



香港青年協會
the hongkong federation of youth groups

青年就業網絡
Youth Employment Network

職做

Career Link

共融職場計劃

Inclusive Workplace Programme










為SEN青年創造就業、為公司注入新動力
Creating Job Opportunities for SEN Youth. Invigorating the Workplace

關注SEN青年出路 Concern on SEN Youth

甚麼是SEN? What is SEN?

特殊教育需要 (Special Educational Needs) 是指在學習上遇到困難，而因此需要特別教育支援人士，並可分為以下九大類別¹：

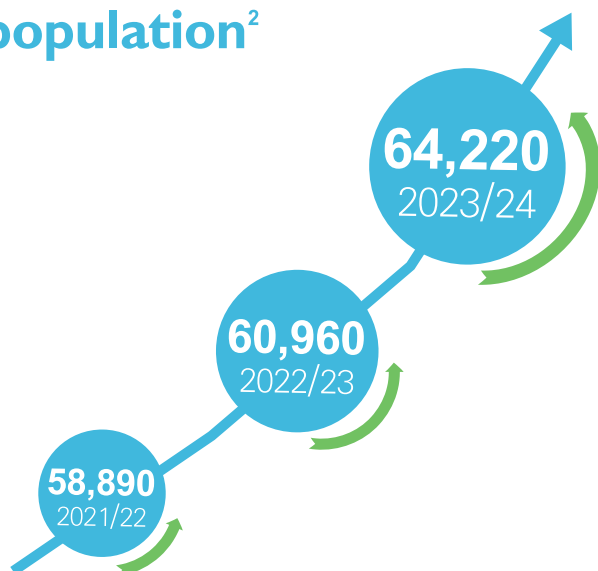
Special Educational Needs (SEN) refer to difficulties in learning that require additional support and specialised educational resources. It can be categorised into nine types¹:

1	 特殊學習困難 Specific Learning Difficulties (SpLD)	2	 專注力不足/ 過度活躍症 Attention Deficit/ Hyperactivity Disorder (AD/HD)	3	 自閉症譜系障礙 Autism Spectrum Disorder (ASD)
4	 聽力障礙 Hearing Impairment (HI)	5	 視覺障礙 Visual Impairment (VI)	6	 智力障礙 Intellectual Disability (ID)
7	 肢體傷殘 Physical Disability (PD)	8	 言語障礙 Speech and Language Impairment (SLI)	9	 精神疾病 Mental Illness (MI)

SEN青年人口持續上升² Steady increase in SEN youth population²

公營普通學校特殊教育需要學生人數持續上升，預計就業需要亦會增加。有特殊教育需要或殘疾青年即使取得專上學歷，仍面對就業困難³。及早提供適切的就業機會，有助社會達至人盡其才。

The number of SEN students in public sector ordinary schools is rising. It is expected that the employment needs will be increasing. Youth with SEN or disabilities still face difficulties in employment despite their qualifications³. They should be provided with employment support to better utilise their potential.



資料來源 Source :

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2. 立法會教育事務委員會。2024年3月。〈為普通學校推行融合教育提供的專業支援〉。參考網址：<https://www.legco.gov.hk/yr2024/chinese/panels/ed/papers/ed20240301cb4-246-5-c.pdf>
Legislative Council Panel on Education. (2024). *Administration's paper on professional support provided to ordinary schools for implementing integrated education*. Retrieved from <https://www.legco.gov.hk/yr2024/chinese/panels/ed/papers/ed20240301cb4-246-5-c.pdf>
3. 香港青年協會青年創研庫。2018年11月。〈促進高學歷特殊需要青年的就業機會〉
The Hong Kong Federation of Youth Groups Youth IDEAS. (2018). *Enhancing Career Opportunities for Higher Educated Youth with SEN or Disabilities*. Hong Kong: The Hong Kong Federation of Youth Groups.

為甚麼要聘用SEN青年？

Why should we hire SEN youth?

在勞動力市場，SEN青年仍是一個未被充分運用的人才。儘管他們的能力有所不同，但僱用這些年輕人可促進他們自身的發展，減少公眾的偏見，建立包容性的工作環境，培養同理心，並提高僱主的信譽。

SEN youth remain an untapped pool of talent and skills in the workforce. In spite of the spectrum of SEN abilities, the hiring of these young people enables not only their own development, but also reduces public prejudices, builds an inclusive work environment, encourages empathy and can enhance an employer's credibility.

“

僱主聘用SEN青年心聲

Voices from employers hiring SEN youth

欣賞SEN青年能勝任重複性的工作，而且穩定性高。當被指派工作或指令時，他們一般都能完成，甚至做到滿意效果。

Pauline Kwok

Coffee Project Limited 經理
Manager, Coffee Project Limited

當面對問題時，他們能夠跳出固有思維，靈活應對，提出切實可行的解決方案。

Wing Lee

丹丘蒸留所 負責人
Sales & Marketing Director, Tankyu Distillery

I appreciate that SEN youth can handle repetitive tasks and show high stability. When assigned work or given instructions, they typically complete them successfully, often achieving satisfactory results.

When faced with problems, they can think outside the box, respond flexibly, and suggest practical and feasible solutions.

”

香港青年協會青年就業網絡，作為企業及青年的橋樑，可以幫到你！

The Hong Kong Federation of Youth Groups Youth Employment Network, serves as a bridge between businesses and youth, is here to assist you, by



解決「人才荒」
Addressing the
"Talent Drought"



建立企業形象
Building a positive
corporate image



創造有利營商環境
Creating a favourable
business environment

「職做」共融職場計劃 Career Link: Inclusive Workplace Programme

為 SEN 青年創造就業、為公司注入新動力
Creating Job Opportunities for SEN Youth.
Invigorating the Workplace

工作透視 Job Perspective

- 我們將安排專業社工到訪公司，了解工作內容，進行環境評估，並為潛在求職者制定一份度身訂造的就業方案。

We will have professional social workers visit the corporate work space to understand the job content and working environment, and devise a customised plan, unique to a potential hire.

- 為企業同工提供相關培訓，創建共融職場環境。

Training will be provided to working peers to facilitate an inclusive working environment.

工作配對 Job Matching

計劃會按求職SEN青年特性及工作職位內容，篩選並訓練合適人選推薦給僱主進行面試。僱主按各自需要，以符合香港勞工法例要求聘用合適人選。

The Programme will screen and train suitable candidates based on their characteristics and job content. Compliance with Hong Kong Employment Ordinance is needed if the employer decides to employ the candidate.

如有需要，青協可協作企業申請外界資源。

If needed, we can assist employers in applying for external resources.

目標 Goals

- ▶ 協助企業招聘SEN人才
Recruit SEN talents for potential employers
- ▶ 建立共融職場願景
Establish an inclusive workplace environment

服務特色 Service characteristics

由接觸僱主、訓練人才、配對聘請及支援跟進，都由青協專業社工一站式協助

From engaging employers, training SEN youth, to matching talents and follow-up, our professional social workers provide one-stop support

對象 Targets

需要招聘人手、有意建立共融職場的企業

Corporates in need of hiring staff and interested in establishing an inclusive workplace

計劃主要涵蓋的SEN類別 Main SEN categories covered



特殊學習困難 SpLD



專注力不足/過度活躍症 AD/HD



自閉症譜系障礙 ASD



言語障礙 SLI

在職支援 On-the-job Support

青年成功受聘後，本計劃將由專業社工提供12個月在職支援跟進，包括：

The Programme will provide 12-month follow-up support by professional social workers during employment, which can include the following:

- 入職前與直屬督導聯絡，介紹受聘青年的背景特質及注意事項

Liaise with the direct supervisor to introduce the background, characteristics and specific considerations of the employed youth before and during the employment period

- 與僱主保持聯絡，定期到公司探訪

Regular contact and on-site visits

- 向受聘青年提供職業諮詢

Provide follow-up career consultations to the employee



香港青年協會青年就業網絡，
您的青年人才資源顧問！

The Hong Kong Federation of Youth Groups
Youth Employment Network:
Your Youth Talent Acquisition Consultant

自2003年起青年就業網絡率先在全港推行生涯規劃，每年服務接近200間中小學，為他們提升就業能力；同時，每年聯繫企業超過100間，為青年創造就業機會。

Since 2003, we have pioneered career planning in Hong Kong. We annually serve nearly 200 primary and secondary schools to enhance students' employability. Moreover, we engage with over 100 corporates each year to create job opportunities for young people.



SEN青年就業服務專家 Expert in SEN Employment

2013年展開
SEN青年服務
SEN youth services
were initiated in 2013

>11年 服務經驗
years of experience

服務接近
Supported nearly

1,400位 SEN青年
SEN youth

服務學校超過
Reached over

>130間
Schools



過去數年，青年就業網絡透過「職橋」及「職Taste」計劃陪伴超過1,000位SEN青年成長，協助他們了解自我，規劃職業生涯，讓他們畢業後順利投身於職場。他們各自有不同的天賦和能力，**需要的只是一個機會！**

Over the past years, we have supported over 1,000 SEN youth through “Project Bridge” and “Project Taste”, helping them understand their work abilities, plan their career development, and transit smoothly into the workplace after graduation. They have different talents, and **all they need is an opportunity !**

「職橋」及「職Taste」計劃 “Project Bridge” & “Project Taste”

青年就業網絡自2013年起推行「職橋」及「職Taste」計劃，為SEN學生及離校生提供職業探索、技能培訓和生涯規劃輔導等支援服務。

Since 2013, “Project Bridge” and “Project Taste” have been providing career planning support for secondary school students and school leavers with SEN. Activities include career explorations and career skills training with social workers following up.

SEN青年心聲 Testimonials

Michael (MI)

「職Taste」的工作體驗機會，令我更確定自己的方向，帶來自己的色彩。

The job exposure activities in “Project Taste” helped me clarify my direction, allowing me to think of what my own unique contributions might be.



Andrew (SpLD, AD/HD, SLI)

我從咖啡師的職前訓練中獲益良多，為我現在的工作奠定了良好基礎。

I learnt a great deal about a barista in pre-employment training. This provided me with a solid foundation for my current job.

香港青年協會青年就業網絡

香港青年協會青年就業網絡 (Youth Employment Network, YEN) 於2003年成立，致力與政府部門、工商企業及其他非政府機構合作，積極扮演協助青少年由校園過渡到工作世界的橋樑角色，為小學、中學、大學及大專生、待業及在職青年提供全面的生涯規劃服務，為他們創造就業機會。YEN更積極推動斜槓青年支援、理財教育及共融就業，協助青年開拓未來。

Established in 2003, The Hong Kong Federation of Youth Groups Youth Employment Network (YEN) is dedicated to collaborating with government departments, businesses, and other non-governmental organisations. YEN plays an active role as a bridge helping young people transition from school to work. We provide comprehensive career planning services for students, ranging from primary school students to tertiary students, job seekers, and working youth. We also support slashers and promote financial education and inclusive employment to help young people explore their future.

支持SEN青年，有助企業和他們自身發展。

Support SEN youth. Grow your companies by helping young people grow!

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