

## **Accreditation of Academic and Vocational Qualifications Bill**

### **Survey on Training of the Labour Force conducted by Census and Statistics Department**

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At the meeting of the Bills Committee on the Accreditation of Academic and Vocational Qualifications Bill held on 11 November 2005, the Education and Manpower Bureau was requested to provide information on the survey on training of the labour force conducted by the Census and Statistics Department (C&SD).

2. This paper extracts the findings on the training/retraining courses attended by the labour force under the “Thematic Household Survey Report No. 13—Employment Concerns and Training Needs of the Labour Force” released in July 2003.

### **Introduction**

3. The C&SD commissioned a round of Thematic Household Survey during July to September 2002 to collect views of the labour force on their employment concerns and training needs. Some 8000 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 72%. Within those households, all persons aged 15 and over classified to be economically active<sup>1</sup> were asked about their views on employment and training. Based on information collected from the interviewed households, the situation relating to the entire population in Hong Kong can be inferred.

### **Summary of Survey Findings**

4. The findings of the training/retraining courses attended by the labour force during the twelve months before enumeration are at Annex.

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<sup>1</sup> The economically active population, synonymous with the labour force, comprises the employed population and the unemployed population. The labour force refers to the land-based non-institutional population aged 15 and over.

5. To conclude, about 14.6% of the economically active persons had attended job-related training /retraining courses arranged by employers and/or on their own initiative during the twelve months before enumeration. Some 9.9% had attended job-related training/retraining courses arranged by employers, whereas 7.1% had done so on their own initiative.

6. Economically active persons with higher educational attainment and those who were more optimistic about the prospects of their respective economic sectors and occupation categories had higher proportions to attend job-related training/retraining courses during the twelve months before enumeration.

7. Relatively speaking, higher proportions of persons engaged in the financing, insurance, real estate and business service sector and community, social and personal services sector, as well as those engaged as managers and administrators, professionals and associate professionals had attended job-related training/retraining courses during the twelve months before enumeration.

8. The most popular types of job-related training/retraining courses attended were mainly related to IT skills, management skills and language skills.

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## 8 曾參加的培訓/再培訓課程 Training / retraining courses attended

曾否於過去十二個月參加與工作有關的培訓/再培訓課程

8.1 在統計時的 3 430 100 名從事經濟活動人士當中，499 200 人(即 14.6%)於過去十二個月曾參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程。(圖 8.1 及表 8.1)

曾否參加由僱主安排與工作有關的培訓/再培訓課程

8.2 至於由僱主安排參加與工作有關的培訓/再培訓課程，3 430 100 名從事經濟活動人士中，有 338 900 人(即 9.9%)於過去十二個月曾參加該類培訓/再培訓課程。(圖 8.1 及表 8.2a)

年齡/性別

8.3 有較大比例的中年人士曾參加由僱主安排與工作有關的培訓/再培訓課程。從事經濟活動的三十至三十九歲及四十至四十九歲人士當中，分別有 11.8%及 10.7%在過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程。十五至二十九歲和五十歲及以上的從事經濟活動人士的相應百分比，分別為 9.4%和 5.9%。(表 8.2a)

8.4 按性別分析，有較多男性曾參加由僱主安排與工作有關的培訓/再培訓課程。約 10.1%從事經濟活動的男性於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程，而女性則為 9.5%。(表 8.2a)

教育程度

8.5 按教育程度分析，具小學及以下教育程度的從事經濟活動人士當中，約 3.0%在過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程。具中學/預科教育程度(9.0%)和專上教育程度(18.5%)的人士的百分比較高。(表 8.2b)

Whether had attended job-related training / retraining courses in the past twelve months

8.1 Of the 3 430 100 economically active persons at the time of enumeration, 499 200 persons (or 14.6%) had attended job-related training / retraining courses arranged by employers and / or on their own initiative in the past twelve months. (Chart 8.1 and Table 8.1)

Whether had attended job-related training / retraining courses arranged by employers

8.2 Regarding job-related training / retraining courses arranged by employers, 338 900 persons (or 9.9% of the 3 430 100 economically active persons) had attended such training / retraining courses in the past twelve months. (Chart 8.1 and Table 8.2a)

Age / sex

8.3 A higher proportion of middle-aged persons had attended job-related training / retraining courses arranged by employers. Of those economically active persons aged 30-39 and 40-49, 11.8% and 10.7% respectively had attended job-related training / retraining courses arranged by employers in the past twelve months. The corresponding percentages for those economically active persons aged 15-29 and 50 and over were 9.4% and 5.9% respectively. (Table 8.2a)

8.4 Analysed by sex, relatively more males had attended job-related training / retraining courses arranged by employers. Some 10.1% of the male economically active persons had attended job-related training / retraining courses arranged by employers in the past twelve months, as against 9.5% for their female counterpart. (Table 8.2a)

Educational attainment

8.5 Analysed by educational attainment, about 3.0% of economically active persons with primary and lower educational attainment had attended job-related training / retraining courses arranged by employers in the past twelve months. Higher percentages were recorded for those with secondary / matriculation educational attainment

*經濟行業*

8.6 在各經濟行業當中，金融、保險、地產及商用服務業和社區、社會及個人服務業內，於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的人士所佔的百分比比較高(分別是 18.1%和 15.6%)。(表 8.2c)

*職業組別*

8.7 約 16.4%的經理及行政級人員、專業人員與輔助專業人員於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程，該比例較其他職業組別為高(個別職業組別人士的相應百分比介乎 3.0%與 10.9%)。(表 8.2d)

*對所從事經濟行業的前景的意見*

8.8 該些預期所從事經濟行業在未來數年有快速發展的就業人士當中，約 33.7%於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程。而預期所從事經濟行業有「穩步發展」的就業人士的相應百分比為 15.3%，預期所從事經濟行業將「緩慢發展」、「沒有發展」或「萎縮」的就業人士的相應百分比約為 6%至 9%。(表 8.3a)

*對所從事職業組別的前景的意見*

8.9 同樣地，預期所從事職業組別在未來數年的前景非常好的就業人士當中，約 26.7%於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程。至於該些對所從事職業組別的前景較有保留的就業人士，其相應的百分比比較低。(表 8.3b)

*Economic sector*

(9.0%) and tertiary educational attainment (18.5%). (Table 8.2b)

8.6 Among various economic sectors, the financing, insurance, real estate and business services sector and community, social and personal services sector had higher proportions of persons (18.1% and 15.6%) having attended job-related training / retraining courses arranged by employers in the past twelve months. (Table 8.2c)

*Occupation category*

8.7 Some 16.4% of managers and administrators, professionals and associate professionals had attended job-related training / retraining courses arranged by employers in the past twelve months. This proportion was much higher than that of other occupation categories (with the respective percentages ranging from 3.0% to 10.9%). (Table 8.2d)

*Perceived prospect of economic sector engaged*

8.8 Of those employed persons who perceived that the economic sector in which they were engaged would have fast growth in the next few years, some 33.7% had attended job-related training / retraining courses arranged by employers in the past twelve months. The corresponding percentages were 15.3% for those who perceived "moderate growth", and around 6%-9% for those who perceived "slow growth", "no growth" or "contraction". (Table 8.3a)

*Perceived prospect of occupation category engaged*

8.9 Similarly, of those employed persons who perceived that the occupation category in which they were engaged would have very good prospect in the next few years, some 26.7% had attended training / retraining courses arranged by employers in the past twelve months. For those who were less optimistic about the prospect of the occupation category in which they were engaged, lower percentages were recorded. (Table 8.3b)

於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的人士

*參加有關課程的動機*

8.10 在 338 900 名於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的人士當中，約 45.7%是因為僱主/上司指派而參加有關課程，約 37.6%希望藉此令自己可應付現時的工作要求及 31.9%希望藉此增強競爭力或提升自己的工作能力。約 26.2%表示曾參加課程是為了令自己可以應付現職的未來工作要求。(表 8.4a)

*曾參加的課程類別*

8.11 該 338 900 人曾參加與工作有關的培訓/再培訓課程當中，有關管理技能的課程最受歡迎，曾參加該類課程的人士約佔 28.4%。其次是有關資訊科技技能(25.3%)和語文技能(15.9%)的課程。其他普遍提及的課程包括有關特定工作技能(13.9%)和工作間的人際及個人才能(13.8%)的課程。(圖 8.2 及表 8.4b)

*最近一次曾參加的課程的總期間*

8.12 該 338 900 人亦被問及有關最近一次曾參加由僱主安排與工作有關的培訓/再培訓課程的資料，包括該課程上課的總期間、上課時間及舉辦機構。他們當中，36.6%表示在過去十二個月最近一次曾參加的由僱主安排與工作有關的培訓/再培訓課程為期少於十小時，而 32.7%表示有關課程上課十至二十九小時。整體而言，最近一次曾參加的課程的總期間中位數為十六小時。(表 8.4c)

*最近一次曾參加的課程的上課時間*

8.13 至於在過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的 338 900 名人士中，約 64.0%最近一次曾參加的課程只是

**Persons who had attended job-related training / retraining courses arranged by employers in the past twelve months**

*Incentive for attending the courses*

8.10 Of the 338 900 economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months, some 45.7% did so as directed by their employers or supervisors. Some 37.6% wanted to meet the current job requirement and 31.9%, to increase their competitiveness or upgrade themselves. About 26.2% reported that they attended the courses in order to meet future job requirement of existing employment. (Table 8.4a)

*Type of courses attended*

8.11 The most popular type of job-related training / retraining courses attended by those 338 900 persons was related to management skills, having been attended by 28.4% of those persons. This was followed by courses related to IT skills (25.3%) and language skills (15.9%). Other commonly cited types of courses were related to job-specific skills (13.9%) and interpersonal and intrapersonal skills required for workplace (13.8%). (Chart 8.2 and Table 8.4b)

*Total duration of the last attended course*

8.12 Information on the last attended job-related training / retraining course arranged by employers in the past twelve months was also collected from those 338 900 persons, including the total duration of the course, course attending time and organizer of the course. For 36.6% of those persons, their last attended job-related training / retraining course arranged by employers in the past twelve months lasted less than 10 hours, while for 32.7%, 10-29 hours. Overall speaking, the median value of total duration of their last attended course was 16 hours. (Table 8.4c)

*Course attending time of the last attended course*

8.13 Regarding their last attended job-related training / retraining course arranged by employers in the past twelve months, some 64.0% of those 338 900 persons attended the

在辦公時間內上課。另外 29.8%只是在非辦公時間內上課。(表 8.4d)

course during office hours only. Another 29.8% attended the course only after office hours. (Table 8.4d)

#### 最近一次曾參加的課程的舉辦機構

#### Organizer of the last attended course

8.14 在該 338 900 名人士當中，大部分 (69.3%)最近一次曾參加的課程是由僱主舉辦。另外 12.2% 在過去十二個月最近一次曾參加由僱主安排的課程是由私人機構舉辦，而 8.3%則是參加由教育機構舉辦的課程。(表 8.4e)

8.14 The majority (69.3%) of those 338 900 persons had their last attended course organized by their own employers. Another 12.2% had attended course run by private institutions and 8.3%, academic institutions in regard to their last attended course arranged by employers in the past twelve months. (Table 8.4e)

#### 曾否主動報讀與工作有關的培訓/再培訓課程

#### Whether had attended job-related training / retraining courses on own initiative

8.15 在 3 430 100 名從事經濟活動人士當中，242 200 人(即 7.1%)於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程。(圖 8.1 及表 8.5a)

8.15 Of the 3 430 100 economically active persons, 242 200 persons (or 7.1%) had attended job-related training / retraining courses on their own initiative in the past twelve months. (Chart 8.1 and Table 8.5a)

#### 年齡/性別

#### Age / sex

8.16 相對而言，年輕人士中有較大比例曾主動報讀與工作有關的培訓/再培訓課程。從事經濟活動的十五至二十九歲人士當中，約 8.7% 於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程。這百分比隨着從事經濟活動人士的年齡增加而下降，三十至三十九歲人士當中相應的百分比為 8.2%，四十至四十九歲人士的為 7.1%，而五十歲及以上人士的為 2.7%。(表 8.5a)

8.16 Relatively speaking, a larger proportion of younger persons had attended job-related training / retraining courses on own initiative. Some 8.7% of economically active persons aged 15-29 had attended job-related training / retraining courses on own initiative in the past twelve months. This percentage decreased with age of the economically active persons, being 8.2% for those aged 30-39, 7.1% for those aged 40-49 and 2.7% for those aged 50 and over. (Table 8.5a)

8.17 按性別分析，相對有較多女性曾主動報讀與工作有關的培訓/再培訓課程。約 8.6%從事經濟活動的女性於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程，而男性則有 5.9%。(表 8.5a)

8.17 Analysed by sex, relatively more females had attended job-related training / retraining courses on own initiative. Some 8.6% of the female economically active persons had attended job-related training / retraining courses on own initiative in the past twelve months, as against 5.9% for their male counterpart. (Table 8.5a)

#### 教育程度

#### Educational attainment

8.18 按教育程度分析，教育程度較高的人士中有較大比例於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程。具專上教育程度的人士的有關百分比為 15.3%，具中學/預科教

8.18 Analysed by educational attainment, a higher proportion of persons with higher educational attainment had attended job-related training / retraining courses on own initiative in

育程度人士的百分比為 5.7%，而具小學及以下教育程度人士的百分比則為 2.1%。（表 8.5b）

the past twelve months. The respective percentages were 15.3% for those with tertiary educational attainment, 5.7% for those with secondary / matriculation educational attainment and 2.1% for those with primary and lower educational attainment. (Table 8.5b)

#### 婚姻狀況

#### Marital status

8.19 相對而言，從未結婚的從事經濟活動人士中有較大比例於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程，他們當中約 9.0% 曾這樣做。而已婚和離婚/分居/喪偶的從事經濟活動人士中，則分別有 6.0% 和 6.2% 曾這樣做。（表 8.5c）

8.19 Relatively speaking, a larger proportion of never married economically active persons had attended job-related training / retraining courses on own initiative in the past twelve months. Some 9.0% of them had done so, as against 6.0% and 6.2% for those currently married and divorced / separated / widowed economically active persons respectively. (Table 8.5c)

#### 經濟行業

#### Economic sector

8.20 按經濟行業分析，從事金融、保險、地產及商用服務業的人士當中，12.6% 於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程，該比例為各經濟行業的人士中最高。其次是社區、社會及個人服務業(9.8%)。（表 8.5d）

8.20 Analysed by economic sector, 12.6% of persons in the financing, insurance, real estate and business services sector had attended job-related training / retraining courses on own initiative in the past twelve months. Such proportion was the highest among persons in different economic sectors. This was followed by the community, social and personal services sector (9.8%). (Table 8.5d)

#### 職業組別

#### Occupation category

8.21 在各職業組別當中，經理及行政級人員、專業人員與輔助專業人員中有最高的比例(12.3%)於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程，其次是文員(9.9%)。（表 8.5e）

8.21 Among all occupation categories, managers and administrators, professionals and associate professionals had the highest proportion (12.3%) of persons having attended job-related training / retraining courses on own initiative in the past twelve months. This was followed by clerks (9.9%). (Table 8.5e)

#### 有否計劃轉換經濟行業

#### Whether had plan to move to another economic sector

8.22 於未來十二個月有計劃轉換經濟行業的從事經濟活動人士當中，9.5% 於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程。相比之下，於未來十二個月沒有計劃轉換經濟行業的人士當中，約 7.0% 於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程。（表 8.5f）

8.22 Of the economically active persons who had plan to move to another economic sector in the coming twelve months, 9.5% had attended job-related training / retraining courses on own initiative in the past twelve months. In comparison, some 7.0% of those who did not have plan to move to another economic sector in the coming twelve months had attended job-related training / retraining courses on own initiative in the past twelve months. (Table 8.5f)

*對所從事經濟行業的前景的意見*

8.23 該些預期所從事經濟行業在未來數年有快速發展的就業人士當中，有較高百分比(16.8%)在過去十二個月曾主動報讀培訓/再培訓課程。預期所從事經濟行業「沒有發展」和「萎縮」的就業人士的相應百分比比較低，分別為3.8%及6.4%。(表8.6a)

*Perceived prospect of economic sector engaged*

8.23 Of those employed persons who perceived that the economic sector in which they were engaged would have fast growth in the next few years, a relatively higher percentage (16.8%) had attended training / retraining courses on own initiative in the past twelve months. The corresponding percentages were much lower for those who perceived that the economic sector in which they were engaged would have “no growth” (3.8%) and “contraction” (6.4%). (Table 8.6a)

*對所從事職業組別的前景的意見*

8.24 同樣地，預期所從事職業組別在未來數年的前景非常好的就業人士當中，相對有較大比例(15.1%)於過去十二個月曾主動報讀培訓/再培訓課程。預期所從事職業組別的前景「一般」(7.1%)、「差」(4.8%)和「非常差」(4.7%)的就業人士的相應百分比比較低。(表8.6b)

*Perceived prospect of occupation category engaged*

8.24 Similarly, for employed persons who perceived that the occupation category in which they were engaged would have very good prospect in the next few years, a relatively higher proportion (15.1%) of them had attended training / retraining courses on own initiative in the past twelve months. The corresponding percentages were much lower for those who perceived that the prospect of the occupation category in which they were engaged would be “average” (7.1%), “poor” (4.8%) and “very poor” (4.7%). (Table 8.6b)

**於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的人士****Persons who had attended job-related training / retraining courses on own initiative in the past twelve months***參加有關課程的動機**Incentive for attending the courses*

8.25 在242 200名於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的人士當中，約55.6%是希望增強競爭力/提升自己的工作能力。其他普遍提及的動機是「令自己可應付現時的工作要求」(35.4%)、「令自己可應付現職的未來工作要求」(28.0%)、「令自己可應付將來的工作要求」(17.8%)和「改善工作表現」(14.1%)。(表8.7a)

8.25 Of the 242 200 economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months, some 55.6% had done so because they wanted to increase their competitiveness or upgrade themselves. Other commonly cited reasons were “to meet current job requirement” (35.4%); “to meet future job requirement of existing employment” (28.0%), “to meet job requirement of future employment” (17.8%), and “to improve work performance” (14.1%). (Table 8.7a)



## 曾參加的課程類別

8.26 在該 242 200 人當中，約 27.5% 於過去十二個月曾主動報讀與資訊科技技能有關的培訓/再培訓課程。約 23.2% 曾參加與管理技能有關的課程、20.8% 曾參加與語文技能有關的課程及 13.5% 曾參加與特定工作技能有關的課程。(圖 8.3 及表 8.7b)

## Type of courses attended

8.26 Some 27.5% of those 242 200 persons had attended training / retraining courses related to IT skills on own initiative in the past twelve months. About 23.2% had attended courses on management skills, 20.8% on language skills and 13.5% on job-specific skills. (Chart 8.3 and Table 8.7b)

## 最近一次曾參加的課程的總期間

8.27 該 242 200 人亦被問及於過去十二個月最近一次曾主動報讀與工作有關的培訓/再培訓課程的資料，包括該課程上課的總期間、舉辦機構、學費及僱主提供學費資助的情況。他們當中，25.8% 於過去十二個月最近一次曾主動報讀與工作有關的培訓/再培訓課程為期十至二十九小時，22.7% 最近一次曾參加的課程為期三十至四十九小時。整體而言，他們最近一次曾參加的課程的總期間中位數為三十六小時。(表 8.7c)

## Total duration of the last attended course

8.27 Information on the last job-related training / retraining course attended on own initiative in the past twelve months was also collected from those 242 200 persons, including the total duration of the course, organizer, tuition fee and pattern of reimbursement of tuition fee from their employers. For 25.8% of those persons, their last job-related training / retraining course attended on own initiative in the past twelve months lasted 10-29 hours, while for 22.7%, 30-49 hours. Overall speaking, the median value of total duration of their last attended course was 36 hours. (Table 8.7c)

## 最近一次曾參加的課程的舉辦機構

8.28 在該 242 200 人當中，約三分之一(35.3%) 於過去十二個月最近一次曾主動報讀的課程是由教育機構舉辦。另外三分之一(32.9%) 曾主動報讀由私人機構舉辦的課程。志願團體/非牟利團體所舉辦的課程佔 15.1%、職業訓練局佔 10.3%，以及僱員再培訓局佔 6.4%。(表 8.7d)

## Organizer of the last attended course

8.28 About one-third (35.3%) of those 242 200 persons had attended course organized by academic institutions in regard to their last course attended on own initiative in the past twelve months, while another one-third (32.9%) had attended course run by private institutions. Voluntary organizations / non-profit making organizations had a share of 15.1%; Vocational Training Council, 10.3% and Employees Retraining Board, 6.4%. (Table 8.7d)

## 最近一次曾參加的課程的學費

8.29 在該 242 200 人當中，23.3% 於過去十二個月最近一次曾主動報讀與工作有關的培訓/再培訓課程的學費少於 1,000 元，而 39.0% 則介乎 1,000 元與 4,999 元。他們最近一次曾主動報讀與工作有關的培訓/再培訓課程的學費中位數為 2,500 元。(表 8.7e)

## Tuition fee of the last attended course

8.29 For 23.3% of those 242 200 persons, the tuition fee of the last job-related training / retraining course attended on own initiative in the past twelve months was less than \$1,000, while for 39.0%, \$1,000-4,999. The median tuition fee of the last job-related training / retraining course attended on own initiative was \$2,500. (Table 8.7e)

## 學費資助

8.30 在該 242 200 名於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士當中，約 18.7% 表示僱主有資助他們於過去十二個月最近一次曾主動報讀的培訓/再培訓課程的學費，其中 62.1% 的人士獲得僱主全費資助。(表 8.7f)

於過去十二個月沒有參加由僱主安排或主動報讀與工作有關的培訓/再培訓課程的人士

8.31 在 2 930 900 名於過去十二個月沒有參加由僱主安排或主動報讀與工作有關的培訓/再培訓課程的人士當中，大部分(70.8%)表示他們沒有參加培訓/再培訓課程是因為「太忙，沒有時間參加課程」。約 13.8% 表示「已有足夠技能，無需培訓/再培訓」，而 8.9% 表示「太老，不想學新事物」。(表 8.8)

有否足夠與工作有關的技能以應付目前/以前的工作要求

8.32 所有從事經濟活動人士(不包括以前無工作的失業人士)均被問及他們認為自己有否足夠與工作有關的技能以應付目前的工作要求(或就曾工作的失業人士而言，他們以前的工作要求)。大部分(94.5%)認為他們的特定工作技能足夠/十分足夠應付工作上的要求。此外，約 82.6% 認為他們的工作間人際及個人才能足夠/十分足夠應付工作上的要求。另一方面，有較小比例的從事經濟活動人士認為他們的普通話技能、世界視野及有關中國的知識足夠/十分足夠應付工作上的要求(相應的百分比分別為 37.0%、29.2% 及 27.2%)。(表 8.9)

## Reimbursement of tuition fee

8.30 Some 18.7% of the 242 200 economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months had the tuition fee of their last attended course reimbursed from their employers. Full reimbursement from employers was received for 62.1% of such persons. (Table 8.7f)

**Persons who had not attended job-related training / retraining courses either arranged by employers or on own initiative in the past twelve months**

8.31 Of the 2 930 900 economically active persons who had not attended any job-related training / retraining courses either arranged by employers or on own initiative in the past twelve months, the majority (70.8%) cited “too busy, no time for attending course” as their reason for not attending any training / retraining courses. About 13.8% mentioned “already have sufficient skill, no need for further training / retraining” and 8.9% “too old to learn new things”. (Table 8.8)

**Whether had sufficient job-related skills to meet current / previous job requirements**

8.32 All economically active persons (excluding unemployed persons without previous employment) were asked whether they perceived themselves to have sufficient job-related skills to meet current job requirements (or previous job requirements for unemployed persons with previous employment). The majority (94.5%) thought that their job-specific skills were sufficient / very sufficient to meet their job requirements. Also, some 82.6% thought that their interpersonal and intrapersonal skills required for workplace were sufficient / very sufficient to meet their job requirements. On the other hand, a smaller proportion of economically active persons considered that their Putonghua skills, world vision and China-related knowledge were sufficient / very sufficient to meet their job requirements (the respective percentages being 37.0%, 29.2% and 27.2%). (Table 8.9)

圖 8.1 按於過去十二個月有否參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士的百分比分布  
Chart 8.1 Percentage distribution of economically active persons by whether had attended job-related training / retraining courses arranged by employers and / or on own initiative in the past twelve months

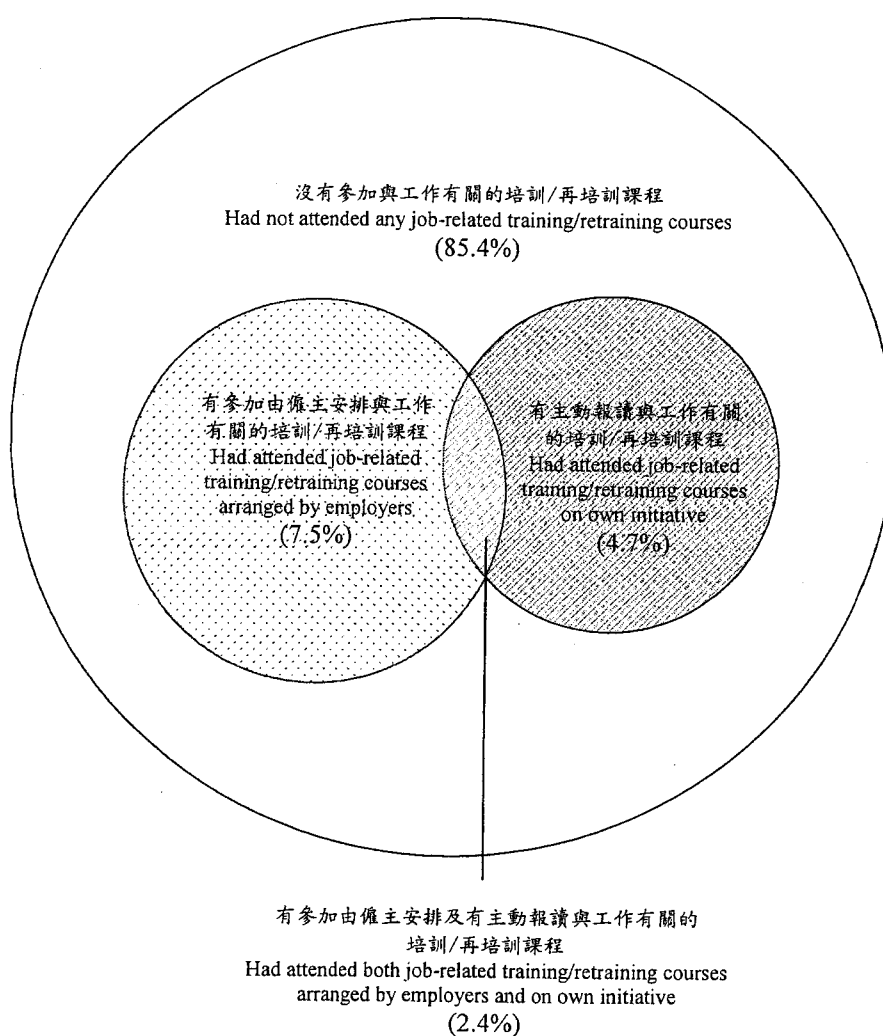
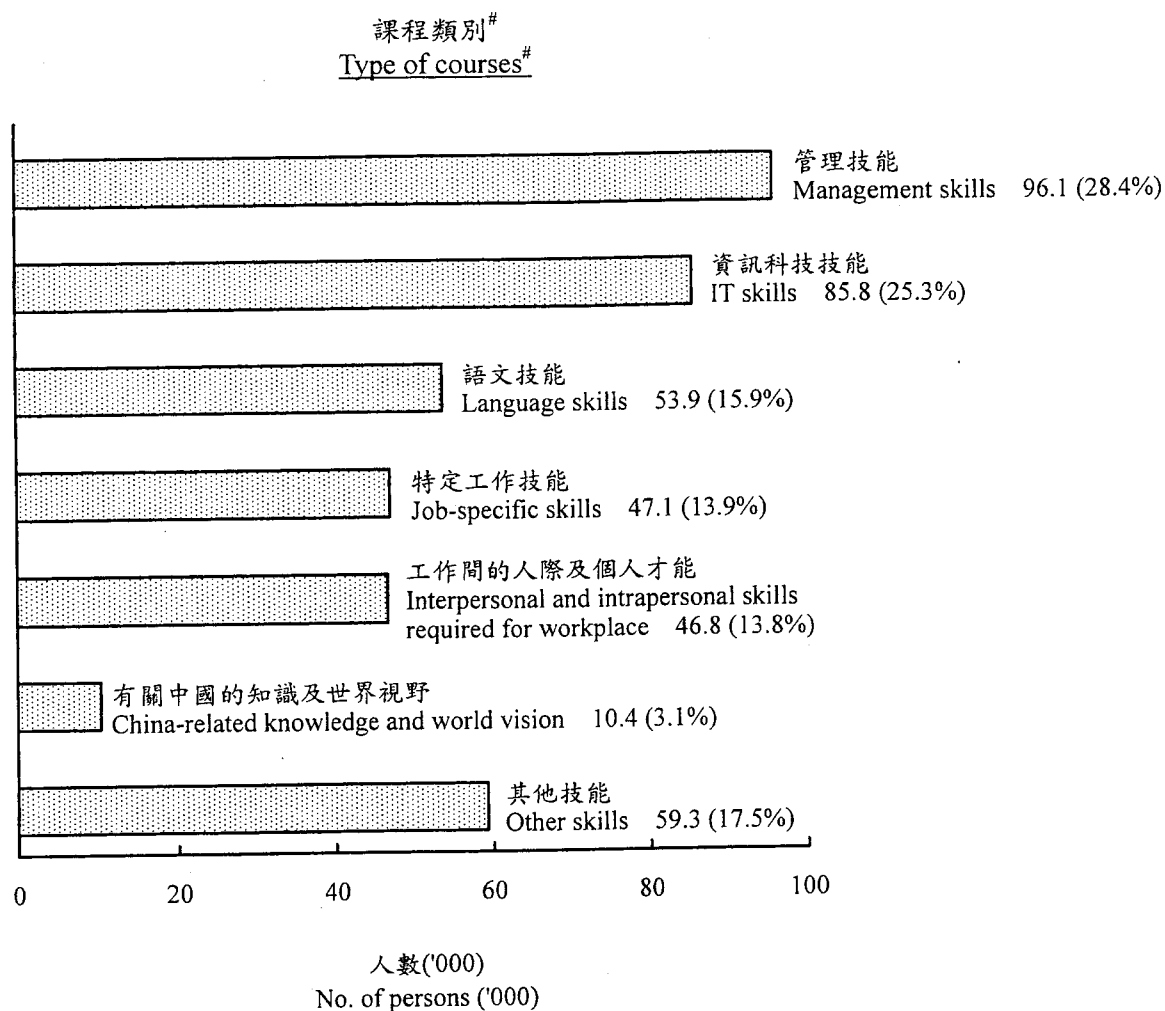


圖 8.2 按曾參加與工作有關的培訓/再培訓課程類別劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Chart 8.2 Economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months by type of job-related training / retraining courses attended



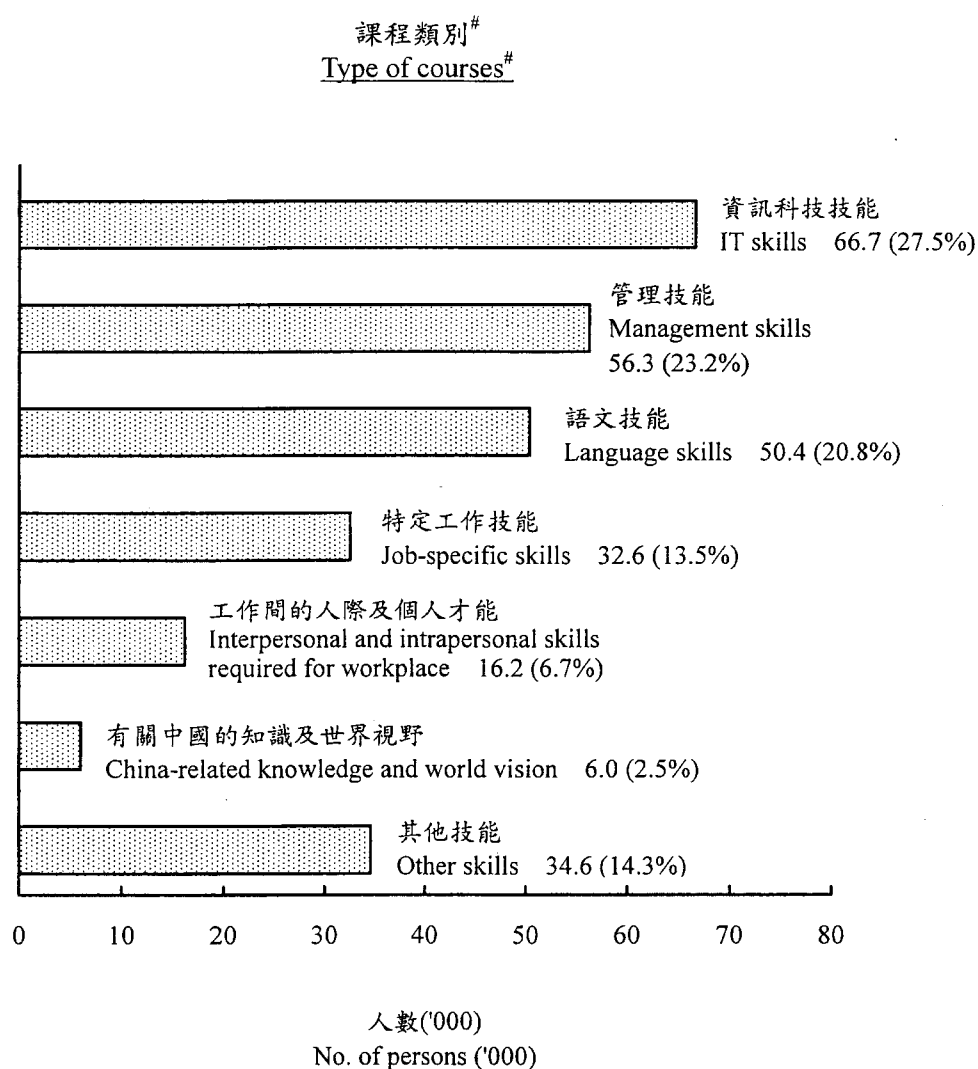
註釋：<sup>#</sup> 可選擇多項答案。

Notes: <sup>#</sup> Multiple answers were allowed.

括號內的數字顯示在所有於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士中所佔的百分比。

Figures in brackets represent percentages of all economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months.

圖 8.3 按曾參加與工作有關的培訓/再培訓課程類別劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Chart 8.3 Economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months by type of job-related training / retraining courses attended



註釋：<sup>#</sup> 可選擇多項答案。

Notes：<sup>#</sup> Multiple answers were allowed.

括號內的數字顯示在所有於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士中所佔的百分比。

Figures in brackets represent the percentages of all economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months.

表 8.1 按於過去十二個月有否參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目  
 Table 8.1 Economically active persons by whether had attended job-related training / retraining courses arranged by employers and / or on own initiative in the past twelve months

	於過去十二個月有否參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers and / or on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %
由僱主安排參加與工作有關的培訓/再培訓課程 Job-related training / retraining courses arranged by employers	338.9	9.9	3 091.2	90.1	3 430.1	100.0
主動報讀與工作有關的培訓/再培訓課程 Job-related training / retraining courses attended on own initiative	242.2	7.1	3 187.9	92.9	3 430.1	100.0
合計* Overall*	499.2	14.6	2 930.9	85.4	3 430.1	100.0

註釋：\* 一名人士可能於過去十二個月同時參加過由僱主安排及主動報讀與工作有關的培訓/再培訓課程。

Note: \* A person might have attended both the job-related training / retraining courses arranged by employers and those on own initiative in the past twelve months.

表 8.2a 按年齡/性別及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目  
 Table 8.2a Economically active persons by age / sex and whether had attended job-related training / retraining courses arranged by employers in the past twelve months

年齡組別/性別 Age group / sex	於過去十二個月有否參加由僱主安排與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
年齡組別 Age group						
15 - 29	78.4	9.4	756.0	90.6	834.4	100.0
30 - 39	122.1	11.8	914.4	88.2	1 036.6	100.0
40 - 49	102.7	10.7	854.9	89.3	957.6	100.0
≥ 50	35.7	5.9	565.9	94.1	601.5	100.0
性別 Sex						
男 Male	199.7	10.1	1 768.3	89.9	1 968.0	100.0
女 Female	139.2	9.5	1 322.9	90.5	1 462.1	100.0
合計 Overall	338.9	9.9	3 091.2	90.1	3 430.1	100.0

表 8.2b 按教育程度及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目  
 Table 8.2b Economically active persons by educational attainment and whether had attended job-related training / retraining courses arranged by employers in the past twelve months

教育程度 Educational attainment	於過去十二個月有否參加由僱主安排與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
未受教育/幼稚園/小學 No schooling / kindergarten / primary	18.0	3.0	588.2	97.0	606.1	100.0
中學/預科 Secondary / matriculation	190.7	9.0	1 929.9	91.0	2 120.5	100.0
專上教育 Tertiary	130.3	18.5	573.2	81.5	703.5	100.0
合計 Overall	338.9	9.9	3 091.2	90.1	3 430.1	100.0



表 8.2c 按經濟行業及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士\*數目  
 Table 8.2c Economically active persons\* by economic sector and whether had attended job-related training / retraining courses arranged by employers in the past twelve months

經濟行業 Economic sector	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %
製造業 Manufacturing	20.9	5.0	393.9	95.0	414.8	100.0
建造業 Construction	24.3	6.5	347.0	93.5	371.3	100.0
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import / export trades, restaurants and hotels	44.9	5.0	857.4	95.0	902.3	100.0
運輸、倉庫及通訊業 Transport, storage and communications	35.2	8.6	373.6	91.4	408.8	100.0
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	79.7	18.1	360.8	81.9	440.5	100.0
社區、社會及個人服務業 Community, social and personal services	129.5	15.6	702.6	84.4	832.2	100.0
其他 Others	4.3	26.4	12.1	73.6	16.4	100.0
合計* Overall*	338.9	10.0	3 047.4	90.0	3 386.3	100.0

註釋： \* 不包括以前無工作的失業人士。

Note: \* Excluding unemployed persons without previous employment.

表 8.2d 按職業組別及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士\*數目  
 Table 8.2d Economically active persons\* by occupation category and whether had attended job-related training / retraining courses arranged by employers in the past twelve months

職業組別 Occupation category	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
經理及行政級人員、專業人員與輔助專業人員 Managers and administrators, professionals and associate professionals	169.0	16.4	863.0	83.6	1 032.0	100.0
文員 Clerks	66.9	10.9	547.3	89.1	614.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	40.6	8.3	450.0	91.7	490.7	100.0
工藝及有關人員 Craft and related workers	23.3	7.4	292.0	92.6	315.4	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	6.9	3.0	225.2	97.0	232.1	100.0
非技術工人 Elementary occupations	31.8	4.5	667.8	95.5	699.6	100.0
其他 Others	0.3	11.3	2.1	88.7	2.4	100.0
合計* Overall*	338.9	10.0	3 047.4	90.0	3 386.3	100.0

註釋： \* 不包括以前無工作的失業人士。

Notes : \* Excluding unemployed persons without previous employment.

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 8.3a 按對所從事經濟行業的前景的意見及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的就業人士數目  
 Table 8.3a Employed persons by perceived prospect of economic sector in which they were engaged and whether had attended job-related training / retraining courses arranged by employers in the past twelve months

對所從事經濟行業的前景 的意見 Perceived prospect of economic sector engaged	於過去十二個月有否參加由僱主安排與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
快速發展 Fast growth	22.0	33.7	43.4	66.3	65.4	100.0
穩步發展 Moderate growth	139.6	15.3	769.8	84.7	909.4	100.0
緩慢發展 Slow growth	93.5	9.4	901.8	90.6	995.3	100.0
沒有發展 No growth	47.6	6.3	708.8	93.7	756.3	100.0
萎縮 Contraction	28.4	8.0	325.0	92.0	353.5	100.0
合計 Overall	331.1	10.7	2 748.8	89.3	3 079.8	100.0

表 8.3b 按對所從事職業組別的前景的意見及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的就業人士數目  
 Table 8.3b Employed persons by perceived prospect of occupation category in which they were engaged and whether had attended job-related training / retraining courses arranged by employers in the past twelve months

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses arranged by employers in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %
非常好 Very good	8.3	26.7	22.8	73.3	31.1	100.0
好 Good	80.1	16.9	393.1	83.1	473.2	100.0
一般 Average	201.5	10.7	1 678.4	89.3	1 879.9	100.0
差 Poor	36.7	6.2	551.8	93.8	588.4	100.0
非常差 Very poor	4.6	4.3	102.6	95.7	107.2	100.0
合計 Overall	331.1	10.7	2 748.8	89.3	3 079.8	100.0

**表 8.4a** 按參加與工作有關的培訓/再培訓課程的動機劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
**Table 8.4a** Economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months by incentive for attending the job-related training / retraining courses

參加與工作有關的培訓/再培訓課程的動機 <sup>#</sup> Incentive for attending the job-related training / retraining courses <sup>#</sup>	人數 No. of persons ('000)	百分比 %
僱主/上司指派 Directed by employer / supervisor	155.0	45.7
令自己可應付現時的工作要求 To meet current job requirement	127.4	37.6
增強競爭力/提升自己的工作能力 To increase competitiveness / to upgrade oneself	108.1	31.9
令自己可應付現職的未來工作要求 To meet future job requirement of existing employment	88.9	26.2
改善工作表現 To improve work performance	39.1	11.5
應付轉變中的勞工市場環境 To cope with the changing labour market situation	13.0	3.8
合計 Overall	338.9	

註釋：<sup>#</sup> 可選擇多項答案。

Note: <sup>#</sup> Multiple answers were allowed.

**表 8.4b** 按曾參加與工作有關的培訓/再培訓課程類別劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
**Table 8.4b** Economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months by type of job-related training / retraining courses attended

曾參加與工作有關的培訓/再培訓課程類別 <sup>#</sup> Type of job-related training / retraining courses attended <sup>#</sup>	人數 No. of persons (‘000)	百分比 %
管理技能 Management skills	96.1	28.4
資訊科技技能 IT skills	85.8	25.3
語文技能 Language skills	53.9	15.9
特定工作技能 Job-specific skills	47.1	13.9
工作間的人際及個人才能 Interpersonal and intrapersonal skills required for workplace	46.8	13.8
有關中國的知識及世界視野 China-related knowledge and world vision	10.4	3.1
其他技能 Other skills	59.3	17.5
合計 Overall	338.9	

註釋：<sup>#</sup> 可選擇多項答案。

Note: <sup>#</sup> Multiple answers were allowed.

表 8.4c 按最近一次曾參加的課程的總期間劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.4c Economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months by total duration of the last attended course

最近一次曾參加的課程的總期間(小時) Total duration of the last attended course (hours)	人數 No. of persons ('000)	百分比 %
1 - 9	124.2	36.6
10 - 29	110.8	32.7
30 - 49	48.9	14.4
50 - 99	25.7	7.6
100 - 199	16.1	4.7
200 - 499	8.9	2.6
≥ 500	4.3	1.3
總計 Total	338.9	100.0
最近一次曾參加的課程的總期間 中位數(小時) Median value of total duration of the last attended course (hours)	16	

表 8.4d 按最近一次曾參加的課程的上課時間劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.4d Economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months by course attending time of the last attended course

最近一次曾參加的課程的上課時間 Course attending time of the last attended course	人數 No. of persons ('000)	百分比 %
只在辦公時間內 During office hours only	216.8	64.0
只在非辦公時間內 After office hours only	101.1	29.8
其他* Others*	21.0	6.2
總計 Total	338.9	100.0

註釋：\* 即部分課程的上課時間是在辦公時間內，而其餘部分是在非辦公時間內上課。

Note: \* Part of the course was attended during office hours and the remaining part attended after office hours.



表 8.4e 按最近一次曾參加的課程的舉辦機構劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.4e Economically active persons who had attended job-related training / retraining courses arranged by employers in the past twelve months by organizer of the last attended course

最近一次曾參加的課程的舉辦機構 Organizer of the last attended course	人數 No. of persons ('000)	百分比 %
僱主舉辦的內部培訓課程 Internal training courses run by employer	235.0	69.3
私人機構 Private institutions	41.2	12.2
教育機構 Academic institutions	28.0	8.3
職業訓練局 Vocational Training Council	20.2	6.0
志願團體/非牟利團體 Voluntary organizations / non-profit making organizations	11.6	3.4
僱員再培訓局 Employees Retraining Board	2.8	0.8
總計 Total	338.9	100.0

**表 8.5a** 按年齡/性別及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目  
**Table 8.5a** Economically active persons by age / sex and whether had attended job-related training / retraining courses on own initiative in the past twelve months

年齡組別/性別 Age group/sex	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
年齡組別 Age group						
15 - 29	72.8	8.7	761.6	91.3	834.4	100.0
30 - 39	85.1	8.2	951.5	91.8	1 036.6	100.0
40 - 49	68.3	7.1	889.2	92.9	957.6	100.0
≥ 50	16.0	2.7	585.5	97.3	601.5	100.0
性別 Sex						
男 Male	117.0	5.9	1 851.0	94.1	1 968.0	100.0
女 Female	125.2	8.6	1 336.9	91.4	1 462.1	100.0
合計 Overall	242.2	7.1	3 187.9	92.9	3 430.1	100.0

表 8.5b 按教育程度及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目  
 Table 8.5b Economically active persons by educational attainment and whether had attended job-related training / retraining courses on own initiative in the past twelve months

	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
教育程度 Educational attainment						
未受教育/幼稚園/小學 No schooling / kindergarten / primary	12.7	2.1	593.4	97.9	606.1	100.0
中學/預科 Secondary / matriculation	121.5	5.7	1 999.0	94.3	2 120.5	100.0
專上教育 Tertiary	107.9	15.3	595.5	84.7	703.5	100.0
合計 Overall	242.2	7.1	3 187.9	92.9	3 430.1	100.0

表 8.5c 按婚姻狀況及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目  
 Table 8.5c Economically active persons by marital status and whether had attended job-related training / retraining courses on own initiative in the past twelve months

	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
婚姻狀況 Marital status						
從未結婚 Never married	110.4	9.0	1 117.4	91.0	1 227.7	100.0
已婚 Currently married	124.2	6.0	1 955.4	94.0	2 079.6	100.0
離婚/分居/喪偶 Divorced / separated / widowed	7.6	6.2	115.1	93.8	122.8	100.0
合計 Overall	242.2	7.1	3 187.9	92.9	3 430.1	100.0

表 8.5d 按經濟行業及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士\*數目  
 Table 8.5d Economically active persons\* by economic sector and whether had attended job-related training / retraining courses on own initiative in the past twelve months

經濟行業 Economic sector	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
製造業 Manufacturing	21.8	5.3	393.0	94.7	414.8	100.0
建造業 Construction	21.9	5.9	349.4	94.1	371.3	100.0
批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import / export trades, restaurants and hotels	41.5	4.6	860.8	95.4	902.3	100.0
運輸、倉庫及通訊業 Transport, storage and communications	18.8	4.6	390.0	95.4	408.8	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	55.3	12.6	385.2	87.4	440.5	100.0
社區、社會及個人 服務業 Community, social and personal services	81.4	9.8	750.8	90.2	832.2	100.0
其他 Others	1.1	6.7	15.3	93.3	16.4	100.0
合計* Overall*	241.7	7.1	3 144.5	92.9	3 386.3	100.0

註釋： \* 不包括以前無工作的失業人士。

Note: \* Excluding unemployed persons without previous employment.

表 8.5e 按職業組別及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士\*數目  
 Table 8.5e Economically active persons\* by occupation category and whether had attended job-related training / retraining courses on own initiative in the past twelve months

職業組別 Occupation category	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
經理及行政級人員、專業 人員與輔助專業人員 Managers and administrators, professionals and associate professionals	126.8	12.3	905.2	87.7	1 032.0	100.0
文員 Clerks	61.0	9.9	553.3	90.1	614.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	21.8	4.5	468.8	95.5	490.7	100.0
工藝及有關人員 Craft and related workers	13.8	4.4	301.5	95.6	315.4	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	1.8	0.8	230.3	99.2	232.1	100.0
非技術工人 Elementary occupations	16.5	2.4	683.1	97.6	699.6	100.0
其他 Others	-	-	2.4	100.0	2.4	100.0
合計* Overall*	241.7	7.1	3 144.5	92.9	3 386.3	100.0

註釋： \* 不包括以前無工作的失業人士。

Note: \* Excluding unemployed persons without previous employment.

表 8.5f 按於未來十二個月有否計劃轉換經濟行業及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士\*數目  
 Table 8.5f Economically active persons\* by whether had plan to move to another economic sector in the coming twelve months and whether had attended job-related training / retraining courses on own initiative in the past twelve months

於未來十二個月有否計劃 轉換經濟行業 Whether had plan to move to another economic sector in the coming twelve months	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		合計 Overall	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
有 Yes	22.4	9.5	213.2	90.5	235.6	100.0
沒有 No	219.3	7.0	2 931.3	93.0	3 150.6	100.0
總計* Total*	241.7	7.1	3 144.5	92.9	3 386.3	100.0

註釋： \* 不包括以前無工作的失業人士。

Note: \* Excluding unemployed persons without previous employment.

表 8.6a 按對所從事經濟行業的前景的意見及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的就業人士數目  
 Table 8.6a Employed persons by perceived prospect of economic sector in which they were engaged and whether had attended job-related training / retraining courses on own initiative in the past twelve months

對所從事經濟行業的前景 的意見 Perceived prospect of economic sector engaged	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
快速發展 Fast growth	11.0	16.8	54.4	83.2	65.4	100.0
穩步發展 Moderate growth	88.8	9.8	820.6	90.2	909.4	100.0
緩慢發展 Slow growth	74.4	7.5	920.9	92.5	995.3	100.0
沒有發展 No growth	28.7	3.8	727.7	96.2	756.3	100.0
萎縮 Contraction	22.5	6.4	330.9	93.6	353.5	100.0
合計 Overall	225.3	7.3	2 854.5	92.7	3 079.8	100.0



**表 8.6b** 按對所從事職業組別的前景的意見及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的就業人士數目  
**Table 8.6b** Employed persons by perceived prospect of occupation category in which they were engaged and whether had attended job-related training / retraining courses on own initiative in the past twelve months

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training / retraining courses on own initiative in the past twelve months					
	有 Yes		沒有 No		總計 Total	
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %
非常好 Very good	4.7	15.1	26.4	84.9	31.1	100.0
好 Good	54.7	11.6	418.5	88.4	473.2	100.0
一般 Average	132.8	7.1	1 747.2	92.9	1 879.9	100.0
差 Poor	28.1	4.8	560.3	95.2	588.4	100.0
非常差 Very poor	5.1	4.7	102.1	95.3	107.2	100.0
合計 Overall	225.3	7.3	2 854.5	92.7	3 079.8	100.0

表 8.7a 按參加與工作有關的培訓/再培訓課程的動機劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.7a Economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months by incentive for attending the job-related training / retraining courses

參加與工作有關的培訓/再培訓課程的動機 <sup>#</sup> Incentive for attending the job-related training / retraining courses <sup>#</sup>	人數 No. of persons ('000)	百分比 %
增強競爭力/提升自己的工作能力 To increase competitiveness / to upgrade oneself	134.7	55.6
令自己可應付現時的工作要求 To meet current job requirement	85.9	35.4
令自己可應付現職的未來工作要求 To meet future job requirement of existing employment	67.7	28.0
令自己可應付將來的工作要求 To meet job requirement of future employment	43.2	17.8
改善工作表現 To improve work performance	34.2	14.1
應付轉變中的勞工市場環境 To cope with the changing labour market situation	16.2	6.7
希望可找一份更好的工作 Hoping to find a better job	12.0	5.0
僱主/上司鼓勵 Encouraged by employer / supervisor	8.3	3.4
合計 Overall	242.2	

註釋：<sup>#</sup> 可選擇多項答案。

Note: <sup>#</sup> Multiple answers were allowed.

表 8.7b 按曾參加與工作有關的培訓/再培訓課程類別劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.7b Economically active persons who had attended job-related training/retraining courses on own initiative in the past twelve months by type of job-related training / retraining courses attended

曾參加與工作有關的培訓/再培訓課程類別 <sup>#</sup> Type of job-related training / retraining courses attended <sup>#</sup>	人數 No. of persons ('000)	百分比 %
資訊科技技能 IT skills	66.7	27.5
管理技能 Management skills	56.3	23.2
語文技能 Language skills	50.4	20.8
特定工作技能 Job-specific skills	32.6	13.5
工作間的人際及個人才能 Interpersonal and intrapersonal skills required for workplace	16.2	6.7
有關中國的知識及世界視野 China-related knowledge and world vision	6.0	2.5
其他技能 Other skills	34.6	14.3
合計 Overall	242.2	

註釋：<sup>#</sup> 可選擇多項答案。

Note: <sup>#</sup> Multiple answers were allowed.

表 8.7c 按最近一次曾參加的課程的總期間劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目

Table 8.7c Economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months by total duration of the last attended course

最近一次曾參加的課程的總期間(小時) Total duration of the last attended course (hours)	人數 No. of persons ('000)	百分比 %
1 - 9	26.8	11.1
10 - 29	62.6	25.8
30 - 49	55.1	22.7
50 - 99	37.7	15.6
100 - 199	30.8	12.7
200 - 499	21.7	9.0
≥ 500	7.5	3.1
總計 Total	242.2	100.0
最近一次曾參加的課程的總期間 中位數(小時) Median value of total duration of the last attended course (hours)		36

表 8.7d 按最近一次曾參加的課程的舉辦機構劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.7d Economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months by organizer of the last attended course

最近一次曾參加的課程的舉辦機構 Organizer of the last attended course	人數 No. of persons ('000)	百分比 %
教育機構 Academic institutions	85.5	35.3
私人機構 Private institutions	79.6	32.9
志願團體/非牟利團體 Voluntary organizations / non-profit making organizations	36.7	15.1
職業訓練局 Vocational Training Council	25.0	10.3
僱員再培訓局 Employees Retraining Board	15.4	6.4
總計 Total	242.2	100.0

表 8.7e 按最近一次曾參加的課程的學費劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.7e Economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months by tuition fee of the last attended course

最近一次曾參加的課程的學費 (港元) Tuition fee of the last attended course (HK\$)	人數 No. of persons (‘000)	百分比 %
< 1,000	56.5	23.3
1,000 - 4,999	94.5	39.0
5,000 - 9,999	14.9	6.2
10,000 - 19,999	30.8	12.7
20,000 - 49,999	28.4	11.7
50,000 - 99,999	10.8	4.5
≥ 100,000	6.2	2.5
總計 Total	242.2	100.0
最近一次曾參加的課程的學費中位數(港元) Median tuition fee of the last attended course (HK\$)	2,500	

表 8.7f 按僱主有否資助學費/僱主資助學費的百分比劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
 Table 8.7f Economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months by whether had reimbursement of tuition fee from employers / percentage of reimbursement of tuition fee from employers

僱主有否資助學費/僱主資助學費的百分比 Whether had reimbursement of tuition fee from employers / percentage of reimbursement of tuition fee from employers	人數 No. of persons (‘000)	百分比 %
有 Yes	45.3	18.7
< 25%	2.8	(6.1)
25% - < 50%	4.2	(9.2)
50% - < 75%	8.6	(19.0)
75% - < 100%	1.6	(3.6)
100%	28.1	(62.1)
否 No	196.9	81.3
總計 Total	242.2	100.0

註釋：括號內的數字顯示在所有於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程及獲僱主資助學費的從事經濟活動人士中所佔的百分比。

Note: Figures in brackets represent the percentages of all economically active persons who had attended job-related training / retraining courses on own initiative in the past twelve months and had reimbursement of tuition fee from employers.

**表 8.8** 按沒有參加與工作有關的培訓/再培訓課程的原因劃分的於過去十二個月沒有參加與工作有關的培訓/再培訓課程的從事經濟活動人士數目  
**Table 8.8** Economically active persons who had not attended job-related training / retraining courses in the past twelve months by reason for not attending job-related training / retraining courses

沒有參加與工作有關的培訓/再培訓課程的原因 <sup>#</sup> Reason for not attending job-related training / retraining courses <sup>#</sup>	人數 No. of persons ('000)	百分比 %
太忙，無時間參加課程 Too busy, no time for attending course	2 074.0	70.8
已有足夠技能，無需培訓/再培訓 Already have sufficient skill, no need for further training / retraining	404.0	13.8
太老，不想學新事物 Too old to learn new things	261.3	8.9
改善不到聘用條款及條件 Cannot improve the employment terms and conditions	212.2	7.2
無有關的課程資料 Do not have any information about the relevant courses	143.7	4.9
無有關的培訓/再培訓課程 No relevant training / retraining courses	133.0	4.5
有關課程的時間不合適 Relevant courses are not provided at the appropriate timing	74.7	2.6
有關課程的學費太貴 Tuition fee of relevant courses is too expensive	33.4	1.1
未能達到有關課程的入學要求 Do not fulfil entry requirements of the relevant courses	24.5	0.8
由於太多人競爭，以致未能入讀有關課程 Cannot enrol in the relevant courses as there are too many competitors	11.3	0.4
有關課程的上課地點不方便 Relevant courses are not provided at the convenient location	9.4	0.3
合計 Overall	2 930.9	

註釋：<sup>#</sup> 可選擇多項答案。

Note: <sup>#</sup> Multiple answers were allowed.



表 8.9 按所需與工作有關的技能類別及認為有否足夠與工作有關的技能以應付目前/以前的工作要求劃分的從事經濟活動人士\*數目  
 Table 8.9 Economically active persons\* by type of job-related skills required and perception on whether had sufficient job-related skills to meet current / previous job requirements

所需與工作有關的 技能類別 Type of job-related skills required	認為有否足夠與工作有關的技能以應付目前/以前的工作要求 Perception on whether had sufficient job-related skills to meet current / previous job requirements					
	十分足夠 Very sufficient	足夠 Sufficient	不足夠 Insufficient	十分 不足夠 Very insufficient	不適用 <sup>#</sup> Not applicable <sup>#</sup>	總計* Total*
	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)
特定工作技能 Job-specific skills	441.5 (13.0%)	2 757.4 (81.4%)	141.0 (4.2%)	46.5 (1.4%)	- (-)	3 386.3 (100.0%)
工作間的人際及個人才能 Interpersonal and intrapersonal skills required for workplace	212.2 (6.3%)	2 584.8 (76.3%)	163.7 (4.8%)	28.6 (0.8%)	397.0 (11.7%)	3 386.3 (100.0%)
管理技能 Management skills	137.8 (4.1%)	1 607.3 (47.5%)	311.6 (9.2%)	45.9 (1.4%)	1 283.7 (37.9%)	3 386.3 (100.0%)
電腦技能 Computer skills	171.9 (5.1%)	1 468.9 (43.4%)	367.3 (10.8%)	37.8 (1.1%)	1 340.4 (39.6%)	3 386.3 (100.0%)
英語書寫技能 Written English skills	173.6 (5.1%)	1 441.5 (42.6%)	480.0 (14.2%)	41.9 (1.2%)	1 249.3 (36.9%)	3 386.3 (100.0%)
英語會話技能 Spoken English skills	180.8 (5.3%)	1 430.4 (42.2%)	521.3 (15.4%)	45.4 (1.3%)	1 208.3 (35.7%)	3 386.3 (100.0%)
普通話技能 Putonghua skills	99.4 (2.9%)	1 154.6 (34.1%)	723.8 (21.4%)	80.4 (2.4%)	1 328.1 (39.2%)	3 386.3 (100.0%)
世界視野 World vision	39.4 (1.2%)	949.3 (28.0%)	518.8 (15.3%)	97.2 (2.9%)	1 781.5 (52.6%)	3 386.3 (100.0%)
有關中國的知識 China-related knowledge	40.7 (1.2%)	881.0 (26.0%)	560.6 (16.6%)	85.7 (2.5%)	1 818.3 (53.7%)	3 386.3 (100.0%)

註釋：\* 不包括以前無工作的失業人士。

Notes：\* Excluding unemployed persons without previous employment.

<sup>#</sup> 目前/以前的工作不需要該與工作有關的技能類別。

<sup>#</sup> The respective types of job-related skills were not required for the current / previous job.