



僱員再培訓局
Employees Retraining Board

跨越

FORGING AHEAD
BEYOND

創新里程

30



2022-23
年度年報 ANNUAL REPORT

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關於僱員再培訓局

About ERB

僱員再培訓局屬法定組織，根據《僱員再培訓條例》於1992年成立，透過統籌、撥款和監察，委任培訓機構提供培訓課程和服務，服務對象為15歲或以上、具副學位或以下教育程度的人士。

本局委任約80間培訓機構，提供約700項具市場需求及事業前景的培訓課程，為學員構建進修階梯，為各行各業培育人才。

為配合不同服務對象的需要，本局提供多元化的培訓課程，包括為失業人士而設的就業掛鉤課程、跨行業適用的通用技能課程、協助在職人士提升技能的技能提升課程，以及為特定服務對象而設的青年培訓課程、殘疾及工傷康復人士課程、住院式戒毒人士及更生人士課程、以英語授課的少數族裔人士課程及新來港人士課程。



The Employees Retraining Board (ERB) is a statutory body established in 1992 under the Employees Retraining Ordinance. ERB co-ordinates, funds and monitors training courses and services offered by the appointed training bodies. The service targets of ERB are people aged 15 or above with educational attainment at sub-degree level or below.

ERB appointed about 80 training bodies to provide around 700 training courses that are market-driven and employment-oriented. ERB helps trainees map out progression ladders and nurtures talent for various industries.

ERB provides a diverse range of training courses, including placement-tied courses for the unemployed, generic skills courses for people from all industries, skills upgrading courses with skills enhancement training for employees, and courses for dedicated service targets such as youth training courses, courses for persons with disabilities and persons recovered from work injuries, courses for rehabilitated ex-drug abusers and ex-offenders, courses conducted in English for ethnic minorities, and courses for new arrivals.



主席序言

Chairman's Message



余鵬春, GBS, JP
YU Pang-chun, GBS, JP

主席 Chairman



主席序言

Chairman's Message

2022-23年度是僱員再培訓局(再培訓局)成立30周年的重要里程碑。回顧過去30年，再培訓局見證著香港社會的轉變，配合經濟發展的步伐，推出適切的培訓課程和服務，致力為香港提升人力資本。

三十而立 同心同步

於1992年成立之初，再培訓局為受經濟轉型影響而失業的基層僱員提供再培訓課程，助他們重投就業市場。其後，香港經歷亞洲金融風暴、「沙士」肆虐、環球金融海嘯，以至近年的新冠疫情，再培訓局一直積極履行社會使命，制定適時的培訓策略並擴展培訓服務，支援市民進修增值。

配合香港步向知識型經濟發展，再培訓局於2007年擴大服務對象，並為培訓課程引入可持續發展的元素，推動課程資歷認證，為學員構建進修階梯。再培訓局多年來亦為有特別需要社群推出多元化的專設課程及項目，協助釋放社會的潛在勞動力。近年面對持續的疫情，我們推出「特別·愛增值」計劃，協助受經濟環境影響的市民增值轉型，重投職場。走到今天，再培訓局已累計提供超過320萬個培訓學額，與香港市民並肩同行，一起增值三十年。

2022-23 stood as a significant milestone for the Employees Retraining Board (ERB) as we celebrated our 30th anniversary. Throughout the past three decades, ERB witnessed the transformation of Hong Kong society and remained committed to offering training courses and services attuned to market needs, thereby playing a vital role in enhancing the human capital of Hong Kong in line with the city's evolving economic landscape.

Walking Shoulder to Shoulder Beyond 30 Years

Established in 1992, ERB was commissioned to provide retraining courses for the unemployed affected by economic restructuring and help them re-enter the job market. Since then, Hong Kong has navigated through challenging situations brought by the Asian financial crisis, the SARS outbreak, the global financial tsunami, and the recent COVID-19 pandemic. Throughout, ERB has been striving to fulfil its social mission by formulating timely training strategies and expanding training services to support members of the public in pursuit of skills upgrading.

In line with Hong Kong's development towards a knowledge-based economy, ERB expanded the scope of its service targets in 2007 and introduced a sustainable concept in programme design for developing training courses that were qualification-pegged to help trainees map out their progression ladder. Over the years, ERB also launched a wide spectrum of dedicated training courses and programmes for social groups with special needs to mobilise the latent workforce in our society. In the face of the lingering pandemic in recent years, we launched the "Love Upgrading Special Scheme" (Special Scheme) to support people affected by the economic downturn for skills enhancement and for re-entering the labour market. Walking hand in hand with the people of Hong Kong for over three decades, ERB has offered an accumulative of over 3.2 million training places to foster upskilling and upgrading of the wider community.

推動培訓 因時制宜

新冠疫情衝擊全球和香港經濟，為社會和就業市場帶來壓力。再培訓局受特區政府委託於2019年10月至2022年12月期間推出六期「特別·愛增值」計劃，支援有需要人士透過技能培訓，重投職場或轉業，並持續提升專業水平。六期計劃合共有逾24萬人次入讀課程，反映計劃能回應當下市民的培訓需要，提供增值技能的機會，協助他們走過艱難時刻。

再培訓局於計劃內引入多項特別措施，包括不限學歷、放寬報讀課程限制、引入網上學習模式，並將課程選擇由約50項增至約500項，計劃的推行為我們日後制定培訓策略及拓展課程方向提供寶貴的經驗。

隨著疫後復常，各行各業的人力需求增加，《2022年施政報告》提出加強培訓各行業所需人才，為香港建立人才庫。再培訓局積極配合政府政策，於2023年3月落實修訂再培訓津貼的發放安排，提升就業掛鉤課程的每日津貼額，以鼓勵失業和待業人士積極參與培訓及投入職場，應對行業的人力需求。

Advancing Training while Staying Versatile

The COVID-19 pandemic caused widespread disruptions to the local and global economies, and Hong Kong's society and employment market faced immense pressure. Entrusted by the HKSAR Government, ERB launched six phases of the Special Scheme from October 2019 to December 2022. The Special Scheme provided timely support to those in need of upgrading their skills in order to rejoin the workforce or start a new career, and to keep enhancing professional standards. Enrolment for the six phases of the Special Scheme reached 240,000, indicating its timeliness in meeting the training needs of the public, and supporting the needy to get through difficult times through skills enhancement.

Under the Special Scheme, ERB offered an array of special arrangements including relaxing restrictions on educational attainment and course application, introducing online learning arrangement, and substantially increasing the number of courses on offer from about 50 to about 500. The implementation of the Special Scheme provided us with valuable experience in formulating training strategies and expanding the frontiers of course development in the future.

As post-pandemic normalcy returned to society, the manpower demand in various sectors has subsequently increased. The Chief Executive's "2022 Policy Address" set out measures to strengthen the training of talent for various industries and build a robust talent pool for Hong Kong. To align with the Government's policies, ERB conducted a review of the disbursement arrangement for retraining allowances and increased the daily rate of allowance for placement-tied courses in March 2023. This measure aimed to encourage unemployed individuals and job-seekers to participate in training programmes and join the workforce, thereby addressing the manpower demands of different industries.

主席序言

Chairman's Message

創新發展 釋放潛力

國家「十四五」規劃明確支持香港建設國際創新科技中心，確立香港向高質量發展的定位。配合《香港創新科技發展藍圖》推動數字經濟和建設智慧城市的方向，再培訓局積極開發具市場潛力的創意創科課程，協助僱員掌握數碼新技能，有助促進科技普及化，支援行業數碼轉型。

面對香港勞動人口的結構性轉變，加上職場對新技能的需求，再培訓局持續開發及提供多元化的培訓課程，並為有特別需要社群提供專設課程及培訓項目，包括與不同行業伙伴推出「先聘用、後培訓」計劃及擴展「零存整付」證書計劃涵蓋的課程範疇等，為市民提供靈活、適切的技能培訓選擇，協助釋放社會的潛在勞動力。2022-23年度有逾15萬人次入讀再培訓局課程，創下歷年新高，畢業學員透過再培訓增值技能，貢獻各行各業。

凝聚各界 並肩前行

適逢30周年，再培訓局藉著這個特別時刻推展「ERB 30周年推廣計劃」，涵蓋一系列大型宣傳項目和活動，與各界持分者一同見證再培訓局的發展及人才培育的成果，並提升市民對再培訓局課程和服務的認識和參與。

Promoting Innovation and Mobilising Potential

The National 14th Five-Year Plan indicated clear support for Hong Kong's development into an international innovation and technology hub and reinforced Hong Kong's positioning towards high-quality development. In line with the direction of the "Hong Kong Innovation and Technology Development Blueprint" to promote Hong Kong's development as a digital economy and smart city, ERB has made available a range of market-oriented training courses in innovation and technology to help employees acquire new skills and foster digital literacy among the general public, in support of the digital transformation of industries.

In the face of the structural changes in Hong Kong's working population and the rising demand for emerging skills in the workplace, ERB continued to develop and offer wide-ranging courses, and provide dedicated training courses and programmes for social groups with special needs. These included the launch of the "Hire and Train" Scheme through collaborations with different industry partners and the expansion of course coverage of the "Modular Certificates Accumulation Scheme", providing more flexible and suitable training options while mobilising the latent workforce in our society. In 2022-23, enrolment for ERB courses reached a record high of over 150,000, shedding light on the value of our retraining services in empowering trainees with enhanced skills to make contributions to various industries.

Partnering Across Sectors and Forging Ahead

Taking the opportunity to commemorate our 30th anniversary, we launched the "ERB 30th Anniversary Campaign" covering a series of large-scale promotional initiatives to share the development of ERB and our accomplishments in nurturing talent with stakeholders from all sectors, and enhance the public's understanding and participation in ERB courses and services.

推廣計劃下的「ERB 30人」宣傳系列由30位本局畢業學員分享他們增值技能、發展事業的勵志故事，榮獲「賽馬會齡活城市『全城・長者友善』計劃2022」的「友善人情大獎」，嘉許本局積極推廣年齡友善文化及鼓勵「後50」（50歲或以上人士）進修增值，投身職場，足證我們的工作獲社會認同。

多年來，再培訓局能夠推出與時並進的培訓課程和服務，把握經濟發展帶來的機遇，跨越種種挑戰，實在有賴各界持份者對本局的支持。我特別感謝特區政府一直以來大力支持本局的工作，讓我們實踐使命，為社會培育人才。我還要感謝歷屆主席及全局委員的無私付出，培訓機構和辦事處同事盡心盡力，以及僱主和行業機構，為學員提供就業和盡展所長的機會。

在數碼新時代，僱員需要持續學習新技能以應對社會和職業結構的不斷變化。再培訓局會秉持進取、創新、求變的精神，前瞻望遠，與各界伙伴攜手並肩，推廣「再培訓」和「終身學習」成為普及的社會文化，以提升香港人力資源的競爭力，為香港的可持續發展育才儲才，迎向更美好的未來。

Among those, the “ERB 30” graduate story series featured compelling stories of 30 ERB graduates who acquired new skills through retraining and pursued career development with a strong sense of aspiration. The campaign was presented with “Our City’s Story Award” as part of the “Jockey Club Age-friendly City Partnership Scheme 2022” in recognition of the contributions of ERB in promoting an age-friendly culture and encouraging the “Post-50” (people aged 50 or above) to pursue skills upgrading and engage in employment, exemplifying the social recognition of our work.

Thanks to the invaluable support of our partners from various sectors, ERB has successfully launched training courses and services that are attuned to the evolving times. We have also capitalised on the opportunities presented by economic development and fearlessly confronted the challenges that have arisen throughout the years. I wish to express my heartfelt gratitude to the HKSAR Government for its continued support towards our work, empowering us to fulfil our mission to nurture talent for our society. Also, I would like to thank our past Chairmen and all members of the Board for their sterling contributions, training bodies and staff members of the ERB Executive Office for their dedication and unfailing efforts, as well as our employer partners and industry organisations for providing our trainees with meaningful career and development opportunities.

In this digital era, employees need to continuously acquire new skills to adapt to the ever-changing social and occupational landscape. Upholding the “Forward, Innovative and Versatile” spirit, ERB will look ahead and collaborate with partners from all sectors to promote “retraining” and “lifelong learning” as a shared social culture with a view to enhancing the competitiveness of Hong Kong’s human resources and building a talent pool to contribute to Hong Kong’s sustainable development, so that together, we embrace a brighter future.

僱員再培訓局
主席
余鵬春, GBS, JP

YU Pang-chun, GBS, JP
Chairman
Employees Retraining Board

行政總監報告

Executive Director's Review



吳國強, BBS
Byron NG Kwok-keung, BBS

行政總監 Executive Director



行政總監報告

Executive Director's Review

走過三年的疫情，香港迎來復常曙光，配合特區政府一系列利好措施，讓社會和經濟重拾信心與動力，在積極的氣氛下穩步前行。

加強培訓 質量並重

在2022-2023年度，再培訓局繼續以「加強培訓、結合科技、促進就業」為策略目標，提供約700項多元化課程，涵蓋28個行業範疇，並因應社會及行業發展，增潤課程及提升服務，全力支持市民參與培訓和發展事業。

因應行業和人力市場需求，我們於年內推出約40項新課程，包括課程系列、專業認證、「能力為本」及專設課程，涵蓋不同範疇，例如Python網站框架開發、建築信息模擬(BIM)、虛擬實境應用程式開發等新課程，協助學員掌握行業及數碼新技能；另亦參考《能力標準說明》，在健康護理、飲食、物業管理及保安等行業範疇下開發「能力為本」課程，為人力需求殷切的行業加強培訓。

配合本局發展網上學習的長遠規劃，我們於年內推出「ERB網上學習平台」，將科技融入教與學，並完善相關的系統配套及質素保證工作。此外，本局於年內獲「香港學術及職業資歷評審局」延續「餐飲及食品服務」子範疇的「學科範圍評審」資格，對本局的課程質素保證制度予以肯定。

Having braved the pandemic for three years, Hong Kong is seeing the dawn of normalcy. As the HKSAR Government continues to roll out boosting measures, the society and economy are regaining momentum, paving the way forward for steady progress in a positive manner.

Strengthening Training while Emphasising Quality and Quantity

In 2022-2023, ERB stayed focused on its strategic objective of “Strengthening Training, Embracing Technology and Facilitating Employment”, offering some 700 diversified training courses straddling 28 industries. We also enriched our course offering and enhanced our support services to align with the development of society and industries, supporting members of the public for skills training and career development.

To better meet the needs of industries and the manpower market, we introduced some 40 new training courses this year, including course series, professional certifications courses, “Specification of Competency Standards-based” and dedicated courses which covered different aspects such as new courses on Python web framework development, Building Information Modelling (BIM) as well as virtual reality application development to equip trainees with industry-specific and digital skills. In addition, by referencing the “Specification of Competency Standards”, we developed new courses under healthcare services, catering and property management industry categories. All such efforts were dedicated to strengthening training for industries with keen manpower demands.

In line with our long-term plan for online learning development, we launched the “ERB Online Learning Platform” this year, integrating technology into teaching and learning. We also enhanced the relevant support systems and quality assurance efforts as part of our development plan. Apart from these, ERB successfully extended the Programme Area Accreditation (PAA) status in the “Catering, Food and Beverage Services” sub-area accredited by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, re-affirming the quality assurance system of our courses.

完善支援 聯繫社群

人才是社會發展的原動力，在疫後復甦的時刻，技能培訓具備更積極的社會意義。再培訓局在全力推動培訓之時，亦著力推展支援服務，鼓勵不同社群包括青年人、「後50」、婦女、少數族裔人士等透過培訓投入職場，協助釋放社會的潛在勞動力。

年度內我們為有特別需要社群提供超過160項專設課程，靈活地回應社會的培訓需要。我們亦推出多元化的專設項目，包括「青年培訓就業GPS@ERB」一站式活動、「後50•實習生計劃」及職場體驗活動等，協助青年人及「後50」掌握就業市場實況，為投入職場做好準備。此外，我們於年內加強推廣「樂活一站」和「陪月一站」服務，以及「ERB家居服務」流動應用程式，為本局相關課程的畢業學員提供轉介服務及培訓支援，協助婦女發揮所長，開展事業。

我們透過「ERB服務中心」及「ERB服務點」加強地區聯繫及推廣工作，舉辦行業講座和試讀班等超過1,500項活動，鼓勵市民參與培訓及投入職場。我們亦於年內推出全新「ERB課程全接觸計劃」，資助培訓機構在地區舉辦實體或網上推廣活動，並透過與地區團體協作，擴展覆蓋層面，讓更多市民認識本局課程和服務。

Enhancing Support and Engaging with Our Community

Talent is the key driving force for progress in society. For this reason, skills training holds greater social significance during the post-pandemic recovery period. Apart from channelling our efforts towards development of training services, ERB also extended support services to encourage various social groups, including the youth, “Post-50”, women, ethnic minorities, etc., to join the workforce through training, so as to help mobilise the latent labour force in our society.

This year, we provided over 160 dedicated courses for social groups with special needs, flexibly responding to the training needs of society. We also launched diversified support programmes, including the “Youth Training and Career GPS@ERB” one-stop activity, the “Post-50 Internship Programme” and workplace experience activities, etc., to help young people and the “Post-50” understand the prevailing industry trends and get well prepared for entering the job market. Furthermore, we stepped up our efforts to promote the services of “Smart Living” and “Smart Baby Care” Schemes as well as the “ERB Home Services” App, providing referral services and training support for graduate trainees of related ERB courses, thereby assisting women in unleashing their strengths and embarking on their careers.

At the district level, we enhanced our networking and promotion work through the “ERB Service Centre” and “ERB Service Spots”, with more than 1,500 activities held, covering industry seminars and taster courses to encourage members of the public to participate in training and join the labour market. We also launched a new “ERB Courses Road Show Scheme” this year, sponsoring training bodies to organise physical or online promotional activities in collaboration with district organisations in order to expand our scope of outreach efforts and enhance the public awareness of ERB courses and services.

行政總監報告

Executive Director's Review

聚焦推廣 多元協作

配合再培訓局成立30周年，我們以「一起增值、一起進步」為主題，於年內推出一連串大型推廣項目和活動，包括主題影片、學員故事短片、媒體特輯等，多角度推廣技能培訓的價值，各推廣項目於網上接觸超過270萬人次。我們並舉辦「ERB 30周年典禮暨年度頒獎禮」，表揚傑出的學員和導師，以及嘉許企業伙伴和培訓機構在推動人才培育工作的貢獻。此外，我們於地區舉辦「ERB 30」巡迴展，讓公眾體驗本局多元化的技能訓練內容及即場報讀課程，參與人次超過5,000。

所謂獨木不成林，再培訓局一直透過加強伙伴協作發揮協同效益。我們與20個「行業諮詢網絡」緊密聯繫，以了解業界的最新發展和培訓需要，為開拓新課程和優化現有課程集思廣益。我們亦透過「ERB人才企業嘉許計劃」加強與僱主機構的協作，鼓勵行業僱主參與專設活動及項目，為學員及服務對象提供工作及培訓機會，攜手推動人才培訓及發展。

Leveraging Promotion and Fostering Multipartite Collaborations

Taking the opportunity to commemorate the 30th anniversary of ERB, we launched a range of large-scale promotional initiatives and activities under the theme “Upgrading Together and Forging Ahead”. These included thematic videos, graduate stories, media features, etc., to promote the value of skills training from multiple perspectives, reaching out to over 2.7 million online audiences. We also organised the “ERB 30 cum Annual Award Presentation Ceremony” to commend outstanding trainees and instructors, as well as to show appreciation to enterprise partners and training bodies for their contributions in nurturing talent. As our finale highlight, we held the “ERB 30” roving exhibitions for members of the public to experience the diversified skills training of ERB and enrol in courses on-site, attracting over 5,000 participants.

Indeed, a single tree cannot make a forest. ERB has all along leveraged partnerships to achieve synergy. We maintain close ties with 20 “Industry Consultative Networks” to stay abreast of the latest industry developments and training needs, gathering insights for developing new courses and enhancing existing curricula. We also foster collaborations with employers through the “ERB Manpower Developer Award Scheme” to encourage industry employers to participate in dedicated programmes and activities with a view to providing job and training opportunities for trainees and services targets, joining hands to promote manpower training and development.

傳承開創 探索求新

乘著疫後新經濟的發展，再培訓局上下一心，全力推展培訓工作，擔當好推動再培訓的角色和社會責任，支持本地僱員增值技能及發展事業，為社會及經濟發展增添動力。

在過去30年的堅實基礎上，我們會務實求進，勇於探索新方向，務求為市民提供適切到位的培訓和服務，配合時代和社會發展的需要，與香港市民一起增值，一起進步。

僱員再培訓局
行政總監
吳國強, BBS

Building on the Past and Staying Innovative for the Future

Riding on the development of the new post-pandemic economy, ERB stands united to give full play to our societal role and mission of promoting retraining so as to support local manpower to upskill and pursue career development, thereby creating impetus for social and economic development.

Building upon the solid foundation of the past three decades, ERB will stay pragmatic and bold to explore new directions, and strive to provide members of the public with training and services geared towards the needs of time and social development, walking side by side with the people of Hong Kong to forge ahead and scale new heights.

Byron NG Kwok-keung, BBS
Executive Director
Employees Retraining Board

年度重點

Highlights of the Year





僱員再培訓局
Employees Retraining Board

ERB 30周年推廣 聯繫各界

再培訓局於2022–23年度推展「ERB 30周年推廣計劃」，透過一系列大型宣傳項目和活動，加強與社會各界的連繫，並推廣本局課程和服務。

ERB 30周年主題推廣

本局以「一起增值、一起進步」為主題，推出多元化的宣傳項目，包括主題影片、「ERB 30人」及「同行·這一年」學員分享短片，以及媒體特輯等，多角度推廣技能培訓的價值，彰顯本局多年來支援市民進修增值，為各行各業培育人才的成果，各推廣項目於網上接觸超過270萬人次。

ERB 30th Anniversary Milestone Forging Connections with Various Sectors

ERB launched the “ERB 30th Anniversary Campaign” in 2022–23, covering an array of promotional initiatives and activities, to connect with various sectors of the community and further promote ERB courses and services.

ERB 30th Anniversary Highlights

Themed “Upgrading Together and Forging Ahead”, cross-channel anniversary promotion campaigns were launched, including the “ERB 30” thematic videos and graduate stories, “Together•in this Year” video series, as well as media features, etc., to promote the value of skills training and showcase the achievements of ERB in supporting members of the public in skills upgrading and nurturing talent for different industries. The various campaigns reached over 2.7 million audiences online.

年度重點 Highlights of the Year

「ERB 30」主題影片

“ERB 30” Thematic Videos

「ERB 30」主題影片以香港城市面貌和社會脈搏為背景，帶出本局30年來一直與香港市民並肩同行，支持市民進修增值、一起進步的訊息。

The “ERB 30” thematic videos featured Hong Kong’s cityscape and vibrancy and brought out the core value of ERB in supporting members of the public to upskill and pursue lifelong learning in the past 30 years.



ERB30人 增值轉新

30位ERB學員 30個增值轉「新」故事



僱員再培訓局 (ERB) 提供約700項培訓課程，涵蓋29個行業及通用技能範疇，支持市民一起增值，一起進步。ERB 30人，不只30，還有你！

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Facebook: My ERB • Instagram: 讓知識Captain K • YouTube: ERBChannelHK



「ERB 30人」宣傳系列

“ERB 30” Graduate Story Series

以短片及學員分享展示30名不同背景的畢業學員如何透過本局課程增值轉「新」，掌握「新技能」、開展「新事業」、發展「新專業」和確定「新方向」。宣傳系列榮獲「賽馬會齡活城市『全城・長者友善』計劃2022」的「友善人情大獎」。

The video and story series featured 30 ERB graduate trainees of diverse backgrounds who had embarked on a new chapter by acquiring new skills, developing new careers, engaging in new professions and pursuing new development directions. The thematic campaign was presented with “Our City’s Story Award” of the “Jockey Club Age-friendly City Partnership Scheme 2022”.

「同行·這一年」ERB學員故事

“Together in this Year” Video Series

以實況訪問形式追蹤四名畢業學員的事業發展經歷，由他們分享個人增值及終身學習的勵志故事，推廣積極正向的人生態度。

The video interviews of four ERB graduate trainees showcased their rewarding lifelong learning experiences leading to fruitful career development journeys, thereby promoted a positive mindset and sense of perseverance.

同行·這一年

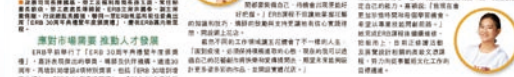
ERB 學員故事短片

#4位ERB學員 #4個增值故事 #技能創新篇



僱員再培訓局(ERB)提供約700項培訓課程，涵蓋28個行業及通用技能範疇，支持市民一起增值，一起進步。
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ERB培育人才30載 鼓勵增值技能 貢獻社會



「ERB職人故事」媒體特輯

“ERB Talented Practitioners” Media Features

媒體特輯結集畢業學員和本局導師以專業技能開拓事業的故事，並邀請僱主代表分享，展示技能培訓如何協助學員的職涯發展，以及為行業培育人才。

The series gathered insightful stories of ERB graduate trainees and instructor in developing promising careers with professional skills, as well as sharing of employer representatives to showcase the significant impacts of skills training on career growth for individuals and talent development for industries.

年度重點

Highlights of the Year

ERB僱主研討會

ERB Employer Seminar

本局於2022年9月以「後疫情時代 – 人才發展策略」為主題，舉辦「ERB僱主研討會」，共有逾300位來自僱主機構、行業商會及培訓機構的代表透過現場或線上參與，一起探討人才培育及發展的策略。

Themed “Post-pandemic Era – Manpower Development Strategy”, the ERB Employer Seminar was organised in September 2022 in a hybrid mode. Over 300 employer partners as well as representatives from industry associations and training bodies participated and exchanged strategic views on manpower training and development.



「ERB 30」巡迴展

“ERB 30” Roving Exhibition

本局於2023年3月在馬鞍山新港城中心及油塘大本型舉行「ERB 30」巡迴展，向市民介紹本局的課程及服務，以及鼓勵市民報讀課程，提升技能。巡迴展內容包括主題展覽、技能展示及體驗，以及互動遊戲，共吸引超過5,000人次參與。

ERB organised roving exhibitions at the MOSTown in Ma On Shan and the Domain Mall in Yau Tong in March 2023 to introduce the range of ERB training courses and services, and encourage members of the public to enrol in ERB courses for skills upgrading. Thematic information display, skills demonstration and experiential activities, as well as interactive games were arranged on-site. Over 5,000 visitors were recorded.



歡迎到場參與

主題展覽	技能展示及體驗	查詢及報讀課程	互動遊戲
介紹ERB培訓課程及服務	體驗多種多元化的技能培訓內容	即場查詢及報讀ERB課程和參加面試	參加技能體驗及遊戲可獲精美禮品

馬鞍山	油塘
3月11日及12日(星期六及日) ● 上午11時至下午6時 ● 馬鞍山新港城中心	3月25日及26日(星期六及日) ● 上午11時至下午6時 ● 油塘「大本型」商場

● ERB為15歲或以上、剛學成或以下教育程度的人士提供多元化培訓課程，涵蓋20個行業及通用技能範疇。
● 詳情請向課程人士索取簡介及資料，以及學歷/工作/專業資格證明文件（適用於報讀課程）正本及參與面試（如適用）。
● 將憑證換取禮品，送完即止。
● 活動內容及詳情如有更改，恕不另行通知，ERB保留最終決定權。

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“My ERB” FB • “路知識Captain K” IG
會員再培訓局

大本型 油塘門市



年度重點

Highlights of the Year

ERB 30周年典禮暨年度頒獎禮

ERB 30 cum Annual Award Presentation Ceremony

典禮於2022年10月舉行，政務司司長、勞工及福利局局長和常任秘書長、勞工處處長，以及本局主席、副主席和行政總監共同主禮，見證本局支持市民增值30年的豐碩成果，並頒發超過100個獎項，表揚學員積極進取，增值自強，以及各界合作伙伴致力協助學員掌握技能，發展事業。

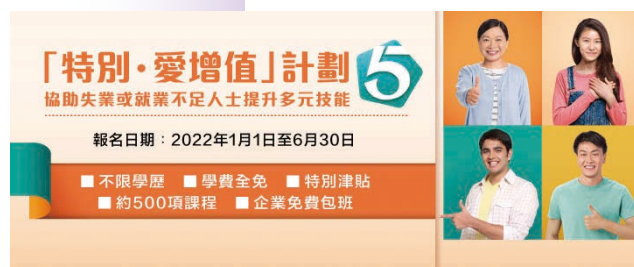
The Chief Secretary for Administration, Secretary for Labour and Welfare, Permanent Secretary for Labour and Welfare, Commissioner for Labour, and the ERB Chairman, Vice-Chairman and Executive Director officiated at the ceremony in October 2022, and witnessed the fruitful accomplishments of ERB over the past 30 years. On the occasion, over 100 awards were conferred to ERB trainees and partners from various sectors in recognition of their remarkable achievements in skills upgrading and talent development for different professions.



「特別·愛增值」計劃 疫下支援市民持續增值 “Love Upgrading Special Scheme” Supported Training Needs during the Pandemic

為配合政府一系列因應新冠疫情而推行的紓解民困措施，本局自2019年10月推出「特別·愛增值」計劃（計劃），以支援疫情期間失業、開工不足或放取無薪假期的市民的培訓需要。在2022-23年度，計劃已推行至第五期及第六期。隨著社會和經濟活動全面復常，計劃於2022年12月截止報名。六期計劃下共有超過24萬人次入讀課程，超過九成申請人次報讀並非其本行業的課程。計劃下的課程成效表現均達到目標水平，反映計劃能為有需要人士提供及時支援。

To align with a series of government relief measures during the pandemic, ERB launched the “Love Upgrading Special Scheme” (Special Scheme) in October 2019 to support those who became unemployed, underemployed or took no pay leave. In 2022-23, Phase 5 and Phase 6 of the Special Scheme were offered. As social and economic activities returned to normalcy, the Special Scheme had concluded with application ended in December 2022. The six phases of the Special Scheme attracted over 240,000 enrolled trainees. Over 90% of applications were submitted for courses outside the original industries/trades they were working in. On the whole, the key performance indicators of the Special Scheme met the stipulated benchmarks, demonstrating that the Special Scheme had offered suitable support to the people in need.



「特別·愛增值」計劃 5
協助失業或就業不足人士提升多元技能

報名日期：2022年1月1日至6月30日

- 不限學歷 ■ 學費全免 ■ 特別津貼
- 約500項課程 ■ 企業免費包班



「特別·愛增值」計劃 6
協助失業或就業不足人士*提升多元技能

報名日期：2022年7月1日至12月31日

長知識 > 添實力 > 職場向前行

- 不限學歷 ■ 學費全免 ■ 特別津貼
- 約500項課程 ■ 企業免費包班

ERB熱線：182 182 www.erb.org/scheme
“My ERB” Facebook專頁

* 參加此計劃並成功修讀課程，獲企業為其提供受薪職位，以應付2019年8月1日起之失業潮，屬工作不穩定，學費、津貼及包班費等，由該企業提供，並非由本局提供。

年度重點

Highlights of the Year

推動課程及服務發展 鼓勵市民參與培訓

Enhancing Course and Service Portfolio

Encouraging People to Engage in Training

發展更多具市場潛力的課程

Developing new courses with market potential

配合市場需求，本局於年度內推出約40項新課程，包括創新科技及行業為本的專業技能培訓，為學員提供更多進修增值選擇，擴闊事業發展空間。

本局並與香港電燈有限公司合辦「發電廠見習技術員度身訂造課程」，協助完成課程的學員投身機電業。



發電廠見習技術員度身訂造課程

課程費用全免 • 設有培訓津貼 • 完成短期培訓 • 僱主優先聘用

課程特色

- 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。
- 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。
- 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

工作內容

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

工作地點

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

工作時間

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

入讀資格

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

入讀日期

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

上課地點

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

課程內容

■ 實習特長：實習及處理機電設備的經驗，為機電設備運行提供專業、專業及知識等，完成工作後，可獲得機電設備運行經驗。

In line with market needs, ERB launched about 40 new courses in the year which covered digital and industry-specific skills training, thereby extended training options for trainees and broadened their career prospects.

In collaboration with the Hongkong Electric Co., Ltd., ERB also launched the “Foundation Certificate in Electrical Generator Technician Trainee Training (Tailor-made Course)”, facilitating entry to the electrical and mechanical services industry.

修訂再培訓津貼發放安排，提升就業掛鉤課程的每日津貼額

Revised arrangement on disbursement and daily rate of Retraining Allowance for Placement-tied Courses

回應《2022年施政報告》，本局於2023年3月修訂發放再培訓津貼的安排，提升就業掛鉤課程的每日津貼額。在新安排下，七天或以上的就業掛鉤課程的每日津貼額劃一提升至241元，半日津貼額為120.5元；而「青年培育計劃」課程的每日津貼額則提升至121元。

In response to the “2022 Policy Address”, ERB revised the disbursement arrangement of retraining allowance and raised the daily rate of allowance for placement-tied courses in March 2023. Under the new arrangement, the daily rate of retraining allowance provided for placement-tied courses lasting seven days or more has been increased to \$241 and half-day allowance to \$120.5; the daily rate of retraining allowance for “Youth Training Programme” courses has been increased to \$121.

支援「後50」及青年人培訓就業，協助釋放潛在勞動力 Strengthening Support to the “Post-50” and Young People to Meet Training and Employment Needs

本局於年度內推出「先聘用、後培訓」計劃，協助特定服務對象包括「後50」投身不同行業。此外，本局舉辦「後50•實習生計劃」及職場體驗活動，協助「後50」掌握就業市場現況，投入職場。因應青年人的培訓需要，本局舉辦「青年培訓就業GPS@ERB」、「中學生職場體驗」活動系列及專設活動，協助青年人了解各行業的發展和培訓機會。

During the year, ERB implemented the “Hire and Train” Scheme to assist dedicated target groups including the “Post-50” to land jobs in different industries. The “Post-50 Internship Programme” and workplace experience activities were also launched for the “Post-50” to enhance their understanding of the workplace for entering the job market. To meet the service needs of young people, ERB also organised the “Youth Training and Career GPS@ERB”, “Workplace Experience Activities” and dedicated activities to facilitate a better understanding of career prospects and relevant training opportunities in various industries.



「先聘用·後培訓」計劃 2022-23
投身健康護理業
 歡迎具小六或以上學歷程度的中環人士、「後50」(50歲或以上人士)、
 料理家務者及其他有興趣人士報名*

5天工作 + 每天8小時
星期日定休

簡介會 2022年9月23日(五) / 下午2時30分至5時30分 / 黃大仙
 2022年9月27日(二) / 上午10時至中午12時30分 / 西環
 2022年9月29日(四) / 上午9時30分至中午12時30分 / 深水埗
 登記出席簡介會及查詢熱線: 3970 0800 / 3106 3411
 (培訓機構: 香港基督教女青年會)

先聘用 ▶ 入職護理行業
 職位名稱: 護理員
 工作時間*: 5天工作, 每天8小時(包括30分鐘用膳時間),
 星期日定休; 不同工作時間可供選擇
 工作地點: 西環、西貢、黃竹坑、上環、灣仔、何文田、藍田、
 深水埗、大馬路、葵青、沙田
 月薪*: \$11,070 (完成合約及表現良好者, 可獲發\$2,500獎勵金)
 名額: 25
 聘任期: 2022年10月20日至2023年10月19日(暫定);
 工作表現良好者於合約期滿後, 可獲續約安排

後培訓 ▶ 實務工作訓練
 開班日期: 2022年10月20日(暫定)
 上課地點: 深水埗
 內容: * 入職後完成4項護理員實務技能培訓課程, 包括扶抱及轉移
 技巧、失禁護理、生命線察視、急救護理及膳食技巧。
 * 由前線指導員提供在職實務培訓, 協助學員適應工作環境及
 掌握相關的職業技能。
 考核: * 入職前及工作內, 進行知識考核及、學及專業測試。
 * 考核合格後, 包括工作時間、薪金、津貼、福利等, 以獲僱方最後核准
 後方為準。

查詢熱線: 3970 0800 / 3106 3411
 查詢詳情: 3970 0800 / 3106 3411
 查詢詳情: 3970 0800 / 3106 3411
 查詢詳情: 3970 0800 / 3106 3411

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機構管治

Corporate Governance



管治架構 Management Structure

本局設有五個專責委員會及一個投資小組處理不同範疇的工作，協助局方制訂各項相關政策，並監察行政辦事處的工作表現。

ERB has established five Committees and an Investment Group to carry out different functions, to assist in policy formulation, and to monitor the performance of the Executive Office.



機構管治

Corporate Governance

主席及委員

本局的成員由政府委任。成員包括僱主、僱員和政府代表，以及與職業培訓及再培訓或與人力統籌有關的人士共16名，並由主席領導。2022-23年度本局的成員如下：

主席
Chairman

1. 余鵬春先生, GBS, JP
Mr. YU Pang-chun,
GBS, JP

副主席
Vice-Chairman

2. 黃傑龍教授, BBS, JP
Professor Simon WONG
Kit-lung, BBS, JP

僱主代表
Employers' Representatives

3. 陳珊珊女士, MH
Ms. Cally CHAN
Shan-shan, MH

4. 蘇陳偉香女士, SBS
Mrs. Susan SO CHAN
Wai-hang, SBS

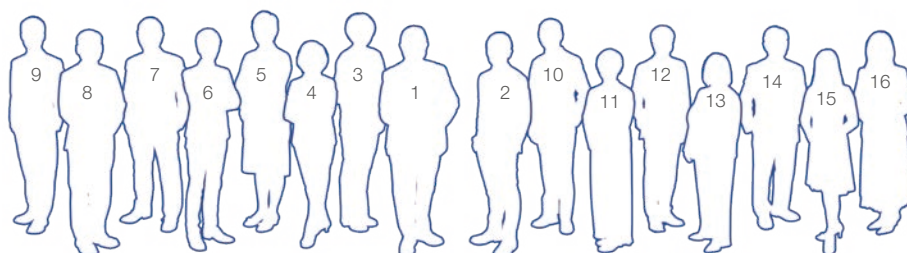
僱員代表
Employees' Representatives

5. 謝小玲女士
Ms. Phoebe TSE Siu-ling

6. 吳傑莊議員, MH, JP
Dr. Hon. Johnny NG
Kit-chong, MH, JP

7. 鄭清發先生
Mr. CHENG Ching-fat

8. 朱賢昌先生
Mr. Joe CHU Yin-cheong



Chairman and Board Members

Members of ERB are appointed by the Government. Under the leadership of the Chairman, the Board comprises 16 members appointed from representatives of employers and employees, government officials, and vocational training and retraining or manpower planning professionals. Membership of the Board in 2022-23 was as follows:



與職業培訓及再培訓或與人力統籌有關的人士 Persons connected with Vocational Training and Retraining or Manpower Planning

9. 林振昇議員
Hon. LAM Chun-sing

10. 李永富先生
Mr. LI Wing-foo

11. 陳淑嫻女士
Ms. Christina CHAN
Shuk-han

12. 陳智軒教授
Professor Chetwyn CHAN
Che-hin

政府代表 Government Representatives

13. 鄭惠貞女士, JP
Ms. Margaret CHENG
Wai-ching, JP

14. 唐智強先生, GBS, JP
Mr. Donald TONG
Chi-keung, GBS, JP

15. 劉焯女士, JP
Ms. Alice LAU Yim, JP

16. 陳穎韶女士, JP
Ms. May CHAN
Wing-shiu, JP

職業訓練局執行幹事
Executive Director of the
Vocational Training Council

勞工及福利局常任秘書長
Permanent Secretary for
Labour and Welfare

勞工處處長
Commissioner for Labour
(由2022年9月26日起)
(From 26 September 2022)

備註：孫玉菡先生, JP(勞工處處長)(至2022年6月30日)

Remark: Mr. Chris SUN Yuk-han, JP (Commissioner for Labour) (Until 30 June 2022)

機構管治

Corporate Governance

委員會職能及成員名單

課程發展及審批委員會

職權範圍

- (一) 根據本港的經濟及勞動力市場情況，發掘具市場潛力的行業和工種，制訂及定期檢討培訓課程的發展路向和策略，並向全局建議全年培訓學額及各類課程的學額分佈；
- (二) 制訂學額分配機制並適時進行檢討，以及根據機制及其他相關準則、年度培訓規劃及撥款申請，審視辦事處所建議各培訓機構可獲得分配的學額，並提交全局確認；
- (三) 根據各類培訓服務對象的培訓及就業需要、行業的需求，以及「行業諮詢網絡」的意見，發展配合市場需要的培訓課程及培訓計劃，審批辦事處及各培訓機構提交的新培訓課程及計劃建議；
- (四) 審議修訂現有培訓課程及計劃的建議，檢視停辦課程名單，以確保其貼近市場及行業需要；
- (五) 監察辦事處審批培訓機構提交的增撥課程學額申請及相關預算，以及按季度審視培訓課程的開辦情況；
- (六) 制訂及檢討各項課程行政相關政策；及
- (七) 審議「行業諮詢網絡」的成立或檢討，以及技術顧問的申請及委任事宜。

成員名單

召集人	成員	秘書
陳淑嫻女士	蘇陳偉香女士, SBS 朱賢昌先生 勞工及福利局常任秘書長代表 勞工處處長代表 職業訓練局執行幹事代表 陳俊濠先生# 吳宗麟先生#	經理(課程行政)

增選委員

Functions and Membership of Committees

Course Development and Vetting Committee

Terms of Reference

- (1) To formulate and regularly review the direction and strategy for developing training courses, through exploring those industries and job types with market potential, in tandem with the local economy and labour market situation; and make recommendation to the Board for endorsement of annual training capacity and distribution of training places among different types of training courses;
- (2) to formulate and review, when appropriate, the Training Places Allocation Mechanism, and recommend to the Board for endorsement of the number of training places allocated to individual training bodies basing on the Mechanism, annual training capacity and budgetary applications;
- (3) to develop market-oriented training courses and training schemes, and vet proposals pertaining to new training courses and schemes submitted by the Executive Office and training bodies in accordance with the training and employment needs of the different service targets and the advice of “Industry Consultative Networks”;
- (4) to vet proposed revisions to existing training courses and training schemes; and review the proposed course suspension list so as to cope more closely with the needs of the market and industries;
- (5) to monitor on a quarterly basis the progress of training courses, and the allocation of additional training places and related funding to training bodies by the Executive Office;
- (6) to formulate and review the policies pertaining to course administration matters; and
- (7) to vet the formation or review of “Industry Consultative Networks”, as well as the application and appointment of Technical Advisers.

Membership

Convenor	Members	Secretary
Ms. Christina CHAN Shuk-han	Mrs. Susan SO CHAN Wai-hang, SBS Mr. Joe CHU Yin-cheong Representative of the Permanent Secretary for Labour and Welfare Representative of the Commissioner for Labour Representative of the Executive Director of the Vocational Training Council Mr. William CHAN Chun-ho [#] Mr. Bosco NG Chung-lun [#]	Manager (Course Administration)

機構管治 Corporate Governance

質素保證及覆核委員會

職權範圍

- (一) 審批成為本局新培訓機構的申請及取消現有培訓機構開辦課程資格的建議；
- (二) 制訂培訓課程及支援服務的質素保證策略和執行機制；
- (三) 釐訂及監察培訓課程的成效指標及整體表現，並按需要進行檢討；
- (四) 監察支援服務營運機構的質素保證及成效指標表現；
- (五) 監察及評核培訓機構開辦培訓課程的教學質素、成本效益及行政安排；
- (六) 監察培訓課程統一評估工作的推行和發展狀況，並審視學員的評估成績；及
- (七) 監察公眾人士及學員作出的投訴，並在有需要時覆核個別投訴個案的調查結果。

成員名單

召集人	成員	秘書
陳智軒教授	謝小玲女士 鄭清發先生 勞工處處長代表 職業訓練局執行幹事代表	經理(質素促進)

Quality Assurance and Review Committee

Terms of Reference

- (1) To scrutinise applications as new training bodies and recommendations to discontinue the provision of training courses by existing training bodies;
- (2) to develop the quality assurance strategy and enforcement mechanism for training courses and support services;
- (3) to determine and monitor the key performance indicators and overall performance level of training courses, and undertake reviews when necessary;
- (4) to monitor the quality assurance performance and key performance indicators of the operators of support services;
- (5) to monitor and assess the training quality, cost-effectiveness, and administrative arrangements of training bodies in the delivery of training courses;
- (6) to monitor the implementation and development of standardised assessment for training courses, and scrutinise the performance of trainees in the assessments; and
- (7) to monitor complaints lodged by members of the public and trainees, and review the outcomes of investigation of individual cases when necessary.

Membership

Convenor	Members	Secretary
Professor Chetwyn CHAN Che-hin	Ms. Phoebe TSE Siu-ling Mr. CHENG Ching-fat Representative of the Commissioner for Labour Representative of the Executive Director of the Vocational Training Council	Manager (Quality Enhancement)

機構管治
Corporate Governance

公關推廣及支援服務委員會

職權範圍

- (一) 審議辦事處擬定的公關及宣傳推廣策略，以及年度工作規劃；
- (二) 就提升本局公眾形象及品牌的宣傳推廣計劃，提供意見，並監察成效；
- (三) 發展配合市場需要的支援服務，審批與支援服務有關的投標項目及其他建議；
- (四) 釐訂支援服務營運合約的成效指標；
- (五) 審議辦事處建議的大型公關及宣傳推廣活動，並批核相關的投標項目；及
- (六) 監察培訓機構就本局課程及支援服務推行的公關及宣傳推廣活動的成效。

成員名單

召集人	成員	秘書
陳珊珊女士, MH	吳傑莊議員, MH, JP 鄭清發先生 鄭惠貞女士, JP 勞工處處長代表 廖國偉先生#	經理(傳媒及對外事務)

增選委員

Public Relations, Promotion and Support Services Committee

Terms of Reference

- (1) To consider the public relations and promotion strategy as well as annual plan prepared by the Executive Office;
- (2) to monitor and advise on the effectiveness of promotional campaigns in enhancing the image and branding of ERB;
- (3) to develop support services to gear to market needs, and scrutinise relevant tender exercises and other proposals pertaining to support services;
- (4) to determine key performance indicators of the operating contracts of support services;
- (5) to consider large-scale public relations and promotional activities proposed by the Executive Office, and scrutinise the results of concerned tendering exercises; and
- (6) to monitor the effectiveness of public relations and promotional activities undertaken by training bodies for promoting training courses and support services.

Membership

Convenor	Members	Secretary
Ms. Cally CHAN Shan-shan, MH	Dr. Hon. Johnny NG Kit-chong, MH, JP Mr. CHENG Ching-fat Ms. Margaret CHENG Wai-ching, JP Representative of the Commissioner for Labour Mr. Chris LIU Kwok-wai [#]	Manager (Media and External Affairs)

[#] Co-opted Member

機構管治 Corporate Governance

財務及行政委員會

職權範圍

- (一) 審議辦事處僱員的聘用和薪酬福利政策及提交全局通過，並制訂其他人事政策；
- (二) 監察辦事處的職員編製，並向全局建議副行政總監級別人員的任免；
- (三) 審議年度財政預算草案和年度財務報告及提交全局通過；
- (四) 監察本局的收支及財務狀況；
- (五) 就「僱員再培訓基金」的投資策略向全局提交建議，並監察基金的投資活動和表現；
- (六) 制訂及檢討本局的採購政策，並批核大型投標項目(培訓課程及服務計劃和公關及宣傳推廣項目除外)；及
- (七) 制訂及檢討本局的資訊科技政策，包括資訊科技保安政策，並監察其推行進度。

成員名單

召集人	成員	秘書
黃傑龍教授, BBS, JP	李永富先生 陳智軒教授 勞工及福利局常任秘書長代表 勞工處處長代表	經理(財務及會計)

Finance and Administration Committee

Terms of Reference

- (1) To consider and submit to the Board for approval the appointment, compensation and benefits policies of the Executive Office, and to formulate other personnel policies;
- (2) to monitor the staff establishment of the Executive Office and recommend to the Board the appointment and termination of staff at the Deputy Executive Director level;
- (3) to consider and submit to the Board for approval the annual budget and annual financial report;
- (4) to monitor the income, expenditure and financial positions;
- (5) to advise the Board on the investment strategy of the Employees Retraining Fund and monitor the investment activities and performance of the Fund;
- (6) to formulate and review the procurement policy and scrutinise large-scale tendering exercises (except those pertaining to training courses and services, and public relations and promotion projects); and
- (7) to formulate and review the IT policies, including IT security policies, and monitor the progress of implementation.

Membership

Convenor	Members	Secretary
Professor Simon WONG Kit-lung, BBS, JP	Mr. LI Wing-foo Professor Chetwyn CHAN Che-hin Representative of the Permanent Secretary for Labour and Welfare Representative of the Commissioner for Labour	Manager (Finance and Accounts)

機構管治

Corporate Governance

財務及行政委員會轄下投資小組

職權範圍

- (一) 就「僱員再培訓基金」的投資目標、策略及指引，提供意見及按需要提交建議；
- (二) 因應投資市場的情況及本局的需求，提供投資建議；及
- (三) 就辦事處經辦的日常投資事宜，提供意見。

成員名單

召集人	成員	秘書
余鵬春先生, GBS, JP	黃傑龍教授, BBS, JP 謝小玲女士 梁永祥教授, GBS, JP# 何柏泰先生# 王祖興先生, JP#	副經理(財務及會計)

增選委員

Investment Group under the Finance and Administration Committee

Terms of Reference

- (1) To advise on the investment objectives, strategies and guidelines of the Employees Retraining Fund, and to make recommendations as and when necessary;
- (2) to offer advice on investment options in accordance with circumstances of the prevailing investment market and the requirements of the Board; and
- (3) to advise on the day-to-day investment activities of the Executive Office.

Membership

Convenor	Members	Secretary
Mr. YU Pang-chun, GBS, JP	Professor Simon WONG Kit-lung, BBS, JP Ms. Phoebe TSE Siu-ling Professor William LEUNG Wing-cheung, GBS, JP# Mr. Patrick HO Pak-tai# Mr. Harold WONG Tsu-hing, JP#	Deputy Manager (Finance and Accounts)

Co-opted Members

審計委員會

職權範圍

- (一) 監察辦事處的營運及財務系統以確保其符合本局相關政策、程序、指引，以及相關法例的規定，並檢討辦事處在資源運用方面是否達致應有的效益、效率及符合經濟原則；
- (二) 審閱內部審計組提交的報告，並建議改善措施；
- (三) 按需要或全局的要求，指示辦事處進行特定的檢討或調查工作；及
- (四) 監察辦事處內部審計職能的成本效益。

成員名單

召集人	成員	秘書
蘇陳偉香女士, SBS	陳淑嫻女士 林振昇議員 勞工及福利局常任秘書長代表	內部審計師

Audit Committee

Terms of Reference

- (1) To monitor the operational and financial systems of the Executive Office to ensure their compliance with the relevant policies, procedures and guidelines of the Board and relevant legislative provisions, and to review the effectiveness, efficiency and economy in the use of resources by the Executive Office;
- (2) to scrutinise reports submitted by the Internal Audit Section and recommend improvement measures;
- (3) to direct the performance of specific reviews or investigations by the Executive Office as and when necessary or as directed by the Board; and
- (4) to monitor the cost-effectiveness of the internal audit function of the Executive Office.

Membership

Convenor	Members	Secretary
Mrs. Susan SO CHAN Wai-hang, SBS	Ms. Christina CHAN Shuk-han Hon. LAM Chun-sing Representative of the Permanent Secretary for Labour and Welfare	Internal Auditor

機構管治

Corporate Governance

辦事處行政架構 Organisation Structure of the Executive Office

本局辦事處由行政總監領導，由四個部門及獨立的內部審計組組成。當中，四個部門各由一名副行政總監負責統籌相關工作；內部審計組直接向審計委員會負責。

The Executive Office is under the leadership of the Executive Director, who is underpinned by four Divisions and an independent Internal Audit Section. Each Division is headed by a Deputy Executive Director, who is responsible for the day-to-day operation of the Division. The Internal Audit Section reports directly to the Audit Committee of the Board.



監管機制

成效指標

本局設立成效指標，以監察培訓機構的表現、培訓課程成效及資源效益。2022-23年度成效指標的表現如下：

範疇	成效指標	目標水平	表現水平
學額使用 完成培訓	學額使用率	85%	88%
	學員出席率	80%	92%
	畢業率	80%	95%
	學員滿意度	80%	97%
就業情況(一般課程)	就業率	70%	85%

Monitoring Mechanism

Performance Indicators

ERB has established performance indicators for monitoring the performance of training bodies, and the cost-effectiveness of training courses. In 2022-23, the achievement levels for various performance indicators were as follows:

Area for Monitoring	Performance Indicator	Benchmark	Achievement Level
Utilisation of training places	Capacity utilisation rate	85%	88%
Completion of training	Attendance rate	80%	92%
	Graduation rate	80%	95%
	Satisfaction rate	80%	97%
	Placement rate	70%	85%

機構管治
Corporate Governance

服務承諾

本局已制定服務承諾以監察服務水平。2022-23年度各項服務承諾的表現如下：

培訓服務			
服務項目	承諾標準	目標水平	表現水平
報讀安排	• 就業掛鈎課程學員：於遞交課程申請表及報讀所需文件後 20個工作天 內獲通知結果(期間包括進行面試及入學試)	85%	99%
	• 非就業掛鈎課程學員：於遞交課程申請表及報讀所需文件後 10個工作天 內獲通知結果	85%	98%
上課安排	• 就業掛鈎課程學員：獲取錄後 四個月 內上課	80%	89%
	• 非就業掛鈎課程學員：獲取錄後 五個月 內上課	80%	78%
發放畢業證書	• 學員可於完班及獲通知評估及格後 20個工作天 後到培訓機構領取畢業證書(以公開考試作為期末考核的課程除外)	85%	98%

註： 受2019冠狀病毒病影響，本局於2022-23年度內暫停面授課堂超過20日，上課安排服務承諾的表現水平因而受到影響。

Performance Pledges

ERB has established performance pledges to monitor the quality of service. In 2022–23, the achievement of performance pledges was as follows:

Training Services			
Service	Performance Pledge	Target Level	Achievement Level
Application and admission	<ul style="list-style-type: none"> Applicants of placement-tied courses: to be notified of application results within 20 working days (inclusive of time for admission interview and entry test) upon receipt of course application forms and required supporting documents 	85%	99%
	<ul style="list-style-type: none"> Applicants of non-placement-tied courses: to be notified of application results within 10 working days upon receipt of course application forms and required supporting documents 	85%	98%
Commencement of training	<ul style="list-style-type: none"> Applicants of placement-tied courses: to commence training within four months upon notification of admission 	80%	89%
	<ul style="list-style-type: none"> Applicants of non-placement-tied courses: to commence training within five months upon notification of admission 	80%	78%
Issue of graduation certificate	<ul style="list-style-type: none"> Graduation certificates to be available for collection at the training bodies within 20 working days upon completion of classes and fulfillment of graduation requirements (not applicable to courses with course-end assessment in the form of public examination) 	85%	98%

Remark: In view of the Covid-19 pandemic situation, ERB suspended face-to-face training classes for over 20 days in 2022–23, thus affecting the achievement level of the performance pledge of commencement of training.

機構管治

Corporate Governance

發放再培訓津貼			
服務項目	承諾標準	目標水平	表現水平
向就業掛鈎課程的合資格學員發放再培訓津貼	<ul style="list-style-type: none"> 課程完結後25個工作天內 	95%	99%

「樂活一站」服務計劃			
服務項目	承諾標準	目標水平	表現水平
與僱主確認登記	<ul style="list-style-type: none"> 於收到僱主填妥的登記表格後兩個工作天內 	95%	100%
與僱主跟進配對及轉介	<ul style="list-style-type: none"> 於確認登記後的三個工作天內 	95%	99%

「陪月一站」服務計劃			
服務項目	承諾標準	目標水平	表現水平
與僱主確認登記	<ul style="list-style-type: none"> 於收到僱主填妥的登記表格後兩個工作天內 	95%	100%
與僱主跟進配對及轉介	<ul style="list-style-type: none"> 於確認登記後三個工作天內(若上工日期是在確認登記後一個月內) 於確認登記後七個工作天內(若上工日期是在確認登記後一個月或以上) 	95%	100%

熱線服務(公眾查詢及意見)			
服務項目	承諾標準	目標水平	表現水平
接聽熱線182 182	<ul style="list-style-type: none"> 於辦公時間內選擇與客戶服務代表對話：於12秒內接聽 	80%	82%
回覆留言	<ul style="list-style-type: none"> 於工作天上午9時至下午6時內留言：即日回覆 於其他時間內留言：下一個工作天回覆 	95%	100%

Disbursement of Retraining Allowance			
Service	Performance Pledge	Target Level	Achievement Level
Disbursement of retraining allowance to eligible trainees of placement-tied courses	<ul style="list-style-type: none"> Within 25 working days upon completion of course 	95%	99%

“Smart Living” Scheme			
Service	Performance Pledge	Target Level	Achievement Level
Confirmation of registration with employer	<ul style="list-style-type: none"> Within two working days upon receipt of completed registration form from employer 	95%	100%
Follow-up on matching and referral with employer	<ul style="list-style-type: none"> Within three working days upon confirmation of registration 	95%	99%

“Smart Baby Care” Scheme			
Service	Performance Pledge	Target Level	Achievement Level
Confirmation of registration with employer	<ul style="list-style-type: none"> Within two working days upon receipt of completed registration form from employer 	95%	100%
Follow-up on matching and referral with employer	<ul style="list-style-type: none"> Within three working days upon confirmation of registration (if the report duty date is within one calendar month upon confirmation of registration) Within seven working days upon confirmation of registration (if the report duty date is more than one calendar month upon confirmation of registration) 	95%	100%

Hotline Services (Public Enquiries and Opinions)			
Service	Performance Pledge	Target Level	Achievement Level
Answer to calls received through hotline 182 182	<ul style="list-style-type: none"> For enquirers who wish to speak with hotline staff: answer within 12 seconds during office hour 	80%	82%
Reply to messages left in voice-mail	<ul style="list-style-type: none"> For messages received during 9:00am-6:00pm of a working day: reply within the same day For messages received otherwise than above: reply in the following working day 	95%	100%

機構管治 Corporate Governance

服務評價

本局委託獨立調查機構以電話訪問形式收集僱主及學員對本局課程和服務的意見。

在2022-23年度進行的意見調查，目標對象為於2021年10月至2022年9月期間完成本局課程的學員及曾聘請該等學員的僱主。調查結果如下：

受訪僱主認為學員有以下的表現：	百分比
整體工作表現良好	93%
工作態度／紀律良好	95%
人際溝通技巧良好	91%
技能符合工作所需	90%
能夠適應工作環境／變化	89%
工作效率高	88%

受訪學員認為本局的課程和服務能達致以下效果：	百分比
整體對求職或工作有幫助	85%
引起持續進修的興趣	95%
改善基礎技能 ⁽¹⁾	95%
改善軟性技巧 ⁽²⁾	94%
提升職業技能 ⁽³⁾	93%
增強自信心	93%
加深對就業前景及工作環境的了解 ⁽³⁾	89%
提高適應工作的能力	89%
對自僱或創業有幫助 ⁽⁴⁾	88%
增強對工作的投入感 ⁽³⁾	87%
增加轉業機會	84%

註：

- (1) 只包括完成通用技能課程的受訪學員。
- (2) 只包括完成就業掛鉤課程或通用技能課程(與個人素養及求職技巧相關)的受訪學員。
- (3) 只包括完成就業掛鉤課程或技能提升課程的受訪學員。
- (4) 只包括完成課程後有考慮自僱或創業的受訪學員。

Evaluation of Performance

ERB commissioned the service of independent research organisations to collect the opinions of employers and trainees towards its training courses and services through telephone surveys.

For the opinion survey conducted in 2022–23, the target respondents were trainees who completed ERB training courses between October 2021 and September 2022 as well as employers who engaged these trainees. Findings of the survey were as follows:

Views of employer respondents on the performance of trainees:	Percentage
Overall work performance was good	93%
Good working attitude/well-disciplined	95%
Good interpersonal skills	91%
Skills matching job requirements	90%
Adaptable to work environment/changes	89%
High efficiency	88%

Views of trainee respondents on the training courses and services of ERB:	Percentage
Helpful in finding jobs or working as a whole	85%
Aroused interest in continuous learning	95%
Improved foundation skills ⁽¹⁾	95%
Improved soft skills ⁽²⁾	94%
Enhanced vocational skills ⁽³⁾	93%
Boosted self-confidence	93%
Better understanding of career prospects and work environment ⁽³⁾	89%
Enhanced adaptability to work	89%
Beneficial to become a self-employed person or business starter ⁽⁴⁾	88%
Strengthened commitment to work ⁽³⁾	87%
Increased job mobility	84%

Remarks:

- (1) Only included trainee respondents who completed generic skills courses.
- (2) Only included trainee respondents who completed placement-tied courses or generic skills courses (related to training in personal attributes and job search skills).
- (3) Only included trainee respondents who completed placement-tied courses or skills upgrading courses.
- (4) Only included trainee respondents who considered to become self-employed persons or business starters upon completion of the courses.



工作回顧

Operational Review



推動培訓 起動拓展

Promoting Training
Accelerating Development



培訓課程發展

發展具市場潛力的新課程

新課程

本局緊貼市場需求，於2022-23年度推出約40項具潛力的新課程，包括「Python網站框架開發助理證書」、「樹木檢驗及風險評估證書(兼讀制)」、「烹調意大利菜式技巧(薄餅)基礎證書(兼讀制)」、「企業傳訊(網絡推廣宣傳技巧)證書(兼讀制)」、「網絡主播視頻製作技巧基礎證書(兼讀制)」等。

課程系列

本局就不同工種及範疇規劃課程系列，協助從業員擴闊其專業範疇及通用技能。在2022-23年度，本局開發的新課程系列涵蓋機場營運、醫護支援人員護理技巧、多媒體設計等範疇。

Development of training courses

Developing new courses with market potential

New courses

ERB kept abreast of market needs and launched about 40 new courses with market potential in 2022-23. They included “Certificate in Python Web Framework Development Assistant”, “Certificate in Tree Inspection and Risk Assessment (Part-time)”, “Foundation Certificate in Preparation of Italian Cuisine (Pizza) (Part-time)”, “Certificate in Corporate Communication (Online Promotion Skills) (Part-time)”, “Foundation Certificate in Video Production Skills for Online Streamer (Part-time)”, etc.

Course series

To help practitioners broaden their professional and generic skills, ERB introduced various job-specific and generic skills course series. In 2022-23, ERB developed new course series covering skills areas such as airport operations, caring skills of care-related support worker, multi-media design, etc.



工作回顧

Operational Review

專業認證課程

本局因應行業發展推出多項專業認證課程，協助學員獲取行業認可的專業資格，以提升他們的就業競爭力。在2022-23年度，本局於交通及支援服務、地產代理、建造及裝修等行業範疇推出相關專業認證課程。

Professional certification courses

In tandem with industry development, ERB launched various professional certification courses to assist trainees in acquiring professional qualifications with industry recognition and enhance their competitiveness in employment. In 2022-23, ERB developed relevant professional certification courses under different industry categories such as transportation & support services, real estate agency, construction & renovation, etc.



專設課程

青年人

本局為青年人提供全日制就業掛鈎及半日制技能提升課程，為青年學員提供合適的培訓和就業跟進服務。在2022-23年度，本局提供23項「青年培育計劃」及九項特色課程，涵蓋通用技能及多個行業範疇，包括美容、美髮、資訊及通訊科技、機電、飲食、交通及支援服務、商業、影藝文化、設計、教育康體、物業管理及保安、零售、旅遊及社會服務。

Dedicated courses

Young people

ERB offers full-time placement-tied and part-time skills upgrading courses for young people, providing dedicated training and placement follow-up services to the youth segment. In 2022-23, ERB offered 23 courses under “Youth Training Programme” and nine featured courses, covering generic skills and straddling different industry categories including beauty therapy, hairdressing, information & communications technology, electrical & mechanical services, catering, transportation & support services, business, entertainment & performing arts, design, education & recreation, property management & security, retail, tourism and social services.



工作回顧

Operational Review



少數族裔人士

在2022-23年度，本局為少數族裔人士提供10項就業掛鈎及28項非就業掛鈎的專設課程，內容涵蓋職業語文及多個行業範疇，包括物業管理及保安、美容、酒店、商業、飲食、社會服務、機電等。

Ethnic minorities

In 2022-23, ERB offered 10 placement-tied and 28 non-placement-tied courses dedicated for ethnic minorities, covering vocational languages and straddling different industry categories including property management & security, beauty therapy, hotel, business, catering, social services, electrical & mechanical services, etc.

殘疾及工傷康復人士

本局在2022-23年度為殘疾及工傷康復人士提供26項就業掛鈎及38項非就業掛鈎專設課程，涵蓋中醫保健、印刷及出版、物業管理及保安、社會服務、美容、健康護理、商業、飲食、資訊及通訊科技、零售和環境服務等行業範疇。

Persons with disabilities and persons recovered from work injuries

In 2022-23, ERB offered 26 placement-tied and 38 non-placement-tied courses dedicated to persons with disabilities and persons recovered from work injuries. These courses covered industry categories of Chinese healthcare, printing & publishing, property management & security, social services, beauty therapy, healthcare services, business, catering, information & communications technology, retail, and environmental services, etc.

新推出的課程包括「美容護理I基礎證書(兼讀制)」及「電腦硬件裝嵌基礎證書(兼讀制)」。

New courses included “Foundation Certificate in Beauty Treatments I (Part-time)” and “Foundation Certificate in Computer Hardware Installation (Part-time)”.

本局與「殘疾及工傷康復人士培訓聚焦小組」緊密聯繫，共同探討殘疾及工傷康復人士的就業機會及相關技能要求。

更生人士及戒毒人士

本局為懲教院所在囚人士及住院式戒毒人士提供的專設課程，一般以半日或晚間制模式開辦，目標是協助學員重投就業市場，自力更生。在2022-23年度，本局提供13項就業掛鉤及九項非就業掛鉤專設課程，涵蓋九個行業範疇及通用技能。新推出的課程有「非華語人士職業普通話I基礎證書(兼讀制)」。

本局在2022-23年度繼續以全日制就業掛鉤模式，為社區成功戒毒人士開辦「朋輩輔導員基礎證書」課程，以協助學員重投勞動市場，融入社會。

配合安老服務業人才需求 發展課程及服務

因應市場調查結果，開發「能力為本」 新課程

在2022-23年度，本局因應安老服務業未來發展及技能培訓需求的專題市場調查結果，參考教育局為安老服務業編製的《能力標準說明》以發展「護送覆診基礎證書(兼讀制)」課程，配合業界對陪診相關技能的訓練需求。

ERB worked in close collaboration with the “Focus Group on Training for Persons with Disabilities and Persons Recovered from Work Injuries” to explore suitable employment opportunities and related skills requirements for service targets.

Rehabilitated ex-offenders and ex-drug abusers

ERB offered dedicated courses for persons in custody and persons receiving treatment in residential treatment centres. These courses were generally delivered in part-time mode, and aimed at helping trainees re-enter the employment market and achieve self-reliance. In 2022-23, ERB offered 13 placement-tied and nine non-placement-tied dedicated courses, straddling nine industry categories and generic skills training areas. A new course, namely “Foundation Certificate in Vocational Putonghua I for Non-Chinese Speakers (Part-time)”, was also launched.

In 2022-23, ERB continued to offer the full-time placement-tied “Foundation Certificate in Peer Counsellor Training” course dedicated to ex-drug abusers who received treatment in premises other than residential treatment centres. This course aimed at helping trainees re-enter the employment market and integrate into the society.

Developing training course and services to address the manpower demand of elderly care services industry

Developing Specification of Competency Standards- based course based on market survey findings

ERB followed up the results of the thematic market survey of future development and skills training needs of the elderly care services industry and developed the “Foundation Certificate in Escort Service for Out-patient Visit (Part-time)” course in 2022-23, with reference to the Specification of Competency Standards (SCS) for elderly care services industry devised by the Education Bureau, in order to meet the training needs of the industry for escort services related skills.

工作回顧 Operational Review

優化現有課程，推展《職業資歷階梯》課程

在2022-23年度，本局參考教育局在「資歷架構」下為安老服務業發展的「職業資歷階梯」，並按照「護理員」工作崗位的能力要求，優化現有的「護理員基礎證書」課程設計，協助學員構建進修階梯，發展個人事業。

Enhancing existing course to promote “Vocational Qualifications Pathway” courses

In 2022-23, ERB made reference to the “Vocational Qualifications Pathway” developed for elderly care services industry under the “Qualifications Framework” (QF) of the Education Bureau, and enhanced the design of the existing “Foundation Certificate in Care Worker Training” course in accordance with the competency requirements of the job position of care worker so as to help trainees build progression pathway and support them in career planning and advancement.

推行「先聘用、後培訓」計劃

本局透過與僱主機構協作於安老服務業推行「先聘用、後培訓」計劃，協助學員入職安老院舍護理員，並接受相關的在職培訓。

Implementing the “Hire and Train” Scheme

In collaboration with industry employer, ERB implemented the “Hire and Train” Scheme for the elderly care services industry to assist trainees to land jobs as care workers in elderly care homes and receive relevant on-the-job training.



「先聘用·後培訓」計劃 2022-23

投身健康護理業

歡迎具小六或以上學歷程度的中年人士、「後50」(50歲或以上人士)、料理家務者及其他有興趣人士報名*

5天工作·每天6小時
星期日定休

簡介會

2022年9月23日(五) / 下午2時30分至5時30分 / 黃大仙
2022年9月27日(二) / 上午10時至中午12時30分 / 西環
2022年9月29日(四) / 上午9時30分至中午12時30分 / 深水埗

登記出席簡介會及查詢熱線: 3970 0800 / 3106 3411
(培訓機構: 香港基督教女青年會)

先聘用 ▶ 入職護理行業

職位名稱: 護理員

工作時間[#]: 5天工作, 每天6小時(包括30分鐘用膳時間), 星期日定休; 不同工作時間可供選擇

工作地點: 西環、西營盤、黃竹坑、上環、灣仔、何文田、藍田、深水埗、大角咀、葵涌、沙田

月薪[#]: \$11,070 (完成合約及表現良好者, 可獲發\$2,500獎勵金)

名額: 25

聘任期: 2022年10月20日至2023年10月19日(暫定); 工作表現良好者於合約期滿後, 可獲續約安排

後培訓 ▶ 實務工作訓練

開班日期: 2022年10月20日(暫定)

上課地點: 深水埗

內容:

- 入職後完成5項護理實務技能培訓課程, 包括扶抱及轉移技巧、失禁護理、生命表徵量度、壓瘡護理及膳食技巧。
- 由經驗指導員提供在職實務培訓, 協助學員適應工作環境及掌握相關的職業技能。

計劃詳情: 

* 入職要求及工作內容, 請向培訓機構查詢; 學員須通過面試。
具體培訓條件, 包括工作時間、薪金、津貼、福利等, 以便僱主方最後協議落實為準。

合辦機構:  勞工處中區辦事處計劃
參辦機構:  保良局 PO SHING KIU

ERB熱線: 182 182 • www.erb.org • “My ERB” Facebook專頁



擴展「零存整付」證書計劃的涵蓋範圍

在2022-23年度，本局擴展「零存整付」證書計劃的範圍以涵蓋「醫護支援人員(臨床病人服務)基礎證書」課程，鼓勵未能修讀本局全日制課程的人士靈活安排時間進修及獲取認可資歷。

舉辦行業專題工作坊

在2022-23年度，本局舉行以「院舍工作環境暴力事故的處理及預防」為題的行業專題工作坊，協助健康護理業從業員提升相關的專業知識及技巧。

進行市場調查

在2022-23年度，本局就較年長人士的培訓需要進行市場調查，以提供更合適的培訓課程和服務。

Extending the coverage of “Modular Certificates Accumulation Scheme”

In 2022-23, ERB expanded the scope of “Modular Certificates Accumulation Scheme” to cover the “Foundation Certificate in Care-related Support Worker Training” course to encourage those who are unable to pursue ERB courses on full-time basis to make flexible study arrangement and acquire recognised qualifications.

Organising industry thematic workshop

In 2022-23, ERB organised dedicated workshop with the theme of “Prevention and Handling of Workplace Violence at Residential Care Homes” to assist the practitioners of healthcare services industry in enhancing relevant professional knowledge and skills.

Conducting market surveys

In 2022-23, ERB conducted a market survey on the training needs of mature persons so as to provide insights for developing relevant training courses and services.



工作回顧

Operational Review

配合「資歷架構」發展
推行優化措施

課程設計

「能力為本」課程

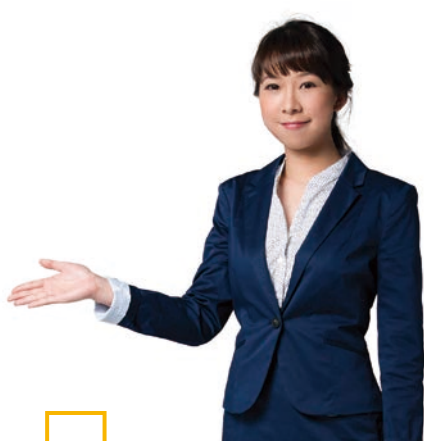
本局參照教育局為不同行業編製的《能力標準說明》，經諮詢相關「行業諮詢網絡」及持份者的意見後，發展「能力為本」新課程。在2022-23年度，本局在飲食、進出口、物業管理及保安、資訊及通訊科技、美容、健康護理，以及服裝製品及紡織七個行業範疇下開發共七項「能力為本」新課程，並把六項健康護理業現有課程修訂為「能力為本」課程。

Dovetailing with the development of
“Qualifications Framework”
Incorporating enhancement
measures

Course design

Specification of Competency Standards-based courses

ERB made reference to the SCS of different industries devised by the Education Bureau, and developed new SCS-based courses in consultation with the relevant Industry Consultative Networks (ICNs) and stakeholders. In 2022-23, ERB developed seven new SCS-based courses under seven industry categories, namely catering, import & export, property management & security, information & communications technology, beauty therapy, healthcare services, and wearing apparel & textile. Another six current courses under healthcare services industry were also revamped into SCS-based courses.



「過往資歷認可」機制

本局在訂定課程入讀資格及導師資歷要求時，經諮詢相關技術顧問及持份者的意見後，按需要引入「過往資歷認可」機制。在2022-23年度，本局已於約110項課程引入「過往資歷認可」機制，涵蓋飲食、資訊及通訊科技、鐘錶及珠寶、美容、美髮、物業管理及保安、印刷及出版、交通及支援服務、物流、教育康體、進出口業、零售、機電，以及服裝製品及紡織共14個行業範疇。

課程評審

截至2023年3月，本局上載「資歷名冊」的課程超過310項(涉及約2,730個課程紀錄)。

在2022-23年度，本局向香港學術及職業資歷評審局(「評審局」)提交七項課程(涉及約20個課程紀錄)進行評審；84項課程(涉及約690個課程紀錄)進行覆審；以及964項「重大修改」申請。

為配合教育局推出「學分累積及轉移」中央資料庫，本局在2022-23年度共提供278項有效的資料庫紀錄供公眾人士查閱。

“Recognition of Prior Learning” mechanism

ERB introduced the “Recognition of Prior Learning” (RPL) mechanism to the requirements for trainee admission and trainer qualifications of designated courses in consultation with the relevant Technical Advisors (TAs) and stakeholders. In 2022-23, ERB introduced the RPL mechanism to around 110 courses covering 14 industry categories, namely catering, information & communications technology, watch & jewellery, beauty therapy, hairdressing, property management & security, printing & publishing, transportation & support services, logistics, education & recreation, import & export, retail, electrical & mechanical services, and wearing apparel & textile.

Course accreditation works

As at March 2023, ERB uploaded over 310 courses (entailing about 2,730 course entries) on the “Qualifications Register” (QR).

In 2022-23, ERB submitted to the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) seven courses (entailing about 20 course entries) for accreditation, 84 courses (entailing about 690 course entries) for re-accreditation and 964 applications for “substantial changes”.

To tie in with the launch of the centralised database of “Credit Accumulation and Transfer” by the Education Bureau, ERB provided 278 valid records to the database for the public to obtain concerned information in 2022-23.



資歷架構
Qualifications
Framework

工作回顧

Operational Review

在取得「學科範圍評審」資格後，本局在「餐飲及食品服務」及「電腦科學及資訊科技」子範疇下累計分別有52項相關課程(涉及約360個課程紀錄)及27項相關課程(涉及約320個課程紀錄)獲「資歷架構」認可及上載「資歷名冊」。

「餐飲及食品服務」子範疇 「機構定期覆審」

本局獲資歷級別第1至第3級的「餐飲及食品服務」子範疇的「學科範圍評審」資格有效期至2023年5月4日屆滿。本局向「評審局」申請「機構定期覆審」資格，並成功延續有關資格有效期五年至2028年5月4日。

After obtaining the “Programme Area Accreditation” (PAA) status, a cumulative of 52 courses (entailing about 360 course entries) and 27 courses (entailing about 320 course entries) were recognised by QF and uploaded onto the QR under “Catering, Food and Beverage Services” and “Computer Science and Information Technology” sub-areas respectively.

“Periodic Institutional Review” of the “Catering, Food and Beverage Services” sub-area

ERB has obtained the PAA status at QF Levels 1 to 3 in the “Catering, Food and Beverage Services” sub-area with a validity period until 4 May 2023. A “Periodic Institutional Review” of the sub-area was conducted and the validity period has been successfully extended to 4 May 2028 for five years.



發展網上學習模式

推行網上學習平台

本局自2020年4月起推出網上學習安排，協助學員在防疫期間遙距上課，截至2023年3月，本局共批出近460項課程試行網上學習安排。

因應發展網上學習模式的工作規劃，本局在年度內以試點形式推出「ERB網上學習平台」，結合網上授課模式，為學員提供更多培訓選擇及網上學習支援。本局亦舉辦多場線上工作坊，向培訓機構職員及導師介紹平台的使用及推行細節，並鼓勵培訓機構及導師善用網上學習平台，吸引學員使用及參與平台的活動，提高學習興趣及成效。

此外，本局亦於部分「行業專題工作坊」及「認識有特別需要社群就業需要工作坊」引進視像模式，讓在職學員可更靈活安排工餘時間進修。

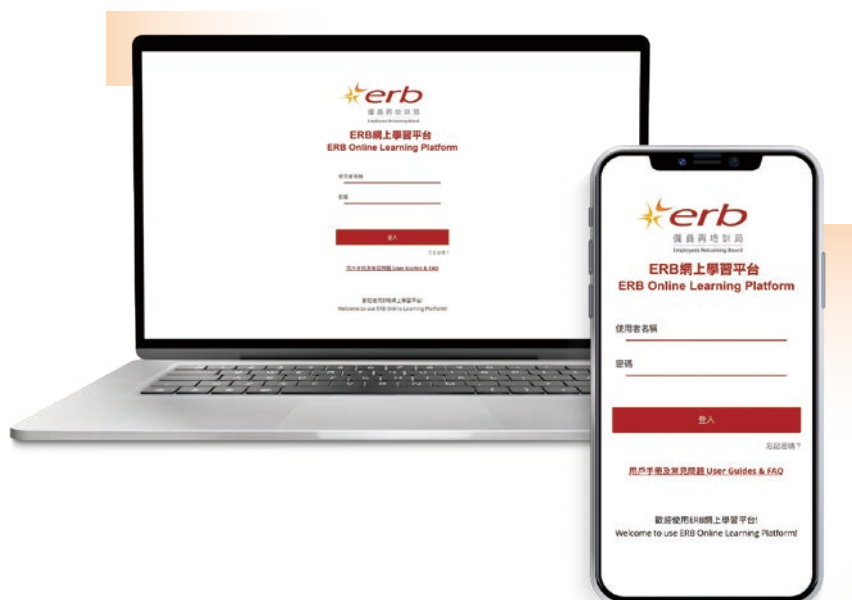
Developing online teaching and learning

Implementing online learning platform

Since April 2020, ERB has introduced online learning mode to support trainees in engaging in distance learning during infection control. As of March 2023, ERB approved around 460 courses for online learning arrangements.

In line with the development of online learning, the “ERB Online Learning Platform” (OLP) was launched on a pilot basis in the year, facilitating online teaching and providing trainees with more training options and online learning support. A number of online workshops were organised to introduce the use and implementation details of the platform to staff members and instructors of training bodies, and encourage them to make good use of the OLP, with a view to attracting trainees to actively participate in platform activities, and enhancing their interest and effectiveness in learning.

In addition, online learning mode was introduced to industry thematic workshops and workshops for social groups with special needs, allowing in-service practitioners to make flexible study arrangements during their spare time.



工作回顧

Operational Review

推行網上學習課程的質素保證工作

制訂突擊巡查機制

本局於2022-23年度制訂網上課堂突擊巡查機制，包括訂立巡查項目、評分系統及運作指引，以及提升資訊系統予以配合。本局於2022-23年度第三季起以試點形式為網上課程進行突擊巡查及模擬評分，並於第四季向培訓機構簡介機制，以於2023-24年度正式推行。

研究網上學習課程的觀課安排

配合網上學習課程的發展，本局於2022-23年度開展了為網上課堂進行觀課的研究，包括邀請教學顧問提供專業意見、規劃網上觀課的流程、評分範疇及推行安排等。

Developing quality assurance measures for online learning courses

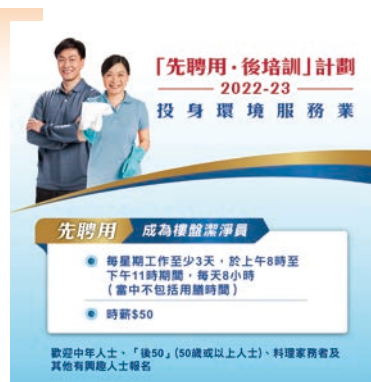
Formulating the mechanism of class surprise inspections

ERB formulated the mechanism of class surprise inspections for online learning courses in 2022-23, including establishing the inspection items, scoring system and operational guidelines, as well as enhancing the information system for relevant implementations. ERB also piloted the online class surprise inspection arrangements with mock scoring in the third quarter of 2022-23 and introduced the mechanism to training bodies in the fourth quarter to prepare for the formal implementation of the mechanism in 2023-24.

Mapping out the arrangements of class visits for online learning courses

To cater for the development of online learning courses, ERB initiated a study of class visit arrangements for online learning courses in 2022-23, which included soliciting professional advice from teaching advisors, formulation of operation procedures and assessment items, as well as implementation planning, etc.





推行「先聘用、後培訓」計劃

在2022-23年度，本局致力推行「先聘用、後培訓」計劃，協助學員(包括中年婦女及料理家務者)入職健康護理業、環境服務業和交通及支援服務業相關工作，包括安老院舍護理員、樓盤潔淨員及隧道交通督導員(實習生)。參與計劃的僱主因應學員的家庭崗位需要，調整學員的工作時間及休假安排，並提供在職培訓和配套支援措施，鼓勵學員投入工作。

舉辦「行業專題工作坊」

在2022-23年度，本局分別以「院舍工作環境暴力事故的處理及預防」、「地產代理業新媒體物業銷售應用知識」、「地產代理業解難技巧」及「區塊鏈在地產代理業的應用知識」為題，為健康護理業及地產代理業的從業員舉辦「行業專題工作坊」，協助他們提升專業知識及工作技巧。

Implementing the “Hire and Train” Scheme

In 2022-23, ERB implemented the “Hire and Train” Scheme for the healthcare services, environmental services, as well as transportation & support services industries to assist trainees (including middle-aged women and homemakers) to land relevant jobs such as care workers in elderly care homes, property cleaning workers and tunnel traffic control officers (trainee). Participating employers suitably adjusted the working hours and leave arrangements to cater for the family commitments of trainees and provided on-the-job training and other related support measures to encourage trainees to stay in employment.

Organising industry thematic workshops

In 2022-23, ERB organised industry thematic workshops with the themes of “Prevention and Handling of Workplace Violence at Residential Care Homes”, “The Use of New Media in the Sales of Properties”, “Problem Solving Skills in Real Estate Agency Industry” and “Application Knowledge of Block Chain for Real Estate Agency”, for the practitioners of healthcare services industry and real estate agency industry respectively to assist them in enhancing their professional knowledge and work skills.

完善服務 加強支援

Enhancing Services
Strengthening Support



多元化支援服務

舉辦「後50•實習生計劃」及「工作體驗日」活動

本局於2022-23年度舉辦「後50•實習生計劃」及「工作體驗日」活動，為「後50」提供全職及兼職實習機會及安排行業參觀，協助「後50」掌握就業市場現況，裝備工作技能和心態以投入職場。參與機構涵蓋公共事業、社會服務、資訊及通訊科技、商業、物業管理等行業，提供多元化的實習空缺，包括社創實驗室項目助理、企業社會責任助理、人力資源助理等。

Diversified support services

Rolling out the “Post-50 Internship Programme” and “Work Experience Day” activities

In 2022-23, ERB rolled out the “Post-50 Internship Programme” and “Work Experience Day” activities to provide full-time and part-time internship opportunities and arrange industry visits for the “Post-50”. The initiatives were designed to facilitate the “Post-50” in gaining a better understanding of market trends, acquiring essential skills and adjusting their mindset for entering the workplace. Employers including those from public and social services, information technology, business and property management sectors participated in the programme and offered various internship positions such as innovative social service project assistant, corporate social responsibility project assistant and human resources assistant for the “Post-50” to choose from.



後50 實習生計劃 2022

人生下半場 · 由實習啟航

- 約40間機構提供約100個實習空缺，涵蓋約20個行業
- 全職及兼職工作選擇，每星期工作18至40小時
- 1個月實習期，實習津貼及獎金最高可達\$11,800

對象：「後50」（50歲或以上人士）
 實習期：2022年9月至11月（當中的1個月）
 網上申請：www.erb.org/internship/apply
 （名額有限，額滿即止）
 查詢：2716 8754（統籌機構：基督教行動教會）

2022年7月14日起接受申請

ERB熱線：182 182
www.erb.org/internship
 “My ERB” Facebook專頁

合辦機構：勞工處
 社會服務處
 社會福利署
 社會工作局
 社會服務委員會
 社會服務委員會
 社會服務委員會

支持機構：香港基督教服務處
 香港基督教服務處
 香港基督教服務處

後50 ERB
 ERB以「後50」作為50歲或以上人士的新稱號。
 「後50」並非指「後50歲」，而是指「後50歲」。
 「後50」每段路程 www.erb.org/post50

後50 ERB
 後50 ERB



工作回顧

Operational Review

「樂活一站」及「陪月一站」服務

配合市場發展，「樂活一站」由2022-23年度起推出新服務定位，聚焦為完成家居服務及相關課程的「新晉助理」提供轉介服務及培訓支援，協助畢業學員建立僱主網絡及持續提升技能。

年內，本局加強推廣「ERB家居服務」流動應用程式，推出電台廣告及動畫短片系列，並因應用戶意見持續優化應用程式功能，累計登記應用程式的僱主用戶超過10,000。

此外，本局於「陪月一站」推行「持續專業進修計劃」，鼓勵助理積極參與技能工作坊及培訓課程，以持續提升服務質素。



“Smart Living” and “Smart Baby Care” services

In line with market development, since 2022-23, the “Smart Living” Scheme has been dedicated to enhancing the referral and training support for new graduate trainees who have completed domestic services and related courses so as to facilitate them in building employer network and pursuing skill enhancement.

In the year, ERB rolled out advertisements to promote the “ERB Home Services” mobile application, including broadcasting of radio advertisement and launching animation series. Functional features of the application were also optimised in response to user feedback. The cumulative number of registered employers of the mobile application has exceeded 10,000.

On “Smart Baby Care” Scheme, the “Continuing Professional Development” programme was implemented to encourage helpers to participate in skills workshops and training courses and enhance quality of service.



加強聯繫青年人

「青年培訓就業GPS@ERB」 一站式活動

本局於2023年3月舉辦「青年培訓就業GPS@ERB」網上及實體活動，向青年人介紹具前景的行業，涵蓋創新科技、創意營商、動漫設計和運動健康等範疇，並提供相關培訓和空缺資訊，協助青年人發掘進修及事業發展方向，各項活動的網上瀏覽及參與人次逾2,000。

Strengthening the connection with young people

“Youth Training and Career GPS@ERB” one-stop activity

ERB organised the “Youth Training and Career GPS@ERB” in March 2023, covering online and physical activities to keep young people updated on the promising opportunities available in the fields of innovation and technology, creative business, animation and design, as well as sports and health sectors. Relevant training and job information was also shared to assist young people in exploring their study and career directions. Over 2,000 online and physical visits were recorded for various activities.



工作回顧

Operational Review

舉辦青年專設活動

本局在2022-23年度為高中學生舉辦多元化的職場體驗活動，包括「企業探訪」、「學校職業講座」及「課程試讀班」，協助他們認識不同行業的機遇及本局培訓課程。

此外，「ERB服務中心」及「ERB服務點」與區內中學及社福機構合辦行業講座和求職及面試工作坊等，支援青年人的職涯規劃及培訓需要。

Dedicated activities for young people

In 2022-23, ERB organised a series of workplace experience activities for senior secondary school students which included “Company Visits”, “School Career Talks” and “Taster Courses”, to enhance their understanding on the prospects of different industries as well as related ERB courses.

The “ERB Service Centre” and “ERB Service Spots” also arranged industry seminars and workshops on job search and interview skills in collaboration with secondary schools and NGOs in the localities for young people to assist them in career planning and support their training needs.



開辦「認識有特別需要社群就業需要工作坊」

本局於2022-23年度繼續為僱主及培訓機構舉辦工作坊，協助他們認識有特別需要社群，包括殘疾及工傷康復人士、少數族裔人士、「後50」、成功戒毒人士和更生人士的培訓及就業需要，以及與他們相處時的溝通技巧。工作坊的內容亦包括僱主及僱員的經驗分享，促進互動交流。此外，本局亦於部分工作坊引入線上模式，以便利更多僱主及培訓機構職員參與。

Organising workshops to better support social groups with special needs

In 2022-23, ERB continued to organise workshops for employers and training bodies to assist them in understanding the training and employment needs of social groups with special needs, as well as the relevant communication skills required. The specific service groups include persons with disabilities and persons recovered from work injuries, ethnic minorities, the “Post-50” and rehabilitated ex-drug abusers and ex-offenders. Experience-sharing sessions with employers and employees were also arranged to facilitate interaction and knowledge exchange. Additionally, ERB introduced an online mode to selected workshops to facilitate the participation of more employers and staff of training bodies.

加強培訓顧問服務

本局的培訓顧問為有特別需要社群，包括「後50」、少數族裔人士及青年人等提供進修及行業資訊，為就業作好準備。培訓顧問亦開展了「僱員支援服務」，透過聯絡僱主，協助面臨失業或轉型的僱員制訂個人化培訓及轉業計劃。在本年度，培訓顧問為有需要人士提供逾1,200節服務，包括外展個人諮詢及網上視像諮詢服務。

Strengthening training consultancy service

ERB's Training Consultants provided training and employment information to social groups with special needs, including the “Post-50”, ethnic minorities and young people, so as to help them get prepared for entering the job market. In collaboration with employers, “Employees Assistance Service” was also extended to employees expected to face layoffs or job transitions, with a view to assisting them to set training and career plans. In the year, Training Consultants rendered over 1,200 sessions of consultation services to people in need, including outreach and online video consultation services.



伙伴協作 持續推廣

Strengthening Partnership
Sustaining Promotion



加強伙伴聯繫和協作

Strengthening industry connection and collaboration

行業諮詢網絡

Industry Consultative Networks

本局成立了20個「行業諮詢網絡」以探討不同行業的人力發展及相關培訓需要，成員包括行業商會、僱主團體、工會、專業團體、職業培訓和人力資源相關的機構代表，以及業內資深人士。

ERB has formed 20 ICNs to solicit views on manpower development and explore training needs of respective industries. Members include representatives from trade associations, employer organisations, trade unions, professional bodies, institutions concerning vocational training and human resources, and experienced practitioners of respective industries.

加強培訓及支援服務

Strengthening training and support services

本局於年內與香港電燈有限公司合辦「發電廠見習技術員度身訂造課程」，協助行業僱主培訓具特定技能需求的人才。本局並透過「ERB人才企業嘉許計劃」加強聯繫業界，計劃下超過400間企業機構獲延續嘉許為「人才企業」，當中約80間機構連續10年成為「人才企業」並獲嘉許為「Super MD」，為ERB學員及服務對象提供多元化的技能提升及事業發展機會。

During the year, the “Foundation Certificate in Electrical Generator Technician Trainee Training (Tailor-made Course)” was launched in collaboration with the Hongkong Electric Co., Ltd. to nurture skilled manpower demanded by industry employer. ERB also strengthened connections with the industry through the “ERB Manpower Developer Award Scheme”. Over 400 “Manpower Developers” had renewed their award status, and about 80 of them had been awarded the “Super MD” status in recognition of their continued support for 10 years as Manpower Developers, including the provision of upskilling and career opportunities for ERB graduates and service targets.



工作回顧

Operational Review

強化培訓網絡

本局積極發掘市場上具成年人和青年教育及職業培訓經驗的機構，加強聯繫和介紹本局課程及服務，探討合作的可行性。

Strengthening training network

ERB proactively establishes connections with organisations that possess extensive experience in adult and youth education, as well as vocational training to explore collaboration opportunities.

與培訓機構合作推廣

本局推行「WeShare推廣協作計劃」，邀請培訓機構向其會員及學員推廣本局的資訊頻道和電子通訊，加強與培訓機構在宣傳推廣上的協作，年內共有27間培訓機構參與計劃。

Collaborative promotion with training bodies

ERB launched the “WeShare Promotion Collaborative Scheme” and extended invitation to training bodies for promoting ERB’s information channels and electronic bulletins to their members and trainees, with a view to creating synergy on the promotion front. A total of 27 training bodies participated in the scheme during the year.

在計劃推行期間，《My ERB》Facebook專頁及《蔣知識Captain K》Instagram頻道貼文的接觸面擴大至近15萬人次的用戶群，電子通訊的每期平均接觸人次增加約30%。本局並為表現積極的培訓機構安排社交平台貼文，以加強推廣本局課程。

During the scheme period, the reach of content feeds of “My ERB” Facebook Fan Page and “Captain K” Instagram Channel was extended to around 150,000 users. The average number of readers reached via each issue of electronic bulletin was increased by about 30%. ERB also arranged feature feeds on social media for the promotion of ERB courses organised by the training bodies.

加強電子媒體推廣

Enhancing promotion on electronic media

設立Instagram(IG)頻道

Launching Instagram (IG) Channel

本局於年內推出《蔣知識Captain K》IG頻道，作為本局全新社交平台，向青年人推廣本局課程、服務和活動資訊。本局並與四位本地插畫師聯乘推出宣傳系列，推廣本局的特色課程，吸引市民「追蹤」本局社交平台。

ERB launched the “Captain K” IG Channel in the year as an extended social media platform to further engage young service targets and promote ERB courses, services and outreach activities. ERB also collaborated with four local illustrators and launched a publicity campaign to promote featured course portfolio and attract members of the public to “follow” our social media platforms.



《My ERB》Facebook專頁加強推廣

本局於年內以專頁代言人「蔣知識」及「蔣氏一家」虛擬人物為主題推出貼文，並推出本局30周年專題欄目，以不同角度介紹培訓及行業實用資訊，帶出本局課程和服務為學員提供多元化的發展機會。

此外，本局在社交平台推出「蔣知識同你玩住學」短片系列，展示不同行業範疇學員的專業技能，並推出網上遊戲，向青年人及大眾推廣相關課程。短片系列在網上頻道的觀看次數逾75萬，互動人次逾8,600。

電子通訊 擴闊宣傳

本局進一步增潤《LOOK@erb》電子通訊內容，提供多元化的培訓資訊，吸引公眾訂閱。年內共出版12期《LOOK@erb》，平均每期向近20萬人次的讀者介紹本局課程及最新資訊。本局亦出版「僱主通訊」電子季刊，向行業商會、僱主組織及企業發放本局就業掛鈎課程的完班資料及熱門「企業包班」課程等最新資訊，每期平均接觸人次逾11,000。

Enhancing promotion with “My ERB” Facebook Fan Page

A multitude of content featuring the virtual character “Captain K” and the Chiang’s family, as well as thematic anniversary stories were posted on “My ERB” Facebook Fan Page to provide training and industry information from diverse perspectives and highlight the value of retraining in creating various opportunities for further development of ERB trainees.

ERB also launched the “Play and Learn with Captain K” video series to showcase the vocational skills of trainees in different industries. Online games were rolled out on social media to promote relevant courses to the youth and members of the public. The “Views” and “Engagement” of online videos amounted to over 750,000 and 8,600 respectively.

Extending coverage with electronic bulletins

The “LOOK@erb” electronic bulletin was enriched with diversified training information to attract subscription. In the year, ERB published 12 issues of “LOOK@erb” and disseminated the latest information of ERB courses, reaching around 200,000 readers per issue. ERB also published the quarterly “Employer Newsletter” to publicise the latest information on placement-tied graduate classes and popular courses under the “Enterprise-based Training” through networks of trade associations, employer organisations and enterprises. The average number of readers reached per issue was over 11,000.

工作回顧

Operational Review

持續傳媒及推廣工作

年度內，本局透過舉辦媒體活動及發放新聞稿發布有關本局課程及服務的最新资讯，包括新推出的行業課程及度身訂造課程、得獎學員的奮鬥故事、「樂活一站」服務推廣等，並安排本局代表、課程導師及學員接受電視節目及報章訪問，發放技能培訓的正面訊息，提升市民對本局服務的認識及參與。

本局透過多元途徑推廣特色課程及服務，包括「先聘用、後培訓」計劃、創意創科課程及青年培訓課程等，提升市民及青年人對本局課程的認識和報讀興趣。

本局亦製作以「後50」、青年人、新來港人士、少數族裔人士和殘疾及工傷康復人士為對象的專設宣傳品，並透過社福機構及培訓機構廣泛派發。

地區服務及推廣

在2022-23年度，「ERB服務中心」及「ERB服務點」合共舉辦超過1,500項活動，包括行業講座、試讀班、網上活動及「就業實戰系列活動」等，協助服務對象掌握行業及市場動向，以及推廣本局課程和服務。本局並於深水埗西九龍中心設立首個「人流服務點」，以擴闊聯繫地區居民的外展推廣平台。

Continuing media outreach and promotion work

In the year, ERB arranged media activities and issued press releases to publicise the latest information on training courses and services, including newly launched Tailor-made Course and training courses, success stories of trainees, the “Smart Living” festive services, etc., and arranged TV programmes and newspaper interviews with ERB representatives, course instructors and trainees to promote positive message of skills training, thereby arousing public awareness of our services.

Thematic promotions were launched through diverse channels to promote courses and services, such as the “Hire and Train” Scheme, course portfolio related to creativity, innovation and technology, as well as youth training courses so as to raise awareness of the public and young people in enrolling ERB courses.

ERB also arranged dedicated promotional materials for the “Post-50”, young people, new arrivals, ethnic minorities, persons with disabilities and persons recovered from work injuries for distribution through social service organisations and training bodies.

District services and promotion

In 2022-23, “ERB Service Centre” and “ERB Service Spots” organised more than 1,500 activities, including industry seminars, taster courses, online activities and “Employment Activity Series”, etc., to assist service targets to better understand the industry and market trends, and to promote ERB courses and services. In addition, ERB set up the first “High Traffic Service Spot” at Dragon Centre in Sham Shui Po to extend the outreach and promotional coverage to the local community.

本局於全港118個地點，包括勞工處就業中心、社會福利署社會保障辦事處及其委託提供服務的非政府機構、本局辦事處、「ERB服務中心」及「ERB服務點」設置ERB「培訓通」課程搜索終端機，市民可透過「培訓通」查閱本局課程、培訓中心、服務和活動資訊，以及預約培訓顧問服務。

本局於2022-23年度推出全新的「ERB課程全接觸計劃」，資助培訓機構舉辦不同形式的推廣活動，包括「宣傳攤位」、「地區導賞團」、「課程體驗活動」及「網上活動」，向市民推廣本局課程和服務，年內舉辦的活動約有16,000人次參與。

ERB has set up “ERB Training Net” course search terminals at 118 locations, including Labour Department Job Centres, Social Security Field Units of Social Welfare Department (SWD) and non-governmental organisations commissioned by SWD, ERB Headquarters, “ERB Service Centre” and “ERB Service Spots”. Members of the public can obtain information on ERB courses, training centres, services and activities as well as register for the training consultancy service through the “ERB Training Net”.

In 2022-23, ERB launched a new “Encountering ERB Courses Funding Programme” and sponsored promotional activities organised by training bodies, which included promotion booths, district guided tours, course experience activities and online activities, with a view to promoting ERB courses and services to members of the public. Around 16,000 people participated in various activities.



確立質素 強化管治

Enhancing Quality
Strengthening Governance



加強質素保證工作

本局按「風險及表現為本」的原則，執行各項質素保證措施，包括周年審計、課堂突擊巡查、期末考試突擊巡查、觀課及觀試、「樂活一站」及「陪月一站」神秘顧客調查和突擊巡查，以及「ERB服務中心」和「ERB服務點」突擊巡查。

本局以「個案管理」系統向表現欠理想的培訓機構提供支援，安排專責同事與機構管理層會面，商討改善方法及定期監察情況，以提升培訓機構的整體質素保證表現。

Stepping up quality assurance work

ERB adopted the “Risk-and-performance-based” principle in administering quality assurance measures, including annual audits, class surprise inspections, course-end assessment surprise inspections, class visits, assessment observations, covert customer surveys and surprise inspections for the “Smart Living” and “Smart Baby Care” Schemes, and surprise inspections for the “ERB Service Centre” and “ERB Service Spots”.

ERB rendered support to under-performing training bodies through the “Case Management” system. Designated staff members were arranged to review in conjunction with the management of the training bodies the progress of implementation of improvement measures on a periodic basis so as to enhance their overall performance in quality assurance.

強化技能評估服務

擴闊服務範疇 推行「外派評估服務」

在2022-23年度，「實務技能培訓及評估中心」（「評估中心」）引入兩項健康護理業新課程，分別為「醫護支援人員護理技巧I基礎證書（兼讀制）」課程及「醫護支援人員護理技巧II基礎證書（兼讀制）」課程進行中央實務技能評估。

Strengthening skills assessment service

Service expansion and provision of outreaching assessment services

In 2022-23, the Practical Skills Training and Assessment Centre (PSTAC) introduced the centralised practical assessments for two new training courses under healthcare services industry, namely “Foundation Certificate in Caring Skills in Care-related Support Worker Training I (Part-time)” and “Foundation Certificate in Caring Skills in Care-related Support Worker Training II (Part-time)” courses.

工作回顧

Operational Review

「評估中心」於2022-23年度為開辦「保健按摩基礎證書」課程的培訓機構提供「外派評估服務」，由「評估中心」派出評估員到培訓機構執行期末實務試。「評估中心」於年內合共為14間培訓機構，超過310名學員提供評估服務。

In 2022-23, PSTAC provided the Outreaching Assessment Services to training bodies that offered the “Foundation Certificate of Healthcare Massage” training course by arranging PSTAC’s assessors to conduct course-end practical assessments at venues of the training bodies. PSTAC provided the assessment services for over 310 trainees of 14 training bodies in the year.

舉辦「評估中心」開放日

「評估中心」在2023年3月舉辦開放日，來自18間培訓機構，超過380名學員及培訓機構職員出席。「評估中心」為學員安排模擬評估，由評估員點評學員的技巧及常犯的錯誤，並給予意見回饋，以協助學員為將來的考試及就業做好準備。

Organised Open Day of PSTAC

The PSTAC Open Day was held in March 2023 and attended by over 380 trainees and staff members of 18 training bodies. PSTAC offered mock assessments, in which assessors evaluated the trainees’ skills and their common mistakes, and provided feedback in order to help them better prepare for future assessments and employment.



檢討委任技術顧問機制及其職責

本局於2022-23年度完成檢討委任及評核技術顧問的機制，加強其對「資歷架構」的認識及加入持續進修作為續任的考慮因素，以提升技術顧問的服務質素。

Reviewing the appointment of Technical Advisor mechanism

In 2022-23, ERB reviewed the mechanism for appointment and assessment of TAs, enhancing their knowledge on QF and imposing continuous learning as a prerequisite for re-appointment, with a view to strengthening the quality of service of TAs.

提升機構管治

利用資訊科技，優化服務

本局於年內推出採用響應式設計的全新課程查詢網頁，方便用戶隨時隨地利用流動裝置搜尋及查詢本局的培訓課程。

Enhancing corporate governance

Enhancing service through information technology

In the year, ERB launched a new version of its Course Enquiry Website which was mobile-friendly and responsive, facilitating members of the public to enquire about ERB courses anytime and anywhere through mobile devices.



course.erb.org



工作回顧

Operational Review

本局持續優化網站及流動應用程式，改善用戶體驗及提升系統安全。本局網站及兩個流動應用程式(「ERB助理搵工」及「ERB家居服務」)在2022-23年度無障礙網頁嘉許計劃中，分別取得網頁組別的三連金獎及流動應用程式組別的金獎。

本局繼續完善內部資訊系統，以配合服務需要，並持續加強資訊保安工作，更換或提升資訊科技設備及應用軟件，確保資料受保護。本局進行了釣魚電郵演習，提高員工的網絡安全意識，並升級應用程式防火牆及入侵預防系統。

進行內部審計項目

內部審計組在審計委員會的領導下行使獨立的審核職能，進行各項內部審計。

在2022-23年度，內部審計組完成了「辦公室其他開支(薪酬除外)」、「課程教材質素保證機制」，以及「『樂活一站』及『陪月一站』之運作及相關外判程序」審計項目，並向審計委員會匯報審計結果及相關改善建議。

ERB continued to enhance its website and mobile applications to improve user experience and enhance security. The main website of ERB and its two mobile applications (ERB Helper App and ERB Home Services App) obtained the Triple Gold Award in the Website Stream and Gold Awards in the Mobile App Stream in the Web Accessibility Recognition Scheme 2022-2023.

ERB continued its efforts to improve its internal information systems to cope with service needs, and improve its IT security by replacing or upgrading IT systems and software to ensure data were properly protected. ERB conducted a drill on phishing attack to raise the awareness of IT security of its staff, and upgraded its application firewall and Intrusion Detection System.

Conducting internal audit reviews

The Internal Audit Section was established to carry out independent internal audits under the auspices of the Audit Committee.

In 2022-23, the Internal Audit Section completed internal audit exercises respectively on “Administrative and Operating Expenses Processing (excluding staff remunerations)”, “Quality Assurance Mechanism for Course Materials” and “Performance Monitoring of ‘Smart Living’ and ‘Smart Baby Care’ Schemes”. Audit reports with improvement recommendations were submitted to the Audit Committee for consideration.



推動員工培訓

本局安排及資助同事參加不同的課程、講座及會議，以進一步提升其知識和技術，內容包括最新資訊科技、元宇宙、網絡安全及數據庫的培訓；課程設計、資歷架構及《能力標準說明》相關的培訓；提升軟件應用技巧的進階課程；掌握市場及法規最新變化的講座；以及由「評審局」舉辦的「資歷架構」及「課程評審」相關的工作坊及簡介會等。

本局亦為本局同事、培訓機構代表及技術顧問舉辦網上課程設計與教學的網上講座，邀請香港都會大學的相關專家主講，加強參加者對網上學習的認識。

持續推行環保措施

本局致力支持環保，繼續實行減廢措施，包括使用可重用器皿、支持回收及循環再造，以及更廣泛使用電子通訊、社交媒體及網站推廣活動和服務資訊。同時，本局辦公室亦奉行節約用電及減少碳排放的原則。

Strengthening staff training

ERB arranged and sponsored its staff to participate in various courses, seminars and conferences to further strengthen their knowledge and skills. Topics included emerging technology trends, metaverse, cybersecurity and database; training on course design, QF and SCS; courses on advanced software applications; seminars on latest market and policy changes; as well as workshop and seminar related to QF and course accreditation organised by the HKCAAVQ, etc.

ERB organised online seminar on the design and teaching of online courses, and invited keynote speaker from the Hong Kong Metropolitan University in the related field, with a view to enhancing the knowledge of ERB colleagues, representatives of training bodies and TAs on online learning.

Continuing implementation of environmentally friendly measures

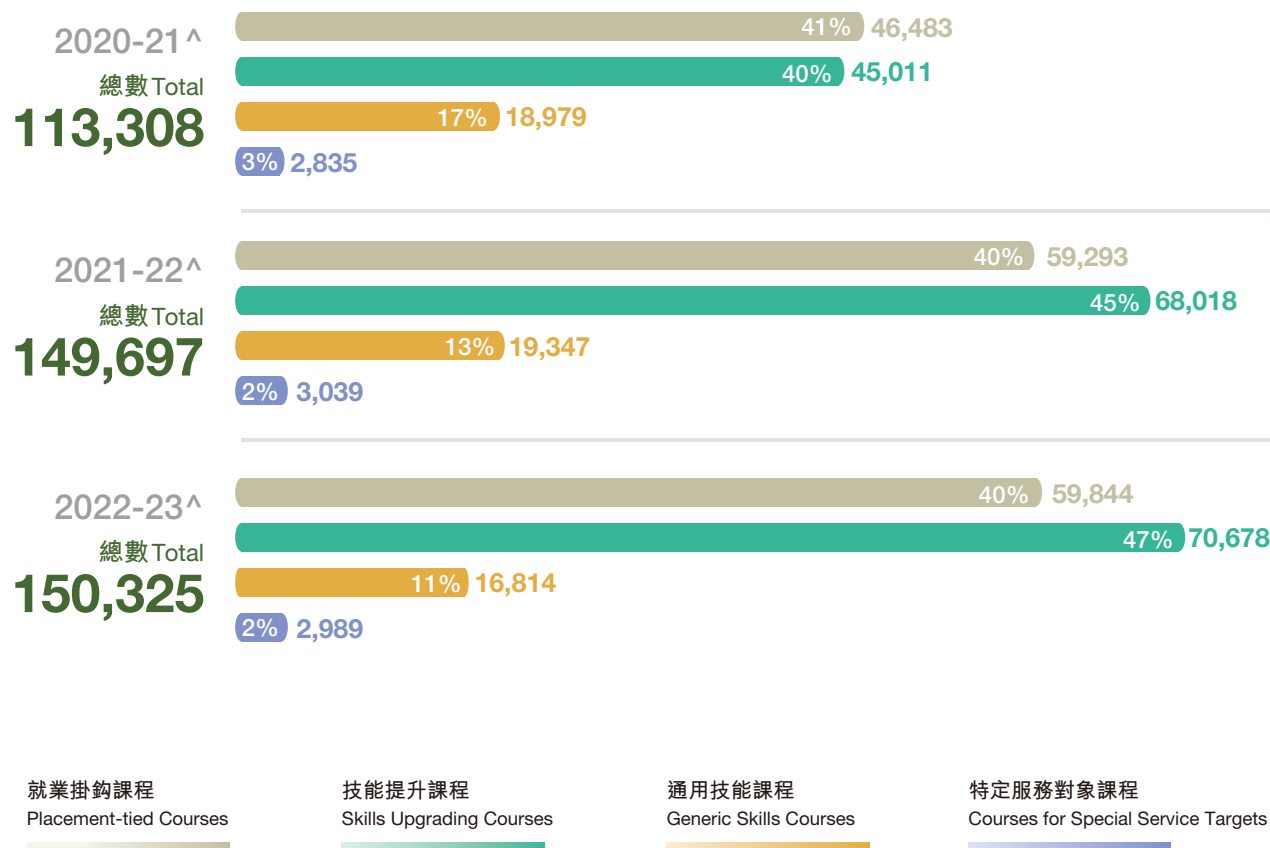
ERB rendered dedicated support to environmental protection and continued to implement waste reduction measures, including the use of reusable containers, recycling, and more extensive use of electronic means, social media and website in promotion and dissemination of service information. At the same time, ERB also implemented measures to save electricity and reduce carbon emissions.

主要統計資料

Major Statistics

按課程類別劃分的入讀人次

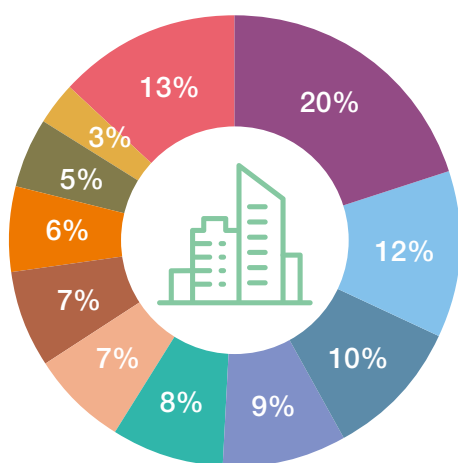
Number of Enrolled Trainees by Course Type



[^] 受2019冠狀病毒病影響，本局在該年度曾暫停提供面授課堂。

In view of the COVID-19 pandemic situation, ERB suspended face-to-face training classes during the years.

按行業／通用技能範疇劃分的入讀人次 Number of Enrolled Trainees by Industry / Generic Skills Category



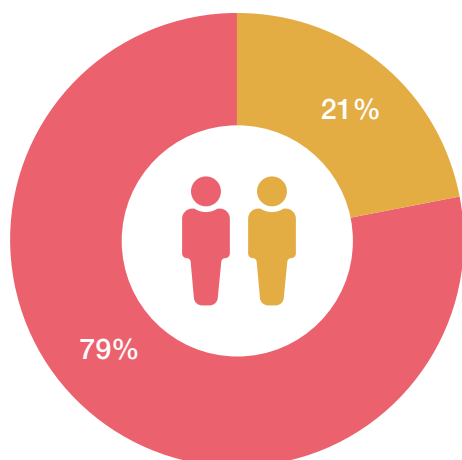
行業／通用技能範疇 Industry / Generic Skills Category	入讀人次 No. of Enrolled Trainees	百分比 %
飲食 Catering	29,980	20%
環境服務 Environmental Services	17,400	12%
健康護理 Healthcare Services	15,168	10%
物業管理及保安 Property Management & Security	13,228	9%
中醫保健 Chinese Healthcare	12,324	8%
美容 Beauty Therapy	10,714	7%
家居服務 Domestic Services	10,113	7%
電腦／資訊科技應用 Computer / Information Technology Application	9,236	6%
職業語文 Workplace Languages	8,117	5%
商業 Business	4,622	3%
其他 Others	19,423	13%
總數 Total	150,325	100%

上述圖表顯示首10項最高入讀人次的行業／通用技能範疇。

The above chart lists the top 10 industry / generic skills categories according to the number of enrolled trainees.

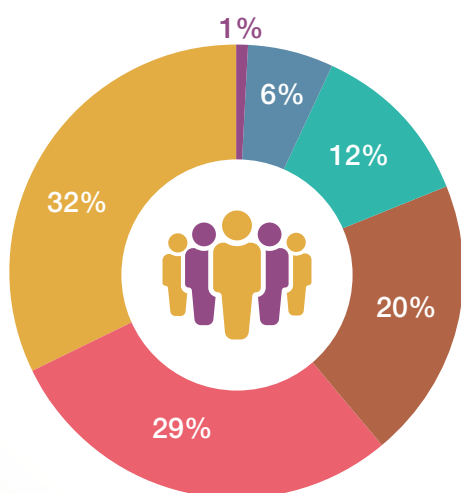
主要統計資料 Major Statistics

按性別劃分的入讀人次 Number of Enrolled Trainees by Gender



性別 Gender	入讀人次 No. of Enrolled Trainees	百分比 %
男 Male	31,707	21%
女 Female	118,618	79%
總數 Total	150,325	100%

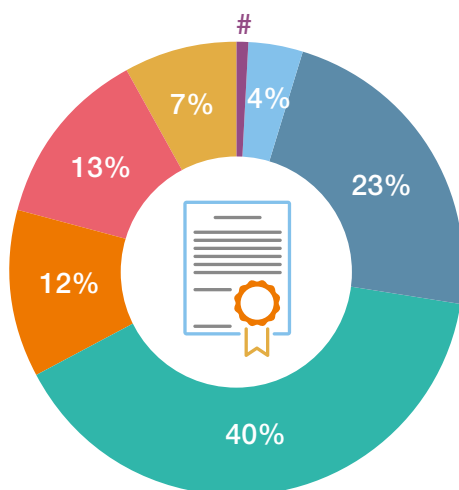
按年齡劃分的入讀人次 Number of Enrolled Trainees by Age



年齡 Age	入讀人次 No. of Enrolled Trainees	百分比 %
15-19	1,018	1%
20-29	8,576	6%
30-39	18,180	12%
40-49	30,244	20%
50-59	43,756	29%
60或以上 60 or Above	48,551	32%
總數 Total	150,325	100%

按學歷程度劃分的入讀人次

Number of Enrolled Trainees by Education Level



學歷程度 Education Level	入讀人次 No. of Enrolled Trainees	百分比 %
未曾入學 No Schooling	37	#
小學或以下 Primary Education or Below	6,327	4%
中一至中三 Secondary 1 to 3	35,083	23%
中四至中五 Secondary 4 to 5	60,676	40%
中六至中七 Secondary 6 to 7	18,352	12%
副學位 Sub-degree	19,507	13%
副學位以上 Above Sub-degree	10,343	7%
總數 Total	150,325	100%

少於0.5%
Less than 0.5%

財務報表

Financial Statements

獨立核數師報告

致僱員再培訓局各委員

(根據《僱員再培訓條例》於香港成立)

意見

本核數師(以下簡稱「我們」)已審計列載於第90頁至第120頁之僱員再培訓局(「再培訓局」)的財務報表，此財務報表包括於2023年3月31日的資產負債表與截至該日止年度的收支表、資金變動表及現金流量表，以及財務報表附註，包括主要會計政策概要。

我們認為，該等財務報表已根據香港會計師公會頒佈的《香港財務報告準則》真實而中肯地反映了再培訓局於2023年3月31日的財務狀況及截至該日止年度的財務表現及現金流量。

意見的基礎

我們已根據香港會計師公會頒佈的《香港審計準則》進行審計。我們在該等準則下承擔的責任已在本報告「核數師就審計財務報表承擔的責任」部分中作進一步闡述。根據香港會計師公會頒佈的《專業會計師道德守則》(以下簡稱「守則」)，我們獨立於再培訓局，並已履行守則中的其他專業道德責任。我們相信，我們所獲得的審計憑證能充足及適當地為我們的審計意見提供基礎。

Independent auditor's report

To the members of Employees Retraining Board

(Established in Hong Kong under the Employees Retraining Ordinance)

Opinion

We have audited the financial statements of Employees Retraining Board (the “Board”) set out on pages 90 to 120, which comprise the statement of financial position as at 31 March 2023, and the income and expenditure account, statement of changes in fund and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Board as at 31 March 2023, and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards (“HKFRSs”) issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”).

Basis for opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing (“HKSAs”) issued by the HKICPA. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Board in accordance with the HKICPA's *Code of Ethics for Professional Accountants* (the “Code”), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

其他信息

再培訓局委員需對其他信息負責。其他信息包括刊載於年報內的信息，但不包括財務報表及我們的核數師報告。

我們對財務報表的意見並不涵蓋其他信息，我們亦不對該等其他信息發表任何形式的鑒證結論。

結合我們對財務報表的審計，我們的責任是閱讀其他信息，在此過程中，考慮其他信息是否與財務報表或我們在審計過程中所了解的情況存在重大抵觸或者似乎存在重大錯誤陳述的情況。基於我們已執行的工作，如果我們認為其他信息存在重大錯誤陳述，我們需要報告該事實。在這方面，我們沒有任何報告。

再培訓局委員就財務報表需承擔的責任

再培訓局委員需負責根據香港會計師公會頒佈的《香港財務報告準則》的披露要求擬備真實而中肯的財務報表，並對其認為為使財務報表的擬備不存在由於欺詐或錯誤而導致的重大錯誤陳述所需的內部控制負責。

在擬備財務報表時，再培訓局委員負責評估再培訓局持續經營的能力，並在適用情況下披露與持續經營有關的事項，以及使用持續經營為會計基礎，除非再培訓局委員有意將再培訓局清盤或停止經營，或別無其他實際的替代方案。

Other information

The members of the Board are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact. We have nothing to report in this regard.

Responsibilities of the Members of the Board for the financial statement

The members of the Board are responsible for the preparation of the financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA, and for such internal control as the members of the Board determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members of the Board are responsible for assessing the Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members of the Board either intend to liquidate the Board or to cease operation or has no realistic alternative but to do so.

財務報表 Financial Statements

核數師就審計財務報表承擔的責任

我們的目標，是對財務報表整體是否不存在由於欺詐或錯誤而導致的重大錯誤陳述取得合理保證，並按照雙方同意的受聘條款，僅向再培訓局委員提出包括我們意見的核數師報告。除此以外，本報告並無其他用途。我們不會就核數師報告的內容向任何其他人士負上或承擔任何責任。

合理保證是高水平保證，但不能保證按照香港審計準則進行的審核，在某一重大錯誤陳述存在時總能發現。錯誤陳述可由欺詐或錯誤引起，如果合理預期它們單獨或匯總起來可能影響財務報表使用者依賴財務報表所作出的經濟決定，則有關的錯誤陳述可被視作重大。

根據香港審計準則進行審核的過程中，我們運用了專業判斷，保持了專業懷疑態度。我們亦：

- 識別及評估由於欺詐或錯誤而導致財務報表存在重大錯誤陳述的風險、設計及執行審核程序以應對這些風險，以及獲取充足及適當的審核憑證，作為我們意見的基礎。由於欺詐可能涉及串謀、偽造、蓄意遺漏、虛假陳述，或凌駕於內部控制之上，因此未能發現因欺詐而導致之重大錯誤陳述之風險高於未能發現因錯誤而導致重大錯誤陳述的風險。
- 瞭解與審核相關的內部控制，以設計適當的審核程序，但目的並非對再培訓局內部控制的有效性發表意見。

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Our report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control.

- 評價再培訓局委員所採用會計政策的恰當性以及所作出會計估計及相關披露的合理性。
- 對再培訓局委員採用持續經營會計基礎的恰當性作出結論。根據所獲取的審核憑證，確定是否存在與事項或情況有關的重大不確定性，從而可能導致對再培訓局的持續經營能力產生重大疑慮。如果我們認為存在重大不確定性，則有必要在核數師報告中提請使用者注意財務報表中之相關披露。假若有關披露不足，則我們應當發表非無保留意見。我們的結論是基於核數師報告日期止所取得的審核憑證。然而，未來事項或情況可能導致再培訓局不能持續經營。
- 評價財務報表的整體列報方式、結構及內容，包括披露，以及財務報表是否中肯反映交易及事項。
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management of the Board.
- Conclude on the appropriateness of the management of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Board's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Board to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

除其他事項外，我們與再培訓局委員溝通了計劃的審核範圍、時間安排、重大審核發現等，包括我們在審核中識別出內部控制的任何重大缺陷。

We communicate with the members of the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

安永會計師事務所
執業會計師
香港

2023年12月13日

Ernst & Young
Certified Public Accountants
Hong Kong

13 December 2023

財務報表

Financial Statements

收支表

INCOME AND EXPENDITURE ACCOUNT

截至2023年3月31日止年度

Year ended 31 March 2023

		附註 Notes	二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
收入	INCOME			
徵款收入	Levy income		50,003,734	30,516,466
利息收入	Interest income		666,935,308	575,933,956
課程學費收入	Course fee income	4	4,478,409	3,324,409
其他收入	Other income	4	4,289,733	2,781,595
			725,707,184	612,556,426
支出	EXPENDITURE			
津貼	Allowances	5	(276,079,222)	(279,186,633)
培訓課程及計劃開支	Training courses and programme expenses	6	(1,213,160,730)	(1,190,440,309)
向入境事務處繳交徵款行政費	Administrative fees charged by the Immigration Department for the collection of levy		(628,643)	(871,920)
行政開支	Administrative expenses		(114,734,050)	(116,480,946)
財務費用	Finance cost	7	(136,184)	(224,486)
			(1,604,738,829)	(1,587,204,294)
稅前年內虧損	DEFICIT BEFORE TAX	9	(879,031,645)	(974,647,868)
所得稅	Taxation	8	—	—
年內虧損	DEFICIT FOR THE YEAR		(879,031,645)	(974,647,868)

資產負債表

STATEMENT OF FINANCIAL POSITION

於2023年3月31日

31 March 2023

	附註 Notes	二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
非流動資產	NON-CURRENT ASSETS		
物業及設備	Property and equipment 11	2,367,774	4,015,709
使用權資產	Right-of-use assets 12	4,157,406	9,553,475
租金及公用設施按金	Rental and utility deposits 13	1,211,175	1,211,175
應收香港金融管理局之款項	Amount due from the Hong Kong Monetary Authority 14	9,600,000,000	9,600,000,000
非流動資產總額	Total non-current assets	9,607,736,355	9,614,780,359
流動資產	CURRENT ASSETS		
應收款項、按金及預付款	Receivables, deposits and prepayments 13	26,099,658	51,726,552
應收香港金融管理局之款項	Amount due from the Hong Kong Monetary Authority 14	1,738,173,256	2,138,215,912
應收培訓機構之款項	Amounts due from training bodies 15	275,447	56,482
應收入境事務處之款項	Amount due from the Immigration Department 15	398,700	1,771,200
銀行結餘及存款	Bank balances and deposits 16		
– 現金及現金等價物	– Cash and cash equivalents	1,487,261,502	1,759,069,266
– 原到期日逾三個月之定期存款	– Time deposits with original maturity over three months	1,668,346,500	1,817,353,800
流動資產總額	Total current assets	4,920,555,063	5,768,193,212
流動負債	CURRENT LIABILITIES		
應付款項及其他應付款	Accruals and other payables 17	96,562,186	65,762,243
租賃負債	Lease liabilities 12	4,040,104	5,359,816
流動負債總額	Total current liabilities	100,602,290	71,122,059
淨流動資產	NET CURRENT ASSETS	4,819,952,773	5,697,071,153
資產總額減流動負債	TOTAL ASSETS LESS CURRENT LIABILITIES	14,427,689,128	15,311,851,512
非流動負債	NON-CURRENT LIABILITIES		
修復成本撥備	Provision for reinstatement costs 17	2,291,685	3,382,320
租賃負債	Lease liabilities 12	315,000	4,355,104
非流動負債總額	Total non-current liabilities	2,606,685	7,737,424
淨資產	Net assets	14,425,082,443	15,304,114,088
資金	FUND		
僱員再培訓基金	Employees Retraining Fund	14,425,082,443	15,304,114,088

余鵬春, GBS, JP
YU Pang-chun, GBS, JP
主席
Chairman

吳國強, BBS
Byron NG Kwok-keung, BBS
行政總監
Executive Director

財務報表

Financial Statements

資金變動表

STATEMENT OF CHANGES IN FUND

截至2023年3月31日止年度

Year ended 31 March 2023

		僱員再培訓基金 Employees Retraining Fund 港元HK\$
於2021年4月1日	At 1 April 2021	16,278,761,956
年內虧損	Deficit for the year	(974,647,868)
於2022年3月31日及2022年4月1日	At 31 March 2022 and 1 April 2022	15,304,114,088
年內虧損	Deficit for the year	(879,031,645)
於2023年3月31日	At 31 March 2023	14,425,082,443

現金流量表

STATEMENT OF CASH FLOWS

截至2023年3月31日止年度

Year ended 31 March 2023

	附註 Notes	二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
經營業務現金流量	CASH FLOWS FROM OPERATING ACTIVITIES		
年內虧損	Deficit for the year	(879,031,645)	(974,647,868)
經調整：	Adjustments for:		
財務費用	Finance cost 7	136,184	224,486
物業及設備折舊	Depreciation of property and equipment 9	2,446,887	2,558,914
使用權資產折舊	Depreciation of right-of-use asset 9	5,396,069	5,392,717
出售物業及設備項目之虧損	Loss on disposal of items of property and equipment 9	3,176	—
利息收入	Interest income	(666,935,308)	(575,933,956)
應收課程學費收入及其他應收款減值虧損	Impairment losses recognised in respect of course fee income receivables and other receivables 9	1,394,259	2,383,230
營運資金變動前之經營業務現金流	Operating cash flow before movements in working capital	(1,536,590,378)	(1,540,022,477)
應收款項、按金及預付款之減少／(增加)	Decrease/(increase) in receivables, deposits and prepayments	37,765,940	(22,725,907)
應收培訓機構之款項之減少／(增加)	Decrease/(increase) in amounts due from training bodies	(218,965)	165,607
應收入境事務處之款項之減少／(增加)	Decrease/(increase) in amount due from Immigration Department	1,372,500	(532,800)
應付款項及其他應付款之增加／(減少)	Increase/(decrease) in accruals and other payables	29,709,308	(52,623,839)
用於經營業務之現金	Cash used in operations	(1,467,961,595)	(1,615,739,416)
租賃負債之利息部分	Interest element of lease liabilities 7	(136,184)	(224,486)
用於經營業務之現金流量淨額	Net cash flows used in operating activities	(1,468,097,779)	(1,615,963,902)

財務報表

Financial Statements

	附註 Notes	二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
投資活動現金流量	CASH FLOWS FROM INVESTING ACTIVITIES		
已收利息	Interest received	53,444,659	24,462,566
購買設備之款項	Purchase of items of property and equipment	(802,128)	(2,211,715)
原到期日逾三個月之定期存款之增加	Decrease in time deposits with original maturity over three months	149,007,300	592,593,676
來自投資活動之現金流量淨額	Net cash flows from investing activities	201,649,831	614,844,527
融資活動現金流量	CASH FLOWS FROM FINANCING ACTIVITIES		
租賃付款本金部份	Principal portion of lease payment	(5,359,816)	(5,271,514)
從香港金融管理局提取利息	Withdrawal of interest due from Hong Kong Monetary Authority	1,000,000,000	—
來自／(用於)融資活動之現金流量淨額	Net cash flows from/(used in) financing activities	994,640,184	(5,271,514)
現金及現金等值物減少淨額	NET DECREASE IN CASH AND CASH EQUIVALENTS	(271,807,764)	(1,006,390,889)
於年初的現金及現金等值物	Cash and cash equivalents at beginning of year	1,759,069,266	2,765,460,155
於年終的現金及現金等值物	CASH AND CASH EQUIVALENTS AT END OF YEAR	1,487,261,502	1,759,069,266
現金及現金等值物分析：	Analysis of cash and cash equivalents:		
銀行結餘及現金	Bank balances and cash	170,491,502	103,913,966
原定到期日等於或少於三個月之定期存款	Time deposits with original maturity three months or less	1,316,770,000	1,655,155,300
		1,487,261,502	1,759,069,266

財務報表附註

於2023年3月31日

1. 機構組織與事務

僱員再培訓局(「再培訓局」)是一個獨立法定組織，根據《僱員再培訓條例》於1992年成立。再培訓局透過統籌、撥款和監察提供培訓課程及服務，並以市場為導向，就業為本，靈活配合市場變化。再培訓局的服務對象涵蓋15歲或以上、具副學位或以下教育程度的人士。

根據《僱員再培訓條例》第14(1)條、第14(2)條及附表三，僱主須為透過「輸入僱員計劃」而引入的外來僱員繳付一項名為「僱員再培訓徵款」(「徵款」)的款項，僱主就輸入每名僱員預先繳付徵款，金額為400港元乘以僱傭合約期內的月數(以24個月為上限)計算。

於2014年2月，香港特別行政區政府(「特區政府」)向再培訓局注資150億港元，為再培訓局提供持續及穩定的資金用作提升本地工人的生產力。於2020年6月，特區政府向再培訓局注資25億港元，以應付因提升每月津貼限額，以及於2019-20年度內推出的「特別•愛增值」計劃所預期增加的財務承擔。

再培訓局的辦事處地址為香港柴灣小西灣道10號3樓至6樓。

NOTES TO FINANCIAL STATEMENTS

31 March 2023

1. ORGANISATION AND ACTIVITIES

The Employees Retraining Board (the “Board”) is an independent statutory body established in 1992 under the Employees Retraining Ordinance (“ERO”). The Board co-ordinates, funds and monitors training courses and services that are market-driven and employment-oriented so as to meet the changing needs of the employment market. Service targets of the Board are people aged 15 or above and with an education attainment at sub-degree or below.

In accordance with Section 14(1), Section 14(2) and Schedule 3 of the ERO, a specified levy known as Employees Retraining Levy (the “levy”) was imposed on those employers importing employees under the Labour Importation Scheme. The levy payable for each imported employee is HK\$400 multiplied by the number of months covered by the employment contract up to a maximum of 24 months.

In February 2014, the Government of the Hong Kong Special Administrative Region (“the SAR Government”) injected HK\$15 billion into the Employees Retraining Fund to provide sustained and stable financial support for the Board in order to continue to enhance the productivity of local workers. In June 2020, the SAR Government injected HK\$2.5 billion into Employees Retraining Fund to meet the anticipated financial commitment arising from the increase in the maximum amount of monthly allowance and the launch of the Love Upgrading Special Scheme in 2019-20.

The address of registered office of the Board is 3/F to 6/F, 10 Siu Sai Wan Road, Chai Wan, Hong Kong.

財務報表
Financial Statements

2.1 編製基準

該等財務報表乃根據香港會計師公會頒佈之香港財務報告準則(包括所有香港財務報告準則、香港會計準則及詮釋)規定編製。

該等財務報表乃按歷史成本慣例編製。除另有說明，財務報表以港元(「港元」)列示。

2.1 BASIS OF PREPARATION

These financial statements have been prepared in accordance with Hong Kong Financial Reporting Standards (“HKFRSs”) (which include all Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards (“HKASs”) and Interpretations) issued by the Hong Kong Institute of Certified Public Accountants (the “HKICPA”).

These financial statements have been prepared under the historical cost convention and are presented in Hong Kong dollars (“HK\$”) and all values are rounded to the nearest dollar except where otherwise indicated.

2.2 會計政策及披露的變動

再培訓局已於本年度的財務報表首次採納以下經修訂香港財務報告準則。

2.2 CHANGES IN ACCOUNTING POLICIES AND DISCLOSURES

The Board has adopted the following revised HKFRSs for the first time for the current year’s financial statements.

香港財務報告準則第3號(修訂本) Amendments to HKFRS 3	概念框架之提述 <i>Reference to the Conceptual Framework</i>
香港會計準則第16號(修訂本) Amendments to HKAS 16	物業、廠房及設備：未作擬定用途前之所得款項 <i>Property, Plant and Equipment: Proceeds before Intended Use</i>
香港會計準則第37號(修訂本) Amendments to HKAS 37	虧損性合約 - 履約成本 <i>Onerous Contracts - Cost of Fulfilling a Contract</i>
香港財務報告準則2018–2020之年度改進 Annual Improvements to HKFRSs 2018–2020	香港財務報告準則第1號、香港財務報告準則第9號、香港財務報告準則第16號相應闡釋範例及香港會計準則第41號 <i>Amendments to HKFRS 1, HKFRS 9, Illustrative Examples accompanying HKFRS 16, and HKAS 41</i>

採納上述概念框架及經修訂的準則對該等財務報表並無重大財務影響。

The adoption of the revised standards has had no significant financial effect on these financial statements.

2.3 已頒佈但尚未生效的香港財務報告準則

再培訓局於該等財務報表中尚未應用以下已頒佈但尚未生效之經修訂香港財務報告準則。

2.3 ISSUED BUT NOT YET EFFECTIVE HONG KONG FINANCIAL REPORTING STANDARDS

The Board has not applied the following revised HKFRSs, that have been issued but are not yet effective, in these financial statements.

香港財務報告準則第10號及香港會計準則第28號(2011)(修訂本) Amendments to HKFRS 10 and HKAS 28 (2011)	投資者與其聯營公司或合營企業之間之資產出售或注資 ³ <i>Sale or Contribution of Assets between an Investor and its Associate or Joint Venture</i> ³
香港財務報告準則第16號(修訂本) Amendments to HKFRS 16	售後回租之租賃 ² <i>Lease Liability in a Sale and Leaseback</i> ²
香港財務報告準則第17號 HKFRS 17	保險合約 ¹ <i>Insurance Contracts</i> ¹
香港財務報告準則第17號(修訂本) Amendments to HKFRS 17	保險合約 ^{1, 5} <i>Insurance Contracts</i> ^{1, 5}
香港財務報告準則第17號(修訂本) Amendment to HKFRS 17	初次應用香港財務報告準則第17號及香港財務報告準則第9號 - 比較資料 ⁶ <i>Initial Application of HKFRS 17 and HKFRS 9 - Comparative Information</i> ⁶
香港會計準則第1號(修訂本) Amendments to HKAS 1	負債分類為流動或非流動 ^{2, 4} <i>Classification of Liabilities as Current or Non-current (the "2020 Amendments")</i> ^{2, 4}
香港會計準則第1號(修訂本) Amendments to HKAS 1	附帶契約的非流動負債 ² <i>Non-current Liabilities with Covenants (the "2022 Amendments")</i> ²
香港會計準則第1號及香港財務報告準則實務準則第2號(修訂本) Amendments to HKAS 1 and HKFRS Practice Statement 2	會計政策披露 ¹ <i>Disclosure of Accounting Policies</i> ¹
香港會計準則第8號(修訂本) Amendments to HKAS 8	會計估計的定義 ¹ <i>Definition of Accounting Estimates</i> ¹
香港會計準則第12號(修訂本) Amendments to HKAS 12	單一交易產生的資產及負債相關的遞延所得稅 ¹ <i>Deferred Tax related to Assets and Liabilities arising from a Single Transaction</i> ¹

財務報表

Financial Statements

- 1 於2023年1月1日或之後開始的年度期間生效。
- 2 於2024年1月1日或之後開始的年度期間生效。
- 3 強制生效日期尚未釐定，但可供採納。
- 4 由於2022年修訂本，2020年修訂本的生效日期延期至於2024年1月1日或之後開始之年度期間。此外，由於2020年修訂本及2022年修訂本，香港詮釋第5號財務報表之呈報 - 借款人對載有按要求償還條款之定期貸款的分類已進行修訂以使相應措詞保持一致而結論不變
- 5 由於香港財務報告準則第17號(修訂本)於二零二零年十月修訂，香港財務報告準則第4號亦予修訂，將允許承保人採用香港會計準則第39號而非香港財務報告準則第9號的暫時性豁免，展期至二零二三年一月一日之前開始的年度期間
- 6 選擇應用與該修訂本所載分類重疊法相關的過渡選擇權之實體，須於初始應用香港財務報告準則第17號時應用相關過渡選擇權

再培訓局正在評估該等發展於初始應用期間預期造成的影響。迄今為止，再培訓局委員預期應用經修訂香港財務報告準則及詮釋將不會對財務報表產生重大影響。

- 1 Effective for annual periods beginning on or after 1 January 2023
- 2 Effective for annual periods beginning on or after 1 January 2024
- 3 No mandatory effective date yet determined but available for adoption
- 4 As a consequence of the 2022 Amendments, the effective date of the 2020 Amendments was deferred to annual periods beginning on or after 1 January 2024. In addition, as a consequence of the 2020 Amendments and 2022 Amendments, Hong Kong Interpretation 5 Presentation of Financial Statements - *Classification by the Borrower of a Term Loan that Contains a Repayment on Demand Clause* was revised to align the corresponding wording with no change in conclusion
- 5 As a consequence of the amendments to HKFRS 17 issued in October 2020, HKFRS 4 was amended to extend the temporary exemption that permits insurers to apply HKAS 39 rather than HKFRS 9 for annual periods beginning before 1 January 2023
- 6 An entity that chooses to apply the transition option relating to the classification overlay set out in this amendment shall apply it on initial application of HKFRS 17

The Board is in the process of making an assessment of the impact of these revised HKFRSs upon initial application. So far, the Board considered that these revised HKFRSs are unlikely to have a significant impact on the Board's results of operations and financial position.

2.4 主要會計政策概要

收益確認

客戶合約收益

客戶合約收益於貨物或服務的控制權轉移予客戶時確認，而該金額反映再培訓局預期就提供該等貨物或服務有權獲得的代價。

- 徵款收入乃於收到入境事務處有關僱主就外來僱員繳費通知時確認入賬。
- 課程學費在課程期間內按比例基準確認。
- 教育局的評審資助在收取款項的權利確定時入賬。

2.4 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Income recognition

Income from contracts with customers

Income from contracts with customers is recognised when control of goods or services is transferred to the customers at an amount that reflects the consideration to which the Board expects to be entitled in exchange for those goods or services.

- Levy income is recognised upon notification from the Immigration Department of its receipt from employers of imported labour.
- Course fee income is recognised by reference to the stage of completion of the course, determined as the proportion of the total time expected to complete the course at the end of the reporting period.
- Accreditation grant from Education Bureau is recognised when the right to receive payment is established.

利息收入

利息收入採用實際利率法按應計基準，並採用將財務工具於其預計年期或較短期間(如適用)估計未來現金收入準確折現至財務資產賬面淨值的利率。

Interest income

Interest income is recognised on an accrual basis using the effective interest method by applying the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, when appropriate, to the net carrying amount of the financial asset.

物業及設備

於資產負債表中的物業及設備按歷史成本減累積折舊和減值虧損(如有)列賬。物業及設備項目的成本包括其購買價及任何令資產達致原訂用途所需操作狀況及位置所產生的直接應計成本。在物業及設備投入運作後產生的開支(如修理及保養費用)通常於產生有關開支之期間自收支表扣除。在符合確認標準的情況下，用於重大維修的開支將於該資產的賬面值撥充資本，作為重置。倘物業及設備的重要部分須不時替換時，再培訓局會將該等部分確認為一項擁有特定可使用年期的個別資產，並相應進行折舊。

Property and equipment

Items of property and equipment are stated at cost less accumulated depreciation and any impairment losses. The cost of an item of property and equipment comprises its purchase price and any directly attributable costs of bringing the asset to its working condition and location for its intended use. Expenditure incurred after items of property and equipment have been put into operation, such as repairs and maintenance, is normally charged to the statement of income and expenditure account in the period in which it is incurred. In situations where the recognition criteria are satisfied, the expenditure for a major inspection is capitalised in the carrying amount of the asset as a replacement. Where significant parts of property and equipment are required to be replaced at intervals, the Board recognises such parts as individual assets with specific useful lives and depreciates them accordingly.

折舊以直線法於各項物業及設備之估計可使用年內撇銷其成本至其剩餘價值計算。就此採用之主要年率如下：

Depreciation is calculated on a straight-line basis to write off the cost of each item of property and equipment to its residual value over its estimated useful life. The principal annual rates used for this purpose are as follows:

租賃物業裝修 Leasehold improvements	在餘下租賃期攤銷 Over the remaining terms of the leases
家具及設備 Furniture, fixtures and equipment	25%
汽車 Motor vehicles	25%

物業及設備的出售或報廢所產生的損益(按出售所得款項淨額與相關資產的賬面值的差額)於資產終止確認的年度在收支表確認。

The gain or loss on disposal of items of property and equipment is the difference between the net sales proceeds and the carrying amount of the relevant asset and is recognised in the statement of income and expenditure account.

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物業及設備之剩餘價值、可使用年限及折舊方法至少於每個財政年度結算日進行檢討，並在需要時作出適當調整。

現金及現金等價物

就現金流量表而言，現金及現金等價物包括手頭現金，原定到期日為三個月或以下的定期存款及其他原定到期時間不超過三個月(含三個月)的短期高流動性投資。

金融資產

不存有重大融資成分的其他應收款項(應收收入及應收課程學費)，或再培訓局顧及實際情況及為求便利而不就任何重大融資成分調整交易價格的其他應收款項會以香港財務報告準則第15號釐定交易價格。除按公平值計入收支表的金融資產外，再培訓局的金融資產初步按公平值加收購該金融資產的直接應佔交易成本計量。以常規方式購買或出售金融資產按交易日期確認及終止確認。

(a) 分類及計量

若金融資產為收取合約現金流而持有而有關的合約現金流僅支付本金及利息，相關的債務工具之計量以實際利率法計算攤銷成本並需要進行減值評估。

(b) 減值

再培訓局對所有的金融資產採用香港財務報告準則第15號下的預期信貸虧損模式並需要進行減值評估。不存有重大融資成分的其他應收款項(應收收入及應收課程學費)，再培訓局採用簡化方法，要求使用全期預期虧損計量預期信貸虧損撥備。

The assets' residual values, useful lives and the depreciation method are reviewed, and adjusted if appropriate, at least at each financial year end.

Cash and cash equivalents

For the purpose of the statement of cash flows, cash and cash equivalents include cash on hand, time deposits with original maturity within three months, and other short term highly liquid investments with original maturity of three months.

Financial assets

Other receivables (income receivables and course fee receivables) that do not contain a significant financing component or for which the Board has applied the practical expedient of not adjusting the effect of a significant financing component are measured at the transaction price determined under HKFRS 15. All the other financial assets are initially recognised at fair value plus transaction costs that are attributable to the acquisition of the financial assets, except in the case of financial assets recorded at fair value through income and expenditure account. Regular way purchases and sales of financial assets are recognised on the trade date, that is, the date when the Board commits to purchase or sell the assets.

(a) Classification and measurement

Debt instruments are measured at amortised cost using the effective interest rate method, subject to impairment if the assets are held for the collection of contractual cash flows where those contractual cash flows represent solely payments of principal and interest.

(b) Impairment

The Board applies the expected credit loss model on all the financial assets that are subject to impairment under HKFRS 15. For income receivables and course fee receivables included in other receivables without a significant financing component, the Board applies the simplified approach which requires impairment allowances to be measured at lifetime expected credit losses.

對於其他金融資產，減值準備按一般方法確認，其中預期信用損失分兩個階段確認。若初步確認以來信貸風險並無大幅增加的信貸敞口而言，會為未來十二個月可能發生的違約事件計提預期信貸虧損撥備。就初步確認以來信貸風險大幅增加的信貸敞口而言，不論違約的時間，須就預期於敞口的餘下年期產生的信貸虧損計提減值撥備。

(c) 終止確認

當自投資收取現金流量的權利已屆滿或已轉讓，或再培訓局已轉讓該項金融資產絕大部分風險及回報，或已失去控制權時，金融資產即終止確認。

非金融資產減值

再培訓局在每個報告期末評估是否有資產可能發生減值的跡象。如果存在這種跡象，再培訓局將對資產的可收回金額進行估計。

資產的可收回金額是其公允價值減去處置費用和使用價值中的較高者。在評估使用價值時，使用稅前折現率將估計的未來現金流量折現為其現值，該折現率反映了當前市場對貨幣時間價值和資產特定風險的評估。如果一項資產產生的現金流入在很大程度上不依賴於其他資產的現金流入，則為可獨立產生現金流入的最小資產組(即現金產生單位)確定可收回金額。測試現金產生單位的減值時，企業資產(如總部大樓)賬面值中可以合理一致基礎分配的部分，將會分配為單獨的現金產生單位，否則將分配至最小的現金產生單位組別。

For other financial assets, impairment allowances are recognised under the general approach where expected credit losses are recognised in two stages. For credit exposures where there has not been a significant increase in credit risk since initial recognition, the Board is required to provide for credit losses that result from possible default events within the next 12 months. For those credit exposures where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure irrespective of the timing of the default.

(c) Derecognition

Financial assets are derecognised when the rights to receive cash flows from the assets have expired; or where the Board has transferred its contractual rights to receive the cash flows of the financial assets and has transferred substantially all the risks and rewards of ownership; or where control is not retained.

Impairment of non-financial assets

The Board assesses at the end of each reporting period whether there is an indication that an asset may be impaired. If such an indication exists, the Board makes an estimate of the asset's recoverable amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Where an asset does not generate cash inflows largely independent of those from other assets, the recoverable amount is determined for the smallest group of assets that generates cash inflows independently (i.e. a cash-generating unit). In testing a cash-generating unit for impairment, a portion of the carrying amount of a corporate asset (e.g., a headquarters building) is allocated to an individual cash-generating unit if it can be allocated on a reasonable and consistent basis or, otherwise, to the smallest group of cash-generating units.

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當資產或資產所屬的現金產生單元的賬面價值超過其可收回金額時，減值損失會在收支表中確認。如果用於確定可收回金額的估計發生有利的變化，則會轉回減值損失。減值損失的轉回限於前幾年未確認減值損失時的資產賬面價值。減值虧損之撥回於其產生年度計入收支表。

金融負債

金融負債包括應付款項及其他應付款。所有金融負債初始按公平值確認，扣除直接應佔交易成本。其後以實際利息法按攤銷成本計量。

當金融負債的責任已解除，取消或期滿時，金融負債即終止確認。

租賃

倘合約為換取代價而授出權利可控制已識別資產於一段期間內的用途，則該合約為租賃或包含租賃。倘客戶既有權可從使用已識別資產中獲得絕大部分經濟利益，亦有權主導已識別資產的用途，則表示擁有控制權。所有期限超過12個月的租賃均被確認為使用權資產（指使用相關資產的權利）及租賃負債（指租賃付款的責任），除非相關資產的價值較低。資產和負債均按現值進行初始計量。使用權資產按成本減任何累計折舊及任何減值虧損計量，並就任何重新計量之租賃負債作出調整。使用權資產於資產的租賃期及預計使用期（以較短者為準）按直線法折舊。租賃負債按照在租賃條件下應支付的租賃付款額的現值進行初始計量，其後根據租賃負債的利息和清算的影響，以及因租賃負債的重新評估而產生的重新計量而進行調整或租賃修改。

An impairment loss is recognised in the statement of income and expenditure account whenever the carrying amount of an asset, or the cash-generating unit to which it belongs, exceeds its recoverable amount. The impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount. A reversal of the impairment loss is limited to the asset's carrying amount that would have been determined had no impairment loss been recognised in prior years. The reversal of the impairment loss is credited to the statement of income and expenditure account in the year in which it arises.

Financial liabilities

Financial liabilities include certain accruals and other payables and lease liabilities. They are initially recognised at the fair value of the consideration received less directly attributable transaction costs. After initial recognition, they are subsequently measured at amortised cost using the effective interest rate method.

Financial liabilities are derecognised the obligation is discharged, cancelled, or expires.

Leases

A contract is, or contains, a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration. Control is conveyed where the customer has both the right to obtain substantially all of the economic benefits from use of the identified asset and the right to direct the use of the identified asset. All leases with a term of more than 12 months are recognised as assets representing the right of use of the underlying asset and liabilities representing the obligation to make lease payments, unless the underlying asset is of low value. Both the assets and the liabilities are initially measured on a present value basis. Right-of-use assets are measured at cost less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of the lease liabilities. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease terms and the estimated useful lives of the assets. Lease liabilities are initially measured at the present value of lease payments to be made under the lease terms and subsequently adjusted by the effect of the interest on and the settlement of the lease liabilities, and the re-measurement arising from any reassessment of the lease liabilities or lease modifications.

使用權資產於資產的租賃期及預計使用期(以較短者為準)按直線法折舊如下：

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease terms and the estimated useful lives of the assets as follows:

租賃樓宇 Buildings	於租賃期間 Over the lease terms
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退休福利成本

再培訓局為所有員工設立兩項退休福利計劃，即根據強制性公積金計劃條例訂立之強制性公積金退休福利計劃(「強積金計劃」)及根據職業退休計劃條例所界定之定額供款退休福利計劃(「職業退休計劃」)。

強積金計劃及職業退休計劃的資產於獨立管理基金與再培訓局的資產分開持有。

撥備

當再培訓局因已發生的事件而產生現有的責任(法律或推定)，很可能需要再培訓局履行義務並且可以對債務的金額進行可靠的估計時，則確認撥備。

如果貼現的影響重大，則所確認的撥備金額為在報告期末預計需要清償債務的未來支出的現值。

Retirement benefit costs

The Board operates two pension schemes in Hong Kong, namely the Mandatory Provident Fund retirement benefit scheme (the “MPF Scheme”) under the Mandatory Provident Fund Schemes Ordinance and a defined contribution retirement benefit scheme as defined in the Occupational Retirement Schemes Ordinance (the “ORSO Scheme”), for all of its employees.

The assets of the MPF and ORSO Schemes are held separately from those of the Board in independently administered funds.

Provisions

A provision is recognised when the Board has a present obligation (legal or constructive) as a result of a past event, it is probable that the Board will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

When the effect of discounting is material, the amount recognised for a provision is the present value at the end of the reporting period of the future expenditures expected to be required to settle the obligation.

3. 主要會計估計

估計不確定因素

以下為有關未来的主要假設，及於各報告期末的估計不確定因素的其他主要來源，其重大風險為會對下一個財政年度的資產及負債賬面值構成重大調整。

3. SIGNIFICANT ACCOUNTING ESTIMATES

Estimation uncertainty

The key assumptions concerning the future and other key sources of estimation uncertainty at the end of the reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below.

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其他應收款項之減值

其他應收款項(應收收入及應收課程學費)之減值撥備是基於有關預期信貸虧損的假設。再培訓局在作出該等假設及選擇減值計算的數據時，根據個別未償還應收款的日數，再培訓局的過往經驗，及截至財政年度結束前的前瞻性資料作出估計。這些假設和估計的變化可能對評估結果產生重大影響，並可能需要於收支表進行額外減值支出。有關其他應收款項(應收收入及應收課程學費)的進一步詳情載於財務報表附註13。

Impairment of other receivables

The impairment provision for other receivables (income receivables and course fee receivables) is based on assumptions about expected credit losses. The Board uses judgements in making these assumptions and selecting the inputs to the impairment calculation, based on the number of days that an individual receivable is outstanding as well as the Board's historical experience and forward-looking information at the end of each reporting period. Changes in these assumptions and estimates could materially affect the results of the assessment and it may be necessary to make an additional impairment charge to income and expenditure account. Further details of the other receivables (income receivables and course fee receivables) is given in note 13 to the financial statements.

4. 課程學費收入及其他收入

課程學費收入的確認是參照課程在報告期末的完成階段與整個課程的舉辦時段的比例計算。

4. COURSE FEE INCOME AND OTHER INCOME

Course fee income is recognised by reference to the stage of completion of the course, determined as the proportion of the total time expected to complete the course at the end of the reporting period.

(a) 與學員的合約收益之分拆收益資料

(a) Disaggregated revenue information for revenue from contracts with trainees

	二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
隨時間轉移的課程學費收入 Course fee income transferred over time	4,478,409	3,324,409

(b) 履約責任**課程學費收入**

履約責任在提供服務時履行。

其他收入如下：

(b) Performance obligations**Course fee income**

The performance obligation is satisfied over time as services are rendered.

Other income is analysed as follows:

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
教育局的評審資助(附註)	Accreditation grant from Education Bureau (note)	3,166,810	1,594,300
雜項收入	Sundry income	1,122,923	1,187,295
		4,289,733	2,781,595

附註：

此項資助來自教育局根據「支援資歷架構的指定計劃」下就再培訓局的培訓課程成功通過香港學術及職業資歷評審局的評審後，以發還款項形式發放。

Note:

The amount is granted by the Education Bureau to the Board, under the "Designated Support Schemes for Qualifications Framework" upon successful accreditation on the Board's training courses by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, on a reimbursement basis.

5. 津貼**再培訓津貼**

根據《僱員再培訓條例》第21(4)條，有關參與再培訓局課程的學員，在符合《僱員再培訓條例》第20條所列條件，均可獲發再培訓津貼。於截至2023年3月31日止年度，再培訓局發放之再培訓津貼為25,236,145港元(2022年：22,424,180港元)。

5. ALLOWANCES**Retraining allowances**

In accordance with Section 21(4) of the ERO, a specified retraining allowance is payable to the trainees in respect of their attendance of training courses, subject to their eligibility as set out in Section 20 of the ERO. The Board had disbursed retraining allowance of HK\$25,236,145 (2022: HK\$22,424,180) for the year ended 31 March 2023.

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特別津貼

2019年下半年，出現社會事件，經濟狀況急轉直下。再培訓局在2019-20年度受特區政府委託，推出「特別•愛增值」計劃。面對新型冠狀病毒病，「特別•愛增值」計劃延長至2022-23年度。有關參與「特別•愛增值」計劃課程下的學員，在符合該計劃所列條件，均可獲發特別津貼。於截至2023年3月31日止年度，再培訓局發放之特別津貼為250,843,077港元(2022年：256,762,453港元)。

Special allowances

The social incidents triggered the abrupt downturn of the economy in the second half of 2019. Commissioned by the SAR Government, the Board launched the Love Upgrading Special Scheme ("Special Scheme") in 2019-20. Due to the COVID-19 pandemic, the Special Scheme was extended in 2022-23. A special allowance is payable to the trainees in respect of their attendance of training courses, subject to their eligibility under the Special Scheme. The Board had disbursed special allowance of HK\$250,843,077 (2022: HK\$256,762,453) for the year ended 31 March 2023.

6. 培訓課程及計劃開支

6. TRAINING COURSES AND PROGRAMME EXPENSES

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
培訓課程	Training courses	1,158,088,888	1,136,206,500
ERB服務中心及ERB服務點	ERB Service Centre and ERB Service Spots	13,395,778	12,750,975
實務技能培訓及評估中心	Practical Skills Training and Assessment Centre	9,216,094	9,212,984
「樂活一站」及「陪月一站」	Smart Living and Smart Baby Care	8,428,235	11,958,487
公關及推廣	Public relations and promotion	12,189,460	7,799,553
課程質素保證機制	Course quality assurance programmes	4,045,718	4,428,015
其他	Others	7,796,557	8,083,795
		1,213,160,730	1,190,440,309

7. 財務費用

7. FINANCE COST

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
租賃負債之財務費用(附註12)	Interest on lease liabilities (note 12)	136,184	224,486

8. 所得稅

8. TAXATION

根據《稅務條例》第88條，再培訓局獲豁免繳付該條例下的所有稅項。

The Board is exempted from profits tax under the provision of Section 88 of the Inland Revenue Ordinance.

9. 稅前年內虧損

9. DEFICIT BEFORE TAX

年內虧損已扣除下列各項：

Deficit before tax has been arrived at after charging:

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
核數師酬金	Auditor's remuneration	267,000	259,000
物業及設備折舊(附註11)	Depreciation of property and equipment (note 11)	2,446,887	2,558,914
使用權資產折舊(附註12)	Depreciation of right-of-use assets (note 12)	5,396,069	5,392,717
出售物業及設備項目之虧損	Loss on disposal of property and equipment	3,176	—
應收課程學費收入及其他應收款減值虧損(附註13)	Impairment losses recognised in respect of course fee income and other receivables (note 13)	1,394,259	2,383,230
不計入租賃負債計量之租賃付款(附註12)	Lease payments not included in the measurement of lease liabilities (note 12)	6	6
員工成本，包括主要管理層人員薪酬	Staff costs, including key management personnel compensation		
– 薪金及其他福利	– salaries and other benefits costs	96,667,468	98,988,623
– 退休福利	– retirement benefits scheme contribution	4,925,309	4,886,521
		101,592,777	103,875,144

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10. 再培訓局委員會及主要
管理層人員薪酬

再培訓局委員沒有收到任何薪酬。再培訓局的主要管理層乃負責策劃、執行及監控再培訓局事務的五位(2022年：五位)總監級管理人員。他們的薪酬已包括在附註9內。以上總監級管理人員的薪酬如下：

10. MEMBERS AND KEY
MANAGEMENT PERSONNEL
COMPENSATION

No remuneration were received by the members of the Board. The key management of the Board refers to the five directorate officers (2022: five directorate officers) of the Board having authority and responsibility for planning, implementing and controlling the activities of the Board. The key management personnel's emoluments are included in note 9. The emoluments of these individuals were as follows:

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
薪酬及津貼	Salaries and allowances	8,333,566	9,165,611
退休福利	Retirement benefits scheme		
	contributions	358,053	492,224
約滿酬金	Provision for gratuities	780,841	847,913
		9,472,460	10,505,748

11. 物業及設備

11. PROPERTY AND EQUIPMENT

		租賃物業裝修 Leasehold improvement 港元HK\$	家具及設備 Furniture, fixture and equipment 港元HK\$	汽車 Motor vehicles 港元HK\$	合共 Total 港元HK\$
成本：	COST:				
於2021年4月1日	At 1 April 2021	64,086,107	22,315,309	484,220	86,885,636
增加	Additions	1,162,460	1,049,255	–	2,211,715
於2022年3月31日及 4月1日	At 31 March 2022 and 1 April 2022	65,248,567	23,364,564	484,220	89,097,351
增加	Additions	65,600	736,528	–	802,128
處置	Disposals	(41,282)	(263,832)	–	(305,114)
於2023年3月31日	At 31 March 2023	65,272,885	23,837,260	484,220	89,594,365
累計折舊：	ACCUMULATED DEPRECIATION:				
於2021年4月1日	At 1 April 2021	64,013,375	18,277,331	232,022	82,522,728
年內折舊	Provided for the year	441,653	1,996,206	121,055	2,558,914
於2022年3月31日及 4月1日	At 31 March 2022 and 1 April 2022	64,455,028	20,273,537	353,077	85,081,642
年內折舊	Provided for the year	459,168	1,866,664	121,055	2,446,887
處置	Disposals	(41,282)	(260,656)	–	(301,938)
於2023年3月31日	At 31 March 2023	64,872,914	21,879,545	474,132	87,226,591
賬面值：	NET BOOK VALUE:				
於2023年3月31日	At 31 March 2023	399,971	1,957,715	10,088	2,367,774
於2022年3月31日	At 31 March 2022	793,539	3,091,027	131,143	4,015,709

上述物業及設備以直線法按下列年率折舊：

The above items of property and equipment are depreciated over their useful lives using the straight-line method, at the following rates per annum:

租賃物業裝修 Leasehold improvements	在餘下租賃期攤銷 <i>Over the remaining term of the leases</i>
家具及設備 Furniture, fixtures and equipment	25%
汽車 Motor vehicles	25%

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12. 租賃

12. LEASES

使用權資產

Right-of-use assets

		房屋 Buildings 港元HK\$
2023年3月31日	31 March 2023	
於2022年3月31日：	At 31 March 2022:	
成本	Cost	16,188,205
累計折舊	Accumulated depreciation	(6,634,730)
賬面值	Net carrying amount	9,553,475
於2022年3月31日及2022年4月1日 年內折舊	At 31 March 2022 and 1 April 2022 Depreciation provided during the year	9,553,475 (5,396,069)
於2023年3月31日，扣除累計折舊	At 31 March 2023, net of accumulated depreciation	4,157,406
於2023年3月31日：	At 31 March 2023:	
成本	Cost	16,188,205
累計折舊	Accumulated depreciation	(12,030,799)
賬面值	Net carrying amount	4,157,406
2022年3月31日	31 March 2022	
於2021年4月1日：	At 1 April 2021:	
成本	Cost	12,846,362
累計折舊	Accumulated depreciation	(8,562,918)
賬面值	Net carrying amount	4,283,444
於2021年4月1日 增加	At 1 April 2021 Addition	4,283,444 10,662,748
年內折舊	Depreciation provided during the year	(5,392,717)
於2022年3月31日，扣除累計折舊	At 31 March 2022, net of accumulated depreciation	9,553,475
於2022年3月31日：	At 31 March 2022:	
成本	Cost	16,188,205
累計折舊	Accumulated depreciation	(6,634,730)
賬面值	Net carrying amount	9,553,475

租賃負債*租賃負債到期情況***Lease liabilities***Maturity profile of lease liabilities*

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
一年內	Within one year	4,081,000	5,496,000
二至五年	After one year but within five years	315,000	4,396,000
租賃負債(未貼現)	Lease liabilities (undiscounted)	4,396,000	9,892,000
貼現金額	Discount amount	(40,896)	(177,080)
租賃負債(貼現)	Lease liabilities (discounted)	4,355,104	9,714,920
分析為：	Analysed into:		
流動部份	Current portion	4,040,104	5,359,816
非流動部份	Non-current portion	315,000	4,355,104

於2023年3月31日加權平均增量借貸利率為2.00%(2022年：2.00%)。

The weighted average incremental borrowing rate applied to the lease liability recognised at 31 March 2023 was 2.00% (2022: 2.00%).

*租賃負債賬面值之變動**Movements of carrying amounts of lease liabilities*

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
年初	At the beginning of the year	9,714,920	4,323,686
增加	Addition	–	10,662,748
付款	Payments	(5,496,000)	(5,496,000)
年內增加利息	Accretion of interest expense during the year	136,184	224,486
年末	At the end of the year	4,355,104	9,714,920

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收支表中確認之金額

Amounts recognised in the income and expenditure account

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
租賃負債利息	Interest on lease liabilities	136,184	224,486
使用權資產折舊	Depreciation charge of right-of-use assets	5,396,069	5,392,717
與低價值資產租賃有關的費用	Expenses relating to low-value leases	6	6
於收支表中確認金額合計	Total amount recognised in the income and expenditure account	5,532,259	5,617,209

於截至2023年3月31日止年度，再培訓局之租賃現金流出總額為5,496,006港元(2022年：5,496,006港元)。

The Board had total cash outflows for leases of HK\$5,496,006 (2022: HK\$5,496,006) for the year ended 31 March 2023.

13. 應收款項、按金及預付款

13. RECEIVABLES, DEPOSITS AND PREPAYMENTS

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
租金及公用設施按金	Rental and utility deposits	1,919,228	1,592,125
應收利息	Interest receivables	17,967,133	4,433,828
應收課程學費	Course fee receivables	1,661,803	1,696,419
預付款	Prepayments	7,406,612	46,844,970
應收收入	Income receivables	1,864,825	1,953,743
減值撥備	Impairment allowances	30,819,601 (3,508,768)	56,521,085 (3,583,358)
減：非流動租金及公用設施按金	Less: non-current rental and utility deposits	27,310,833 (1,211,175)	52,937,727 (1,211,175)
		26,099,658	51,726,552

上述的應收款項、按金及預付款為無抵押、免息及於須於要求時償還。虧損撥備變動如下：

The amounts of receivables, deposits and prepayments are unsecured, interest-free and repayable on demand. The Board does not hold any collateral over these balances. Movements in the loss allowance for course fee and income receivables are as follows:

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
年初	At the beginning of the year	3,583,358	3,531,193
減值虧損(附註9)	Impairment losses (note 9)	1,394,259	2,383,230
不能收回而撇銷的金額	Amount written off as uncollectible	(1,468,849)	(2,331,065)
年末	At the end of the year	3,508,768	3,583,358

應收收入及應收課程學費的減值(根據香港財務報告準則第9號)

再培訓局應用香港財務報告準則第9號所訂明的簡化方法，就預期信貸虧損作出撥備，其中要求就所有應收收入及應收課程學費使用全期預期虧損計量預期信貸虧損撥備。計量預期信貸虧損時，應收收入及應收課程學費已因共享信貸風險特性及逾期日數而合併。金融資產的虧損撥備按違責風險及預期虧損率的假設釐定。於2023年3月31日及2022年3月31日時的信貸虧損如下：

Impairment of course fee and income receivables under HKFRS 9

The Board applies the simplified approach to provide for expected credit losses prescribed by HKFRS 9, which permits the use of the lifetime expected loss for all income receivables and course fee receivables. To measure the expected credit losses, income receivables and course fee receivables have been grouped based on shared credit risk characteristics and the days past due. The expected credit losses have also incorporated forward looking information. The loss allowance as at 31 March 2023 and 2022 are determined as follows:

		逾期 Past due				合共
		少於30日 Less than 30 days	30-365日 30 - 365 days	1-3年 1 - 3 years	3年以上 Over 3 years	Total
於2023年3月31日	As at 31 March 2023					
預期虧損比率(%)	Expected loss rate (%)	97	100	100	100	99
總賬面金額(千港元)	Gross carrying amount (HK\$'000)	695	1,250	1,357	225	3,527
預期虧損(千港元)	Expected credit losses (HK\$'000)	677	1,250	1,357	225	3,509
於2022年3月31日	As at 31 March 2022					
預期虧損比率(%)	Expected loss rate (%)	88	100	100	100	98
總賬面金額(千港元)	Gross carrying amount (HK\$'000)	572	1,446	1,484	148	3,650
預期虧損(千港元)	Expected credit losses (HK\$'000)	505	1,446	1,484	148	3,583

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租金及公用設施按金及應收利息的減值

租金及公用設施按金及應收利息的賬面值與其2023年及2022年3月31日的公平值相若。其可收回程度乃參照債務人的信貸狀況進行評估，於2023年及2022年3月31日的預期信貸虧損被視為微不足道。

Impairment of rental and utility deposits and interest receivables

The carrying amounts of rental and utility deposits and interest receivables approximated to their fair value as at 31 March 2023 and 2022. Their recoverability was assessed with reference to the credit status of the rental and utility deposits, interest receivables and the expected credit losses as at 31 March 2023 and 2022 were considered to be minimal.

14. 應收香港金融管理局之款項

應收香港金融管理局的9,600,000,000港元(2022年：9,600,000,000港元)為無抵押、按年利率取過往六年外匯基金投資組合的平均投資回報率及上一年度的三年期政府債券的平均年化收益之較高者，並將於2026年2月償還。

包含在應收款中1,738,173,256港元(2022年：2,138,215,912港元)之應收香港金融管理局利息款項為無抵押及於一年內償還。

14. AMOUNT DUE FROM THE HONG KONG MONETARY AUTHORITY

The amount of HK\$9,600,000,000 (2022: HK\$9,600,000,000) due from the Hong Kong Monetary Authority is unsecured, bears interest at the higher of the average investment return of the Exchange Fund's Investment Portfolio for six years and the average annual yield of three-year government bond for the previous year, and is repayable in February 2026.

The amount of HK\$1,738,173,256 (2022: HK\$2,138,215,912) represents interest receivable which is unsecured and repayable within one year.

15. 應收培訓機構之款項及應收入境事務處之款項

應收培訓機構之款項及應收入境事務處之款項為無抵押、免息及須於要求時償還。

應收培訓機構及應收入境事務處之款項中，並無包括已逾期的款項。有關款項並無持有任何抵押。

15. AMOUNTS DUE FROM TRAINING BODIES AND AMOUNT DUE FROM THE IMMIGRATION DEPARTMENT

The amounts due from training bodies and the amount due from the Immigration Department are unsecured, interest-free and repayable on demand.

Amounts due from training bodies and amount due from the Immigration Department did not contain balance which was past due as at the reporting date. No collateral was held over these balances.

該款項的賬面值與其2023年及2022年3月31日的公平值相若。其可收回程度乃參照信貸狀況進行評估，於2023年及2022年3月31日的預期信貸虧損被視為微不足道。

The carrying amounts of these balances approximated to their fair value as at 31 March 2023 and 2022. Their recoverability was assessed with reference to the credit status, and the expected credit losses as at 31 March 2023 and 2022 were considered to be minimal.

16. 銀行結餘及存款

銀行結餘及存款包括銀行餘額及原定到期日逾三個月之定期銀行存款合共1,668,346,500港元(2022年：1,817,353,800港元)，其年利率介乎3.90%至5.91%(2022年：0.24%至1.16%)。

16. BANK BALANCES AND DEPOSITS

Bank balances and deposits comprise bank balances and time deposits with original maturity over three months amounting HK\$1,668,346,500 (2022: HK\$1,817,353,800) and carry interest at market rates which ranged from 3.90% to 5.91% (2022: 0.24% to 1.16%) per annum.

17. 應付款項及其他應付款

17. ACCRUALS AND OTHER PAYABLES

		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
應付款項及其他應付款	Accruals and other payables	52,472,270	44,284,165
應付培訓機構款項	Accruals for training bodies	42,999,281	21,478,078
修復成本撥備(附註)	Provision for reinstatement costs (note)	3,382,320	3,382,320
		98,853,871	69,144,563
減：長期修復成本撥備	Less: non-current provision for reinstatement costs	(2,291,685)	(3,382,320)
		96,562,186	65,762,243

附註：
修復成本撥備於本年度的變動如下：

Note:
The movement in provision for reinstatement costs during the year is as follows:

		港元HK\$
截至2021年4月1日	At 1 April 2021	2,219,860
增加	Additions	1,162,460
截至2022年3月31日、2022年4月1日及2023年3月31日	At 31 March 2022, 1 April 2022 and 31 March 2023	3,382,320

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18. 現金流量表附註

18. NOTE TO THE STATEMENT OF CASH FLOWS

融資活動所產生之負債之變動

Changes of liabilities arising from financing activities

		租賃負債 Lease liabilities	
		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
年初	At the beginning of year	9,714,920	4,323,686
增加	Addition	–	10,662,748
融資現金流之變動	Changes from financing cash flows	(5,359,816)	(5,271,514)
租賃負債之財務費用	Finance cost on lease liabilities	136,184	224,486
租賃負債之利息	Interest element on lease liabilities	(136,184)	(224,486)
年末	At the end of year	4,355,104	9,714,920

19. 按類別劃分的金融工具

19. FINANCIAL INSTRUMENTS BY CATEGORY

截至報告期末，每類金融工具的賬面價值如下：

The carrying amounts of each of the categories of financial instruments as at the end of the reporting period are as follows:

金融資產

Financial assets

		以攤餘成本計量的金融資產 Financial assets at amortised cost	
		二零二三年 2023 港元HK\$	二零二二年 2022 港元HK\$
包含在應收款項、按金及預付款的金融資產	Financial assets included in receivables, deposits and prepayments	19,904,221	6,092,757
應收香港金融管理局之款項	Amount due from the Hong Kong Monetary Authority	11,338,173,256	11,738,215,912
應收培訓機構之款項	Amounts due from training bodies	275,447	56,482
應收入境事務處之款項	Amount due from the Immigration Department	398,700	1,771,200
現金及現金等價物	Cash and cash equivalents	1,487,261,502	1,759,069,266
原定到期日逾三個月之定期存款	Time deposits with original maturity over three months	1,668,346,500	1,817,353,800
		14,514,359,626	15,322,559,417

金融負債

Financial liabilities

		以攤餘成本計量的金融負債 Financial liabilities at amortised cost	
		二零二三年 2023	二零二二年 2022
		港元HK\$	港元HK\$
包含在應付款項和其他應付款的金融負債	Financial liabilities included in accruals and other payables	84,586,179	54,734,662
租賃負債	Lease liabilities	4,355,104	9,714,920
		88,941,283	64,449,582

20. 金融資產及負債公平值層級

經管理層評估，現金及現金等價物、應收香港金融管理局、培訓機構、入境事務處之款項，應付款項及其他應付款與其賬面值相若，主要是由於有關工具的到期時間較短。

20. FAIR VALUE HIERARCHY OF FINANCIAL ASSETS AND LIABILITIES

Management has assessed that the fair values of receivables and deposits, bank balances and deposits, amounts due from the Hong Kong Monetary Authority, training bodies and the Immigration Department, accruals and other payables approximate to their carrying amounts largely due to the short-term maturities of these instruments.

21. 財務風險管理目標及政策

再培訓局所承擔的信貨風險，市場風險及流動資金風險產生自再培訓局主要服務。再培訓局透過下文所述之財務管理政策及常規管理此等風險：

信貸風險

最高風險及年末階段最大信貸風險

信貸質素和最大信貸風險是基於再培訓局的信貸政策，主要基於逾期資料，除非其他資料在無需花費不必要成本或精力情況下可用，以及截至2023年及2022年3月31日的年末分期分類。呈列金額為金融資產的賬面值總額。

21. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Board's exposure to credit risk, market risk and liquidity risk arises in the normal course of its principal activities. These risks are managed by the Board's financial management policies and practices described below:

Credit risk

Maximum exposure and year-end staging

The credit quality and the maximum exposure to credit risk based on the Board's credit policy, which is mainly based on past due information unless other information is available without undue cost or effort, and year-end staging classification as at 31 March 2023 and 2022. The amounts presented are gross carrying amounts for financial assets.

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		12個月的 預期信貸 虧損 12-month Expected credit losses 第1類 Stage 1 港元HK\$	全期預期信貸虧損 Lifetime Expected credit losses 第2類 Stage 2 港元HK\$	第3類 Stage 3 港元HK\$	簡化方法 Simplified approach 港元HK\$	港元HK\$
於2023年3月31日	31 March 2023					
包含在應收款項、按金及預付款的金融資產*	Financial assets included in receivables, deposits and prepayments*	19,886,361	-	-	3,526,627	23,412,988
應收香港金融管理局之款項	Due from the Hong Kong Monetary Authority					
– 正常**	– Normal**	11,338,173,256	-	-	-	11,338,173,256
應收培訓機構之款項	Due from training bodies					
– 正常**	– Normal**	275,447	-	-	-	275,447
應收入境事務處之款項	Due from the Immigration Department					
– 正常**	– Normal**	398,700	-	-	-	398,700
銀行結餘及存款	Bank balances and deposits					
– 未逾期	– Not yet past due	3,155,608,002	-	-	-	3,155,608,002
		14,514,341,766	-	-	3,526,627	14,517,868,393
於2022年3月31日	31 March 2022					
包含在應收款項、按金及預付款的金融資產*	Financial assets included in receivables, deposits and prepayments*	6,025,953	-	-	3,650,162	9,676,115
應收香港金融管理局之款項	Due from the Hong Kong Monetary Authority					
– 正常**	– Normal**	11,738,215,912	-	-	-	11,738,215,912
應收培訓機構之款項	Due from training bodies					
– 正常**	– Normal**	56,482	-	-	-	56,482
應收入境事務處之款項	Due from the Immigration Department					
– 正常**	– Normal**	1,771,200	-	-	-	1,771,200
銀行結餘及存款	Bank balances and deposits					
– 未逾期	– Not yet past due	3,576,423,066	-	-	-	3,576,423,066
		15,322,492,613	-	-	3,650,162	15,326,142,775

* 關於再培訓局就減值採用簡化法的應收款項、按金及預付款(應收收入及應收課程學費)，基於財務報表附註13所披露的撥備矩陣的資料。

** 計入應收香港金融管理局、培訓機構及入境事務處之款項，及銀行結餘及存款的金融資產的信貨質素在未逾期且沒有信息表明金融資產自初始確認以來信貸風險顯著上升時被視為「正常」。否則，金融資產的信貨質素被認為「可疑」。

* For income receivables and course fee receivables included in receivables, deposits and prepayments to which the Board applies the simplified approach for impairment, information based on the provision matrix is disclosed in note 13 to the financial statements.

** The credit quality of financial assets included in amount due from the Hong Kong Monetary Authority, the training bodies and the Immigration Department, bank balances and deposits are considered to be "normal" when they are not past due and there is no information indicating that the financial assets had a significant increase in credit risk since initial recognition. Otherwise, the credit quality of the financial assets is considered to be "doubtful".

市場風險

利率風險

再培訓局之現金流量利率風險主要來自浮動市場利率的銀行存款及應收香港金融管理局之款項，利率為按年利率取過往六年外匯基金投資組合的平均投資回報率及上一年度的三年期政府債券的平均年化收益之較高者(見附註14及16)。再培訓局並沒有透過衍生工具合約來對沖現金流量利率風險。但若有重大的現金流量風險，再培訓局委員會及時和有效地採取適當之措施以降低現金流量利率風險。

敏感度分析

以下敏感度分析乃以再培訓局之浮動銀行存款及應收香港金融管理局之款項的利率風險為基準釐定。此敏感度分析之編製乃假設報告期終未結算之資產及負債金額於整個年度均未結算。50基點(2022年：50基點)之增減指再培訓局委員就利率之可能合理變動而作出之評估。

若利率上升50基點(2022年：50基點)，而其他變量均保持不變，再培訓局截至2023年3月31日止年度之年內虧損會減少63,778,000港元(2022年：65,882,000港元)。若利率下降50基點(2022年：50基點)，再培訓局年內虧損會帶來相等但相反的影響。

Market risk

Interest rate risk

The Board is exposed to cash flow interest rate risk in relation to variable-rate bank deposits which carried at market interest rate and amount due from the Hong Kong Monetary Authority which carried interest at higher of the average investment return of the Exchange Fund's Investment Portfolio for the past six years and the average annual yield of three-year government bond for the previous year (see notes 14 and 16 respectively). The Board currently does not use any derivative contracts to hedge its exposure to interest rate risk. However, the members of the Board will consider appropriate measures to manage and monitor interest rate exposure should the need arise.

Sensitivity analysis

The sensitivity analysis has been determined based on the exposure to interest rate from the Board's variable-rate bank deposits and amount due from the Hong Kong Monetary Authority. The analysis is prepared assuming the bank deposits and amount due from Hong Kong Monetary Authority outstanding at the end of the reporting period were outstanding for the whole year. A 50 basis points (2022: 50 basis points) increase or decrease is used, which represents members' assessment of the reasonable possible change in interest rates.

If interest rates had been 50 basis points (2022: 50 basis points) higher and all other variables were held constant, the Board's deficit for the year ended 31 March 2023 would decrease by approximately HK\$63,778,000 (2022: HK\$65,882,000). An equal but opposite impact on the Board's deficit for the year would be resulted if the interest rates had been 50 basis points (2022: 50 basis points) lower.

財務報表

Financial Statements

流動資金風險

對於流動資金風險管理，再培訓局管理和監控及維持充足的資金，藉以減少現金流浮動的影響。

再培訓局於報告期末根據已訂約但未折現付款之金融負債之到期狀況如下：

2023		少於1年 Within 1 year 港元HK\$	2至5年 2 to 5 years 港元HK\$	總額 Total 港元HK\$
計入應計負債及其他應付款項之金融負債	Financial liabilities included in accruals and other payables	84,586,179	–	84,586,179
租賃負債	Lease liabilities	4,081,000	315,000	4,396,000
		86,667,179	315,000	88,982,179

2022		少於1年 Within 1 year 港元HK\$	2至5年 2 to 5 years 港元HK\$	總額 Total 港元HK\$
計入應計負債及其他應付款項之金融負債	Financial liabilities included in accruals and other payables	54,734,662	–	54,734,662
租賃負債	Lease liabilities	5,496,000	4,396,000	9,892,000
		60,230,662	4,396,000	64,626,662

資本風險管理

再培訓局的資本主要由僱員再培訓徵款及特區政府注資維持。再培訓局的資本管理目標是保障再培訓局能夠持續經營。再培訓局的整體策略與上年度比較維持不變。

Liquidity risk

In the management of the liquidity risk, the Board monitors and maintains a level of cash and cash equivalents deemed adequate by the management to finance the Board's operations and mitigate the effects of fluctuations in cash flows.

The maturity profile of the Board's financial liabilities as at the end of the reporting period, based on the contractual undiscounted payments, is as follows:

Capital management

The Board is funded mainly by Employees Retraining Levy and funding injection by the SAR Government. The members of the Board manage its funds to ensure that the Board will be able to continue as a going concern. The Board's overall strategy remains unchanged from prior year.

22. 財務報表之批准

財務報表由再培訓局委員於2023年12月13日批准及授權發出。

22. APPROVAL OF THE FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board on 13 December 2023.

合作伙伴 Stakeholders

「行業諮詢網絡」名單 List of Industry Consultative Networks

美容美髮業

Beauty Therapy and Hairdressing

召集人	Convenor
鄭明明教授, SBS, BBS	Prof. CHENG Ming-ming, SBS, BBS
副召集人	Vice-Convenor
葉世雄先生	Mr. Nelson IP Sai-hung
委員	Members
香港美髮美容業商會	Hong Kong Hair & Beauty Merchants Association
香港化粧品同業協會	The Cosmetic & Perfumery Association of Hong Kong
香港美容業總會	Federation of Beauty Industry (H.K.)
CIDESCO 中國分會 - 國際斯佳美容協會	CIDESCO Section China - International CICA Association of Esthetics
香港國際專業美容師協會	HK Association of Professional Aestheticians International
iPMA國際專業化妝師協會(香港)	International Professional Make Up Artists Federation (HK)
國際美容健康總聯合會有限公司	International Beauty & Health General Union Limited
國際美業評審總會	International Beauty Professionals Validation Association
亞洲髮型藝術家協會	Asia Hair Masters Association
國際香薰整全護療學會	International Federation of Holistic Aromatherapy
香港工會聯合會	The Hong Kong Federation of Trade Unions
髮型化妝整體形象設計師總會	Hair and Make-up Stylish Image Designers General Union
香港美容保健業僱員總會	Union of Hong Kong Beauty and Health Care Employees
鞠玲真女士	Ms. Cecilia KUK
陳美香校長	Ms. Cindy CHAN
楊漢聲先生	Mr. Stanley YEUNG
陳玉冰女士	Ms. Josephine CHAN

合作伙伴

Stakeholders

商業服務業

Business Services

召集人	Convenor
梁永祥教授, GBS, JP	Prof. William LEUNG Wing-cheung, GBS, JP
副召集人	Vice-Convenor
劉健華博士, MH, JP	Dr. Kevin LAU Kin-wah, MH, JP
委員	Members
香港總商會	The Hong Kong General Chamber of Commerce
香港中華總商會	The Chinese General Chamber of Commerce
香港中小型企業聯合會	Hong Kong Small and Medium Enterprises Association
香港社會企業總會	Hong Kong General Chamber of Social Enterprises
香港管理專業協會	The Hong Kong Management Association
香港人才管理協會	Hong Kong People Management Association
香港人力資源管理學會	Hong Kong Institute of Human Resource Management
香港華人會計師公會	The Society of Chinese Accountants & Auditors
中小企可持續發展學會	The SME Sustainability Society
香港浸會大學工商管理學院人力資源策略及發展研究中心	Centre for Human Resources Strategy and Development, School of Business, Hong Kong Baptist University
香港洋務工會	Hong Kong Union of Chinese Workers in Western Style Employment
香港文職及專業人員總會	Hong Kong Clerical and Professional Employees General Union
高級行政及管理人員工會	Senior Administrative And Management Executives Union
蔡惠琴女士, JP	Ms. CHOI Wai-kam, JP
羅君美女士, MH, JP	Ms. Elizabeth LAW, MH, JP
陳勤業教授工程師	Ir Sr Cr Prof. Philip CHAN Kan-ip
梁嘉麗女士, MH	Ms. Carrie LEUNG Ka-lai, MH

飲食業

Catering

召集人	Convenor
鍾偉平博士, BBS, MH, JP	Dr. CHUNG Wai-ping, BBS, MH, JP
副召集人	Vice-Convenor
陳家強先生	Mr. Tommy CHAN Ka-keung
委員	Members
香港餐飲聯業協會	Hong Kong Federation of Restaurants & Related Trades
香港賽馬會	The Hong Kong Jockey Club
現代管理(飲食)專業協會	Association of Restaurant Managers
香港餐務管理協會	The Association For Hong Kong Catering Services Management Ltd.
稻苗飲食專業學會	Institute of Dining Professionals
職業訓練局國際廚藝學院	International Culinary Institute of Vocational Training Council (VTC)
飲食業職工總會	Eating Establishment Employees General Union
中西飲食業職工會	Chinese & Western Food Workers Union
飲食及酒店業職工總會	Catering and Hotels Industries Employees General Union
林佩英女士	Ms. Susan LAM Pui-ying
黃國凱先生	Mr. Alex WONG
楊位醒先生, BBS, MH	Mr. YEUNG Wai-sing, BBS, MH

創意產業

Creative Industries

召集人	Convenor
司徒旭先生, MH	Mr. SE-TO Yok, MH
副召集人	Vice-Convenor
陳樹幟先生	Mr. Eddie CHAN Shu-chi
委員	Members
香港總商會數碼、資訊及電訊委員會	Hong Kong General Chamber of Commerce - Digital, Information & Telecommunications Committee
香港八和會館	The Chinese Artists Association of Hong Kong

合作伙伴

Stakeholders

香港電影後期專業人員協會	Hong Kong Association of Motion Picture Post Production Professionals
國際創意及科技總會	International Federation of Creativity and Technology
香港電影工作者總會	Federation of Hong Kong Filmmakers
香港浸會大學電影學院	Academy of Film, Hong Kong Baptist University
港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
香港I.T.人協會	I.T. People Association of Hong Kong
西九文化區管理局	West Kowloon Cultural District Authority
向雪懷教授	Prof. Jolland CHAN

機電及建造業

Electrical & Mechanical Services and Construction

召集人	Convenor
莊堅烈先生, BBS, MH	Mr. Paul CHONG Kin-lit, BBS, MH
副召集人	Vice-Convenor
伍新華先生, MH	Mr. Lawrence NG San-wa, MH
委員	Members
香港機電工程商聯會	The Hong Kong Federation of Electrical & Mechanical Contractors Ltd
電業承辦商協會	Association of Electrical Contractors
香港註冊專門承建商(通風系統)協會	Hong Kong Registered Specialist Contractors (Ventilation) Association
香港建造商會	The Hong Kong Construction Association, Limited
香港工程師學會	The Hong Kong Institution of Engineers
英國特許水務工程師學會 - 香港分會	The Chartered Institute of Plumbing and Heating Engineering - Hong Kong Branch
屋宇設備運行及維修行政人員學會	Building Services Operation and Maintenance Executives Society
香港建築信息模擬學會	The Hong Kong Institute of Building Information Modelling
香港建造學院	Hong Kong Institute of Construction
香港中華煤氣公司華員職工會	Hong Kong and China Gas Co. Ltd Chinese Employees Association
香港機電業工程專業人員協會	Hong Kong Electrical & Mechanical Engineering Professional Employees Association
香港氣體及燃料業從業員協會	The Hong Kong Gas And Fuel Practitioners Association
香港造船機電鋼鐵業總工會	Hong Kong Marine, Electrical and Mechanical Service, Steel Fabrication Industry General Union

香港電梯業總工會	Hong Kong General Union of Lift and Escalator Employees
香港喉管從業員總會	Hong Kong Plumbing General Union
港九電器工程電業器材職工會	Hong Kong & Kowloon Electrical Engineering & Appliances Trade Workers Union
建築地盤職工總會	Construction Site Workers General Union
勞工處 - 職業安全及健康訓練中心	Labour Department - The Occupational Safety and Health Training Centre
機電工程署	Electrical and Mechanical Services Department

環境服務業

Environmental Services

召集人	Convenor
甄瑞嫻女士	Ms. Catherine YAN Sui-han
副召集人	Vice-Convenor
謝黃小燕女士	Ms. Elizabeth TSE WONG Siu-yin
委員	Members
環保工程商會	Environmental Contractors Management Association
香港清潔商會	Hong Kong Cleaning Association Limited
香港殺蟲業協會	Hong Kong Pest Management Association
香港廢物處理業協會	Hong Kong Waste Disposal Industry Association
香港環境衛生業界大聯盟	Environmental Services Contractors Alliance (Hong Kong)
香港鮮花零售業協會	Hong Kong Flower Retailers Association
香港園境師學會	The Hong Kong Institute of Landscape Architects
香港工會聯合會	The Hong Kong Federation of Trade Unions
香港環保、物流及清潔從業員協會	Hong Kong Environmental Services, Logistics and Cleaning Employees Association
環保業職工會	Eco Industry Labour Union
清潔服務業職工會	Cleaning Service Industry Workers Union
康樂及文化事務署	Leisure and Cultural Services Department
食物環境衛生署	Food and Environmental Hygiene Department
發展局	Development Bureau
林雪華女士	Ms. Josephine LAM
楊潤先生	Mr. Marcus YEUNG
文國興先生	Mr. Victor MAN

合作伙伴
Stakeholders

健康護理業	Healthcare Services
召集人	Convenor
林正財議員, SBS, JP	Hon. LAM Ching-choi, SBS, JP
委員	Members
香港社會服務聯會	The Hong Kong Council of Social Service
香港安老服務協會	The Elderly Services Association of Hong Kong
全港私營安老院同業會	Hong Kong Private Nursing Home Owners Association
香港浸信會醫院	Hong Kong Baptist Hospital
東華三院	Tung Wah Group of Hospitals
保良局	Po Leung Kuk
基督教香港信義會社會服務部	Evangelical Lutheran Church Social Service - Hong Kong
耆色園	Sik Sik Yuen
香港買位安老服務議會	Association of Bought Place Elderly Services
香港家庭福利會	Hong Kong Family Welfare Society
香港醫學會	The Hong Kong Medical Association
香港老年學會	Hong Kong Association of Gerontology
香港認知障礙症協會	The Hong Kong Alzheimer's Disease Association
國際香薰整全護理學會	International Federation of Holistic Aromatherapy
醫院管理局	Hospital Authority
香港教育大學	The Education University of Hong Kong
東華學院	Tung Wah College
醫院診所護理業職工會	Hospitals, Clinics and Nursing Workers Union
香港工會聯合會	The Hong Kong Federation of Trade Unions
醫院診所護士協會	Hospital & Clinic Nurses Association
衛生署	Department of Health
社會福利署	Social Welfare Department
梁永義先生, MH	Mr. LEUNG Wing-yu, MH

進出口及物流業

Import & Export and Logistics

召集人	Convenor
黃定光先生, GBS, JP	Mr. WONG Ting-kwong, GBS, JP
副召集人	Vice-Convenor
何志盛博士工程師, JP	Ir Dr. David HO Chi-shing, JP
委員	Members
香港中華出入口商會	The Hong Kong Chinese Importers' and Exporters' Association
香港中小型企業總商會	The Hong Kong General Chamber of Small and Medium Business
香港貨櫃碼頭商會有限公司	Hong Kong Container Terminal Operators Association Limited
香港貨運物流業協會有限公司	Hong Kong Association of Freight Forwarding and Logistics Limited
香港物流協會	Hong Kong Logistics Association
香港物資採購與供銷學會	The Institute of Purchasing and Supply of Hong Kong
香港物流管理人員協會	Hong Kong Logistics Management Staff Association
香港運輸物流學會	The Chartered Institute of Logistics and Transport in Hong Kong
汽車交通運輸業總工會	Motor Transport Workers General Union
海港運輸業總工會	Harbour Transportation Workers General Union
香港洋務工會	Hong Kong Union of Chinese Workers in Western Style Employment
香港進出口貿易從業員協會	Hong Kong Import & Export Trade Employees Association
香港航空貨運及速遞業工會	Hong Kong Air Freight Transport and Express Transport Employees Union
物流從業員工會	Logistics Practitioners Union
中港客運從業員工會	China-Hong Kong Passenger Transportation
香港貿易發展局	The Hong Kong Trade Development Council
梁剛銳先生, BBS, JP	Mr. LEUNG Kong-yui, BBS, JP

合作伙伴

Stakeholders

資訊及通訊科技業

Information & Communications Technology

召集人	Convenor
麥鄧碧儀女士, MH, JP	Mrs. Agnes MAK TANG Pik-ye, MH, JP
委員	Members
香港無線科技商會	Hong Kong Wireless Technology Industry Association
香港資訊科技商會	Hong Kong Information Technology Federation
香港互聯網供應商協會	Hong Kong Internet Service Providers Association
香港電腦學會	Hong Kong Computer Society
香港通訊業聯會	Communications Association of Hong Kong
專業資訊保安協會	Professional Information Security Association
香港數碼娛樂協會	Hong Kong Digital Entertainment Association
香港資訊科技網絡工程人員協會	Hong Kong Information Technology & Network Engineering Employees Association
電訊盈科職工總會	PCCW Employees General Union
香港工會聯合會	The Hong Kong Federation of Trade Unions
電腦資訊科技人員協會	Computer Information Technology Employees Association
關雁卿博士, MH	Dr. Edith KWAN Ngan-hing, MH
彭子傑先生	Mr. Gabriel PANG Tsz-kit
楊月波教授	Prof. YEUNG Yuet-bor

保險及金融業

Insurance and Financial Services

召集人	Convenor
梁頌恩女士, MH	Ms. Juan LEUNG Chung-yan, MH
委員	Members
香港保險業聯會	The Hong Kong Federation of Insurers
香港保險顧問聯會	The Hong Kong Confederation of Insurance Brokers
香港保險中介人商會	Hong Kong Chamber of Insurance Intermediaries
香港總商會 - 金融及財資服務委員會	Hong Kong General Chamber of Commerce - Financial & Treasury Services Committee
香港專業保險經紀協會	Professional Insurance Brokers Association
香港保險師公會	Hong Kong Society of Certified Insurance Practitioners
香港一般保險業協會	Hong Kong General Insurance Affairs Association Ltd.

香港人壽保險從業員協會	The Life Underwriters Association of Hong Kong Ltd.
香港人壽保險經理協會	General Agents and Managers Association of Hong Kong Limited
香港財務策劃師學會	Institute of Financial Planners of Hong Kong
註冊理財師學會	Society of Certified Financial Organizer
香港證券業協會	Hong Kong Securities Association
香港銀行華員會	Chinese Bankers Club, Hong Kong
高峰進修學院	Institute of Professional Education And Knowledge
香港工會聯合會職業再訓練中心	The Hong Kong Federation of Trade Unions - Occupational Retraining Centre
香港保險業總工會	Hong Kong Insurance Practitioners General Union
工聯會金融專業委員會	HKFTU Finance Professionals Committee
保險及理財策劃人員協會	Insurance and Financial Planners Association
保險及金融從業員權益分會	Insurance & Finance Practitioners Solidarity Sector
保險業監管局	Insurance Authority
強制性公積金計劃管理局	Mandatory Provident Fund Schemes Authority
證券及期貨事務監察委員會	Securities and Futures Commission
余健南先生	Mr. Allan YU

個人保健及家居服務業

Personal Healthcare and Domestic Services

召集人	Convenor
梁榮能教授	Prof. Albert LEUNG Wing-nang
委員	Members
保良局	Po Leung Kuk
東華三院	Tung Wah Group of Hospitals
長者安居協會	Senior Citizen Home Safety Association
香港助產士會	Hong Kong Midwives Association
香港大學中醫藥學院	School of Chinese Medicine - The University of Hong Kong
職業安全健康局	Occupational Safety and Health Council
商業機構及家居服務從業員協會	Commercial Organization and Domicile Services Employees Association
香港中藥從業員協會	Hong Kong Chinese Medicine Employees Association
香港推拿理療專業人員總會	Hong Kong Massage & Physiotherapy Professional General Union
香港工會聯合會	The Hong Kong Federation of Trade Unions

合作伙伴

Stakeholders

陪月及嬰幼兒照顧專業人員總工會	Professional Post Natal and Child Care Worker General Union
香港家務助理總工會	Hong Kong Domestic Workers General Union
衛生署(中醫藥規管辦公室)	Department of Health (Chinese Medicine Regulatory Office)
鍾偉楊先生	Mr. CHUNG Wai-yeung
鍾浩輝先生	Mr. CHUNG Ho-fai

印刷及出版業

Printing & Publishing

召集人	Convenor
梁兆賢先生	Mr. Jackson LEUNG Siu-yin
委員	Members
香港印刷業商會	The Hong Kong Printers Association
香港出版總會	Hong Kong Publishing Federation
香港數碼印刷協會	Hong Kong Digital Printing Association
香港出版學會	Hong Kong Publishing Professionals Society
香港印藝學會	Graphic Arts Association of Hong Kong
印刷媒體專業人員協會	Institute of Print-Media Professionals
香港印刷出版媒體業工會	Hong Kong Printing and Publishing Media Industry Workers Union
勞聯匯青協會	Teenage Density Association of FLU
政府物流服務署	Government Logistics Department

物業管理及保安業

Property Management and Security

召集人	Convenor
袁靖罡教授, MH	Prof. Stephen YUEN Ching-bor, MH
委員	Members
保安業商會	Chamber of Security Industry
香港物業管理公司協會	The Hong Kong Association of Property Management Companies
香港保安專業學會	Hong Kong Institute of Security Professionals
國際專業保安協會(香港)	International Professional Security Association (Hong Kong)
英國特許房屋經理學會亞太分會	Chartered Institute of Housing Asian Pacific Branch
香港房屋經理學會	The Hong Kong Institute of Housing
香港地產行政師學會	Hong Kong Institute of Real Estate Administrators
香港工會聯合會	The Hong Kong Federation of Trade Unions

物業管理行政及文職人員協會	Property Management Administrative and Clerical Staff Association
香港物業管理及工程技術人員協會	Hong Kong Property Management & Technical Employees Association
香港護衛及物業管理從業員總會	The Hong Kong General Union of Security & Property Management Industry Employees
香港物業管理及保安職工總會	Hong Kong Buildings Management and Security Workers General Union
香港樓宇管理僱員工會	Hong Kong Housing Management Employees Union
物業管理業監管局	Property Management Services Authority
蔣世源博士	Dr. Aaron CHIANG Sai-yuen
湯淑芬女士	Ms. Shirley TANG Shuk-fan
陳廣志先生	Mr. Ronald CHAN Kwong-chi

地產代理業

Real Estate Agency

召集人	Convenor
汪敦敬博士, MH	Dr. Lawrance WONG Dun-king, MH
委員	Members
香港專業地產顧問商會	Hong Kong Chamber of Professional Property Consultants Limited
香港房地產代理業聯會有限公司	Hong Kong Property Agencies Association Limited
香港地產代理商總會	Hong Kong Real Estate Agencies General Association
香港新界地產代理商聯會有限公司	Hong Kong New Territories Estate Agents & Merchants Association Limited
地產代理管理協會有限公司	Estate Agents Management Association Limited
高峰進修學院	Institute of Professional Education And Knowledge
香港工會聯合會職業再訓練中心	The Hong Kong Federation of Trade Unions - Occupational Retraining Centre
香港文職及專業人員總會	Hong Kong Clerical and Professional Employees General Union
港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
地產代理監管局	Estate Agents Authority
消費者委員會	Consumer Council

合作伙伴

Stakeholders

康體及運動業

Recreation and Sports

召集人	Convenor
沈劍威教授	Prof. Raymond SUM Kim-wai
委員	Members
香港基督教青年會	YMCA of Hong Kong
香港中華基督教青年會	Chinese YMCA of Hong Kong
中國香港體育協會暨奧林匹克委員會	Sports Federation & Olympic Committee of Hong Kong, China
中國香港體適能總會	Physical Fitness Association of Hong Kong, China
香港體育學院	Hong Kong Sports Institute
中國香港攀山及攀登總會	China Hong Kong Mountaineering and Climbing Union
中國香港挑戰網陣協會	Challenge Course Association of Hong Kong, China
香港教育大學健康與體育學系	Department of Health and Physical Education, The Education University of Hong Kong
香港浸會大學體育、運動及健康學系	Department of Sport, Physical Education and Health, Hong Kong Baptist University
香港康樂體育專業人員總會	Hong Kong Recreation and Sports Professionals General Union
港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
康樂及文化事務署	Leisure and Cultural Services Department

零售業

Retail

召集人	Convenor
謝邱安儀女士	Mrs. Annie YAU TSE
副召集人	Vice-Convenor
余壽寧先生, MH	Mr. Homer YU Sau-ning, MH
委員	Members
香港總商會 - 零售及旅遊委員會	Hong Kong General Chamber of Commerce - Retail & Tourism Committee
香港中華總商會	The Chinese General Chamber of Commerce, Hong Kong
港九百貨業商會有限公司	The Hong Kong & Kowloon General Merchandise Merchants' Association Limited
香港零售管理協會	Hong Kong Retail Management Association
香港商業專業評審中心	The Professional Validation Centre of Hong Kong Business Sector

優質旅遊服務協會	Quality Tourism Services Association
香港百貨、商業僱員總會	Hong Kong Department Stores & Commercial Staff General Union
銷售及推廣職工協會	Association of Sales and Promotion Employees
零售、商業及成衣業總工會	Retail, Commerce and Clothing Industries General Union
消費者委員會	Consumer Council
鄒惠儀女士	Ms. Winnie CHOW
葉焯德先生	Mr. Henry YIP Cheuk-tak

旅遊及酒店業

Tourism and Hotel

召集人	Convenor
麥秀蘭女士	Ms. Keller MAK Sau-lan
副召集人	Vice-Convenor
梁志群先生, JP	Mr. Andrew LEUNG, JP
委員	Members
香港旅遊業議會	Travel Industry Council of Hong Kong
香港旅行社協會	Hong Kong Association of Travel Agents
香港酒店業協會	Hong Kong Hotels Association
香港展覽會議業協會	Hong Kong Exhibition & Convention Industry Association
香港註冊導遊協會	Hong Kong Association of Registered Tour Co-ordinators
香港理工大學酒店及旅遊業管理學院	School of Hotel & Tourism Management, The Hong Kong Polytechnic University
香港旅遊聯業工會聯會	The Federation of Hong Kong Trade Unions in Tourism
酒店及餐飲從業員協會	Hotels, Food & Beverage Employees Association
香港工會聯合會	The Hong Kong Federation of Trade Unions
香港導遊總工會	Hong Kong Tour Guides General Union
香港旅遊發展局	Hong Kong Tourism Board

合作伙伴

Stakeholders

交通及支援服務業

Transportation & Support Services

召集人	Convenor
李耀培博士	Dr. Ringo LEE Yiu-pui
委員	Members
香港汽車服務業聯會	Federation of Automobile Services Industry Hong Kong
汽車維修管理協會	Service Managers Association
香港陸路客貨運輸業議會有限公司	Hong Kong Land Transport Council Limited
綠色專線小巴(綠專)總商會有限公司	G.M.B. Maxicab Operators General Association Limited
公共小型巴士總商會	PLB General Association
香港汽車工業學會	The Institute of The Motor Industry Hong Kong
香港的士業議會	Hong Kong Taxi Council
香港海員工會	Hong Kong Seamen's Union
汽車交通運輸業總工會	Motor Transport Workers General Union
香港民用航空事業職工總會	The Staffs and Workers Union of Hong Kong Civil Airlines
海港運輸業總工會	Harbour Transportation Workers General Union
機場空運員工協會	Airport Air Freight Employees' Association
機電工程署	Electrical and Mechanical Services Department
運輸署	Transport Department
馮寶美女士	Ms. Bobo FUNG
文婉玲女士	Ms. Ellen MAN Yuen-ling
張國偉先生	Mr. Demen CHEUNG Kwok-wai

鐘錶及珠寶業

Watch & Jewellery

召集人	Convenor
朱繼陶先生	Mr. Joseph CHU Kai-to
副召集人	Vice-Convenor
莫偉基博士	Dr. Dominic MOK Wai-kei
委員	Members
香港鐘錶業總會有限公司	The Federation of Hong Kong Watch Trades and Industries Ltd.
香港表廠商會有限公司	Hong Kong Watch Manufacturers Association Ltd.
香港珠寶玉石廠商會	Hong Kong Jewellery & Jade Manufacturers Association
香港金銀首飾工商總會	Hong Kong Gold & Silver Ornament Workers & Merchants General Union

香港珠寶製造業廠商會	Hong Kong Jewelry Manufacturers' Association
香港珠石玉器金銀首飾業商會	The Hong Kong Jewellers' and Goldsmiths' Association
九龍珠石玉器金銀首飾業商會	The Kowloon Pearls, Precious Stones, Jade, Gold and Silver Ornament Merchants Association
香港鑽石總會有限公司	Diamond Federation of Hong Kong, China Limited
香港寶石學協會	The Gemmological Association of Hong Kong
亞太寶石學家協會有限公司	Asia Pacific Gemmologist Society Co. Ltd.
港九鐘錶業職工會	Hong Kong and Kowloon Clock and Watch Trade Workers Union
港九金飾珠寶業職工會	Hong Kong & Kowloon Gold Ornaments & Jewellery Trade Workers' Union
香港生產力促進局	Hong Kong Productivity Council
王巧陽女士	Ms. WONG Hau-yeung
莫慕潔女士	Ms. Daisy MOK

服裝製品及紡織業

Wearing Apparel & Textile

召集人	Convenor
梁嘉彥先生	Mr. Lawrence LEUNG Ka-yuen
委員	Members
香港中華廠商聯合會	The Chinese Manufacturers' Association of Hong Kong
香港工業總會	Federation of Hong Kong Industries
香港華商織造總會	The Hong Kong Chinese Textile Mills Association
香港羊毛化纖針織業廠商會	Hong Kong Woollen & Synthetic Knitting Manufacturers' Association
香港洗衣商會	The Laundry Association of Hong Kong Limited
香港洗衣服務業聯會	Hong Kong Laundry Services Association
香港紡織及服裝學會	Hong Kong Institution of Textile and Apparel
香港理工大學 - 時裝及紡織學院	School of Fashion and Textiles, The Hong Kong Polytechnic University
香港知專設計學院	Hong Kong Design Institute
製衣服飾從業員協會	Garment Fashion Practitioners Association
港九紡織染業職工總會	Hong Kong & Kowloon Spinning, Weaving & Dyeing Trade Workers General Union
香港製造業行政、管理及工程技術人員總會	Hong Kong Manufacturing Industry Supervisory and Technical Employees General Union

以「行業諮詢網絡」英文名稱排列。

Listed in alphabetical order of Industry Consultative Networks.

合作伙伴 Stakeholders

技術顧問名單 List of Technical Advisors

美容	Beauty Therapy
陳麗華女士	Ms. CHAN Lai-wah, Mandy
陳小娟女士	Ms. CHAN Siu-kuen, Wendy
陳玉鳳女士	Ms. CHAN Yuk-fung
張素勤博士	Dr. CHEUNG Soo-kan
趙小玲女士	Ms. CHIU Siu-ling, Frances
朱雯迪女士	Ms. Mandy CHU
傅嘉賢女士	Ms. FU Ka-yin
彭影蓮女士	Ms. PANG Ying-lin, Yammie
曾裕博士, MH	Dr. TSANG Yue, Joyce, MH
商業	Business
陳祝祥先生	Mr. CHAN Chuk-cheung, Ivan
陳勤業教授工程師	Ir. Prof. CHAN Kan-ip, Philip
陳綺雯女士	Ms. CHAN Yee-man
鄭仲邦先生	Mr. CHENG Chung-pong
張雨夏博士	Dr. CHEUNG Yu-ha
趙慧玲博士	Dr. Chiu Wai-ling, Winnie
蔡惠琴女士, JP	Ms. CHOI Wai-kam, JP
蔡易儕先生	Mr. CHOI Yik-chai, Eddie
劉文英女士	Ms. LAU Man-ying
李紀平先生	Mr. LEE Kee-ping
梁小玲女士	Ms. Hayly LEUNG

飲食**Catering**

周國明先生	Mr. CHOW Kwok-ming, Nelson
鄭國強先生	Mr. KWONG Kwok-keung, Raymond
羅偉雄先生	Mr. LAW Wai-hung
連子雄先生	Mr. LIN Tsz-hung
蘇乙銘先生	Mr. SO Yuet-ming
鄧俊康先生	Mr. TANG Chun-hong
黃志超先生	Mr. WONG Chi-chiu
楊國基先生	Mr. YEUNG Kwok-ki, Billy
楊位醒先生, BBS, MH	Mr. YEUNG Wai-sing, BBS, MH
袁振威先生	Mr. YUEN Chun-wai, Soft

中醫保健**Chinese Healthcare**

鍾偉楊先生	Mr. CHUNG Wai-yeung
彭偉明教授	Prof. PANG Wai-ming
王冠明博士	Dr. WONG Kwun-ming

建造及裝修**Construction & Renovation**

孔祥光博士工程師	Ir. Dr. HUNG Cheung-kwong
孔子東博士	Dr. HUNG Tsz-tung
盧德祥先生	Mr. LO Tak-cheung
岑厚德工程師	Ir. SHUM Hau-tak

設計**Design**

冼子光先生	Mr. SIN Tze-kong
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家居服務**Domestic Services**

鍾浩輝先生	Mr. CHUNG Ho-fai
李慧儀女士	Ms. LI Wai-yee
黃家儀女士	Ms. WONG Ka-yee, Alice

合作伙伴 Stakeholders

教育康體

Education & Recreation

陳瑞堅博士	Dr. CHAN Shui-kin
張應明先生	Mr. CHEUNG Ying-ming, Ricky
梁家文博士	Dr. LEUNG Ka-man
雷雄德博士, MH	Dr. LOUIE Hung-tak, Lobo, MH
司徒健工程師	Ir. SZETO Kin, Vitus
王曉山先生	Mr. WONG Hiu-shan

機電

Electrical & Mechanical Services

陳天賜工程師	Ir. CHAN Tin-chi, Kenneth
鄭國輝先生	Mr. CHENG Kwok-fai
莊國明工程師	Ir. CHONG Kwok-ming, Daniel
朱兆棠博士, MH	Dr. CHU Siu-tong, Samuel, MH
孔祥雄先生	Mr. HUNG Cheung-hung
關新全先生	Mr. KWAN Sun-chuen
羅裕榮先生	Mr. LAW Yu-wing
李活偉先生	Mr. LEE Wood-wei
潘士勳博士	Dr. POON Shi-fan, Steven
余建浩博士工程師	Ir. Dr. YU Kin-ho

影藝文化

Entertainment & Performing Arts

鄭楚萍女士	Ms. CHENG Chor-ping
馮子昌先生	Mr. FUNG Tze-cheong
伍尚豪先生	Mr. NG Seung-ho
張紫伶博士	Dr. YU Li

環境服務**Environmental Services**

程敏玲女士	Ms. CHING Man-ling, Iris
馮耀宗先生	Mr. FUNG Yiu-chung, Eddy
梁靈剛博士	Dr. LEONG Ling-kong, Solomon
梁文超先生	Mr. LEUNG Man-chiu, Boaz
李贊華先生	Mr. LI Chan-wah, William
龐鄭敏儀女士	Ms. PONG CHENG Man-yee, Alice
蘇瑞山先生	Mr. SO Shui-shan, Isaac
謝黃小燕女士	Ms. TSE-WONG Siu-yin, Elizabeth
徐嘉興先生	Mr. TSUI Ka-hing, Stanley
甄瑞嫻女士	Ms. YAN Sui-han, Catherine

金融財務**Financial Services**

李慧芬女士	Ms. LEE Wai-fun, Stella
黃綺文女士	Ms. WONG Yee-man, Selina

通用技能**Generic Skills**

陳漢森先生	Mr. CHAN Hon-sum
何國祥博士	Dr. HO Kwok-cheung
關麗馨女士	Ms. KWAN Lai-hing, Wendy
林國章先生	Mr. LAM Kwok-cheung
林少蘭女士	Ms. LAM Siu-lan
Ms. Frances L LARGENT	Ms. Frances L LARGENT
李劍明先生	Mr. LEE Kim-ming
李潔芳女士	Ms. LEE Kit-fong
梁健平博士	Dr. LEUNG Kin-ping
梁慕靈博士	Dr. LEUNG Mo-ling, Rebecca
畢宛嬰女士	Ms. PAT Yuen-ying
陳德奇先生	Mr. TAN Tack-ki
黃健威先生	Mr. WONG Kin-wai
袁振華博士	Dr. YUEN Chun-wah

合作伙伴
Stakeholders

美髮	Hairdressing
賴國榮先生	Mr. LAI Kwok-wing
賴維安先生	Mr. LAI Wai-on, Duncan
鄧鉅明先生	Mr. TANG Kui-ming
楊漢聲先生	Mr. YEUNG Hon-sing, Stanley
健康護理	Healthcare Services
陳智傑先生	Mr. CHAN Chi-kit, Henry
陳少玲女士	Ms. CHAN Siu-ling, Ecco
陳怡茂醫生	Dr. CHAN Yee-mau
張永德醫生	Dr. CHEUNG Wing-tak
李家仁醫生, BBS, MH, OStJ, JP	Dr. LEE Ka-yan, David, BBS, MH, OStJ, JP
鄧羽峯博士	Dr. TANG Yu-fung
曾憲紀醫生	Dr. TSANG Hin-kei, Century
黃旗泰先生	Mr. WONG Ki-tai, Thomas
黃為賢先生	Mr. WONG Wai-yin
楊超發醫生	Dr. YEUNG Chiu-fat, Henry
酒店	Hotel
陳文亮博士	Dr. CHAN Man-leong, Benny
進出口	Import & Export
李國明先生	Mr. LI Kwok-ming
袁耀全先生	Mr. YUEN Yiu-chuen, Andrew

資訊及通訊科技**Information & Communications Technology**

陳龍盛先生	Mr. CHEN Lung-shing
周啟發先生	Mr. CHOW Kai-fat, Frank
方健僑博士	Dr. FONG Kin-kiu
羅民念先生	Mr. LAW Man-lim
梁偉峯博士	Dr. LEUNG Wai-fung, Joseph
梁永賢先生	Mr. LEUNG Wing-yin, Simon
許遵發先生	Mr. Fred SHEU
宋德嘉先生	Mr. SOONG Tak-kar, Chester
黃衡哲先生	Mr. WONG Hang-chit
黃秉權先生	Mr. WONG Ping-kuen

保險**Insurance**

周耀明先生	Mr. CHOW Yiu-ming
何柏源先生	Mr. HO Pak-yuen, Patrick
林俊華先生	Mr. LIM Chun-wah, Tommy
黃敏兒女士	Ms. WONG Mun-yee, Veronica

物流**Logistics**

陳國源先生	Mr. CHAN Kwok-yuen, Roger
何紹祥博士	Dr. HO Siu-cheung
梁偉強先生	Mr. LEUNG Wai-keung, Alan
李家樹博士	Dr. LI Ka-shu
湯國輝先生	Mr. TONG Kwok-fai, Ellan
徐翰恩博士工程師	Ir. Dr. TSUI Hon-yan, Paul

合作伙伴 Stakeholders

印刷及出版

Printing & Publishing

梁兆賢先生	Mr. LEUNG Siu-yin
吳競輝先生	Mr. NG King-fai, John
任德堅博士	Dr. YAN Tak-kin, Andrew

物業管理及保安

Property Management & Security

區大明先生	Mr. AU Tai-ming, Johnny
趙善雄先生	Mr. CHIU Sin-hung
馮國雄博士	Dr. FUNG Kowk-hung, Lobo
麥億昌博士	Dr. MAK Yik-cheong
吳光銘先生, MH	Mr. NG Kwong-ming, Paul, MH
翁培業博士	Dr. YUNG Pui-yip, Paul

地產代理

Real Estate Agency

葉國雄先生	Mr. IP Kwok-hung
蕭子輝博士	Dr. SHIU Tsz-fai, Henry
楊官華先生	Mr. YEUNG Kwun-wah

零售

Retail

陳偉豪先生	Mr. CHAN Wai-ho, Jacob
林智欣女士	Ms. LAM Chi-yan, Gabriel
文德榮先生	Mr. MAN Tak-wing
伍俊達先生	Mr. Roy NG
葉焯德先生	Mr. YIP Cheuk-tak

社會服務

Social Services

彭慧敏女士	Ms. PANG Wai-man, Margaret
姚勤敏先生	Mr. YIU Kun-man

旅遊**Tourism**

陳天恩博士	Dr. CHAN Tin-yan, Josiah
蔡惟真博士	Dr. CHOY Wai-chun, Monica
李小嫻女士	Ms. LEE Siu-hang, Helen
李綺芯博士	Dr. LEE Yee-sum, Louisa
麥磊明博士	Dr. MAK Lui-ming
麥秀蘭女士	Ms. MAK Sau-lan, Keller
曾志萍女士	Ms. TSANG Chi-ping

交通及支援服務**Transportation & Support Services**

鄭仲恒先生	Mr. CHENG Chung-hang, Aaron
羅少雄先生, MH	Mr. LAW Siu-hung, Paul, MH

鐘錶及珠寶**Watch & Jewellery**

范肇錦先生	Mr. FAN Siu-kam, Eddie
韓嘉軒女士	Ms. Maggie HON
劉子修先生	Mr. LAU Tsz-sau, Jacky
莫偉基博士	Dr. MOK Wai-kei, Dominic
孫國偉工程師	Ir. SUEN Kwok-wai
葉毅博士	Dr. YIP Ngai

服裝製品及紡織**Wearing Apparel & Textile**

張連英女士	Ms. CHEUNG Lin-ying, Brenda
簡志偉博士	Dr. KAN Chi-wai

以行業範疇英文名稱排列。

Listed in alphabetical order of Industry Categories.

合作伙伴 Stakeholders

委任培訓機構名單 List of Appointed Training Bodies

AA	香港理工大學活齡學院	Institute of Active Ageing, The Hong Kong Polytechnic University
AE	機電工程協會(香港)有限公司	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited
AG	香港老年學會	Hong Kong Association of Gerontology
AI	嶺南大學亞太老年學研究中心	Asia-Pacific Institute of Ageing Studies, Lingnan University
AK	香港仔街坊福利會有限公司	Aberdeen Kai-fong Welfare Association Limited
AP	香港民主民生協進會	Hong Kong Association for Democracy and People's Livelihood
AT	印刷科技研究中心有限公司	Advanced Printing Technology Centre Limited
BD	香港標準舞總會有限公司	Hong Kong Ballroom Dancing Council Limited
BK	浸信會愛羣社會服務處	Baptist Oi Kwan Social Service
CA	香港明愛	Caritas - Hong Kong
CH	香港護理學院	College of Nursing, Hong Kong
CL	製衣業訓練局	Clothing Industry Training Authority
CS	香港職業發展服務處有限公司	Hong Kong Employment Development Service Limited
CT	港專機構有限公司	HKCT Group Limited
DW	香港聖公會福利協會有限公司	Hong Kong Sheng Kung Hui Welfare Council Limited
EE	港九電器工程電業器材職工會	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union
EL	基督教香港信義會	The Evangelical Lutheran Church of Hongkong
EM	工程及醫療義務工作協會	Association for Engineering and Medical Volunteer Services
FC	香港婦女中心協會有限公司	Hong Kong Federation of Women's Centres Limited
FL	港九勞工社團聯會	The Federation of Hong Kong and Kowloon Labour Unions
FM	香港循理會	The Free Methodist Church of Hong Kong
FS	香港童軍總會童軍知友社	The Scout Association of Hong Kong - The Friends of Scouting
FU	香港工會聯合會	The Hong Kong Federation of Trade Unions
FW	香港各界婦女聯合協進會有限公司	Hong Kong Federation of Women Limited
FY	香港傷殘青年協會	Hong Kong Federation of Handicapped Youth
GO	港九金飾珠寶業職工會	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union
HC	聖公會聖匠堂社區中心	S.K.H. Holy Carpenter Church Community Centre

HE	香港商業專科學校	Hongkong School of Commerce
HH	基督教靈實協會	Haven of Hope Christian Service
HK	基督教勵行會	Christian Action
HN	醫院診所護士協會	Hospital & Clinic Nurses Association
HS	星廚管理學校有限公司營辦的 星廚管理學校	Star Chef Management School operated by Star Chef Management School Company Limited
HT	香島專科學校	Heung To College of Professional Studies
IA	香港國際航空學院有限公司	Hong Kong International Aviation Academy Limited
IF	工業福音團契有限公司	The Industrial Evangelistic Fellowship Limited
IT	香港科技專上書院	Hong Kong Institute of Technology
IW	離島婦聯有限公司	OIWA Limited
KA	葵協社區教育拓展中心有限公司	KCRA Community Education Enhancement Center Limited
KC	葵涌醫院 - 醫院管理局	Kwai Chung Hospital - Hospital Authority
KE	香港機電專業學校(夜校)	Hong Kong Electrical & Mechanical College (Evening School)
LA	物流從業員工會	Logistics Practitioners Union
LF	李暉武術文化中心	Li Fai Centre of Wushu
LI	香港都會大學李嘉誠專業進修學院	Li Ka Shing School of Professional and Continuing Education, Hong Kong Metropolitan University
LN	嶺南大學持續進修學院	Lingnan Institute of Further Education
LU	路德會真道堂有限公司營辦的 路德會真道堂青年中心	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited
MC	循道衛理中心	Methodist Centre
MD	香港人才培訓中心有限公司	Hong Kong Manpower Development Centre Limited
MK	香港心理衛生會	The Mental Health Association of Hong Kong
ML	香港駕駛學院有限公司	The Hong Kong School of Motoring Limited
MO	蒙妮坦美髮美容學院	Monita Hair & Beauty Academy
MT	港鐵學院(香港)有限公司	MTR Academy (HK) Company Limited
NA	鄰舍輔導會	The Neighbourhood Advice-Action Council
NH	新家園協會有限公司	New Home Association Limited
NL	新生精神康復會	New Life Psychiatric Rehabilitation Association
NT	新界社團聯會再培訓中心有限公司	New Territories Association Retraining Centre Limited
NW	街坊工友服務處	Neighbourhood & Worker's Service Centre

合作伙伴

Stakeholders

OS	職業安全健康局	Occupational Safety and Health Council
PE	香港城市大學專業進修學院	School of Continuing and Professional Education, City University of Hong Kong
PM	瑪嘉烈醫院	Princess Margaret Hospital
PY	香港普通話研習社	Xianggang Putonghua Yanxishe
QE	伊利沙伯醫院 - 醫院管理局	Queen Elizabeth Hospital - Hospital Authority
RC	香港紅十字會	Hong Kong Red Cross
RE	香港復康力量	Hong Kong Rehabilitation Power
RI	皇家國際教育學院	Royal International College
RP	香港善導會	The Society of Rehabilitation and Crime Prevention, Hong Kong
SA	香港聖約翰救護機構	Hong Kong St. John Ambulance
SC	香港中文大學專業進修學院	School of Continuing and Professional Studies, The Chinese University of Hong Kong
SJ	聖雅各福群會	St. James' Settlement
SK	香港聖公會麥理浩夫人中心	Hong Kong Sheng Kung Hui Lady MacLehose Centre
SL	龍耳有限公司	Silence Limited
SR	香港復康會	The Hong Kong Society for Rehabilitation
TG	香港導遊總工會	Hong Kong Tour Guides General Union
VM	華夏國際中醫學會有限公司	Vassar International Chinese Medical Society Limited
VT	職業訓練局	Vocational Training Council
WH	香港工人健康中心有限公司	Hong Kong Workers' Health Centre Limited
YC	青年會專業書院	YMCA College of Careers
YG	香港青年協會	The Hong Kong Federation of Youth Groups
YH	香港基督教青年會	The Young Men's Christian Association of Hong Kong
YM	循道衛理楊震社會服務處	Yang Memorial Methodist Social Service
YT	仁愛堂有限公司	Yan Oi Tong Limited
YW	香港基督教女青年會	Hong Kong Young Women's Christian Association

以機構編號排列。

Listed according to organisation code.

ERB人才企業嘉許計劃 ERB Manpower Developer Award Scheme

技術顧問

Technical Consultant

香港品質保證局

Hong Kong Quality Assurance Agency

榮譽顧問名單

List of Honorary Advisors

趙其琨教授, MH

香港浸會大學榮休教授及

香港都會大學客座教授

Prof. Randy CHIU, MH

Professor Emeritus, Hong Kong Baptist University and

Visiting Professor, Hong Kong Metropolitan University

蔡惠琴女士, JP

持續專業進修聯盟主席

Ms. Virginia CHOI, JP

Chairperson, Continuing Professional Development Alliance

范潔儀女士

香港中華煤氣有限公司

企業人力資源總監

Ms. Kit FAN

Head of Corporate Human Resources

The Hong Kong and China Gas Company Limited

廖家陞先生

仁愛堂總監(人力、資訊及行政)

Mr. Brian LIU

Controller (Human Resources, I.T. and Admin.), Yan Oi Tong

廖國泰先生

新世界發展有限公司

集團審計及管理服務總經理

Mr. Teddy LIU

General Manager, Group Audit & Management Services

New World Development Company Limited

潘小紅女士

獨立人力資源顧問

Ms. Queena PUN

Independent HR Consultant

鄧明慧女士

百麗亞洲有限公司董事

Ms. Mandy TANG

Director, Belle Asia Limited

阮博文教授

香港理工大學專業及持續教育學院院長

Prof. Peter YUEN

Dean, College of Professional and Continuing Education

The Hong Kong Polytechnic University

以英文姓氏排列。

Listed in alphabetical order.

合作伙伴
Stakeholders

支持機構名單	List of Supporting Organisations
持續專業進修聯盟	Continuing Professional Development Alliance
香港僱主聯合會	Employers' Federation of Hong Kong
香港工業總會	Federation of Hong Kong Industries
香港優質顧客服務協會	Hong Kong Association for Customer Service Excellence
香港人力資源管理學會	Hong Kong Institute of Human Resource Management
香港市務學會	Hong Kong Institute of Marketing
香港人才管理協會	Hong Kong People Management Association
香港零售管理協會	Hong Kong Retail Management Association
優質旅遊服務協會	Quality Tourism Services Association
香港中華總商會	The Chinese General Chamber of Commerce
香港中華廠商聯合會	The Chinese Manufacturers' Association of Hong Kong
香港社會服務聯會	The Hong Kong Council of Social Service
香港中小型企業總商會	The Hong Kong General Chamber of Small and Medium Business
香港銀行學會	The Hong Kong Institute of Bankers
香港董事學會	The Hong Kong Institute of Directors

以機構英文名稱排列。
Listed in alphabetical order.

瀏覽「Super MD」及「人才企業」名單
Lists of "Super MDs" and "Manpower Developers"





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My ERB



蔣知識 Captain K



ERBchannelHK



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