意青年的表現，並願意正式聘請他們。

Supported by Hang Seng Bank, we continued to launch the "Hang Seng Youth Career Planning Scheme", not only matching youths with related industry experts or entrepreneurs but also helping them to understand more about the reality of the industries or businesses they desired to enter, and thus to define their career goals. This year, we were keen on expanding new network of employers and stakeholders, such as advertisement and multi-media agency, research center, pastry making workshop, creative art centre and pet shop, so as to seek the opportunities of job attachment for the youths, and respond to their current employment need. After the job attachment, most corporate were satisfied with the performance of the youths and willing to hire them officially.



恒生青年前路探索計劃進行創業評審。
Hang Seng Youth Career Planning Scheme's vetting day.



年度重點 Highlights of the Year



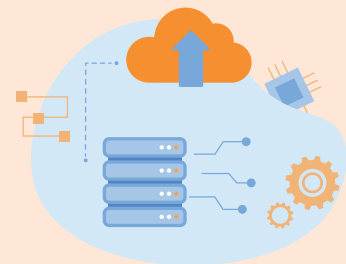
恒生青年前路探索計劃協助29歲的Jonathan展開音樂教學及製作事業。
Hany Seng Youth Career Planning Scheme helped Jonathan, aged 29 to start his music teaching and production business.



本服務帶同服務使用者參與香港迪士尼招聘會，獲聘之服務使用者即場接受電視媒體訪問。
Our staff accompanied service users to participate in the job fair. They were successfully hired and interviewed by the TV media.

我們與本地不同公司合作提供各種工作機會予肢體傷殘人士及精神復元人士，包括資訊科技公司聘用肢體傷殘人士為地理訊息系統助理，過程中因材施教，並配合科技補足員工的身體限制，讓其發揮所長。另外，本服務亦參與「迪士尼伴你同行計劃」，轉介和配對殘疾人士就業，致力推動多元共融工作文化。

We cooperated with different local companies to provide various job opportunities for the physically challenged persons and the persons in mental recovery. We connected with information technology company to employ physically disabled users as geographic information system assistants. During the process, we collaborated with the employer to teach users in accordance with their aptitude and utilised technology to help them overcome their physical limitations so as to unleash their potentials. In addition, we also participated in the “Disney Side-by-Side Journey”, by referring and matching disabled individuals to suitable jobs and promoting a diverse and inclusive working culture.



有特殊學習需要的學生體驗資訊科技行業。
Students with SEN explored IT industry.

我們承接各項中小企業的工作訂單，不但回應他們的包裝需要，還透過包裝實習以提升學員的工作能力。本年度合作公司包括盧森堡大藥廠及新永隆米行等。同時，我們亦承接了GP43釘裝紙鶴工作訂單，並協助打破「最大規模的紙鶴展示」的健力士世界紀錄。

We undertook job orders from different small and medium enterprises. This not only meets their packaging needs, but also enhances the working skills of service users through packaging internships. Our partners included Luxembourg medicine and Sun Wing Loong Rice. At the same time, we undertook job orders for GP43 stapled paper crane production and assisted in breaking the Guinness World Record for “The largest display of origami cranes.”



學員釘裝紙鶴，協助打破健力士世界紀錄
Users assisted in breaking the Guinness World Record by making stapled paper crane

服務質素監察及成效研究

本會於年內榮獲不同獎項，包括在僱員再培訓局周年審計中獲最高「第一組」評級；並在2022年10月舉行的「ERB 30周年典禮暨年度頒獎禮」上，獲頒2021–22年度的「ERB課程管理獎」；而本會僱主獲「ERB傑出僱主獎」及「ERB 優異僱主獎」。本會榮獲僱員再培訓局頒發課程質素表現持續優異嘉許狀，以表揚本培訓機構連續5年在課程質素方面取得優異成績。

Service Quality Control and Effectiveness Measure

SideBySide was honoured with various awards this year, including the Employees Retraining Board (ERB) Training Scheme. We had successfully passed the onsite management audit of ERB 'Comprehensive Annual Audit System' and achieved 'Level One', which was the highest ranking. Also, we were recognised as the 2021–22 "ERB Outstanding Award for Course Management" at the "ERB 30 cum Annual Award Presentation Ceremony" held in October 2022. Our employers received the "ERB Outstanding Award for Employers" and "ERB Merit Award for Employers" at the ceremony respectively. SideBySide was awarded the Certificate of Recognition for the outstanding performance of course quality in five consecutive years by ERB.

年度重點 Highlights of the Year



本會僱主於「ERB 30周年典禮暨年度頒獎禮」上獲獎。

Our employers received awards on "ERB 30 cum Annual Award Presentation Ceremony".

我們於「自在·活出真的你－少數族裔青年職涯探索計劃」以「社會影響評估」評估計劃成效，以了解本計劃對少數族裔青年於就業準備程度及思維模式的影響。經過歷時一年的數據收集、整理及分析後，結果顯示本計劃能有效促進他們以成長型思維模式面對個人職涯發展。另外，結果亦顯示他們透過計劃的各服務增加了工作及生活技能。

We applied "Social Impact Measurement" in the "Key to Success – Career and Life Planning Project for Ethnic Minority Youth", in order to measure the effectiveness of the project on youth's job readiness and improvement in positive and growth mindset. After one year of data collection, sorting and analysis, the findings indicated that the scheme effectively encouraged them to confront their personal career development with a positive and growth mindset. Also, the scheme was effective to help them to acquire more job and life skills.



多元族裔青年體驗氣車美容行業。
Ethnically diverse youths experienced car detailing industry.



受監管青年體驗木工行業。
Youths under supervision experienced carpenter.



舉辦一連兩日為多元族裔青年而設的招聘會。
2-day Job Fair for ethnically diverse youths.

專業發展

專業發展方面，我們於本年度舉行關於成效量度及管理與創傷知情照顧的學習，讓同事與時並進地裝備不同的專業知識。

為提供更專業的服務予服務使用者，我們提名同工參與由香港中文大學統籌的「待學待業青年生涯發展服務高等證書課程」，並於本年內成功畢業，為更生、邊緣或弱勢待學待業青年，提供更為實證為本的介入手法，讓青年的能力得以發展。

青年培育及創業服務的同工亦為「賽馬會鼓掌·創你程計劃」的訓練及分享會擔任講者，分享為更生、邊緣或弱勢待學待業青年提供職涯發展服務的實務工作經驗及智慧。另外，本會同工亦於僱員再培訓局舉辦的「認識更生人士就業需要工作坊」擔任講者，協助不同機構加深了解更生人士特質及就業需要，以締造有利於更生人士就業的工作環境。

Professional Development

In terms of professional development, we organised the learning on Impact Measurement and Management and Trauma-informed Care to equip ourselves the professional knowledge with the times.

To provide more professional service to service users, we had successfully nominated our colleagues to attend “Advanced Certificate Programme in Career and Life Development Services for Non-engaged Youth” organised by The Chinese University of Hong Kong. Our colleagues graduated this year and provided a more evidence-based intervention approach to rehabilitated, marginalised and disadvantaged non-engaged youth in order to develop their competency.

Staff of Youth Empowerment & Entrepreneurship Service was invited to be the guest speaker in training sessions of CLAP@JC, to share the practice wisdom and experience of conducting career planning and development towards rehabilitated, marginalised and disadvantaged non-engaged youth. In addition, our colleagues had been the speaker in “Understanding The Employment Needs Among Rehabilitated People Workshop” organised by The Employees Retraining Board, to enhance different institutions’ understanding about rehabilitated people’s features and employment needs so as to construct a more friendly working environment for rehabilitated people.

年度重點 Highlights of the Year



創勢代的創業青年於創業日介紹業務。

Young entrepreneur of Startup Generation introduced his business on Entrepreneur Day.

課程發展

課程發展方面，我們為公眾人士新增不同類型的僱員再培訓局課程，當中包括：「婚禮花飾及應用II(新娘捧花)證書(兼讀制)」、「花藝設計及應用II基礎證書(兼讀制)」、「小本創業I(營運入門)基礎證書(混合學習模式)(兼讀制)」、「有機農務助理基礎證書」及「專業的士司機(的士筆試)基礎證書」，以提供多元化及具市場潛力的課程。

另外，我們亦為懲教院所還押人士舉行不同類型之職業技能課程，為學員構建進修階梯，協助學員將來重投職場。

Course Development

In terms of course development, we organised new ERB courses, including “Certificate in Wedding Floral Design and Applications II (Bridal Bouquets) (Part time)”, “Foundation Certificate in Floral Design and Applications II (Part time)”, “Foundation Certificate in Small Business Start-up I (Fundamental Operation) (Mixed-mode Learning) (Part-time)”, “Foundation Certificate in Organic Farming Assistant Training” and “Foundation Certificate in Professional Taxi Driver Training (Taxi Written Test)” for general public to provide diversified and market-oriented trainings.

We also conducted various vocational trainings for remand persons in correctional institutions to help the service users map out their progression ladder and re-enter the job market in the future.

持續多元創新

提升服務使用者及社會大眾對健康的關注

我們推動由一群更生人士組成的「甦機」健康團，並提倡「人人在家做運動」。由於疫情反覆，大多數人逗留家中較長，故「甦機」提倡在家徒手健身，只要有心在任何地方均可進行運動。服務使用者不但定期一起進行運動，還到不同地區舉行「社區健康推廣」，帶領社區人士一起做運動，向社區發放健康正能量。

繼2021年後，我們於本年度再次獲東區撲滅罪行委員會邀請示範「伸展健康操」，並於北角大會堂帶領約200多位東區街坊進行運動，反應十分熱烈。同時，我們亦舉行了一連五日的「東區助更生」活動，為七位更生大使提供工作體驗，更生大使更到四間公司進行「伸展健康操示範」，提升服務使用者及公司僱員的健康意識。



Sustainability and Diversify of Innovation

Raise th Health Awareness of Service Users and the General Public

We promoted the formation of "So Health" by a group of service users and advocated for "exercise at home for everyone". Due to the epidemics, most people stay at home for a longer period of time. "So health" advocates bodyweight exercises that can be done anywhere. Our service users not only exercise regularly together but also go to different districts to conduct "community health promotion" activities, leading the community to exercise together and disseminate positive health energy.

Following 2021, we were invited again by the Anti-Crime Committee of the Eastern District to demonstrate the "Stretching Health Exercise" in Eastern District Fight-crime Beat Drug and Rehabilitation Carnival. Our service users led more than 200 residents of the Eastern District to exercise together and received a warm welcome. At the same time, we also held a five-day "Eastern District Rehabilitation Support" program. The 7 rehabilitated ambassadors had not only gained work experience, but also conducted "Stretching Health Exercise Demonstrations" at 4 companies which raised the health awareness of service users and company employees.



服務使用者走向社區，與街坊一齊做運動。
Our service users go to the community and do exercise with the community.

年度重點 Highlights of the Year

社創社創新服務

社創社由社創基金撥款資助，旨在啟發弱勢人士及公眾成為社會創新者並參與社會創新計劃，從而紓緩弱勢人士貧窮與社會孤立的問題。至2023年4月30日，社創社完成為期三年的計劃，當中有456人次參與意念醞釀培訓及產出344個點子。同時，530人次報名參加原型/初創的服務，當中超過26%參加者為弱勢社群。社創社共收到267份原型/初創計劃書，其中64份來自弱勢人士。最終41個社創項目獲得社創基金合共港幣\$3,950,000資助。社創社提供2417小時原型/初創培訓，645小時個人指導，及401小時跟進獲批社創基金資助社創項目的實行。受惠者合共超過3574人次，當中包括兒童及青少年、殘疾人士、低收入家庭、長者、更生人士及精神復元人士等。

BEHub Innovation Services

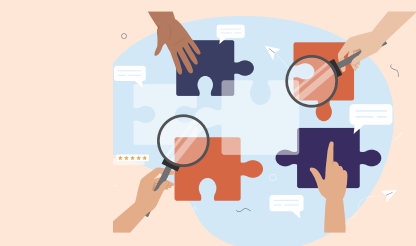
BEHub, funded by SIE Fund, aims to empower the disadvantaged population or public through participation in social innovation programmes as social innovators for alleviating poverty and social exclusion faced by the disadvantaged population. BEHub finished the 3 years-service on 30 April 2023. There were 456 participants to join the Idea Generation training and 344 ideas were generated. Meanwhile, there were 530 participants enrolled in the services of prototype/ start up, 26% of them were from disadvantaged group. There were 267 prototype/start up proposals received and 64 of them came from the disadvantaged group. Eventually, 41 proposals were granted by SIE Fund with the total funding amount of HK\$3,950,000. BEHub provided 2417 prototype/ startup training hours, 645 personal profession service hours, and 401 hours on incubating granted projects. The number of beneficiaries served by granted projects was 3574 including children and youth, persons with disabilities, low-income family, elderly, ex-offenders and persons in recovery.



社創社總結展 - 分享會
BEHub Finale Exhibition - Sharing



社創社意念醞釀 - 認識認知障礙症長者家居
BEHub Idea Generation - To learn about dementia elderly's home



社創社總結展 - 工作坊
BEHub Finale Exhibition - Workshop



社創社總結展 - 展覽
BEHub Finale Exhibition - Exhibition



社創社獲批資助社創項目於社企民間高峰會介紹創新點子。
BEHub grantees introduced their social innovation ideas at Social Enterprise Summit.

社創社以設計思維作意念醞釀培訓的基礎，協助參加者認識及建立同理心和分析問題的技巧，邀請社會創新界別的不同人士分享產生及實行社會創新項目的經驗。意念醞釀的訓練包括觀察、對談及體驗學習。同時，社創社提供訓練關於市場推廣、社會效益量度、財務預算，提案技巧及計劃書撰寫的訓練予參加者。除理論外，訓練著重經驗分享及實行能力。

BEHub applied design thinking as the foundation of idea generation training to assist the participants to learn and build up empathy and problem analysis skills. The stakeholders in the social innovation sector were invited to share their experiences of ideas generation and project implementation. The training of idea generation included observation, 2-way communication and experiential learning. Meanwhile, BEHub provided training relating to marketing, social impact measurement, budget planning, pitching skills and proposal writing for participants. Beside the theory, the training focused on the experience sharing and implementation capacity.

社創社於二零二三年四月，於前北九龍裁判法院舉行總結展，展出服務成果及獲批資助社創項目。除展覽外，總結展亦舉行不同工作坊、分享會及導賞，吸引共356人參觀及出席活動。

BEHub hosted a finale exhibition in April 2023 at Former North Kowloon Magistracy to present our service outcomes and granted projects. Apart from exhibitions, workshops, sharing sessions, and guided tour had been held which attracted 356 participants.

年度重點 Highlights of the Year

與媒體及網絡紅人合作擴大服務接觸面

為有效推廣服務，並讓公眾了解服務成效，我們接受了不同媒體的訪問並宣傳服務，包括兩次電視節目訪問及兩次電台訪問。

導晴計劃

勞工處展能就業科於本年度委托本會推行為期兩年的「導晴計劃」，由本會的註冊社工為有需要的殘疾求職人士免費提供專業的心理及情緒輔導服務，紓解其困擾，為就業作好準備。

Collaborating with Media and KOLs to Extend the Reach Among Youths

In order to enhance more reaches, and promote the service impact to the general public, we received different media interviews, including 2 TV programmes and 2 radio programmes.

Counselling Scheme for Persons with Disabilities

While appointed by The Selective Placement Division of the Labor Department this year, we had launched the "Counselling Scheme for Persons with Disabilities" with the term of 2 years.. Our registered social workers provide free professional psychological and emotional counseling services to disabled job seekers in need to relieve their distress and prepare for their employment.



服務概覽



「賽馬會鼓掌·創你程計劃」由香港賽馬會慈善信託基金策劃及捐助，於2020年9月展開第二階段，旨在以生涯發展介入模式啟發年青人發揮潛能，開拓多元生涯發展出路。

主要服務對象為30歲或以下各類有職涯規劃需要的青年，結合強大的僱主網絡及培訓資源為受助者度身訂造生涯發展服務，讓青年可以投入有意義的發展和社區連結，以令青少年由在學至工作的過渡能更順暢，並鼓勵青年人活出無限可能，於自己獨一無二的人生歷程中踏出新一步。

Service Overview

"CLAP for Youth@JC" ("CLAP") funded by The Hong Kong Jockey Club Charities Trust, Phase II of the project commenced in September 2020.

Mainly serving young ex-offenders and institutionlised youths aged 15 to 29. This project is an evidence-based career and life development (CLD) intervention model and various innovative artefacts, seeking to inspire the society to celebrate possibilities and embrace youth's potential. We envision all youth to be able to achieve meaningful lives and aspire to make positive contributions to society.

服務數據 Service Data

小組節數
Group **487** sessions

參與人數
The number of **1,096** participants

參與人次
The number of **2,598** groups

成功發展行動計劃
Successfully Developed Action Plan

91%

提昇改變動機
Enhanced Motivation

72%

減少反社會行為
Reduced Anti-social Behavior

72%

有清晰生涯發展路向
Had Clear Direction and
Plan Their Career Roadmap

79%

為實現生涯發展計劃而採取的行動
Taken Actions in Order to Actualize
Their Career and Life Plan

78%



年度重點 Highlights of the Year

與懲教署合作舉辦職業生涯發展和生活發展培訓服務

《青年發展藍圖》(藍圖)指出政府支持培育青年生涯發展的願景，當中，香港懲教署為更生青年發揮著舉足輕重的角色。在過去的一年中「賽馬會鼓掌·創你程計劃」與香港中文大學合辦，為受監禁的青年提供了三個為期三天的職業生涯發展和生活發展培訓服務。這課程是旨在以「青少年發展與介入框架」和實務介入為中心，以進一步拓展香港懲教署現有的青年職業更生服務。截至目前，此課程已為約一百位來自香港懲教署各個服務單位提供培訓。



善導會聯同中大、馬會、懲教署開會，商討協作空間。
A cross-sectoral meeting was held between SideBySide, CSD, and CUHK for collaboration discussion.

於四間懲教所重啟生涯發展介入模式課程

因應疫情穩定時，承蒙香港懲教署批准於喜靈洲懲教所、沙咀懲教所及勵新懲教所為更生青年推行生涯發展活動。透過與更生青年的連繫與互動，讓他們在囚期間得以支持及協助思考生涯規劃的方向，並於離開院所之先締造對將來積極抱負的基石。

Close Collaboration with CSD to Conduct 3-day CLD Training Course

As the Youth Development Blueprint (Blueprint) outlines the Government's support to nurture a striving environment for youths, CSD plays a key role in the rehabilitation field for youths involve with the criminal justice system. During the past year, CLAP@JC collaborates with CUHK to provide three batches of 3-day Training for Career and Life Development (CLD) Services for Institutionalised youth. This course was specifically designed to deliver Youth Development and Intervention Framework (YDIF), CLD lens and practical skills to further expand current youth career services in CSD. As of now, around one hundred CSD staff from various service units have participated in the aforementioned course.



與香港中文大學合辦三天的院所青年生涯發展服務課程。
CLAP@JC collaborated with CUHK to provide three-day Training for Career and Life Development (CLD) Services for institutionalised youth.

Resumption of CLD Intervention Programme in Four Institutions

CLD Programmes are now fully resumed for young prisoners at Hei Ling Chau Correctional Institution, Sha Tsui Correctional Institution, Lai Sun Correctional Institution, and a half-way house, Phoenix House, as the pandemic eases off. Diversified career exposure and pathways, and instill hope for youth to unleash their potential upon reintegration in society are also a focus of CLD programme.



香港航海學校的學生正參與解難技巧與生涯發展小組活動。
Students from Hong Kong Sea School participated in a programme on problem solving and career and life.



來自不同服務單位的懲教署職員分成幾組進行小組討論，探討院所青年的價值觀 (Values)、態度 (Attitudes)、技能 (Skills) 及知識 (Knowledge)。
CSD staff from different service units are divided into groups to explore institutionalised youths' Values (V), Attitude (A), Skills (S), and Knowledge (K).

由內至外融合生涯發展介入模式

「賽馬會鼓掌·創你程計劃」著力於把服務中的獨特視野及有關資源融合到機構內各所服務單位乃至跨專業機構當中。去年，我們更進一步接觸教育界、商界及其他社福界的持份者，提供生涯發展服務訓練並建立起社區網絡，當中包括東華三院學校社工團隊，沙田IVE以及屯門兒童及青少年院。此外，我們更透過中央專責隊與夥伴機構香港青少年服務處就服務智慧作出交流及分享。

Internal and External Mainstreaming of CLD Intervention

“CLAP@JC” proactively brings CLAP@JC CLD intervention, visions and resources to both internal service units and cross-sectorial external agencies. In the past year, we networked across educational, commercial and social welfare sectors to provide mass and group CLD programmes. These external agencies include, Tung Wah Group of Hospital school team, Sha Tin IVE, and SWD's Tuen Mun Children and Juvenile Home (TMCJH). Furthermore, we work with CLAP@JC centralized team to conduct quarterly Community of Practice with Hong Kong Children & Youth Services (HKCYS), creating a platform for practice wisdom sharing and exchange.



來自東華三院學校團隊的社工參加了我們的ENOW-VASK培訓工作坊，探索有特殊教育需求學生的能力及優勢。

Social workers from Tung Wah Group of Hospital school team participated in our ENOW-VASK training workshop, exploring SEN students' strengths.

社會企業 Social Enterprise

服務概覽



本會轄下社會企業－明朗服務有限公司(明朗)一九九七年成立，至今已營運26年。明朗一直為更生人士及其他弱勢社群提供就業機會，協助他們發揮潛能，增強市場競爭力，與此同時積極提升業務，追求持續發展。為配合社會發展及市場需求，明朗將調整業務範疇，繼續致力為客戶提供優質的服務。

Service Overview

A social enterprise established in 1997, Bright Services Company Limited (BS) has been operating for 26 years. Proactively enhancing its business and sustainability, BS provides a great variety of job opportunities to assist ex-offenders and the underprivileged in increasing their competitiveness by capitalising on their potential. To provide the best quality of service to our customers, the scope of our services will be adjusted according to the changes in market needs and society development.

業務發展

運輸業務

搬運工作是明朗成立時發展的首項業務，至今經營已26年。面對激烈市場競爭、社會疫情環境影響，明朗積極拓展不同商業機會，為社會各界客戶提供運輸服務，包括不同政府部門及社會服務團體、百佳超級市場(香港)有限公司、香港中文大學等。運輸業務為更生人士及其他弱勢提供610人次就業機會，總營業額為港幣\$1,483,622元。

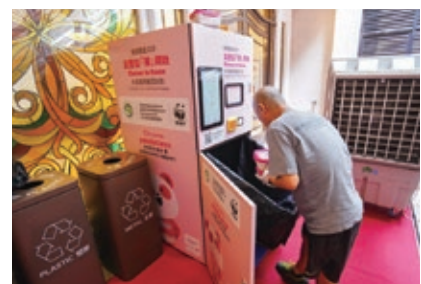
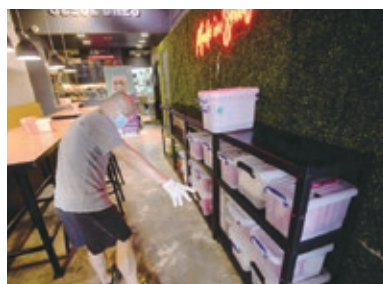
在本年度，明朗成為世界自然(香港)金會與foodpanda合作之環保項目「走塑從「揀」開始：外賣重用餐具計劃的物流合作伙伴，負責在銅鑼灣、灣仔、金鐘及中環區回收可重用飯盒，送往清洗及派發已清洗之可重用飯盒給餐廳。

Business Development

Removal and Logistic Business

BS has been providing removal and logistic service for 26 years. While facing intense market competition, coronavirus epidemic and social environment, BS actively sought for different opportunities and continued to serve different customers including different government departments and non-governmental organisation, PARKnSHOP (HK) Limited and the Chinese University of Hong Kong. A total of 610 job opportunities were created for ex-offenders and underprivileged at a transaction amount of HK\$1,483,622.

In this year, BS became the logistic partner of the environment project "Choose to Reuse: Closing the Loop on Takeaway Packaging" which was organised by World Wide Fund for Nature Hong Kong collaborating with foodpanda. BS was responsible to collect reusable food containers, bring to cleaning facility and bring back to restaurant in Causeway, Wanchai, Admiralty and Central.



明朗成為環保項目「走塑從「揀」開始：外賣重用餐具計劃的物流合作伙伴。

BS became the logistic partner of the environment project "Choose to Reuse: Closing the Loop on Takeaway Packaging".



明朗工人在不同展覽場地搭建攤位工作。
BS workers set up booth in different exhibition venue.

清潔業務

明朗主要發展家居、辦公室及院舍清潔市場，提供一次性深層潔淨、洗地打蠟及特效無臭滅蟲服務，與一般家務助理不同。因應新冠肺炎疫情的市場需要，明朗積極與合作伙伴，向公私營機構提供ZOONO長效消毒抗菌塗層服務。各項服務更能充份運用社區的生產力，為弱勢社群提供更多發展機會。清潔業務提供3,288人次就業機會，總營業額為港幣\$1,323,721元。

Cleaning Business

BS focused on developing its household, office and hostel cleaning market by providing one-off in-depth cleaning, stain removal and waxing, and pest control services, which were different from those provided by domestic helpers. Owing to the market need in coronavirus epidemic, BS actively collaborated with working partners in providing ZOONO long lasting antimicrobial treatment to different public and private institutions. All these services can tap into community resources and create more development opportunities for the underprivileged. Its cleaning service provided 3,288 job opportunities and generated a total transaction amount of HK\$1,323,721.

展覽業務

明朗與亞洲國際博覽館緊密合作，於大型展覽、演唱會、宴會及其他活動提供人力支援，使不少更生人士獲得穩定工作，核心團隊成員由20多名更生人士及其他弱勢社群人士組成。除此之外，明朗更積極求變，以Smart Exhibition品牌拓展其他活動及展覽業務，增加不同工作機會。於二零二二至二零二三年度，展覽業務逐漸復甦，業務帶來1,283次工作機會，總營業額為港幣\$1,221,840元。

Exhibition Business

The close business relationship with AsiaWorld-Expo Management Limited (AWE) has enabled BS to get involved in different large-scale exhibitions, concerts, banquets and events which needed manpower support, thus providing stable jobs to set up the core staff team of more than 20 ex-offenders and others underprivileged. Furthermore, its business scope had been extended through the brand of Smart Exhibition to other outside events and exhibition in order to create more different job opportunities. In 2022/2023, exhibition business was gradually recovering. 1,283 job opportunities were provided while the total transaction amount reached \$1,221,840.



明朗工人在亞洲博覽會進行展覽準備工作。
BS workers prepared exhibition in AWE.



社會企業 Social Enterprise

烘焙業務－「甦爐」

明朗開設的麵包咖啡店「甦爐」於二零一八年五月在柴灣興民邨正式開張營業，生意已上軌道，除售賣不含人造改良劑的麵包餅點外，亦出品自家品牌月餅，並為公司、幼稚園大量訂購及到會服務，以及度身訂製烘焙類禮品服務。本年度總營業額為港幣\$1,699,153元，為共8名更生人士及其他弱勢社群人士提供專業在職培訓及工作機會。

Bakery – SoBakery

In May 2018, SoBakery had been launched in Hing Man Estate, Chai Wan. While the business had got on track, SoBakery not only provided healthy bakery products with high quality, but also produced moon cake as well as offered bulk purchases and tailor-made bakery products services for corporates and organizations. A total transaction amount of HK\$1,699,153 was generated. It had provided 8 employment and training opportunities to ex-offenders and others underprivileged.



順聯香港類同甦爐向興民邨長者及殘疾人士送出700盒中秋月餅。
Sunlink Holdings (H.K.) Ltd. sponsored 700boxes of mooncake made by SoBakery to elderly and persons with disability living in Hing Man Estate.





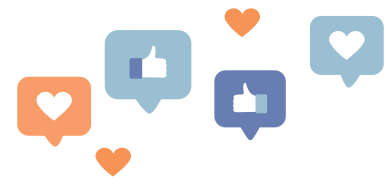
「甦爐」為婚禮提供曲奇紀念品。
SoBakery prepared cookie souvenir for wedding.

綜合維修業務

「好修成」綜合維修服務得到社創基金的贊助，於2017年初正式投入運作，為長者及殘疾人士提供優惠的家居維修服務，以提升其家居安全，並同時聘請更生人士及精神復元人士為維修技工助理，由專業維修技工以師徒形式教導維修技巧，讓他們未來可於此行業發展。業務也以合理價錢為一般家庭及商業客戶提供優質的裝修及維修服務。因應持續疫情環境，「好修成」於本年度進行業務重整，以備將來可行發展。

Maintenance Service Business

With the support of SIE fund, Good Harvest Maintenance Service started to operate under BS in early 2017. Good Harvest aims to improve the household safety of the elderly and people with disability by providing low-price maintenance service. Besides, Good Harvest provides apprenticeship and job opportunity to ex-offender and person in recovery who would receive on-the-job training under the instruction of maintenance technician, so that they would be able to develop their career in this maintenance service. Good Harvest provided quality maintenance and renovation services to general household and corporate customers with reasonable price. In view of the coronavirus epidemic this year, Good Harvest underwent business restructure for further development in the future.



愛丁頓香港洋酒有限公司義工為「甦爐」包裝唐餅及進行義賣活動。
Edrington Hong Kong Limited volunteers helped to pack Chinese biscuit for charity sale.