

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

COMPETENCY DEVELOPMENT

職能

發展



職能發展服務一覽

Competency Development Service Overview



了解更多服務詳情
Know more about
details of services

就業安置組及就業拓展組

為全港刑釋人士及其他更生人士提供職前準備訓練、就業選配、在職輔導及跟進服務。

Employment Development Unit (EDU) and Employment Enhancement Unit (EEU):

Provides pre-employment training, job matching, employment counselling and placement follow up service to ex-offenders.

懲教所職業技能訓練課程

為將於短期內刑釋的在囚人士，提供職業技能訓練、個人素養訓練、個別輔導及刑釋後就業輔導及跟進服務。

Vocational Training Programme in Correctional Institutions

Provides job skill training, personal attributes training, individual counselling and post-release employment counselling and placement follow up service for the ex-offenders soon to be discharged.

職業復康中心

職業復康中心透過多元化的工作實習及技能培訓，協助待業更生人士提升就業能力。

Employment Rehabilitation Centre

Through a variety of job placements and skills development programmes, the Employment Rehabilitation Centre supports unemployed ex-offenders in improving their employability.

僱員再培訓局課程

為15歲或以上人士提供多元化的就業技能培訓課程，並提供就業輔導及跟進服務。另外，本服務亦為僱主設計度身訂造培訓課程及提供招聘轉介服務。

Employees Retraining Board Course

Offers a diverse range of job skills training courses, as well as provides employment counselling for all eligible people aged 15 or above. Moreover, ERB will provide tailor-made programmes and job referral service for participating employers.

殘疾人士輔助就業培訓

透過就業培訓，加強殘疾人士就業能力；透過提供工資補助金，鼓勵僱主為殘疾人士提供職位空缺，讓僱主試用這些殘疾人士，以了解其工作能力。

Supported Employment Training for Persons with Disabilities (SET)

Enhances the employability of persons with disabilities through vocational training

Provides incentives to encourage employers to offer jobs to persons with disabilities to try out their working capabilities.

職業
發展

能力
提升

創業
培育

恆生x善導會：未來力培訓所 (前稱：恒生青年前路探索計劃)

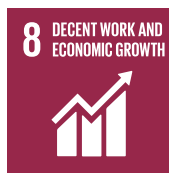
善導會主辦、恒生銀行全力支持的「恆生X善導會 未來力培訓所」致力裝備弱勢青年的未來技能，提升他們的自信，為他們創造更多人生的可能性。透過未來導向的培訓和試錯學習，鼓勵青年建立「顛覆性思考」，以創意和洞察力發展個人職涯道路，並提供機會實踐未來力，包括工作實習及創業培訓與資助。

Project Forward (Formerly known as Hang Seng Youth Career Planning Scheme)

Implemented by SideBySide and fully supported by Hang Seng Bank, Project Forward ('the Project') strives to equip disadvantaged youths with future skills and boost their confidence, to create more possibilities in life. Through future-oriented training and trial-and-error learning, the Project encourages them to cultivate disruptive thinking, using creativity and insight to develop their career paths. The Project also offers opportunities for them to apply the future skills via job attachment and entrepreneurship training as well as funding support.



優質教育



合適的工作及
經濟成長



減少不平等



多元夥伴關係

賽馬會鼓掌·創你程計劃

旨在以青年發展與介入框架啟發年青人發揮潛能，開拓多元職涯出路。結合強大的僱主網絡及培訓資源為受助者度身訂造生涯規劃服務，讓青年可以投入有意義的發展和社區連結。

CLAP@JC

Inspires the society to celebrate possibilities and embrace youth's potential by a Youth Development and Intervention Framework and provides career and life planning service with our employer network and training resources to targeted youth who can engage in meaningful development and social connection.

多元種族就業計劃

旨在通過個案管理方式為多元族裔求職人士提供一站式就業支援服務，以提升他們的就業能力及支援職能發展。善導會為「多元種族就業計劃」九龍區的服務提供機構。

Racial Diversity Employment Programme

Provides one-stop employment services for ethnic minority job seekers through a case management approach so as to enhance their employability and to support their career development. SideBySide is the RDEP service provider of Kowloon region.

自在·活出真的你- 多元族裔青年職涯探索計劃

透過一連串職涯發展為本的學習及體驗活動，如行業探索、工作實習、職前預備工作坊、職業相關中文課程等，協助就讀中三至中六的多元族裔學生、15至29歲即將或已離校並有職涯發展需要的多元族裔青年，提升中文能力及職場技能，改善升學就業能力及前景，開拓前路新方向。

Key to Success - Career and Life Planning Project for Ethnically Diverse Youth

Enhances Chinese language proficiency of ethnically diverse secondary school students (F3-F6) and ethnically diverse community youth (aged 15-29), so as to improve their opportunities to access education and occupational attainment.

CASH-青年創意理財互動空間

協助9至35歲的弱勢青少年，建立良好財務動機及目標，增加他們財務管理的知識和技巧，使其了解健康財務的重要性以及長遠加強他們的財務幸福感。

CASH - Youth Financial Smart Planning Interactive Space

Assists individuals aged 9 to 35 from disadvantaged groups to establish good financial motivation and goals, increase their knowledge and skills in financial management, enable participants to understand the importance of proper financial values and monetary concepts and enhance their financial well-being in the long run.

創勢代2.0 - 民青局粵港澳大灣區青年創業資助計劃

透過舉辦青年創業項目為青年提供創業支援及孵化服務，以及資本資助。

Startup Generation 2.0 - HYAB Funding Scheme for Youth Entrepreneurship in the Guangdong-Hong Kong-Macao Greater Bay Area

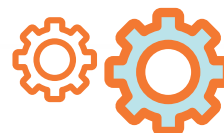
Organises youth entrepreneurial programmes and offer entrepreneurial support and incubation services, as well as start-up capital to Hong Kong young people

置未來基金

旨在支援更生及弱勢青年（16至30歲）提升現有技能及學習新技能。計劃提供最高50,000港元的免息貸款，供青年報讀進修課程。青年須於獲批後18個月內完成課程，並於30個月內分期償還，計劃更可按需要協助青年申請持續進修基金。

Impact Fund for Furtue

Supports rehabilitated and disadvantaged youth (aged 16-30) in upskilling and reskilling. The Scheme offers up to HKD 50,000 in interest-free loans for youth to enroll in continuing education courses. Youth are required to complete the course within 18 months of approval and repay the loan in installments over 30 months. The programme can also assist youth in applying for Continuing Education Fund (CEF) courses based on their needs.



COMPETENCY DEVELOPMENT /

職能發展

服務數據 SERVICE DATA



服務數據 Service Data	全年服務 人次 Total no. of participation served	見工人次 No. of job interviewer participation	就業人次 No. of participation employed	課程數目 No. of training programme participants	成功開業 人數 No. of people successfully started their business	參與計劃 人數 No. of programme participants	僱主數目 No. of employers	參與實習 人次 No. of job placement participation
就業拓展組 Employment Enhancement Unit	889	912	454	-	-	-	986	-
就業安置做 Employment Development Unit	434	405	157	-	-	-		-
職業復康中心 Employment Rehabilitation Centre	228	-	-	-	-	-		4,212
懲教所職業技能訓練 課程 Vocational Training Programme in Correctional Institutions	549	334	302	72	-	-		-
僱員再培訓局 Employees Retraining Board	568	341	341	36	-	-		-
恒生青年前路探索計 劃 Hang Seng Youth Career Planning	-	-	-	-	8	245		-
殘疾人士輔助就業培 訓 Supported Employment Training for Persons with Disabilities	229	258	143	-	-	-		-
多元種族就業計劃 Racial Diversity Employment Program	-	-	-	-	-	186		-
自在地·活出真的你— 多元族裔青年職涯探 索計劃 Key to Success 2.0— Career and Life Planning Project for Ethnically Diverse Youth	-	-	-	-	-	192		-



服務成效 SERVICE IMPACTS

僱員再培訓局課程

74%的服務使用者認為本會的ERB服務，能夠改善工作態度、溝通技巧、情緒管理、時間管理等個人素養。

99%的服務使用者總體而言，對機構的ERB服務感到滿意。

就業安置組及就業拓展組

100%的服務使用者表示使用參與服務後，對自己就業能力的信心增加了。

職業復康中心

95%服務使用者提升了健康意識及自我形象，並增強尋找工作意識。

ERB Manpower Development Scheme

74% of service-user agreed that the our ERB service can improve their personal attributes, e.g. the work attitude, communication, emotion control and time management.

99% of service users are overall satisfied with the our ERB services.

Employment Development Unit and Employment Enhancement Unit

100% of service users agreed that their confidence in their employment abilities increased after using our employment services.

Employment Rehabilitation Centre

95% of service users enhanced their health awareness and self-image, as well as increased their job-seeking awareness.



服務成效 SERVICE IMPACTS

殘疾人士輔助就業培訓

98.28%的服務使用者認同本會能夠因應其能力及就業需要，為其提供訓練。

98.85%的服務使用者認同機構所提供的訓練，對其公開就業有幫助。

100%的服務使用者總體而言，對機構的SET服務感到滿意。

恒生青年前路探索計劃（現稱：恆生x善導會：未來力培訓所）

超過**60%**的參與者表示，該計劃提供機會建立新的人際網絡，使他們能夠在未來進一步大幅擴展他們的社交網絡。他／她們也同意，通過該計劃建立的網絡為他／她們提供了就業機會。

自在地·活出真的你－多元族裔青年職涯探索計劃

85%的參與者表示，他們在正向成長心態量表上有所提升，包括對自身改變能力的認知、對學習與職涯的抱負、學習新事物的潛力，以及在面對限制時的適應力。

Supported Employment Training for Persons with Disabilities

98.28% of service users agreed that the organisation is able to provide training tailored to their abilities and employment needs.

98.85% of service users agreed that the training provided by the organisation is helpful for their open employment.

100% of service users are overall satisfied with the organisation's SET services.

Project Forward (Formerly known as Hang Seng Youth Career Planning Scheme)

More than **60%** of the participants expressed that the opportunity for meeting new people provided by the Scheme allowed them to significantly expand their social network even further in the future and they agreed the network they built through the Scheme also provided them with job opportunities.

Key to Success 2.0– Career and Life Planning Project for Ethnically Diverse Youth

85% of participants reported to have improvement in positive growth mindset scale including perception of being able to make change, aspiration towards study and career, potential to learn new things and perceived perseverance when facing limitation.



| 職業發展服務 | EMPLOYMENT DEVELOPMENT SERVICE



年度重點 HIGHLIGHTS OF THE YEAR

第九屆善導僱主嘉許禮

「第九屆善導僱主嘉許禮」於2024年10月22日舉辦，嘉許禮以「人才共融解鎖多元潛能」作為主題，表彰一眾僱主一直為服務使用者提供多元工作機會及支援，助力他們充分發揮潛能。本屆共有46間公司接受提名，其中20間公司獲頒發「善導僱主獎」。為進一步推動社會共融，本屆評審準則特別加入共融實踐與可持續發展元素，鼓勵僱主與本會共同建構兼顧平等與持續性的職場環境，促進社會人力資源的多元發展。

再奪ERB殊榮 課程質素備受肯定

職業發展服務除了於僱員再培訓局的自行評審項目獲得「第一組」的佳績外，於僱員再培訓局的「ERB年度頒獎禮2024-25」亦榮獲「ERB課程管理獎」及「ERB特定對象培訓獎」，對本會提供的課程質素及監控予以肯定。此外，本會提名之兆恆清潔服務有限公司亦成功獲頒「ERB傑出僱主獎」，表揚其持續聘用ERB畢業學員，體現僱主與本會協力推動就業共融。本年度ERB課程報讀人數較去年增長百入份之三點八，反映服務需求持續上升，培訓成效獲學員肯定。



職業發展服務榮獲「ERB課程管理獎」及「ERB特定對象培訓獎」，並與獲取「ERB傑出僱主獎」的兆恆清潔服務有限公司合照

Employment Development Service was awarded "ERB Outstanding Award for Course Management" and "ERB Training Course Development (Special Service Targets)". We took a group photo with Shiu Hang Cleaning Services Co Ltd., the awardee of "ERB Outstanding Employer".

The 9th SideBySide Benevolent Employers Awards Presentation Ceremony

"The 9th SideBySide Benevolent Employers Awards Presentation Ceremony" has been held on 22 October 2024, themed SideBySide Unlock More Sides, to recognise our benevolent employers for sparing no effort to support the employment of our service users. 46 employers were nominated this year and 20 of them were awarded the "Benevolent Employers of Rehabilitated Offenders Awards". This year, the judging criteria incorporated elements of Inclusion and ESG, with the hope that Benevolent Employers will join hands with SideBySide to foster and promote these values.



超過200位來賓參加第九屆善導僱主嘉許禮
More than 200 guests participated the 9th SideBySide Benevolent Employers Awards Presentation Ceremony

Continued Excellence in Employment Development: ERB Accolades and Growing Impact

The Employment Development Service achieved outstanding results in the Employees Retraining Board's (ERB) Self-assessment Programme, attaining "Level One" performance. At the ERB Annual Awards Presentation 2024-25, SideBySide received the "ERB Outstanding Award for Course Management" and the award for "ERB Training Course Development (Special Service Targets)", affirming the quality and monitoring of our training programmes. In addition, Shiu Hang Cleaning Services Co. Ltd., nominated by SideBySide, was honoured with the award of "ERB Outstanding Employer" in recognition of its continued employment of graduates from ERB courses. Compared with the previous year, enrolment in ERB courses increased by 3.8%, reflecting growing demand for our services and participants' recognition of the training effectiveness.



「甦龍」比賽奪標展潛能

善導會龍舟隊「甦龍」由不同部門同工、善導僱主、合作伙伴、服務使用者（包括更生人士、邊緣青年及精神復元人士）及社區人士等共同組成。20名健兒，隊伍中更有年逾七旬的成員，於二零二四年六月三十日底出戰赤柱舉行的香港龍舟短途賽，勇奪混合小龍季軍佳績。「甦龍」透過一連串訓練，不僅提升體能與團隊默契，更藉此鍛鍊毅力、解難能力與自信。賽後所有隊員認同計劃能提升運動興趣、改善健康，並在過程中深刻體會團隊精神。隊員將訓練中所獲得的正面價值延伸至家庭與工作層面，達至社會融入與個人成長的雙贏目標。

So-Dragon Team Paddles to Success

SideBySide "So-Dragon" team comprised staff, employers, partners, service users (including ex-offenders, at-risk youth, and persons in recovery), and community members – with members spanning ages from youth to over 70. In late June 2025, the 20 participants competed in the Hong Kong Dragon Boat Short Course Races at Stanley, earning third place in the Mixed Small Dragon Boat category. Through intensive training, participants enhanced physical fitness, teamwork, perseverance, and confidence. All members reported increased interest in sports, improved health, and stronger team spirit. These positive outcomes extended into their family and work lives, achieving both social integration and personal growth.



甦龍贏得香港龍舟短途賽混合小龍季軍

So-Dragon won the third place in the Hong Kong Dragon Boat Short Course Race.



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年度重點 HIGHLIGHTS OF THE YEAR

匯聚八間社福機構力量 提供逾600個共融職位

善導會聯同七間社福機構合辦的「eConnect 就業連網」共融就業日啟動禮暨招聘會，於2025年2月27日假東華三院「東蒲」舉行。活動以「職場多元·人才無限」為主題，提供超過600個全職及兼職職位，並設有就業支援資訊攤位。八成參與活動的善導會殘疾人士服務使用者認同是次招聘會有效增加他們的就業機會。



積極參與國家安全活動 連繫社區夥伴與資源

本會於2024年12月14日參與由元朗區頌華關愛隊舉辦的「國家安全禁毒嘉年華」，活動旨在向大眾傳遞國家安全及禁毒的訊息。本會獲邀聯同全國政協委員呂慧儀議員MH、懲教署助理署長（更生事務）唐恂先生、元朗區頌華關愛隊長梁紹安先生MH及一眾嘉賓主持活動典禮。另外，本會職業復康中心及建康匯的同工及服務使用者參與協助是次攤位活動，透過不同遊戲及活動向區內青少年及居民提升國安意識及宣傳毒品的禍害。

Eight Social Welfare Organisations Unite to Offer Over 600 Inclusive Job Opportunities

The "eConnect Employment Network", co-organised by SideBySide and seven other social welfare organisations, held its Inclusive Employment Day Launching Ceremony and Job Fair on 27 February 2025 at TWGHs "Tung Po" in San Po Kong. Under the theme "Diverse Workplaces, Unlimited Talent", the event featured over 600 full-time and part-time job vacancies for people with disabilities, along with information booths providing employment support services. A survey revealed that 80% of participating SideBySide service users with disabilities agreed that the job fair significantly enhanced their employment prospects.

Engagement in National Security Activities, Connecting Community Partners and Resources

On 14 December 2024, SideBySide joined the "National Security and Anti-Drug Carnival" organised by the Yuen Long District Chung Wah Care Team, supporting public education on national security and substance abuse prevention. SideBySide co-hosted the opening ceremony with Mr. Lui Kin, MH, Member of the CPPCC National Committee; Mr. Tong Soen, Assistant Commissioner (Rehabilitation) of the Correctional Services Department; and Mr. Leung Siu On, MH, Captain of the Yuen Long District Chung Wah Care Team. Through interactive booths run by staff and service users, SideBySide engaged local youth and residents with educational activities highlighting national security and the risks of drug abuse.



本會參與由元朗區頌華關愛隊舉辦的「國家安全禁毒嘉年華」 SideBySide participated in the "National Security and Anti-Drug Carnival" organised by the Yuen Long District Chung Wah Care Team.



主動投入共建健康與共融社區

職業復康中心透過組織「甦機健康團」招募在職或待業的更生人士，將他們從服務接受者轉化為社區貢獻者。團隊全年共舉行了9次社區健康推廣日，並參與了5次地區嘉年華，主題涵蓋健康推廣及防騙資訊；成員更以朋輩組織者的身份，主動策劃並服務社區。服務成功連結了九龍城區、葵青區、黃大仙區及東區的撲滅罪行委員會，並與6間地區團體、6間企業及1間國際學校建立協作網絡，累計服務超過2,000位社區人士。



甦機健康團走到社區，與社區人士一齊做伸展運動
"So Great" engaged with community members to do stretching exercises together

課程開拓市場新機遇培育多元化專業人才

課程發展方面，我們在懲教院所內新增僱員再培訓局「職業治療助理基礎證書」及「網上創業（營運及市場推廣）基礎證書」；並為住院式戒毒人士新增僱員再培訓局「陪診員基礎證書」及為公眾人士提供「職業普通話（I）基礎證書（兼讀制）」，以提供多元化及具市場潛力的課程。

Proactive Community Engagement to Foster Health and Inclusion

The Employment Rehabilitation Centre established the "So Great" health team to engage both working and job-seeking rehabilitated persons, transforming them from service recipients into active community contributors. Through this initiative, the team organised 9 community health promotion events and participated in 5 district carnivals, with activities focusing on health education and fraud prevention. Members served as peer organisers, taking ownership in planning and implementing community services. The initiative built strong collaborative networks with Crime Prevention Committees across Kowloon City, Kwai Tsing, Wong Tai Sin and Eastern District, alongside 6 community organisations, 6 corporations and 1 international school. Together, these partnerships reached over 2,000 community members.

Market-Driven Curriculum Development for Cultivating Versatile Talent

In terms of course development, we organised new ERB "Foundation Certificate in Occupational Therapy Assistant Training" and "Foundation Certificate in Internet Business Startup (Operation & Marketing) (Part time)" for the inmates in the correctional institutions. We also offered ERB "Foundation Certificate in Escort Service for Out-patient Visit Training" for rehabilitated ex-drug abusers and "Foundation Certificate in Vocational Putonghua I (Part-time)" for general public to provide diversified and market-oriented trainings.



本會於懲教院所、住院式戒毒對象及公眾人士持續發展不同的課程，以提供迎合市場需求的潛力

SideBySide had developed different courses among correctional institutions, rehabilitated ex-drug abusers and general public, to fulfill the gap between the manpower shortage



服務成效 SERVICE IMPACTS

95% 社區

參與者認同活動能提升健康及防騙意識，並認同更生人士的正面形象。

95% of

community participants recognised an improvement in health and fraud awareness and acknowledged the positive image of rehabilitated individuals.



| 職業發展服務 | EMPLOYMENT DEVELOPMENT SERVICE

專題故事 FEATURE STORY

服務使用者：亞培

六年鐵窗後的曙光

亞培今年三十四歲，回想年輕時讀書不成，總覺得自己毫無用處。他坦言：「那時心急搵快錢，覺得行偏門才是出路。」結果因為販毒被判監六年，服刑期間報讀善導會的培訓課程。出獄後，他擔心犯罪記錄好似印在身上一樣，人生因而掉進了低谷。「本來以為下輩子就是這樣了。」直到社工牽線，推薦他參加建造業的培訓計劃。

找到回饋社會的意義

亞培到現在都記得，夏天地盤的氣溫高達四十度，對著圖紙常常一頭霧水。「收工回到屋企整個人累癱了，無數次想過要放棄。」幸好，有同事願意教他，社工也常常鼓勵他。以前無論是什麼工作都只是三分鐘熱度的亞培，經過五年的努力，由成功考取了半熟練（中工）和平水資格（大工），到現在還要帶新人的「師傅」。

生活穩定後，亞培開始思考如何回饋社會。他加入「甦機健康團」，與一班更生同路人走進社區，教授街坊簡單的伸展運動。儘管生活重回正軌，亞培對社會的接納仍心存疑慮。他回憶道：「會不會有人嘲笑我們？如果真的被取笑，我們還能有勇氣繼續嗎？」

然而，現實比他想像中溫暖。有一次在示範伸展運動時，一位街坊突然叫停，遞給他一包紙巾，說：「後生仔，抹下汗啦，你們好落力呀！」短短的一句話深深觸動了亞培的心。這句話讓他更加堅信，只要努力改過，總會被人看見、被人接納。

回顧他的歷程，亞培說：「以前，我覺得自己是社會的『壞份子』，但現在我明白，只要願意改變，每個人都有機會成為社會的棟樑。」

Service User: Ah Pui

The Dawn After Six Years Behind Bars

At 34 years old, Ah Pui reflects on the past that taught him valuable lessons. When he was young, Ah Pui did not very well in study and felt like his life a failure. "Back then, I was desperate to make quick money and thought taking shortcuts was the only way," he admitted. This mindset led him to drug trafficking, resulting in a six-year prison sentence. During his incarceration, he enrolled in a training programme offered by Side By Side. Upon release, Ah Pui felt utterly lost, burdened by a criminal record that seemed like a permanent stain. "I thought this was how the rest of my life would be," he said. But a social worker's recommendation gave him a lifeline – a training programme in the construction industry.

Finding Purpose in Giving Back

The early days of his new career were far from easy. In the sweltering summer heat, with temperatures on construction sites soaring above 40° C, he struggled to keep up. "By the end of the day, I'd come home completely drained, ready to give up more times than I can count," he admitted. Thankfully, supportive colleagues and the encouragement of social workers kept him going. Over five years, he earned both intermediate and advanced certifications. Today, he is a respected levelling specialist, affectionately called "Master Pui" by his peers, and he mentors new trainees.

With his life stabilised, Ah Pui began looking for ways to give back to the community. He joined the "So Great," formed by a group of ex-offenders, to visit neighbourhoods and teach them with stretching exercises. Despite his progress, Ah Pui was initially nervous about how people would perceive him. "Would people mock us? If they did, would we ever have the courage to continue?" he wondered.

To his surprise, the community's response was warm and welcoming. During one session teaching stretching exercises, a participant stopped the activity to hand him a packet of tissues. "Young man, wipe your sweat! You're working so hard," she said. That simple gesture struck a chord with Ah Pui. Her words reassured Ah Pui that as long as he work hard to turn our lives around, people will see and accept us.

Reflecting on his journey, Ah Pui said, "I used to see myself as one of society's 'bad apples.' But now I know that if you're willing to change, anyone can become a pillar of society."



服務重點 HIGHLIGHTS OF THE YEAR



十年回顧：助力弱勢青年開創未來

由善導會主辦、恒生銀行全力支持的「恒生青年前路探索計劃」持續為16至30歲的弱勢青年提供多元職涯發展支援。過去十年間，計劃累計惠及2,200名青年，其中300位參與工作實習或影子學習，並成功批出127個創業資助項目，見證眾多青年從中獲得轉變與成長。

2024年，計劃積極拓展社區參與，於恒生銀行中環總行參與「恒創未來社區夥伴日」，舉辦創業產品展銷、音樂演出及咖啡拉花工作坊，由受助青年擔任導師，展現其才華與能力。活動中設置的「人生扭蛋機」以職涯故事感動參與者，深化公眾對青年發展的關注。

A Decade in Review: Empowering Vulnerable Youth to Shape Their Future

Organised by SideBySide and fully supported by Hang Seng Bank, the "Hang Seng Youth Career Planning Scheme" provides career development support to underprivileged youth aged 16 to 30. Over the past decade, the scheme has benefited 2,200 young people, including 300 participants in job placements or shadowing opportunities, and approved 127 entrepreneurial funding projects, fostering transformation and growth.

In 2024, the scheme expanded community engagement by joining the "Hang Seng Future Community Partner Day" at Hang Seng Bank's Central Headquarters. Activities included entrepreneurial product showcases, musical performances, and coffee latte art workshops led by beneficiary youth, showcasing their talents. A "Life Capsule Machine" shared career stories to inspire attendees and raise awareness of youth development.



三位評審於恒生青年前路探索計劃的創業評審與創業資助申請者交流。

Three judges interacted with the applicants of the entrepreneurship assessment and funding application under the Hang Seng Youth Career Planning Scheme.



恒生銀行代表、本會總幹事與兩位「恒生青年前路探索計劃」青年參與媒體訪問，分享計劃歷時十年的成果。訪問於六個媒體發佈，展現計劃的成果與成功故事。

Representatives of Hang Seng Bank, SideBySide, and two HSYCP youths shared project impacts across 10 years in a media interview, featured across six platforms, showcasing inspiring outcomes and success stories.



| 恒生青年前路探索計劃（現稱：恆生x善導會：未來力培訓所） | Project Forward (Formerly known as Hang Seng Youth Career Planning Scheme) |

專題故事 FEATURE STORY

服務使用者：薑仔

薑仔自中三輟學後，開始了長達五年的隱蔽生活。他每日沉浸於網絡遊戲世界，幾乎足不出戶。由於中學時期過度運動導致腳部肌腱嚴重受傷，他被迫放棄最喜愛的足球和籃球運動，這使他更加封閉自我。他的日常活動僅限於下樓購買必需品，社交圈幾乎為零，對未來毫無規劃，處於典型的「躺平」狀態。

在母親的堅持與陪伴下，薑仔來到善導會參加「恒生青年前路探索計劃」。薑仔初期戴著口罩、低頭不語的模樣，表現內向退縮，讓計劃主任印象深刻。但經計劃主任多次耐心引導，逐漸發現薑仔對寵物護理和烹飪表現出濃厚興趣。

有規律地生活

在計劃的支持下，薑仔獲安排到一間寵物咖啡店進行為期兩個月的實習。實習期間，他不僅要負責樓面服務、廚房準備簡餐，還要照顧店內十多隻被遺棄的貓咪。初期他經常遲到，但在計劃主任每週的現場陪伴和僱主的耐心指導下，他逐漸適應工作節奏，學會了時間管理，算得上是薑仔五年來生活最有規律的時光。最令人欣慰的是，薑仔展現出對動物照顧的細心和耐心，贏得了同事們的讚賞。

後來薑仔通過轉介，得到一間西餐廳的全職工作。他在樓面、水吧及廚房中逐漸找到了滿足感，逐漸克服對未知工作的恐懼。如今走進西餐廳的廚房，你會看到一個不一樣的薑仔。計劃提供的工作機會及就業支援，幫助他逐步建立工作技能和自信心。

目前，薑仔已經完成寵物相關基礎文憑課程，遊戲攻略都換成了動物心理學相關證書課程資料。從隱蔽青年到全職大專學生，這條路走了五年。不過，一切都為時未晚。

Service User: Ginger

After leaving school in grade Form 3, Ginger withdrew into a life of isolation. For half a decade, his days were consumed by online games, and he almost never ventured outside. A severe Achilles tendon injury during secondary school forced him to give up football and basketball, his two favourite sports, which only deepened his retreat from the world. His daily routine was limited to brief trips downstairs to buy essentials. With no social circle and no plans for the future, Ginger epitomised the "Goblin Mode".

It was his mother's persistence and steadfast support that eventually brought him to SideBySide's "Hang Seng Youth Career Planning Scheme". At his first session, Ginger left a lasting impression on the project officer. He arrived wearing a mask, his head lowered, and barely uttered a word. Yet, with patience and encouragement, the team uncovered his genuine interest in pet care and cooking.

Finding Routine and Purpose

Through the programme, Ginger was given the opportunity to undertake a two-month job attachment at a pet café. During this time, he took on a variety of responsibilities, including providing customer service, preparing simple meals in the kitchen, and caring for over ten rescued cats who lived in the café. At first, Ginger struggled with punctuality and was often late. However, with weekly on-site support from the project officer and the café owner's patient guidance, he slowly adjusted to the rhythm of work. He even began to develop time management skills, making this the most structured and purposeful period of his life in five years. What stood out most was Ginger's attentiveness and patience in looking after the animals, which earned him the admiration of his colleagues.

Through the referral of the programme, he was offered a full-time job in a restaurant. He overcame the fear and gained the sense of satisfaction from work. Nowadays, if you step into the kitchen of a Western-style restaurant, you might find a completely transformed Ginger. Thanks to the programme's career consultation and job referral, he has built both his job skills and confidence.

Today, Ginger has completed a foundational pet-related course, swapping his gaming guides for study materials in animal psychology. From a reclusive youth to a full-time student, Ginger's journey of transformation has taken five long years.



服務重點 HIGHLIGHTS OF THE YEAR



青年服務的轉型與實踐

善導會隨著社會不同的變遷而開拓創新服務，五年前透過「賽馬會鼓掌・創你程計劃」拓闊本會的青年服務，同工們與1,250位年青人同心同行，讓年青人自信地體驗個人的生涯發展，發掘自己獨有的VASK(Value價值觀、Attitude態度、Skill技能、Knowledge知識)。

推動生涯發展主流化

本團隊積極為不同界別專業人員提供生涯發展介入培訓，透過個案研討及小組討論等實務手法，促進跨界別服務交流與協作。培訓內容以應用為導向，強化參與者將生涯發展視角融入其專業服務的能力。計劃同時惠及更生青年、中學生及精神復元人士等多元群體，透過將生涯發展理念注入社區服務，推動相關視角於社區層面逐步主流化，促進社會整體對生涯規劃的重視與實踐。

理財融入生涯規劃

CLAP@JC團隊創新結合生涯發展與理財介入手法，在投資者及理財教育委員會（投委會）資助下，透過「資築・財樂」計劃將正向理財概念深入院所及社區，有效提升服務對象的理財價值觀與財務幸福感。基於首年計劃成效卓著，投委會本年度再度支持並啟動「善築・財導」理財計劃，持續深化理財教育與生涯發展的融合，協助不同群體建立穩健財務基礎，迎向自主人生。

Transforming Youth Services through Innovation

SideBySide has expanded and innovated its services in response to the changing society. We broadened our youth services through the "CLAP@JC" programme five years ago. Our staff worked alongside 1,250 young people, empowering them to confidently experience personal career development and discover their unique VASK (Values, Attitude, Skills, Knowledge).

Mainstreaming Career Development Perspectives in Community Services

The CLAP@JC team delivered career development intervention training to cross-disciplinary professionals, incorporating case studies and group discussions to foster practical learning. Through service seminars and professional exchanges, we facilitated meaningful dialogue and knowledge-sharing across sectors. The programme's reach extended to multiple beneficiary groups, including rehabilitated youth, secondary school students, and persons in mental health recovery. These efforts demonstrate the successful integration of career development perspectives into mainstream community services, promoting wider adoption of life planning support across community networks.

Integrating Financial Planning into Career Development

The CLAP@JC team has enhanced its career development services by incorporating financial intervention approaches. Supported by the Investor and Financial Education Council (IFEC), the "Wealth Building, Joyful Finance" initiative promoted positive financial concepts across institutional and community settings, strengthening participants' financial literacy and overall well-being. Building on this success, IFEC has renewed its commitment through the launch of "Smart Finance, Guided Path" this year. This continued partnership demonstrates the effective integration of financial empowerment into holistic life planning services, creating sustainable impact for service users.



服務數據 SERVICE DATA

計劃於2020-2025年為曾違法及院所青年提供生涯發展介入，累計受惠人數達**2,509**人。計劃也於社區層面為離開院所的青年提供生涯小組及個人面談，為承托重回社會時所面對的生涯挑戰，為其提供適切的支援。

CLAP@JC implemented from 2020 to 2025, provided career development interventions for youth with offending backgrounds and those in correctional institutions, cumulatively benefiting **2,509** individuals. At the community level, the initiative also offered career development group sessions and individual counselling for youth who had left institutions, delivering tailored support to help them address the challenges of reintegrating into society.

機構將計劃的經驗整合與轉化至中學生，並獲「民青局賽馬會青年生涯規劃計劃」(2025-2028)資助「伴你啟航－青年生涯規劃發展」，

為**11**間學校提供生涯規劃及多元出路的支援服務。



計劃轉化 PROJECT TRANSFORMATION

Building on its expertise, our new project Sail with You – Youth Career Life Development has secured Home and Youth Affairs Bureau Jockey Club Youth Life Planning Initiative funding (2025-2028) to provide life planning services

across **11** partner schools.



本會與六大社福機構夥伴榮獲香港社會服務聯會頒發的「卓越績效獎」白金獎。

SideBySide in partnership with six social service organisations was awarded The Excellence in Impact Award (Platinum Award) at the Hong Kong Council of Social Service's Champions for Good Awards ceremony.



本會與六大社福機構夥伴榮獲香港社會服務聯會頒發的「卓越革新領航獎」。

SideBySide in partnership with six leading social service organisations was awarded The Grand Prix Award in Driving Change at the Hong Kong Council of Social Service's Champions for Good Awards ceremony.



年度重點 HIGHLIGHTS OF THE YEAR

舉辦多元化活動 增強弱勢青年理財信心及能力

除個人理財服務外，計劃亦透過密室逃脫、沉浸式劇場殺等創新體驗式活動，協助青年建立理財動機及目標，增強財務知識與技能，並將理財應用於日常生活。計劃獲專業認可，榮獲「投資者及理財教育委員會」頒發「投資者及理財教育獎2024」。

Enhancing Financial Literacy through Innovative Experiential Learning

In addition to personalised financial services, the programme introduced innovative experiential activities – including a financial-themed room escape game and "Immersive Theater: Murder Mystery Game," – to help young participants strengthen their financial motivation, goal-setting abilities, and practical money management skills. These engaging methods have effectively supported youth in applying sound financial practices in daily life. The programme's quality and impact have been recognised with the prestigious "Investor and Financial Education Award 2024" presented by the Investor and Financial Education Council.

推動個人化理財 持續宣揚「財務幸福感」理念

計劃倡導理財連結人生目標，鼓勵自主理財以強化持續動力，促進長遠「財務幸福感」。同時舉辦「理財短片創作大賽」推廣理念，累計觀看次數超過36,000次。

Advancing Personalised Financial Management and Promoting Financial Well-being

The programme advocates integrating financial management with personal life goals, empowering participants to take ownership of their finances and build lasting motivation for long-term financial well-being. To broaden the reach of these concepts, the programme organised a "Financial Management Short Film Competition," which achieved over 36,000 views and successfully disseminated positive financial messages to a wider audience.



理財義工及實踐計劃參加者參與「年度頒獎禮」。
The financial volunteer and participant of the Practice Programme joined the "Annual Award Ceremony".



參加者透過解謎活動，學習收支平衡和財務狀況分析技巧。
Participants learnt budgeting and financial analysis skills through puzzle-solving activities.

服務數據 SERVICE DATA



項目／活動 Programme/Activity	次數 No. of service sessions completed	受惠人數 No. of headcounts served	受惠人次 No. of Beneficiaries
青年創意理財實踐計劃 – 職員面談 Practice Programme – Individual Follow-up Service	1,036	99	1,036
青年創意理財實踐計劃 – 專業義工面談 Practice Programme – Individual Assessment & Financial SMART Planning	201	91	201
體驗式活動 Experiential Activities	297	1,738	1,878
外展理財小組及分享會 – 弱勢社群 Outreaching Group/Sharing: Disadvantaged Groups	16	316	333
外展理財小組及分享會 – 違法青年 Outreaching Group/Sharing: Delinquent Youth	28	178	520
外展理財小組及分享會 – 高危青年 Outreaching Group/Sharing: At-risk Youth	13	51	108
模擬理財社會性劇場 Financial Simulated Social Theatre	10	787	787



服務成效 SERVICE IMPACTS

超過 **80%** 完成實踐計劃的參加者表示「財務幸福感」有正面提升 (CFPB Financial Well-being)。

超過 **90%** 理財活動參加者在 C (狀況)、A (態度)、S (技巧及知識)、H (習慣及行為) 四個範疇均有正面改變。

Over **80%** of participants who completed the Practice Programme reported a positive increase in "Financial Well-being" (CFPB Financial Well-being).

Over **90%** of participants in financial activities showed positive changes in all four areas: C (Conditions), A (Attitude), S (Skills and Knowledge), and H (Habits and Behaviours).



年度重點 HIGHLIGHTS OF THE YEAR

過百企業領袖參與職場共融論壇 2024

由置地公司家基金贊助及夢想成真基金會支持的職場共融論壇2024於2024年7月17日成功舉行。本次論壇由善導會主辦，圍繞主題「促進共融職場：釋放多元人才潛能」。

論壇吸引了來自本地及國際企業和機構的120多位代表，以及50名青年參加者，共同探討如何推動職場多元化與共融發展及相關趨勢。論壇強調，共融與平等對企業發展的重要性，並促進各界合作，為不同背景的人才創造更多機會，實現多方共贏。參與青年表示活動讓他們有機會直接與企業領袖互動，並對就業市場有更深入的了解。



論壇吸引了來自本地及國際企業和機構的120多位代表及50名青年參加者參加
The forum attracted over 120 representatives from local and international businesses and organisations, as well as 50 young participants

Over hundred leaders from corporate participated Workplace Inclusion Forum 2024

The Workplace Inclusion Forum 2024, sponsored by the Hongkong Land HOME FUND and supported by the Dreams Come True Foundation, was held on 17 July 2024. Organised by SideBySide, the forum focused on "Fostering Inclusive Workplaces: Unlocking the Talents of Diversity." Bringing together over 120 representatives from enterprises and institutions, along with 50 young participants, the event facilitated discussions on promoting workplace diversity, inclusivity, and emerging trends. The forum highlighted the growing importance of inclusiveness and equality for enterprise development, fostering collaboration to create opportunities for diverse talent. Participating youth indicated that they had the opportunity to directly interact with corporate leaders and gain a better understanding of the job market.



來自不同業界的講者分享了他／她們在促進共融職場方面的實踐智慧
Speaker from different business sectors shared their practice wisdom on how to foster inclusive workplace

多元種族就業計劃



舉辦一年一度為期兩天的多元人才招聘盛會
Hosted the annual two-day Inclusive Talent Job Fair

Racial Diversity Employment Programme



職員獲邀成為HKCSS x HKPC「共創·多元人才庫研討會」分享嘉賓
Staff was invited to be a guest speaker at the HKCSS x HKPC 「Seminar on Cultivating Ethnic Inclusion in Talent Development」

專題故事 FEATURE STORY

多元種族就業計劃 RACIAL DIVERSITY
EMPLOYMENT PROGRAMME

服務使用者：阿傑

阿傑是一位來自印度的專業人士，擁有高學歷及豐富的資訊科技行業經驗。他曾在多家跨國公司擔任高級職位。

突如其來的變故

七年前，阿傑因當初公司調派，所以攜同妻子及兩個年幼的女兒一起來港生活。作為家庭經濟支柱，他負責全家的開支，包括租金、孩子的學費等日常生活費用。然而，隨著疫情爆發，他所在的公司面臨業務重整，不得不面對失業的現實。衝擊打亂了他的職業生涯，讓擁有豐富履歷的阿傑一度陷入迷茫。

遇見「多元種族就業計劃」

在求職過程中，阿傑透過勞工處的轉介，得知了善導會的「多元種族就業計劃(RDEP)」，計劃致力於為多元族裔人士提供職業培訓和求職支援，幫助他們克服語言和文化障礙，融入本地職場。

個案經理耐心了解了他的背景和需求，並為他制定求職計劃。阿傑亦積極裝備自己，參加中文班、履歷撰寫和面試技巧工作坊，努力提升自己的求職能力。他說：「服務讓我重新審視自己的優勢，並學習如何在面試中展現。」個案經理不僅為阿傑提供了實用的求職建議，還安排他參加多場招聘活動。在一次主題樂園舉辦的招聘日中，阿傑成功獲得了商品部的兼職工作。

這份兼職雖然與阿傑以往的高薪職位有著巨大差距，卻是他重返職場一個踏腳石。「這份工作讓我重新感受到工作的意義，並增強了我的信心。」

不久後，計劃主任向阿傑推薦了一個外資公司的銷售及行政職位。這對於擁有資訊科技背景的他而言是一個全新的領域，但他並沒有因此退縮。最終，阿傑成功應聘。如今，阿傑已經適應了新的工作環境，並逐漸在職場中站穩陣腳。

Service User: Ah Jit

Ah Jit is a professional from India with high academic qualifications and extensive experience in the information technology industry. He has held senior positions in multiple multinational companies.

A Sudden Setback

Seven years ago, Ah Jit relocated to Hong Kong with his wife and two young daughters due to a job transfer. As the sole breadwinner, he was responsible for all family expenses, including rent, school fees, and daily needs. However, the outbreak of the pandemic disrupted his career. His company underwent restructuring, leaving him unexpectedly unemployed.

Discovering the Racial Diversity Employment
Programme (RDEP)

During his job search, Ah Jit was referred by the Labour Department to the RDEP run by SideBySide. The programme aims to support ethnically diverse through career training and job search assistance, helping them overcome language and cultural barriers and integrate into the local workforce.

The case manager carefully assessed Ah Jit's background and needs, creating a tailored job search plan for him. Ah Jit actively participated in Chinese language classes, résumé writing workshops, and interview skills training to improve his employability. "The service helped me re-evaluate my strengths and learn how to present myself during interviews," he shared. The case manager also provided practical job-seeking advice and arranged for Ah Jit to attend various recruitment events.

At a recruitment day held by a theme park, Ah Jit secured a part-time position in the merchandise department. Although the part-time role was a significant step down from his previous high-paying positions, it marked Ah Jit's re-entry into the workforce. "This job gave me a sense of purpose again and boosted my confidence," he said.

Soon after, the case manager referred him a sales and administrative role at a foreign-owned company. Despite the position being in a new field for Ah Jit, who had an IT background, he embraced the challenge. Ultimately, Ah Jit succeeded in securing the job. Today, Ah Jit has adjusted to his new work environment and is steadily regaining his footing in the professional world.



年度重點 HIGHLIGHTS OF THE YEAR

運輸業務

搬屋、搬寫字樓是明朗成立時的首項業務，至今已營運了28年，為配合社會對運輸服務需求，明朗亦有為不同政府部門、社福機構、百佳超級市場（香港）有限公司、香港中文大學等提供運輸服務。除此之外，明朗以合約方式承接了世界自然（香港）基金會與外賣平台Foodpanda合作的運送外賣重用餐具，日後會尋求更多合作可能性開拓運輸業務。

Transportation Services

Moving houses and offices were the first services Bright Service offered upon establishment, and the company has now been operating for 28 years. To meet the growing demand for transportation services, Bright Service collaborates with various government departments, social welfare organisations, PARKnSHOP (Hong Kong) Limited, The Chinese University of Hong Kong, and others to provide transportation services. Additionally, Bright Service has secured a contract to deliver reusable dining utensils for the partnership between WWF Hong Kong and the food delivery platform Foodpanda. The company aims to explore more collaboration opportunities to expand its transportation business.

清潔業務

明朗主要發展辦公室、社福界院舍、大學宿舍清潔市場，提供一次性深層清潔、洗地打地蠟、滅蟲及消毒塗層服務。除此之外，明朗全年無休為過渡性房屋「善匯」提供屋苑清潔服務。

Cleaning Services

Bright Service primarily focuses on cleaning offices, social welfare institutions, and university dormitories. It offers one-time deep cleaning, floor waxing, pest control, and disinfection coating services. Moreover, Bright Service provides year-round cleaning services for the transitional housing project "Good Mansion" without any breaks.

展覽業務

自2008年起，明朗與亞洲國際博覽館緊密合作，於國際大型展覽、演唱會、宴會及各式活動提供人力支援，核心成員有20多名更生人士及其他弱勢社群人士組成，他們除獲得穩定工作及收入外，在博覽館工作可訓練成員團隊精神及吸取展覽業工作經驗有助職業發展，為增加更多展覽業工作機會，發展Smart Exhibition品牌拓展其他活動及展覽業務。

Exhibition Services

Since 2008, Bright Service has closely collaborated with AsiaWorld-Expo to provide manpower support for international exhibitions, concerts, banquets, and various events. The core team comprises over 20 rehabilitated individuals and other people from disadvantaged groups. In addition to stable employment and income, working at AsiaWorld-Expo helps team members develop teamwork skills and gain valuable experience in the exhibition industry, which aids their career development. To create more job opportunities in the exhibition sector, Bright Service is expanding its "Smart Exhibition" brand to explore other events and exhibition businesses.

烘焙業務－甦爐

甦爐於二零一八年在柴灣興民邨開始營運，至今營運7年，生意漸上軌道，甦爐成街坊“聚腳點”。甦爐提供麵包餅點及小食飯餐外，會為公司及機構提供訂購及到會服務。

Bakery Services – SoBakery

SoBakery began operations in 2018 at Hing Man Estate, Chai Wan, and has now been running for seven years. The business has gradually stabilised, becoming a community hub for locals. SoBakery offers bread, pastries, light meals, and catering services to companies and organisations.

服務數據 SERVICE DATA



\$1,383,369

運輸業務 - 總營業額
Transportation Services: Total revenue

\$1,987,273

清潔業務 - 總營業額
Cleaning Services: Total revenue

\$2,582,832

展覽業務 - 總營業額
Exhibition Services: Total revenue

\$1,755,577

烘焙業務 (甦爐) - 本年度總營業額
Bakery Services (SoBakery):
Total revenue for this year



服務成效 SERVICE IMPACTS

運輸業務

運輸業務為更生人士及其他弱勢

提供 **523** 人次就業機會。

清潔業務

清潔業務提供 **3,735** 人次
就業機會。

展覽業務

業務帶來 **2,927** 次工作機會。

烘焙業務 (甦爐)

為共 **13** 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。

Transportation Services

Provided **523** employment
opportunities for PIDs individuals and
other disadvantaged groups.

Cleaning Services

Created **3,735**
employment opportunities.

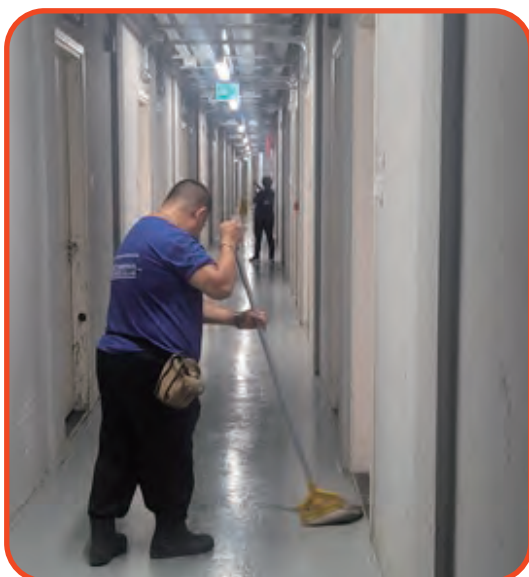
Exhibition Services

Generated **2,927**
job opportunities.

Bakery Services (SoBakery)

Offered professional on-the-job training
and employment opportunities to a

total of **13** PIDs individuals and other
disadvantaged community members.



清潔工於過渡性房屋紅磡「善匯」工作
Cleaning workers were employed at the transitional housing Good Mansion.



定期與博覽會館員工提供職業安全培訓
Occupational safety training is provided on a regular basis for exhibition venue employees.



明朗協助黃大仙廟彩燈節搬運花燈到指定地點
During the Wong Tai Sin Temple Lantern Festival, Bright Service transported lanterns to designated locations.



民政總署安排「友建樹」到甦爐拍攝宣傳片
The Home Affairs Department (HAD) arranged for "Bloomy The Tree" to film a promotional video at SoBakery.