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香港賽馬會慈善信託基金  
The Hong Kong Jockey Club  
Charities Trust



賽馬會

# 共融·知行計劃

Jockey Club Collaborative Project for  
Inclusive Employment



## 計劃簡介

獲香港賽馬會慈善信託基金持續支持，「賽馬會共融・知行計劃」（「計劃」）於2024年9月展開新階段。此為期三年的計劃以持份者為本及協作模式，致力實現殘疾人士共融就業。除了提升公眾對共融就業的認知外，計劃亦鼓勵不同社群跳出對殘疾人士工作類型的傳統框架，從加深了解繼而實踐，以增加他們的就業機會，藉此大眾能

肯定殘疾人士的才能以及賞識其貢獻。計劃將透過香港大學、心光盲人院暨學校、香港教育大學、協康會、香港傷健協會、新生精神康復會、香港耀能協會，以及聖雅各福群會的共同努力，與相關持分者合力建構共融就業生態系統，以孕育崇尚人性的文明社會為目標，一同探索和實踐可持續和多元化的共融解決方案。

## The Project

The Jockey Club Collaborative Project for Inclusive Employment (the Project) began a new phase in September 2024 with continued support from The Hong Kong Jockey Club Charities Trust. The three-year Project adopts a stakeholder-based and collaborative approach to attaining inclusive employment for people with disabilities (PWD). In addition to raising awareness and knowledge of inclusive employment, the Project aspires to encourage members of society to translate knowledge into actions and defy conventional conceptions of PWD job types to increase their work opportunities. We hope that their talents can

be recognized and their contributions appreciated. The Project is a joint effort of The University of Hong Kong, Ebenezer School and Home for the Visually Impaired, The Education University of Hong Kong, Heep Hong Society, Hong Kong PHAB Association, New Life Psychiatric Rehabilitation Association, SAHK, and St. James' Settlement. The project organizations will walk with relevant stakeholders on a journey to explore and implement sustainable and diverse inclusive solutions. The destination is a civilized society that enshrines humanity and bolsters an inclusive employment ecosystem.

協作 Collaboration



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Jockey Club Collaborative Project for  
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標誌中的「C」字是由兩個握手的人組成，代表了：

- 協作
- 跨界別
- 完善殘疾共融的生態系統需要不同持份者參與，  
把「C」字變成完整的圓圈

The "C" in the logo is composed of two persons holding hands, representing:

- Collaboration
- Cross-sector
- Stakeholder participation is required to complete the  
ecosystem, which turns the "C" into a circle.



跨界別 Cross-sector

## 第二階段計劃主要內容 Major Project Components of Phase II

計劃聚焦於進一步完善殘疾人士共融就業的生態系統：

The Project focuses on enhancing the ecosystem of PWD-inclusive employment:



### 就業職能評估

Assessment on Employment Abilities

通過混合研究及計劃成效評估所提供的理據，共同設計以能力為本的殘疾人士就業職能評估，以及相應的服務和支援

To co-create a PWD competence-based employment functional abilities assessment and corresponding services and support through mixed methods research and programme effectiveness evaluation



### 殘疾人士及僱主支援

PWD and Employers Support

透過相關計劃及專業服務，重新定義以服務使用者為本的能力建設模式，為殘疾人士提供合適的職前培訓及按僱主需要作適時支援

To redefine the user-oriented capacity building model from related programmes and professional services, aiming to bring befitting pre-employment training for PWD and timely workplace inclusive support for the employers



### 計劃成效評估

Programme Evaluation

量度計劃成果，例如就業能力、生活質素、自我效能感、職業自主性

To measure programme outcomes, e.g., employability, quality of life, self-efficacy, vocational independence



### 共融創新應用

#### Inclusive I&T Application

利用跨界別平台和試驗項目，促進創新科技在傷健共融的發展與應用

To expedite the development and application of innovation and technology (I&T) on disability inclusion through a cross-sectoral platform and pilot projects



### 能力及知識提升

#### Capacity and Knowledge Enhancement

透過交流及體驗與協作活動，讓持份者(特別是商界)探索和發揮可持續且多元共融方案的潛力，把握「環境、社會和治理」和人才管理策略帶來的機遇

To realize the potential of stakeholders (especially the business sector) in exploring and achieving sustainable and diverse inclusive practices via knowledge exchange, experiential and collaborative workshops, and optimizing the potentials brought by ESG and talent management strategy



### 僱主職場嘉許計劃

#### Recognition Scheme for Employers

參考國際做法和趨勢，建立本地化的嘉許計劃，制訂行動清單以鼓勵僱主在職場推動和完善殘疾共融

To establish a recognition scheme with a localized specific action list to encourage employers to promote and enhance disability inclusion in the workplace based on international practices and trends

## 香港殘疾人士共融就業持分者地圖

來自各行各業的持分者皆可以推動共融就業。在香港，除了聘用僱員的商界外，亦涉及政界的立法和政策實施、教育界的知識傳授及技能培訓、社福界的服務和支援，以及傳媒界的公眾教育等。他們令共融就業生態系統更充實和豐富，對共融社會具深遠影響。



## Stakeholder Map of PWD Inclusive Employment in Hong Kong

Stakeholders from all walks of life can advance inclusive employment. In Hong Kong, apart from the business sector that hires workers, inclusive employment also involves the political sector for legislation and policy implementation, the education sector for knowledge dissemination and skill training, the social welfare sector for service and support provision, and the media in public education. Together, they enrich the inclusive-employment ecosystem, which has profound implications for an inclusive society.

### 備註 Remarks

#### 專業協會及倡議組織

Professional Associations and Advocacy Organizations (PAAO)

#### 技術支援組織

Technical Assistance Organizations (TAO)

#### 標準制定組織

Standard Setting Organizations (SSO)



媒體  
Media

社會文化與價值觀  
Societal Culture and Values

大專院校  
Colleges & Institutions

家人  
與照顧者  
Family & Caregivers

就業  
中介機構  
Employment Agency

職場文化  
Workplace Culture

社區  
Community

職業  
訓練機構  
Vocational Training Bodies

工作主管  
Supervisors

工作教練  
和職涯教練  
Job coach & Career coach

宏觀環境  
Macro Environment

教育制度  
Educational System

學校  
Schools

工作夥伴  
Buddies

殘疾  
人士員工  
PWD Employees

僱主  
Employers

微觀環境  
Micro Environment

標準  
制定組織  
SSO

同事  
Coworkers

團隊同事  
Colleagues/  
Teammates

商企  
Business

立法與政策  
Legislation and Policy

政府  
Government

非政府  
機構  
NGOs

專業協會及倡議組織、  
技術支援組織  
PAAO, TAO

社會服務/計劃和支援  
Services/Programmes and Support

參照群體  
(例如社交圈子/意見領袖)  
Reference Groups  
(eg Social circles/Opinion leaders)



我們透過「職涯規劃」、「職業探索」，以及「企業連繫」等，鼓勵傷殘人士發揮所長，推動多元共融就業文化，創建傷健共融社會。

Our major role is to facilitate the integration of persons with disabilities (PwD) and those with special educational needs (SEN) into the workforce through the implementation of inclusive employment practices. By providing career planning, vocational exploration, and cooperate networking, the project encourages PwD to leverage their strengths and fosters a culture of diversity and inclusion in the workplace.

## 我們的具體工作 Our Key Tasks



為在校及離校的傷殘青少年提供工作能力評估、訓練、工作實習，及工作機會

To facilitate the career development of persons with disabilities (students and school leavers) by offering career assessment, training workshops, job placement services and occupation opportunities



鼓勵僱主透過聘用傷殘人士，提升企業對傷殘人士的認識及接納程度，促進多元、公平和共融 (DEI) 的職場環境，藉此為傷殘人士提供更多就業機會

To promote employers to raise their readiness of hiring PwDs and reinforce the concept of inclusive employment in society



PHAB HUB會以傷健共融及共享空間為原則，鼓勵傷殘人士通過學習從而培養興趣、發揮潛能、提升自信心，及拓展社交網絡，讓其能在 PHAB HUB 展現所長，開拓多元領域

To promote inclusion and shared space, PHAB HUB encourages people with disabilities to develop their interests, potential and confidence through learning, enabling them to expand their social networks and explore different areas to build on their strengths

## 我們在計劃的目標 Our Objectives in the Project

協助在校及離校傷殘青少年  
增強自我認識，以多元  
生涯規劃為介入手法，  
尋找及確立未來方向

To facilitate PwDs to strengthen  
their self-awareness in  
their career paths

鼓勵僱主認識傷殘人士的  
就業能力，推廣及強化  
共融就業的理念

To encourage employers to  
recognize the employment  
capabilities of PwDs and  
reinforce the concept of  
inclusive employment in society

通過提供適切專業  
培訓和指導，鼓勵  
傷殘人士發展多元  
技能，發揮所長

To empower PwDs to  
develop their skills by  
providing specialized  
training and guidance

建立 PHAB HUB，  
並打造成專為傷殘人士  
以設的共享平台，  
擺脫既定的就業局限

To establish PHAB Hub to  
allow the characteristics of  
PwDs transit into advantages  
for their startup


### 關於我們


香港傷健協會自1972年成立，致力推廣「傷健共融」的理念，務求使不同年紀的傷殘及健全人士，都能夠在無障礙環境下，並肩參與各項社交、康樂、文化、藝術、體育、個人發展活動及就業，藉以促進兩者之間互相了解及互動，締造全面的友善社區及和諧社會，及後更配合社會發展，延伸至推廣多元共融。


### About Us


The Hong Kong PHAB Association was established in October 1972 and has been committed to promoting the concept of "PHAB Integration," which aims to enhance understanding and interactions among persons with and without disabilities of all ages, to participate in social, recreational, cultural, artistic, sports, personal development activities, and employment in a barrier-free environment together. The Association has expanded its activities and services to multi-faceted form of societal integration so as to contribute to the creation of a friendly community and a harmonious society.

### 查詢 Enquiries

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