

主要工作

除了提供輔導服務及臨牀心理評估外，臨牀心理學家會為服務使用者定期舉辦不同的講座，題目包括：「壓力處理」、「認識病態賭博」及為精神健康綜合社區中心的服務使用者舉辦「社區戲劇及音樂」小組和「復元模式互助及教育」小組。他亦特別安排講座及工作坊包括「犯罪心理學」、「性罪行」、「病態偷竊」、「上網沉溺」予公眾人士及本會義工。此外，他會為本會職員主持「動機式面談法」、「復元模式初探」及「社區音樂」工作坊。臨牀心理學家曾獲本港衛生署及中文大學公共衛生學院邀請為其職員和師生策劃及講授「動機式面談法」課程。

Major Tasks

Apart from counselling and individual assessment, clinical psychologist also hosted different workshops for our service users, topics included: "Stress Management" and "Understanding Pathological Gambling". Therapeutic groups on "Community Music and Drama" and "Recovery Model" were organised for service users from our two Integrated Community Centres for Mental Wellness. He also hosted lectures and workshops for the general public as well as our volunteers, topics included: "Criminal Psychology", "Sex Offences", "Pathological Stealing" and "Internet Addiction". Furthermore, he has also hosted workshops such as "Motivational Interviewing", "Introduction to Recovery Model" and "Community Music" for our staff. The clinical psychologist was also invited by Department of Health and the School of Public Health of the Chinese University of Hong Kong to be the lecturer for training on "Motivational Interviewing" for their staff and post-graduate students.



臨牀心理學家帶領社區音樂小組。
Clinical psychologist hosted a community music session for service users of ICCMW.

職業發展服務
EMPLOYMENT DEVELOPMENT SERVICE

職業發展服務

Employment Development Service



服務概覽

職業發展服務以不同的服務模式及介入手法，協助服務使用者重新建立工作習慣、培養良好的工作態度及解決工作適應等問題，使他們能持續工作，建立有規律的生活，發揮所長。

服務包括：就業安置組、就業拓展組、懲教所職業技能訓練課程、燃亮新生計劃、小型貸款計劃、職業復康中心、僱員再培訓局「人才發展計劃」、輔助就業服務、殘疾人士在職培訓計劃及陽光路上培訓計劃。

內容可分為三大類別：職前準備、就業配對及創業輔導。

職前準備

透過不同的實習訓練及培訓課程，協助服務使用者體驗真實的工作環境，裝備工作技能，以提升公開就業的信心。另外，本服務亦會為服務使用者提供不同培訓課程及就業跟進服務，提升學員的就業資本及克服所面對的困難，協助他們公開就業。

就業配對

服務使用者得到全職、兼職或工作訂單的工作機會，以致能有效地解決剛刑滿出獄的更生人士在經濟上的不同需要。

創業輔導

創業輔導為服務使用者提供就業以外另一項選擇，為他們提供創業培訓課程、創業基金、創業指導和輔導及創業支援。

Service Overview

We assist service users in re-establishing proper work habits and attitudes that are essential for open employment using different service modules and intervention approaches.

Our service includes Employment Development Unit, Employment Enhancement Unit, Vocational Training Programme in Correctional Institutions, Leading to Independence and Vocational Enhancement (LIVE) Project, Microfinance Scheme, Employment Rehabilitation Centre, ERB Manpower Development Scheme, Supported Employment Service, On the Job Training Programme for People with Disabilities, and Sunnyway — On the Job Training Programme for Young People with Disabilities.

Our services can be categorized into three main areas: Pre-vocational Preparation, Job Matching and Entrepreneurship Guidance.

Pre-vocational Preparation

Through the provision of different job placements and training, service users can experience the real working environment, equip themselves with relevant job skills, and enhance their confidence. In addition, our service also provides various training and post placement service for service users, in order to increase their employment capital, resolve their difficulties and assist them in entering the employment market.

Job Matching

We provide different working opportunities including full-time jobs, part-time jobs or job orders for service users, so as to respond to the urgency of financial needs after discharge.

Entrepreneurship Guidance

Our service provides service users with entrepreneurship training, funding support, guidance and assistance, and support service, offering them a choice to start their own business other than employment.

服務對象

- 在囚人士
- 更生人士
- 精神病康復者
- 殘疾人士
- 一般失業人士
- 有志創業人士

Target Service User

- Inmates of all CSD institutions
- Ex-offenders
- Ex-mentally ill patients
- Persons with disabilities
- The unemployed
- Persons interested in starting a business

服務數據

Service Data

| 單位名稱 Name of Service | 全年服務人次 Total no. of service users | 職前準備 Pre-vocational Preparation | | | 就業配對 Job Matching | | | 創業輔導 Entrepreneurship Guidance | |
|-----------------------------------------------------------------------------------------|--------------------------------------|------------------------------------|--------------------------------------------|-------------------------------------------------|-------------------------------|-------------------------|-----------------------------------------------|-----------------------------------|------------------------------------|
| | | 課程數目 No. of trainings | 課程就讀人數 No. of participants of trainings | 實習參與人次 No. of participants of job placements | 見工人次 No. of job interviews | 就業人次 No. of employed | 工作訂單參與人次 No. of participants of job orders | 僱主數目 No. of employers | 成功開業人數 No. of start up business |
| 就業拓展組 Employment Enhancement Unit | 1,768 ¹ | 4 | 20 | 11 | 1,448 | 1,305 | 2,041 | | NA |
| 就業安置組 Employment Employment Unit | 520 ¹ | 4 | 12 | 4 | 308 | 267 | 454 | | NA |
| 職業復康中心 Employment Rehabilitation Centre | 218 ¹ | NA | NA | 4,846 | 16 | 6 | NA | | NA |
| 懲教所職業技能訓練課程 Vocational Training Programme in Correctional Institutions | 233 ^{1,2} | 40 | 574 | NA | 120 | 111 | NA | | NA |
| 僱員再培訓局「人才發展計劃」 ERB Manpower Development Scheme | 344 ¹ | 19 | 414 | NA | 296 | 160 ³ | NA | 432 | NA |
| 燃亮新生計劃（創業組） LIVE Project (Entrepreneurship Unit) | 62 | 8 | 62 | 0 | 15 | 20 | NA | | 9 |
| 小型貸款計劃 Newland Seed Money Project | NA | NA | NA | NA | NA | NA | NA | | 8 |
| 輔助就業服務 Supported Employment Service | 101 | | | | 153 | 69 | NA | | NA |
| 殘疾人士在職培訓計劃 On the Job Training Programme for People with Disabilities | 64 | 22 | 34 | 1,377 | 173 | 61 | NA | | NA |
| 陽光路上培訓計劃 Sunnyway - On the Job Training Programme for Young People with Disabilities | 79 | | | | 112 | 41 | NA | | NA |
| 總數: Total: | 3,389 | 97 | 1,116 | 6,238 | 2,641 | 2,040 | 2,495 | 432 | 17 |

註

1. 就業統計不包括其他年度進入服務的服務使用者之就業數據。
2. 懲教所職業技能訓練課程部份學員仍在獄中服刑，故未能提供就業服務，所列服務人數只包括已出獄的學員。
3. 僱員再培訓局「人才發展計劃」部份學員仍未完成就業跟進期，所列就業統計並不包括相關學員。

Remarks:

1. Service users entered the service in other financial years were excluded.
2. The successful placement rate of "Vocational Training Programme in Correctional Institutions" was calculated by the no. of active discharged persons as some participants of trainings were still in prison after completion of the trainings.
3. Service users of "ERB Manpower Development Scheme" who have not yet completed the post-placement period were excluded from the calculation.

服務範圍

全港

主要工作

僱主及合作伙伴

二零一二至二零一三年度共新增 112 位僱主為服務使用者提供職位空缺，累積僱主數目為 432 位。此外，亦與法院社工服務合作舉辦「第三屆善導僱主嘉許禮暨模擬法庭公義教育計劃感謝宴」，藉以感謝為服務使用者提供就業機會的僱主及協助推行公義教育計劃的司法界義工，當中有 15 位僱主接受嘉許獎項。

企業義工

去年聯同譽宴集團有限公司及敦豪全郵通(香港)有限公司，合共舉辦六項義工活動予本會家庭支援服務的服務使用者，及兩項義工訓練予義工。

服務質素監察

本服務之僱員再培訓局「人才發展計劃」去年成功通過 ERB「新管理審計系統」實地審計，並在審計中取得「第一級」的最佳評級。本服務亦在第五屆 ERB「人才發展計劃」中獲得「ERB 就業服務獎」及「ERB 課程管理獎」。學員、導師及僱主均獲頒發「ERB 傑出學員獎」、「ERB 傑出導師獎」及「ERB 優異僱主獎」。

本服務在去年開始為職業輔導主任提供小組討論及個案分析的平台，並舉行個案研討會和個案臨牀督導，以提升同工在個案管理的質素。

此外，為檢視工作成效，本服務於去年完成「更生人士就業處境研究」，共 101 位更生人士參與，研究結果為服務質素提昇提供重要的參考。

Service Area

All districts

Major Tasks

Employers and Working Partners

In 2012/2013, a total of 112 new employers have created job vacancies for our service users, enlarging our pool of employers to 432. Last year, Our Employment Development Service and Court Social Work Service jointly hosted “The 3rd Benevolent Employers of Rehabilitated Offenders Awards Presentation Ceremony cum Gratitude Lunch of Mock Trial Competition Justice Education Project” to recognize the contribution of employers and legal professionals, with 15 benevolent employers receiving the awards.

Corporate Volunteers

Last year, we joined hands with U-Banquet Group Limited and DHL Global Mail (Hong Kong) Limited and conducted six volunteer activities for service users of Family Support Service and two volunteer trainings to their corporate volunteers.

Service Quality Control

Our ERB Manpower Development Scheme had successfully passed the onsite management audit of ERB new management audit system and achieved the best “level one” result in the audit. We also received the “ERB Outstanding Award for Placement Services” and “ERB Outstanding Award for Course Management” in the 5th ERB Manpower Development Scheme Award Presentation. Our trainees, trainers and employers also received the “ERB Outstanding Award for Trainees”, “ERB Outstanding Award for Instructors”, and “ERB Merit Award for Employers” respectively.

To further enhance case management quality, last year we have established case conferences and clinical supervision for our employment officers.

In addition, a research on employment status of ex-offenders was completed last year with the participation of 101 ex-offenders. The results from the research served as an important reference to the further enhancement of our service quality.



職員正於創業日攤位前解答在場人士對善導會及小型貸款計劃的查詢。
Our staff was answering questions about SRACP and Microfinance Scheme at the booth on Entrepreneur Day.



學員於懲教所 ERB 課程之環境潔淨服務員證書課程中實習清潔地板。

Trainees of ERB Certificate in Environmental Hygiene & Cleaning Worker Training were practising techniques on floor-cleaning.

課程發展及創業計劃

課程發展方面，本服務在喜靈洲懲教所新增 ERB「廚務助理證書課程」及「環境潔淨服務員證書課程」，並首次於青年院所勵志更生中心及勵新懲教所舉辦「洗衣技巧初階課程」，為年青在囚人士提供職業技能培訓。此外，亦與羅湖懲教所合作舉辦「週日彩虹」活動，以輕鬆形式為在囚人士介紹就業服務；並於東頭懲教院所完成兩班創業培訓課程，為在囚人士提供營商知識。

在二零一二至二零一三年度，本會新增 ERB「化妝助理證書課程」予一般人士，並與香港戒毒會合作舉辦 ERB「基礎英語 II 單元證書課程」，以提升及裝備學員的就業技能。

本會亦透過舉辦課程同學會維繫及促進學員及導師間的聯繫，發揮小組力量，鼓勵學員持續進修及就業。

本會於二零一二年六月正式開展小型貸款計劃，為有志創業或自我提升的人士服務。至今受惠的申請所涉及的生意類型包括：小食店、物流運輸、服飾零售及設計等。計劃亦會為申請人配對不同的營商導師及舉辦交流聚會，讓他們互相聯繫及分享營商經驗。



就業安置組及就業拓展組的服務使用者參與本會服務提供的餐飲業工作實習。

Service users of Employment Development Unit and Employment Enhancement Unit participated in the Job Placement of Catering.

Course Development and Entrepreneurship Programme

For course development, the ERB “Certificate in Chef Assistant Training” and “Certificate in Environmental Hygiene & Cleaning Worker Training” for adult prisoners were launched for the first time in Hei Ling Chau Correctional Institution. We also had our first collaboration with Lai Chi Rehabilitation Centre and Lai Sun Correctional Institution in conducting “Elementary Laundry Skill Training” for young offenders. Moreover, we hosted the “Sunday Rainbow” programme in Lo Wu Correctional Institution to introduce our employment service to inmates. And in 2012/2013, two entrepreneurship trainings were conducted in Tung Tau Correctional Institution to provide business training to inmates.

Moreover, a new ERB “Certificate in Cosmetician Assistant Training” was launched for the general public. We also collaborated with the Society for the Aid and Rehabilitation of Drug Abusers (SARDA) to start the ERB “Module Certificate in Basic English II Training” to equip and upgrade the job skills of our trainees.

Course alumni groups were also organized to facilitate the relationship among trainees and trainers, as well as to encourage continuous studies and employment among trainees.

The Microfinance Scheme was launched in June 2012 for people who are interested in starting their own business or self-enhancement. Until now, the business types of the successful applications included food stalls, logistics service, retail fashion and design. While we will pair up the applicants with a mentor, gatherings are also conducted for liaison and experience sharing among the participants.

地區活動

本服務獲不同機構資助開展短期計劃及活動，當中包括九龍城撲滅罪行委員會資助的「九龍城關懷大使計劃 2012-2013」及油尖旺區撲滅罪行委員會主辦的「油尖旺區更生達人工作實習計劃」，這些活動為更生人士提供不少工作實習機會，亦讓公眾人士對更生人士有更多的了解和接納。

在地區工作方面，本服務聯同香港聖公會基愛長者鄰舍中心，參與由 2012 年國際復康日深水埗活動籌委會籌辦的「深水埗地區活動齊參與」活動。服務使用者透過參與這些活動，重建自信，並將他們的能力展示予公眾人士。

去年，本服務參與由社會福利署聯同各康復機構組成的大聯盟「創業軒」於中環天星碼頭舉辦的展銷活動，讓公眾人士認識殘疾人士的工作能力及產品，協助殘疾人士取得更多工作機會。

為了進一步拓展為精神病康復者提供的就業服務，本服務自去年開始於小欖精神病治療中心提供就業服務簡介，讓即將刑釋的精神病康復者可以加入本服務，以協助他們公開就業。此外，亦為教育局轄下的特殊學校學生提供職業康復服務。

Activities in the Community

We received various sponsorships in organising different projects this year, such as the “Rehabilitated Caring Ambassadors Project in Kowloon City District 2012-2013” funded by Kowloon City District Fight Crime Committee, and “Job Trial Project for ex-offenders in YauTsimMong District” funded by YauTsimMong District Fight Crime Committee. These projects offered various kinds of job placements to ex-offenders and enhanced the understanding and acceptance from the public towards ex-offenders.

For community work, we joined with Hong Kong Sheng Kung Hui Kei Oi Neighbourhood Elderly Centre to participate in “Sham Shui Po Local Participation Programme” organised by the 2012 International Day of Disabled Persons Sham Shui Po Programme Committee. Service users were able to rebuild their self-confidence and demonstrate their ability to the public through participating in these programmes.

Last year, we participated in the “Let them shine Market @ Star Ferry” promotional sales arranged by Support the Employment of People with Disabilities (SEPD) of Social Welfare Department, with a goal to make the public understand the work capabilities of people with disabilities and their products, so as to promote their employment opportunities.

In order to further develop our employment service for ex-mentally ill persons, we have started to arrange employment orientation programmes in Siu Lam Psychiatric Centre last year to recruit ex-offenders with mental illness and to assist them in open employment. Moreover, vocational rehabilitation service was also provided for students of special needs schools under the Education Bureau (EDB).



本服務向深水埗地區長者宣揚「聯合國殘疾人權利公約」。

We introduced the “United Nations Convention on the Rights of Persons with Disabilities” to the local elderly in Sham Shui Po District.

服務發展

去年，曾參與本服務的懲教所職業技能訓練課程的在囚及更生人士就業率達 55.9%，而接受一般輔導及小組形式之就業服務的更生人士，其就業率為 30.6%，可見職業技能訓練課程對更生人士就業有顯著的幫助。因此，本服務展望在未來繼續加強與懲教署的合作，為在囚人士提供更多適切的職業技能訓練課程如戲劇課程。同時，亦為已刑釋的更生人士提供的士駕駛課程及剗車操作課程等職業技能訓練，以裝備他們公開就業。

本服務之僱員再培訓局「人才發展計劃」亦有為一般失業人士提供不同類別的培訓課程，包括個人素養及職業技能訓練。學員完成課程及就業跟進期後就業率達 77.2%。來年，本服務將開辦「調酒員證書課程」、「咖啡調製員證書課程」及「遊樂船隻操作員證書課程」等就業掛勾課程，以協助失業人士提升就業技能，踏上專業階梯。

Service Development

Last year, the employment rate of participants of Vocational Training Programme in Correctional Institutions has reached 55.9%. The employment rate of ex-offenders receiving general counselling and group work service was 30.6%. The importance and effectiveness of vocational training for ex-offenders were prominent. Thus, in the near future, we will strengthen our cooperation with Correctional Services Department, in order to provide more suitable vocational training programmes for ex-offenders. More training such as taxi driver training and forklift driver training will also be provided for released ex-offenders to equip them for open employment.

In addition, different trainings for the unemployed were conducted under our “ERB Manpower Development Scheme”, including personal attributes and vocational trainings. The employment rate of service users upon completion of training courses and employment follow up service has reached 77.2%.

Market-oriented ERB trainings such as “Certificate in Bartenders Training”, “Certificate in Barista Training” and “Certificate in Pleasure Vessel Operator Training” were introduced to help our trainees upgrade their job skills and embark on professional pathways.



第五屆 ERB「人才發展計劃」頒獎禮得獎導師及僱主與本會職員合照。

Group photo of staff and awardees in the 5th ERB “Manpower Development Scheme” Award Presentation.

為加強市民對小型貸款的認識，本服務會與不同機構合作舉行講座和簡介會，及在來年致力打造專業的營商團隊，配合實務的創業培訓，為申請者建立營商知識。

未來，本服務亦會在個案工作中推行「現實治療法」，一方面提升同工的個案工作技巧，另一方面協助服務使用者更有效地面對就業培訓及公開就業。

此外，本服務繼續為精神病康復者及殘疾人士提供就業服務，透過工作選配、小組、工作實習及職業技能訓練等，協助精神病康復者及殘疾人士公開就業，去年之就業率達53.5%。

本服務亦會加強與社會福利署康復服務市場顧問辦事處的溝通，接收更多「創業軒」的活動資訊，並邀請服務使用者參與展銷活動，向公眾人士展示才能。

To enhance public knowledge in microfinance, we cooperated with different organisations to conduct seminars and briefing, as well as establishing a professional business team to build up the business knowledge of the applicants with practical entrepreneurship trainings.

In the coming year, we will develop Reality Therapy in our service to further enhance the case work skills and to assist service users in employment training and open employment more effectively through the application of Reality Therapy.

On the other hand, we provided employment service for ex-mentally ill patients and persons with disabilities. Through job matching, group work, job placement and job skills training, we assisted ex-mentally ill patients and persons with disabilities in open employment. The employment rate reached 53.5%.

Communication with the Marketing Consultancy Office (Rehabilitation) of Social Welfare Department will be further enhanced to receive more information on SEPD activities. Service users will be invited to participate in the promotional sales activities to demonstrate their talents to the public.



立法會主席曾鈺成議員，GBS, JP (左三) 及本會主席湯寶臣法官 (右三) 為「第三屆善導僱主嘉許禮暨模擬法庭公義教育計劃感謝宴」作主禮嘉賓。

President of LegCo The Hon. Mr. Jasper TSANG Yok-sing, GBS, JP (3rd from the left) and our Chairman of Executive Committee The Hon. Mr. Justice Tong (3rd from the right) officiated at the 3rd Benevolent Employers of Rehabilitated Offenders Awards Presentation Ceremony cum Gratitude Lunch of Mock Trial Competition Justice Education Project.

公眾教育 PUBLIC EDUCATION