



僱員再培訓局

Employees Retraining Board



技能為本 增值創新

Empowering Skills for Innovation

2023-24

年度年報 ANNUAL REPORT



目錄 Contents



02 / 關於僱員再培訓局
About ERB

42 / 工作回顧
Operational Review

04 / 主席序言
Chairman's Message

76 / 主要統計資料
Major Statistics

10 / 行政總監報告
Executive Director's Review

80 / 財務報表
Financial Statements

16 / 年度重點
Highlights of the Year

117 / 合作伙伴
Stakeholders

21 / 機構管治
Corporate Governance



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合資格人士。

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鈎課程、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。

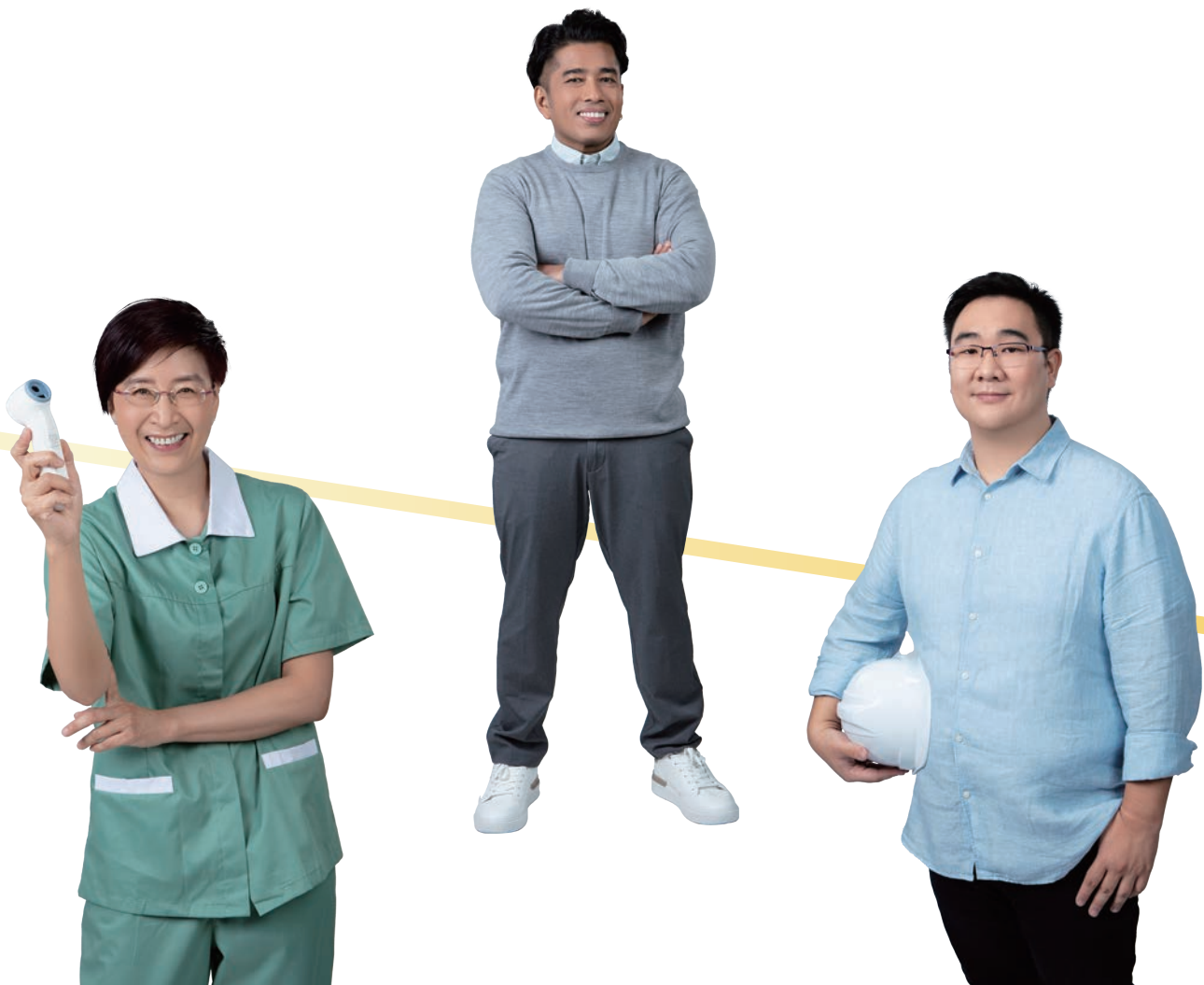


關於僱員再培訓局 About ERB

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 eligible 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 including 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



香港社會於2023年迎來疫後新篇，在背靠祖國、聯通世界的優勢下，配合政府多項提振經濟的措施，整體社會氣氛呈現新格局與新景象。

In 2023, Hong Kong embarked on a new chapter after the pandemic. With robust support from the motherland and strong global connections, the city has embraced various government measures to boost the economy. This has fostered a vibrant social atmosphere marked by a renewed sense of dynamism and opportunity.



主席序言 Chairman's Message

然而，外來環境仍充滿挑戰，香港面對其他經濟體的激烈競爭，各行各業均需靈活應變並朝高質量發展。配合社會和經濟結構的轉變，僱員再培訓局(再培訓局)秉持「進取、創新、求變」的理念，積極推動技能培訓，致力為各行各業培育人才，提升本地人力資源的競爭力。

推動培訓 釋放潛力

為鼓勵潛在勞動力投入職場，《2023年施政報告》提出一系列加強培訓及推動就業的政策措施。再培訓局積極配合，調高再培訓津貼每月限額由5,800元至8,000元，措施於2024年2月23日起實施，以鼓勵失業或希望重返職場的市民接受適切的培訓，提升技能並投入職場。

此外，再培訓局於年內試行全新「培訓就業一條龍」計劃，進一步結合「職前培訓」、「就業跟進」及「在職進修」元素，鼓勵潛在勞動力參與培訓，投身人力需求殷切的行業。在計劃下，培訓機構協助僱主以「企業包班」形式開辦職前培訓課程，合資格學員在完成職前培訓後可獲發放再培訓津貼。學員入職後，培訓機構亦會提供為期六個月的就業跟進服務及在職進修安排。學員完成兩項指定的在職培訓課程可獲發放最高18,000元進修津貼，以鼓勵持續進修及就業，支援行業的人才及技能需求。

Despite these developments, the external environment remains challenging. Hong Kong continues to face fierce competition from other economies, necessitating versatility and high-quality development across the sectors to stay competitive. In response to the evolving social and economic landscape, the Employees Retraining Board (ERB) embraces a “Forward, Innovative and Versatile” approach to actively promote skills training and nurture talent across various industries, with a view to enhancing the competitiveness of the local manpower resources.

Promoting Training Unleashing Potential

To encourage the potential workforce to enter the labour market, the “2023 Policy Address” outlined a series of measures aimed at strengthening training and employment support. In response, ERB promptly raised the maximum monthly retraining allowance from \$5,800 to \$8,000. This new statutory cap took effect on 23 February 2024, with a view to encouraging the unemployed and job seekers to enrol in training for upskilling and to join the local workforce.

Additionally, ERB launched the pilot “One-stop Training and Employment Scheme” designed to provide seamless support for pre-employment training, placement follow-up and continuous upskilling services. This initiative aims to encourage the potential labour force to engage in training and pursue careers in industries with high manpower demand. Under the scheme, training bodies assist participating employers by offering enterprise-based pre-employment training courses. Trainees are eligible for a retraining allowance after completing the pre-employment training. In the course of employment, trainees will receive six months of placement follow-up services and support for skills upgrading. Furthermore, trainees who complete two designated ERB training courses will be eligible to receive a training allowance of up to \$18,000, so as to encourage continuous upskilling and sustained employment.

主席序言 Chairman's Message

技能增值 與時並進

一直以來，再培訓局與培訓機構緊密合作，並透過「行業諮詢網絡」和各界持份者集思廣益，因應行業和人力市場需求，開發和提供多元化的培訓課程，包括創新科技及行業為本的專業技能課程，協助僱員掌握新興專業技能，擴闊事業發展空間。2023-24年度有近15萬人次入讀再培訓局課程，當中入讀非就業掛鉤課程（包括技能提升及通用技能課程）有逾89,000人次，佔總入讀人次約60%，相關課程近年具持續需求，反映市民積極透過培訓增值技能，以提升職場競爭力。

為配合不同社群的培訓需要，再培訓局提供一系列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」計劃及推行「零存整付」證書計劃，以及透過「ERB網上學習平台」進一步推動網上教與學，為市民提供靈活、適切的進修選擇。年內有逾9,000名學員使用平台參與網上學習。

Keep Upskilling Keep Moving with the Times

ERB values close partnership with training bodies and stakeholders from all sectors through collaboration with, among others, the “Industry Consultative Networks”. In response to the industry and labour market demands, we have developed a diverse array of training courses, including those on innovation, technology application and industry-specific professional skills. These programmes are designed to help employees acquire emerging skills and expand their career development opportunities. In 2023-2024, ERB recorded approximately 150,000 enrolments, with over 89,000, i.e. about 60% of total enrolments registering for non-placement-tied courses (including skills upgrading and generic skills training). This persistent demand for relevant courses highlights our workforce's pursuit of upskilling, aiming to enhance their workplace competitiveness.

To meet the training needs of different social groups, ERB offers a wide range of dedicated courses and training programmes. This includes collaboration with industry partners to launch the “Hire and Train” Scheme and also the “Modular Certificates Accumulation Scheme”. Additionally, ERB introduced the “ERB Online Learning Platform” to promote teaching and learning online, providing the public with flexible and accessible learning options. Over the past year, the platform has supported more than 9,000 trainees in their online learning.





主席序言

Chairman's Message

策略檢討 前瞻創新

政府一直強調培訓本地勞動力的重要性，《2023年施政報告》建議再培訓局就其服務範圍、培訓策略及營運模式等展開全方位檢討，以配合香港的經濟發展和人力培訓需要，推動全民持續進修及技能提升。再培訓局隨即於2023年11月成立「策略性檢討專責小組」，督導及監察檢討工作，期間舉行多場諮詢會，廣泛徵詢各界意見，包括商會及行業組織、人力資源管理團體及相關專業人士、學術界及培訓機構，以及勞工團體等，並委託獨立調查機構進行公眾及持份者意見調查，多角度收集各方意見，冀為本局的未來發展制定具前瞻性的策略方向。相關檢討工作在年度內按規劃進行，並於2024年第三季向政府提交報告。

與此同時，再培訓局於年內以「TALENT」規劃框架，就2024-25至2026-27年度制定新一個「三年策略計劃」，引領各項工作向前邁進。在規劃框架下，本局循以下方向推展工作，包括 T – Transform（開拓前瞻）：全力完成策略檢討工作並落實建議措施；A – Accelerate（提升創優）：推動「技能為本」的培訓服務發展，因應行業和市場需求發展新技能課程；L – Lifelong Learning（終身學習）：鼓勵市民持續進修及終身學習；E – Engage（聯繫推廣）：透過多元化途徑聯繫市民，推廣本局課程和服務；N – Network（多元協作）：擴大培訓機構和協作網絡，推展培訓和服務發展；以及 T – Transcend（提效創新）：善用科技及網上學習平台，提升學習成效。整體而言，本局會在過往奠定的堅實基礎上，推動與時俱進的培訓和服務，於培育本地人才扮演更積極的角色。

Strategic Review in Action Fueling Innovation for the Future

The Government attaches great importance to training the local workforce. In the “2023 Policy Address”, ERB was invited to conduct a comprehensive review of its retraining services covering service scope, training strategies and operation mode. The initiative aims to better align with Hong Kong’s economic and manpower development needs while promoting lifelong learning and upskilling for the entire workforce. In November 2023, ERB established a “Steering Committee on Strategic Review” to oversee the review exercise. As part of the process, a series of consultation sessions were conducted to solicit views and suggestions from a diverse range of stakeholders, including trade associations, human resource management associations and professionals, the academia, training bodies, and labour unions, etc. In addition, ERB commissioned an independent research organisation to conduct a public survey to broaden the multi-dimensional perspectives in shaping the future strategic direction of ERB. The review was conducted smoothly as planned and the report was submitted to the Government in the third quarter of 2024.

In the meantime, ERB has formulated a new “Three-year Strategic Plan” for 2024-25 to 2026-27, guided by the “TALENT” framework to lead the way forward. Under this framework, ERB will advance its efforts in the following directions: T (Transform) – to complete the strategic review and formulate recommendations and strategies for implementation; A (Accelerate) – to develop a skills-based training service strategy and develop new skills training courses in line with industry and market needs; L (Lifelong Learning) – to encourage the public to pursue continuous skills upgrading and lifelong learning opportunities; E (Engage) – to engage the public and actively promote ERB courses and services through diversified channels; N (Network) – to strengthen the network of training bodies and foster collaborations to support the development of training and services; and T (Transcend) – to leverage technology and the online learning platform to enhance learning effectiveness. In summary, ERB will build on the solid foundation laid in the past and develop training courses and services that are attuned to the evolving needs. We will strengthen our commitment to nurturing local talent even further.

主席序言 Chairman's Message

上下同心 任重道遠

香港經濟正朝多元產業的方向發展，同時聚焦科技創新與行業應用融合，為經濟注入新動力。再培訓局必須以前瞻創新的角度，檢視和優化培訓服務，以配合社會和經濟發展的新需求。在這個關鍵時刻，再培訓局定必上下一心，助力於各界持份者對本局的支持，為持續驅動培訓發展做好準備。我在此特別感謝特區政府一直以來對本局工作的支持，讓我們實踐使命，為社會培育人才。我亦要感謝歷屆主席及全局委員多年來的無私付出，培訓機構和辦事處同事盡心盡力，以及僱主和行業機構，為學員提供就業和發展事業的機會。

推動勞動人口終身學習和技能增值，對提升本港的人力資本，促進香港的可持續發展尤為重要。再培訓局會繼續履行社會使命，與各界伙伴攜手協作，制定具前瞻視野的培訓策略並優化培訓服務，為香港培育更多優秀人才，迎向高質量發展。

僱員再培訓局
主席
余鵬春, GBS, JP

Staying United Forging Ahead Together

Hong Kong is actively pursuing opportunities for economic diversification, strategically focusing on the integration of technology with industry applications to invigorate the economy. ERB is also committed to adopting a forward-looking and innovative perspective to review and optimise our training services, ensuring that they align with the evolving needs of social and economic development. At this critical juncture, ERB will stay united and leverage the support of stakeholders across various sectors to drive the continuous development of training services. I wish to extend my heartfelt gratitude to the Government for its steadfast and unwavering support towards our work, empowering us to fulfill our mission to nurture talent for society. I would like to sincerely thank our past Chairmen and all members of the Board for their invaluable contributions, as well as the training bodies and staff members of the ERB Executive Office for their dedication and endless efforts. I am also grateful to our employer partners and industry organisations for providing our trainees with meaningful career and development opportunities.

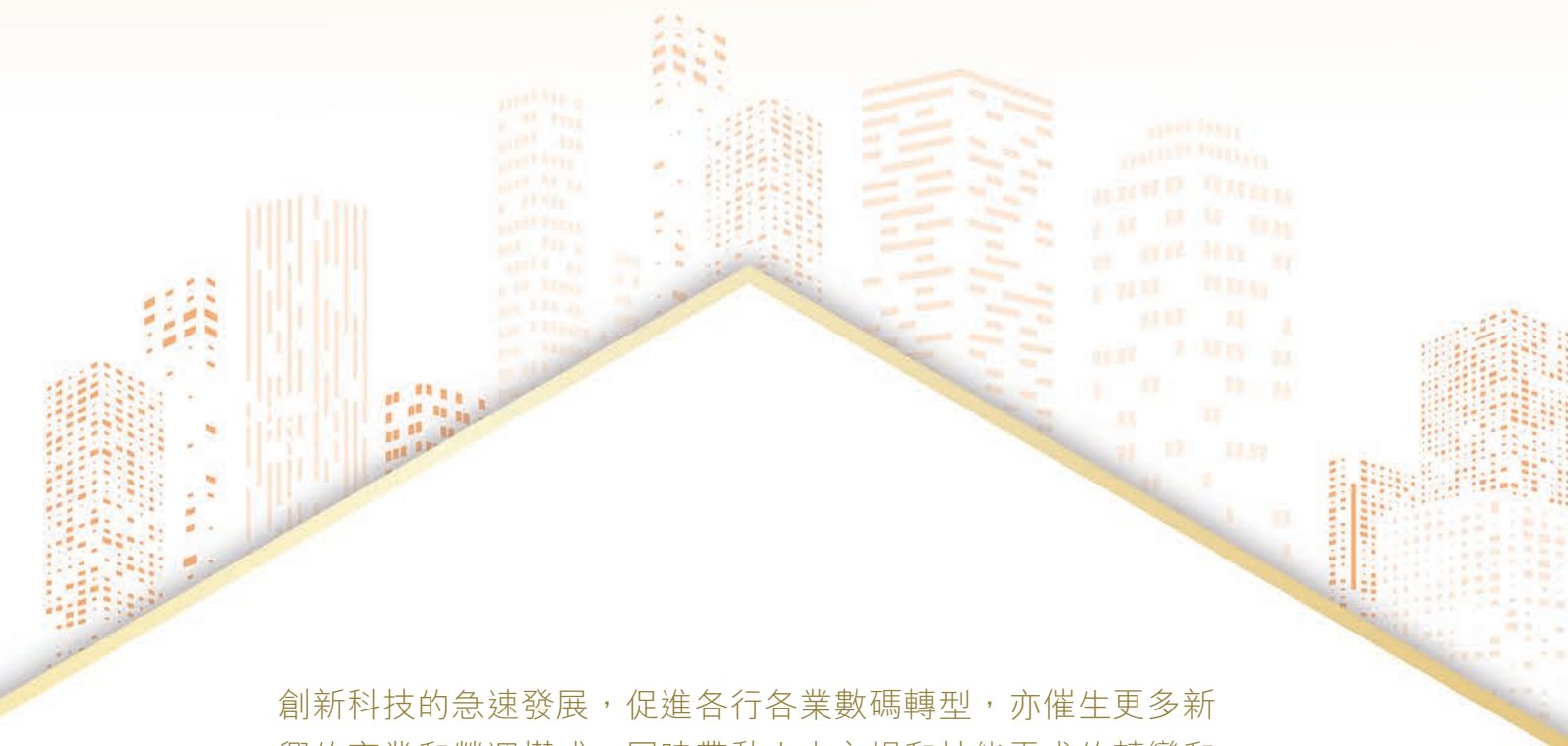
Promoting lifelong learning and upskilling is essential for enhancing Hong Kong's human capital and fostering sustainable development. ERB is dedicated to fulfilling our social missions by developing innovative training strategies and enhancing our range of training services through collaboration with partners across various sectors. Through these strategic actions, I am confident that we will nurture a high-quality talent pool that contributes to the sustainable, high-quality development of Hong Kong.

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



行政總監報告

Executive Director's Review



創新科技的急速發展，促進各行各業數碼轉型，亦催生更多新興的商業和營運模式，同時帶動人力市場和技能需求的轉變和發展。

The rapid advancement of innovative technology is driving digital transformation across various industries, leading to the emergence of new business and operational models. This shift further redefines skill requirements and reshapes the labour market.

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

多元培訓 持續發展

因應行業和人力市場需求，本局積極就不同工種及技能範疇開發新課程。年內本局推出約40項新課程，包括「Python初級數據分析員證書」、「美容光學理論證書(兼讀制)」、「樓宇檢驗知識基礎證書(兼讀制)」，以及與建築信息模擬(BIM)和3D虛擬服裝製作和展示技巧相關的課程系列等。我們亦就地產代理、旅遊等行業範疇推出專業認證課程，以及參照《能力標準說明》，在資訊及通訊科技、旅遊、環境服務、交通及支援服務、美容、印刷及出版行業範疇下開發「能力為本」的新課程，協助學員掌握不同專業所需的技能，提升職場競爭力。

配合網上學習普及化的趨勢，再培訓局透過「ERB網上學習平台」為學員提供更靈活的培訓選擇，並於年內全面推行網上課程的質素保證措施，同時為培訓機構舉辦工作坊，分享網上教學技巧，進一步推動網上學習發展。

我們於年內與健康護理、酒店、環境服務、交通及支援服務業等僱主攜手合作，透過「先聘用、後培訓」計劃培訓及招納人才，亦與機電、物業管理及保安業僱主合辦「度身訂造課程」，積極回應不同行業的人才和技能需求。

Diversifying Training Sustaining Development

To address the demands of industries and the labour market, ERB actively develops new courses tailored to various professions and skills areas. In the year, we introduced approximately 40 new training courses, including the “Certificate in Junior Python Data Analyst”, “Certificate in Theories on Cosmetic Light Therapy (Part-time)”, and “Foundation Certificate in Knowledge of Property Inspection (Part-time)”. We also launched course series in Building Information Modeling (BIM) and 3D Virtual Fashion, etc. In addition, we offered professional certification courses for the real estate and tourism sectors, along with new courses on “Specification of Competency Standards-based” in fields such as information & communications technology, tourism, environmental services, transportation & support services, beauty therapy and printing & publishing. These skills-based training courses are designed to equip trainees with essential professional skills and enhance their competitiveness in the workplace.

To align with the growing trend of online learning, ERB offers trainees more flexible training options through the “ERB Online Learning Platform”. This year, we fully implemented quality assurance measures for our online courses and organised workshops for training bodies to share effective online teaching techniques. These initiatives aim to further promote the development of online learning as part of our training portfolio.

This year we also collaborated with employers of various sectors, including healthcare, hospitality, environmental services, transportation & support services, to train and recruit talent through the “Hire and Train” Scheme. Additionally, we organised “Tailor-made Courses” in collaboration with employers in the electrical & mechanical services, as well as property management & security industries to meet the relevant skill requirements and talent demands.

行政總監報告 Executive Director's Review

完善支援 切合所需

為支援特定服務社群參與培訓，我們為青年人、殘疾及工傷康復人士、少數族裔人士等推出專設課程和培訓項目，並於飲食、影藝文化及中醫保健等範疇新增專設課程，促進多元發展。我們亦積極推展支援服務，透過多元化途徑鼓勵不同服務對象參與培訓，協助釋放社會上的潛在勞動力。

在支援青年人方面，我們與勞工處加強合作，為「展翅青見計劃」參加學員提供職業技能培訓，學員可透過計劃辦事處或個案經理協助報讀本局課程。此外，我們為青年人及「後50」（50歲或以上人士）舉辦「青年實習計劃」及「後50·實習生計劃」和職場體驗活動，協助來自不同社群的服務對象掌握就業市場現況，為投入職場做好準備。我們亦於年內增潤了「樂活一站」的家居服務，推出「長者樂活餐膳」服務，並舉辦專題工作坊，持續提升畢業學員的家居服務技能，協助婦女釋放潛能。

透過「ERB服務中心」及「ERB服務點」作為再培訓局的地區服務窗口，我們全年舉辦了超過1,500項行業講座和試讀班等活動，鼓勵市民參與培訓及投入職場。我們亦首次參與由「香港貿易發展局」主辦的「教育及職業博覽會」，透過技能體驗、互動遊戲、課程介紹及培訓顧問諮詢服務，向青年人及有志進修的人士推廣本局課程。

Enhancing Support for Service Targets

To support social groups with specific needs in their training pursuits, ERB provides dedicated courses and programmes for young people, persons with disabilities and persons recovered from work injuries, ethnic minorities, etc. This year, we launched new dedicated courses in sectors such as catering, entertainment & performing arts and Chinese healthcare to foster diversified development. We also actively promote our support services through various outreach channels, encouraging different target groups to engage in training and mobilising the potential workforce.

To support young people, we strengthen our collaboration with the Labour Department to provide vocational skills training for participants of the “Youth Employment and Training Programme”. Through the Programme Office or case managers, trainees can enrol in ERB courses that match their interests. In addition, we organised the “Youth Internship Programme” and “Post-50 Internship Programme”, along with work experience activities, to help both young people and the “Post-50” (people aged 50 or above) in gaining a better understanding of market trends and preparing to enter the workplace. We also enhanced the “Smart Living” Scheme by introducing the “Home Cooking Service for the Elderly” and offering thematic workshops for graduate trainees. These aim to enhance their skills in domestic services and empower women to realise their potential.

As district-based service windows for ERB, the “ERB Service Centre” and “ERB Service Spots” conducted over 1,500 industry seminars, taster courses, and other activities this year to promote skills training and relevant job prospects. And for the first time, ERB participated in the “Education & Careers Expo” organised by the Hong Kong Trade Development Council to promote ERB courses to young people and those seeking to enhance their skills through on-site demonstrations, interactive games, course introductions and training consultancy service.



行政總監報告

Executive Director's Review

鞏固協作 聯繫推廣

協作共贏是再培訓局推動培訓工作的重要理念，我們與20個「行業諮詢網絡」保持緊密聯繫，確保培訓課程配合業界發展和市場需要。我們亦積極拓展伙伴網絡，年內分別舉辦「ERB伙伴聚會」和「ERB年度頒獎禮2023-24」，並透過「ERB人才企業嘉許計劃」平台加強與持份者的聯繫交流，向企業和合作伙伴聚焦推廣再培訓服務和協作項目，攜手推動人才培訓及發展。

培訓機構更是再培訓局推動培訓服務的重要伙伴。年內本局透過推行「WeShare推廣協作計劃」，與培訓機構合作加強不同層面的推廣宣傳。我們並推展「ERB課程全接觸計劃」，鼓勵培訓機構在全港各區舉辦地區推廣活動，加強外展網絡，讓更多市民認識本局課程和服務發展。

Strengthening Collaboration Promoting Skills Training

Creating win-win collaboration is a fundamental principle guiding our training initiatives. We maintain strong connection with 20 “Industry Consultative Networks” to ensure our training courses are aligned with industry developments and market needs. We also actively expanded our network of partners by hosting events and initiatives such as the “ERB Partners Luncheon”, the “ERB Annual Award Presentation Ceremony 2023-24” and the “ERB Manpower Developer Award Scheme”. These platforms allow us to strengthen relationship with stakeholders, promote our retraining services, and collaborate with enterprises and industry partners to foster talent training and development.

Training bodies are crucial in enhancing the reach to our trainees and the public. Through the “WeShare Promotion Collaborative Scheme”, we form close partnership with training bodies to strengthen our promotional efforts at multiple levels. Additionally, we launch the “Encountering ERB Courses Funding Programme”, which encourages training bodies to organise promotional activities across the territory, further expanding our outreach network and raising public awareness of ERB courses and services.



行政總監報告 Executive Director's Review

開拓前瞻 創新求變

本年度，辦事處在主席帶領的「策略性檢討專責小組」督導下，就本局的服務範圍、培訓策略及營運模式展開全方位檢討。是次檢討將就本局培訓服務的定位和未來發展訂定策略性的方向，意義深遠。在香港人口老齡化和行業數碼轉型的大環境下，人力市場和技能需求將不斷演變。我們定當胼手胝足，透過提供適切的培訓服務，以變應變，支持市民終身學習，增值技能，為香港社會和經濟發展賦能，推動人力培訓踏上新的台階。

僱員再培訓局
行政總監
吳國強, BBS

Forging Ahead with Innovation and Foresight

This year, under the guidance of the “Steering Committee on Strategic Review” led by the Chairman, we have embarked on a thorough review of our service scope, training strategies and operation mode. This review is of paramount importance to establish future strategic directions and positioning for our training services. Given the challenges posed by an ageing population and the accelerating digital transformation of industries in Hong Kong, the labour market and skills requirements are set to evolve continuously. ERB is committed to providing timely training services to support lifelong learning and upskilling of our workforce. Our vision is to empower the social and economic development of Hong Kong and elevate manpower training to new heights.

Byron Ng, BBS
Executive Director
Employees Retraining Board



年度重點

Highlights of the Year

策略性檢討 謀劃未來發展方向

Strategic Review Paves the Way for Future Development

因應《2023年施政報告》提出就再培訓局的服務範圍、培訓策略及營運模式展開全方位檢討，以推動全民持續進修及技能提升，本局於2023年11月成立「策略性檢討專責小組」（專責小組），督導及監察檢討工作。專責小組在2023年12月至2024年3月期間舉行多場諮詢會議，向各界人士包括商會及行業組織、人力資源管理團體及相關專業人士、學術界及培訓機構，以及勞工團體等徵詢意見及建議。

本局並委託獨立調查機構向公眾人士及持份者進行數據搜集及分析，亦檢視了其他地區推行職業教育及推廣終身學習方面的成功經驗，多角度探討本局的未來策略發展方向。

In response to the “2023 Policy Address” initiative to undertake a comprehensive review of ERB’s service scope, training strategies and operation mode with a view to promoting continuous learning and skills upgrading for all, ERB established a “Steering Committee on Strategic Review” (the Steering Committee) in November 2023 to steer and oversee the review exercise. During the period from December 2023 to March 2024, the Steering Committee organised a series of consultation sessions to solicit views and suggestions from stakeholders of diverse backgrounds, including trade associations, human resources management associations and professions, academic sector, training bodies and labour unions, etc.

ERB also commissioned an independent public survey to gather data and insights, while referencing the successful experiences of implementing vocational education and promoting lifelong learning in places outside Hong Kong so as to broaden the multi-dimensional perspectives in developing the future strategic directions of ERB.



年度重點 Highlights of the Year

推動培訓就業新措施 鼓勵市民參與培訓

Launching New Initiatives to Promote Training and Employment



修訂《僱員再培訓條例》， 調高再培訓津貼限額

回應《2023年施政報告》，本局於2024年2月調高再培訓津貼的每月限額由5,800元至8,000元，以鼓勵潛在勞動力參與培訓及投入職場。在新安排下，七天或以上的就業掛鈎課程的每日津貼額提升至333元，半日津貼額為166.5元；而「青年培育計劃」課程的每日津貼額則提升至167元。

Implemented amendment of the Employees Retraining Ordinance and raised the maximum monthly retraining allowance

In response to the “2023 Policy Address”, ERB revised the maximum monthly retraining allowance from \$5,800 to \$8,000 in February 2024 to encourage the potential labour force to engage in training and employment. Under the new arrangement, the daily rate of retraining allowance provided for placement-tied courses of seven days or more has been increased to \$333 and half-day allowance to \$166.5; the daily rate of retraining allowance for “Youth Training Programme” courses has been increased to \$167.

試行「培訓就業一條龍」計劃， 支援行業人力需求

本局於年內試行全新的「培訓就業一條龍」計劃，結合職前培訓、就業跟進及在職進修元素，鼓勵失業、待業或潛在勞動力接受適切的培訓，提升技能並投身人力需求殷切的行業。

Pilot the “One-stop Training and Employment Scheme” to support the manpower needs of industries

ERB launched the pilot “One-stop Training and Employment Scheme” which provides seamless pre-employment training, placement follow-up and continuous upskilling support services to encourage the unemployed, non-engaged or potential labour force to participate in training and upskilling, and to land jobs in industries with keen manpower demand.

在計劃下，本局的委任培訓機構協助參與僱主以「企業包班」形式開辦職前培訓課程，而參與計劃的合資格學員在完成職前培訓後可獲發放再培訓津貼。學員入職後，培訓機構會提供為期六個月的就業跟進服務，以及在職進修安排。學員在就業跟進期內完成兩項再培訓局提供的在職培訓課程可獲發放進修津貼。

Under the scheme, the ERB’s appointed training bodies assist participating employers by offering enterprise-based pre-employment training courses. These recruited trainees are eligible for retraining allowance after completing the pre-employment training. In the course of employment, trainees will be provided with six months of placement follow-up service and support for skills upgrading. Trainees who have completed two designated ERB training courses during the placement follow-up period will also be eligible for training allowance.

年度重點 Highlights of the Year

推出新課程及協作項目 推動技能培訓

Launching New Courses and Collaborative Programmes Promoting Skills Training



發展具市場潛力的新課程

配合人才及技能需求，本局於年度內推出近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。

Developed new courses with market potential

In line with manpower and skills needs, ERB launched about 40 new courses in the year covering skills training in innovation and technology and industry-specific areas, providing trainees with more training options and broader career development opportunities.

開辦「度身訂造課程」

年度內本局與香港電燈有限公司、金城營造集團及康業服務有限公司合作推出「度身訂造課程」，協助完成課程的學員投身機電業和物業管理及保安業。

Introducing “Tailor-Made Courses”

During the year, ERB rolled out “Tailor-made Courses” in collaboration with The Hongkong Electric Co., Ltd., Kum Shing Group and Hong Yip Service Co., Ltd., facilitating entry to the electrical & mechanical services as well as the property management & security industries.


電纜工程技術員助理基礎證書 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



課程內容

■ 協助電纜鋪設的支援：協助合資格技術員執行高低壓電纜的鋪設工程，包括安裝管線及設置電纜材料等；或

■ 配合電纜鋪設的支援：協助合資格技術員執行高低壓配電電纜及相關附屬設施的安裝及維修工程，包括運送工程物料、工地設置及清理等

職位	電纜工程技術員助理
月薪 ⁽¹⁾	\$17,000
工作時間 ⁽¹⁾	每週工作5天，每天10小時（上午8:00至下午6:00），包括用膳時間
工作地點	香港、九龍及新界各區
名額	20個
入讀資格 ⁽²⁾	■ 適合18歲或以上人士 ■ 中學畢業或同等學歷程度 ■ 通過通色覺測試及面試
上課日期	2023年10月16至26日（星期一至五，共7日，56小時）
上課地點	九龍何文田合士道14號
訓練內容	基本電力及裝置知識、電纜鋪設及接駁工程實務知識，以及強制性基本安全訓練（平安卡） ⁽³⁾
簡介會	■ 日期：2023年9月27日（星期三） ■ 時間：下午2:00至5:30 ■ 地點：九龍彌敦道345號永安九龍中心

歡迎18歲或以上、中學畢業至副學位程度的持票人士報讀⁽⁴⁾

查詢電話：182 182 | www.erb.org

“My ERB” FB | “港知識 Captain K” IG

ERB熱線 182 182 | www.erb.org

“My ERB” FB | “港知識 Captain K” IG

(1) 為課程開支提供，包括津貼、工作時間、福利及培訓津貼等，以確保學員在培訓期間獲得適當的支援。

(2) 課程將由入讀後進行評估，達內成績合格者，方可獲發平安卡。

(3) 學員須完成課程內的相關課堂及通色覺測試，方可獲發平安卡。

(4) 本局為協助18歲或以上的學員提供持續培訓，協助他們升職及發展技能，以應付瞬息萬變的市場。

年度重點 Highlights of the Year

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

本局於年度內推行「先聘用、後培訓」計劃，協助特定服務對象包括「後50」投身健康護理業、環境服務業、酒店業和交通及支援服務業。

During the year, ERB implemented the “Hire and Train” Scheme to assist dedicated target groups including the “Post-50” to land jobs in healthcare services, environmental services, hotel as well as transportation & support services sectors.

「先聘用·後培訓」計劃 2023-24
投身酒店業

簡介會 | 日期：2023年6月7日(三) 時間：上午10時至下午1時
地點：九龍黃大仙下邨(二區)樓和樓地下
登記出席簡介會及查詢熱線：2326 7862 (培訓機構：香港職業發展服務處有限公司)

先聘用 成為酒店房務員

- 職位名稱：房務員
- 工作時間*：5天工作週，每天工作9.5小時(當中包括1小時午膳/休息時間)，須輪班工作及輪休
- 月薪*：\$18,000 (另設一次性獎勵，包括\$3,000特別津貼及\$500交通津貼)
- 工作地區：尖沙咀、西九龍、將軍澳
- 名額：20個(學員須通過面試)
- 入職要求：小六學歷程度或以上，如申請人未達小六學歷程度，須通過中文入學測試

後培訓 實務工作訓練

- 暫定開班日期及地點：2023年6月14日(黃大仙)
- 入職後完成50小時的在職培訓課程，掌握酒店房務工作的基本知識、實務技巧及安全知識
- 由資深導師提供在職實務培訓，協助學員適應工作環境及全面掌握相關的職業技能

計劃詳情請掃描QR碼

* 具體培訓內容，包括工作時間、薪金、津貼、福利等，以實際工作為準

ERB熱線182 182 • www.erb.org
“My ERB” FB • “易知識 Captain K” IG

後50 實習生計劃 2023
人生下半場，由實習啟航

- 約50間機構提供超過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\$13,600

對象：「後50」(50歲或以上人士)
實習期：2023年11月至2024年2月(如中的1個月)
網上申請：www.erb.org/interhip/apply
查詢：2732 9601 (就業服務：基礎服務組)

現正接受申請

ERB熱線：182 182
www.erb.org/interhip
“My ERB” FB
“易知識 Captain K” IG

此外，本局亦舉辦「後50·實習生計劃」及職場體驗活動，協助「後50」掌握職場現況，裝備工作技能和心態，以投入職場。

In addition, ERB launched the “Post-50 Internship Programme” and workplace experience activities to help the “Post-50” gain a better understanding of the workplace and acquire essential skills and mindset for entering the workplace.

年度重點 Highlights of the Year

因應青年人的培訓需要，本局亦舉辦「ERB 青年實習計劃」，讓青年人體驗工作世界、提升人際關係技巧及協作能力，並發掘潛能及興趣，以規劃未來進修及事業發展方向。

To meet the service needs of young people, ERB also organised the “ERB Youth Internship Programme” to assist young people in gaining a better understanding of the dynamic world of work. Under the programme, the participants had the opportunity to enhance their interpersonal and collaboration skills, further exploring their potential and interests for future study and career planning.



本局於年度內以「培訓就業GPS@ERB」為主題，參與由「香港貿易發展局」主辦的第33屆「教育及職業博覽」，向青年人推廣本局課程和技能培訓的特色。

ERB also took part in the 33rd “Education & Careers Expo” hosted by the Hong Kong Trade Development Council to promote skills training and ERB courses to young people under the theme “Training and Employment GPS@ERB”.



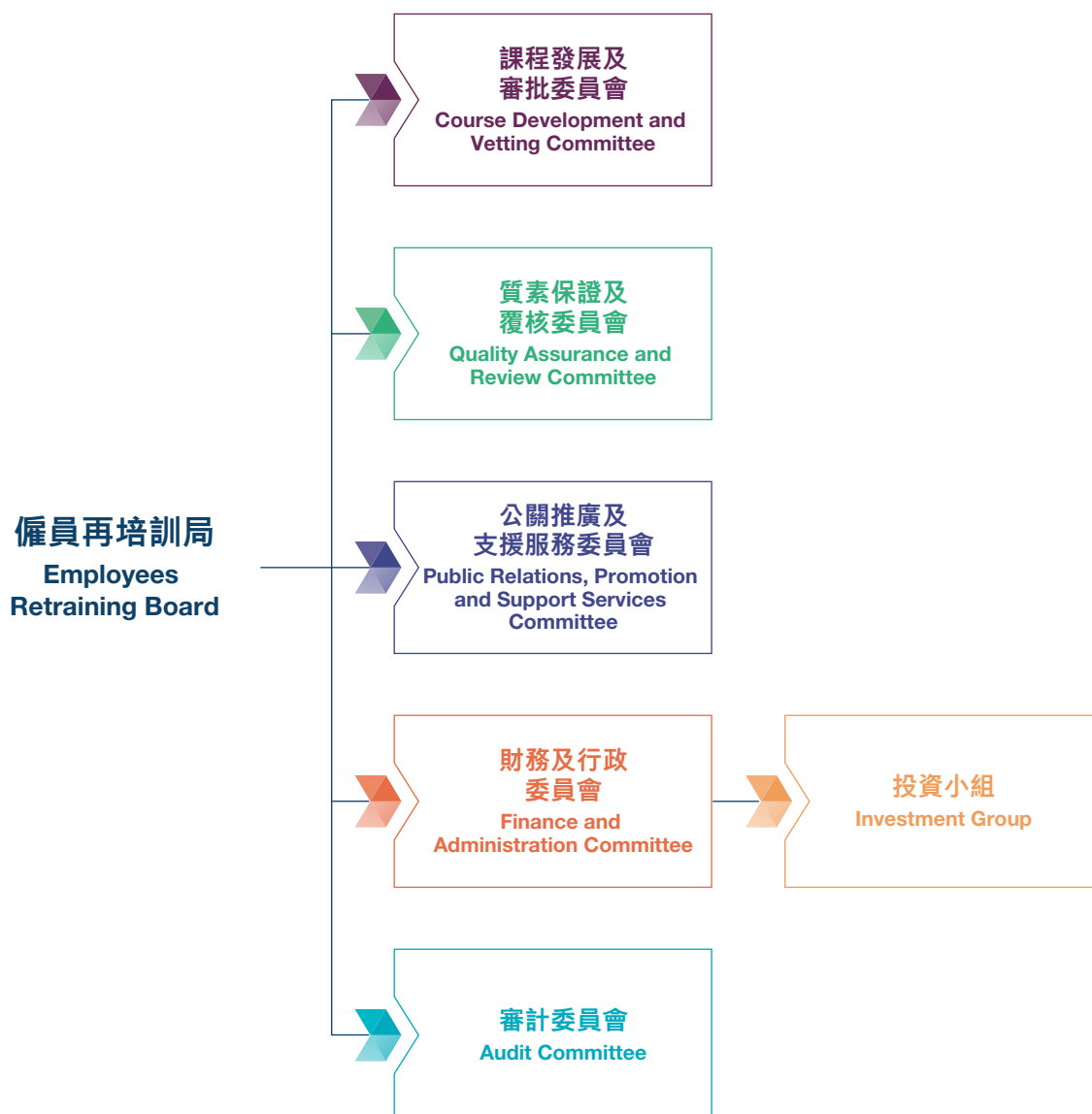
機構管治

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。2023-24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

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

4

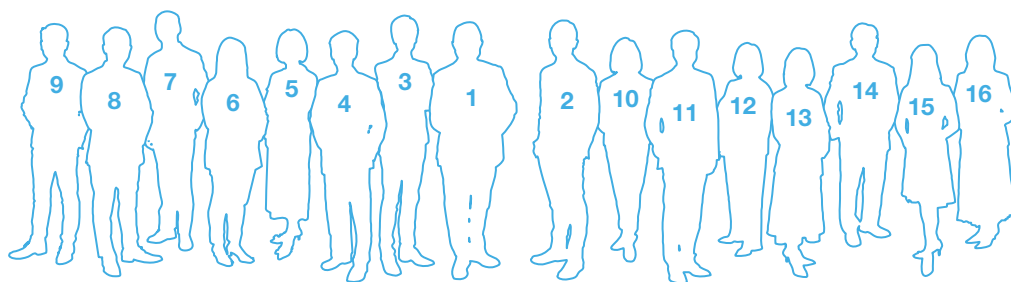
王祖興先生, JP
Mr. Harold WONG
Tsu-hing, JP

5

林群女士, MH
Ms. LAM Kwan, MH

6

黃雅麗女士
Ms. Alice WONG
Nga-lai



機構管治 Corporate Governance

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 2023-24 was as follows:



僱員代表 Employees' Representatives

- | | |
|---|---|
| <p>7</p> <p>李永富先生
Mr. LI Wing-foo</p> <p>9</p> <p>譚志聰先生
Mr. TAM Chi-chung</p> | <p>8</p> <p>林天賦先生
Mr. LAM Tin-fu</p> <p>10</p> <p>雷潔嫻女士
Ms. LUI Kit-han</p> |
|---|---|



政府代表 Government Representatives

- | | |
|--|---|
| <p>15</p> <p>劉焯女士, JP
Ms. Alice LAU Yim, JP</p> <p>勞工及福利局常任秘書長
Permanent Secretary for
Labour and Welfare</p> | <p>16</p> <p>陳穎韶女士, JP
Ms. May CHAN Wing-shiu, JP</p> <p>勞工處處長
Commissioner for Labour</p> |
|--|---|



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

- | | |
|---|---|
| <p>11</p> <p>陳智軒教授
Professor Chetwyn CHAN Che-hin</p> <p>13</p> <p>趙慧嫻女士
Ms. Jenny CHIU Wai-han</p> | <p>12</p> <p>鄭惠貞女士, JP
Ms. Margaret CHENG Wai-ching, JP</p> <p>14</p> <p>唐智強先生, GBS, JP
Mr. Donald TONG Chi-keung, GBS, JP</p> <p>職業訓練局執行幹事
Executive Director of the Vocational
Training Council</p> |
|---|---|



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
鄭惠貞女士, JP	黃雅麗女士 林天賦先生 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(課程發展)

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. Margaret CHENG Wai-ching, JP	Ms. Alice WONG Nga-lai Mr. LAM Tin-fu 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 Development)

[#] Co-opted Members



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	王祖興先生, JP 譚志聰先生 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	Mr. Harold WONG Tsu-hing, JP Mr. TAM Chi-chung 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
吳傑莊議員, MH, JP	趙慧嫻女士 雷潔嫻女士 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
Dr. Hon. Johnny NG Kit-chong, MH, JP	Ms. Jenny CHIU Wai-han Ms. LUI Kit-han 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 王祖興先生, JP 梁永祥教授, GBS, JP [#] 何柏泰先生 [#]	副經理(財務及會計)

[#] 增選委員

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
李永富先生	林群女士, MH 趙慧嫻女士 勞工及福利局常任秘書長代表	內部審計師

機構管治 Corporate Governance

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 Mr. Harold WONG Tsu-hing, JP Professor William LEUNG Wing-cheung, GBS, JP [#] Mr. Patrick HO Pak-tai [#]	Deputy Manager (Finance and Accounts)

[#] Co-opted Members

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
Mr. LI Wing-foo	Ms. LAM Kwan, MH Ms. Jenny CHIU Wai-han 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，由四個常設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 regular 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。2023-24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	學額使用率	85%	91%
完成培訓	學員出席率	80%	93%
	畢業率	80%	96%
	學員滿意度	80%	97%
就業情況(一般課程)	就業率	70%	84%

Monitoring Mechanism

Performance Indicators

ERB has established performance indicators for monitoring the performance of training bodies, and the cost-effectiveness of training courses. In 2023-24, 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%	91%
Completion of training	Attendance rate	80%	93%
	Graduation rate	80%	96%
	Satisfaction rate	80%	97%
Placement (regular courses)	Placement rate	70%	84%



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。2023-24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	• 就業掛鉤課程學員：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%
	• 非就業掛鉤課程學員：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%	99%
上課安排	• 就業掛鉤課程學員：獲取錄後 四個月 內上課	80%	90%
	• 非就業掛鉤課程學員：獲取錄後 五個月 內上課	80%	76%
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%	99%

註： 新冠疫情期間曾暫停面授課堂，在2023-24年度課堂復常期間，培訓機構需時安排輪候學員入學以致服務表現水平受到影響。

Performance Pledges

ERB has established performance pledges to monitor the quality of services. In 2023-24, 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%	99%
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%	90%
	<ul style="list-style-type: none"> Applicants of non-placement-tied courses: to commence training within five months upon notification of admission 	80%	76%
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%	99%

Remark: Face-to-face classes had been suspended during the Covid-19 pandemic. When classes resumed normal in 2023-24, training bodies needed time to process enrolled trainees and thus affected the achievement level 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"> 於辦公室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%

機構管治
Corporate Governance

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 enquiries 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2023-24年度進行的意見調查，目標對象為於2022年10月至2023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	91%
工作態度／紀律良好	92%
人際溝通技巧良好	91%
技能符合工作所需	88%
能夠適應工作環境／變化	88%
工作效率高	86%

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	83%
引起持續進修的興趣	95%
改善軟性技巧 ⁽¹⁾	95%
增強自信心	92%
提升職業技能 ⁽²⁾	91%
改善基礎技能 ⁽³⁾	90%
加深對就業前景及工作環境的了解 ⁽²⁾	89%
提高適應工作的能力	88%
對自僱或創業有幫助 ⁽⁴⁾	88%
增強對工作的投入感 ⁽²⁾	87%
增加轉業機會	84%

註：

- (1) 只包括完成就業掛鈎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。
- (2) 只包括完成就業掛鈎課程或技能提升課程的受訪學員。
- (3) 只包括完成通用技能課程的受訪學員。
- (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 2023-24, the target respondents were trainees who completed ERB training courses between October 2022 and September 2023 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	91%
Good working attitude/well-disciplined	92%
Good interpersonal skills	91%
Skills matching job requirements	88%
Adaptable to work environment/changes	88%
High efficiency	86%

Views of trainee respondents on the training courses and services of ERB:	Percentage
Helpful in finding jobs or working as a whole	83%
Aroused interest in continuous learning	95%
Improved soft skills ⁽¹⁾	95%
Boosted self-confidence	92%
Enhanced vocational skills ⁽²⁾	91%
Improved foundation skills ⁽³⁾	90%
Better understanding of career prospects and work environment ⁽²⁾	89%
Enhanced adaptability to work	88%
Beneficial to become a self-employed person or business starter ⁽⁴⁾	88%
Strengthened commitment to work ⁽²⁾	87%
Increased job mobility	84%

Remarks:

- (1) Only included trainee respondents who completed placement-tied courses or generic skills courses (related to training in personal attributes and job search skills).
- (2) Only included trainee respondents who completed placement-tied courses or skills upgrading courses.
- (3) Only included trainee respondents who completed generic skills 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







技能為本 推動培訓

Promoting Skills-based Training



工作回顧 Operational Review

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2023-24年度推出近40項具潛力的新課程，包括「Python初級數據分析員證書」、「美容光學理論證書(兼讀制)」、「樓宇檢驗知識基礎證書(兼讀制)」、「3D虛擬服裝(展示技巧)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2023-24年度，本局開發的新課程系列涵蓋3D虛擬服裝、建築信息模擬(BIM)建築設計等範疇。



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 2023-24. They included “Certificate in Junior Python Data Analyst”, “Certificate in Theories on Cosmetic Light Therapy (Part-time)”, “Foundation Certificate in Knowledge of Property Inspection (Part-time)”, “Certificate in 3D Virtual Fashion (Display) (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 2023-24, ERB developed new course series covering skills areas such as 3D virtual fashion and building information modelling (BIM) in architecture.





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2023-24年度，本局於地產代理及旅遊等行業範疇推出相關專業認證課程。

Professional certification courses

In line 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 2023-24, ERB developed relevant professional certification courses under industry categories such as real estate agency and tourism.



**Professional
Certification
Courses**

工作回顧 Operational Review

為不同服務對象提供專設課程

Providing dedicated courses to support various service targets

青年人

Young people

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2023-24年度，本局提供23項「青年培育計劃」及15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。

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 2023-24, ERB offered 23 courses under “Youth Training Programme” and 15 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.

由2023年4月起，本局與勞工處合作為參加「展翅青見計劃」的學員提供職前培訓，學員可透過「展翅青見計劃」報讀本局課程，年度內約450人次入讀本局課程。

Since April 2023, in collaboration with the Labour Department, ERB has offered pre-employment training courses to participants of the “Youth Employment and Training Programme” (YETP). YETP trainees can enrol in ERB courses through the programme, and around 450 enrolments were recorded during the year.





工作回顧 Operational Review

少數族裔人士

在2023-24年度，本局為少數族裔人士提供10項就業掛鉤及28項非就業掛鉤的專設課程，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 2023-24, 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.



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2023-24年度，本局提供13項就業掛鉤及八項非就業掛鉤專設課程，涵蓋10個行業範疇及通用技能。新推出的課程有「甜品製作員基礎證書」及「剪吹髮入門技巧基礎證書(兼讀制)」。

本局在2023-24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。

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 2023-24, ERB offered 13 placement-tied and eight non-placement-tied dedicated courses, straddling 10 industry categories and generic skills training areas. Two new courses, namely “Foundation Certificate in Pastry Cook Training” and “Foundation Certificate in Basic Techniques in Cut & Blow Dry (Part-time)”, were also launched.

In 2023-24, 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 society.

工作回顧 Operational Review

殘疾及工傷康復人士

本局在2023-24年度為殘疾及工傷康復人士提供27項就業掛鉤及39項非就業掛鉤專設課程，涵蓋中醫保健、印刷及出版、物業管理及保安、社會服務、美容、家居服務、健康護理、商業、飲食、資訊及通訊科技、零售、環境服務等行業範疇。

新推出的課程包括「中醫學理論基礎證書(兼讀制)」、「香薰美容基礎證書(兼讀制)」及「咖啡烘焙基礎證書(兼讀制)」。

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。

推行「先聘用、後培訓」計劃

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、酒店業和交通及支援服務業等相關工作。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，並提供在職培訓和支援配套措施，鼓勵學員投入工作。

「先聘用、後培訓」計劃 2023-24
投身健康護理業

簡介會 日期：2023年10月30日(一) 時間：上午10時至下午1時
地點：油蔴地貴賓街20號忠和商業大廈1樓
登記及查詢熱線：2750 9233 (培訓機構：美國社區教育拓展中心有限公司)

先聘用 ▶ 從事護理工作

職位名稱	月薪	工作地點	聘期
長期護理員	\$17,700	沙田 / 馬鞍山 / 大埔 / 元朗 / 荃灣 / 葵青 / 旺角 / 油蔴地 / 灣仔	24個月
康復護理員	\$10,800	沙田 / 馬鞍山 / 大埔 / 元朗 / 荃灣 / 葵青 / 旺角 / 油蔴地 / 灣仔	24個月

後培訓 ▶ 實務工作訓練

2023年11月13日(逢星期三)

內容：
● 入職後接受24小時的在職培訓課程，包括技能及轉職技巧、生命素養講座、日常服務範疇技巧、口語及書寫訓練。
● 由導師指導學員在實際工作環境下，協助學員適應工作環境及掌握相關的職業技能。

入職要求及工作內容：須向培訓機構報名；學歷為高中畢業。
● 具備良好條件，包括工作時間、薪金、津貼、福利等，以確保雙方利益及互惠互利。

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Persons with disabilities and persons recovered from work injuries

In 2023-24, ERB offered 27 placement-tied and 39 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, domestic services, healthcare services, business, catering, information & communications technology, retail, environmental services, etc.

New courses included "Foundation Certificate in Theories of Chinese Medicine (Part-time)", "Foundation Certificate in Aromatherapy for Beauty I (Part-time)" and "Foundation Certificate in Coffee Roasting (Part-time)".

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.

Implementing the "Hire and Train" Scheme

ERB implemented the "Hire and Train" Scheme to assist trainees (including middle-aged women and homemakers) in landing relevant jobs in the healthcare services, environmental services, hotel as well as transportation & support services sectors. 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.

「先聘用、後培訓」計劃 2023-24
投身交通及支援服務業

簡介會 日期：2023年11月2日(星期四) 時間：下午2時至5時30分
地點：九龍彌敦道345號永安九龍中心11樓
登記及查詢熱線：2751 9620 (培訓機構：港專機構有限公司)

先聘用 ▶ 投身交通管理行業

- 職位名稱：交通發達員(實習生)
- 培訓及實習期：2023年11月至12月，每週工作5天，每天8小時
- 薪金：約\$14,000(完成基本理論訓練及通過評核，再完成僱主提供的實務培訓及通過相關考核後，月薪為\$14,000，按不同形式的津貼及福利，以及員工或「中區訓練計劃」的薪金補貼)
- 工作地點：灣仔、將軍澳、葵青、沙田、西貢或將軍澳-藍田隧道
- 名額：20個(學員須通過面試)

後培訓 ▶ 實務工作訓練

2023年11月17日(星期五)

內容：
● 入職後接受基本理論訓練，內容包括營運及管理維護的程序、緊急事故處理、維修、減災及急救訓練等。
● 完成基本理論訓練及通過評核後，僱主會提供交通發達員(後進)的實務培訓(7天)，學員通過相關考核和掌握後，再接受僱主提供的正式培訓(交通發達員(後進)的指定資格)

入職要求及工作內容：須向培訓機構報名(一週)，並由僱主提供24小時的在職培訓課程，包括技能及轉職技巧、生命素養講座、日常服務範疇技巧、口語及書寫訓練。
● 具備良好條件，包括工作時間、薪金、津貼、福利等，以確保雙方利益及互惠互利。

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工作回顧 Operational Review

推行「零存整付」證書計劃

本局推行「零存整付」證書計劃，鼓勵因照顧家庭而未能修讀本局全日制課程的人士靈活安排進修及獲取認可資歷。在2023-24年度，計劃涵蓋「陪月員基礎證書」、「護理員基礎證書」、「嬰幼兒照顧員基礎證書」、「職業治療助理基礎證書」、「物理治療助理基礎證書」及「醫護支援人員(臨床病人服務)基礎證書」等課程。

舉辦專題工作坊

本局於2023-24年度為僱主及培訓機構舉辦不同的實體和線上專題工作坊，協助業界從業員提升專業知識及工作技能。本局亦舉辦工作坊介紹特定社群，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。

Implementing the “Modular Certificates Accumulation Scheme”

Under the “Modular Certificates Accumulation Scheme”, ERB offered flexible study arrangements for people who were unable to pursue ERB courses on a full-time basis due to family commitments, enabling them to acquire recognised qualifications. In 2023-24, the scheme covered courses of “Foundation Certificate in Post-natal Care Worker Training”, “Foundation Certificate in Care Worker Training”, “Foundation Certificate in Infant and Child Care Worker Training”, “Foundation Certificate in Occupational Therapy Assistant Training”, “Foundation Certificate in Physiotherapy Assistant Training” and “Foundation Certificate in Care-related Support Worker Training”.

Organising thematic workshops

In 2023-24, ERB organised different physical and online thematic workshops for employers and training bodies to assist practitioners in enhancing professional knowledge and work skills. ERB also organised workshops to introduce the training and employment needs of dedicated social groups, including persons with disabilities and persons recovered from work injuries, ethnic minorities, the “Post-50”, rehabilitated ex-drug abusers and ex-offenders, and to enhance communication skills with them. Experience sharing sessions by employers and employees were arranged in the workshops to encourage interaction and knowledge exchange.



工作回顧 Operational Review

進行市場調查

在2023-24年度，本局委託獨立調查機構就本地勞動力的培訓需求進行市場調查，以了解各行業現時及未來所需的技能培訓。

Conducting market survey

In 2023-24, ERB commissioned an independent research organisation to conduct a market survey on the training needs of local workforce to understand the current and future skills training needs in various industries.

課程發展及質素保證 配合「資歷架構」發展

Course development and quality assurance aligning with the development of “Qualifications Framework”

課程設計

Course design

發展「能力為本」新課程

Developing Specification of Competency Standards-based courses

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2023-24年度，本局在環境服務、交通及支援服務、旅遊、資訊及通訊科技、美容，以及印刷及出版六個行業範疇下開發共九項「能力為本」新課程。

ERB made reference to the Specification of Competency Standards (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 2023-24, ERB developed nine new SCS-based courses under six industry categories, namely environmental services, transportation & support services, tourism, information & communications technology, beauty therapy, and printing & publishing.



工作回顧 Operational Review

引入「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2023-24年度，本局已於約127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、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2024年3月，本局上載「資歷名冊」的課程超過300項（涉及約2,720個課程紀錄）。

在2023-24年度，本局向香港學術及職業資歷評審局（「評審局」）提交17項課程（涉及約80個課程紀錄）進行評審；15項課程（涉及約125個課程紀錄）進行覆審；以及390項「重大修改」申請。

Implementing “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 2023-24, ERB introduced the RPL mechanism to around 127 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 2024, ERB uploaded over 300 courses (entailing about 2,720 course entries) on the “Qualifications Register” (QR).

In 2023-24, ERB submitted to the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) 17 courses (entailing about 80 course entries) for accreditation, 15 courses (entailing about 125 course entries) for re-accreditation and 390 applications for “substantial changes”.



資歷架構
Qualifications
Framework

工作回顧 Operational Review

在取得「學科範圍評審」資格後，截至2024年3月，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49項相關課程（涉及約395個課程紀錄）及27項相關課程（涉及約300個課程紀錄）獲「資歷架構」認可及上載「資歷名冊」。

此外，為履行「學科範圍評審」資格「電腦科學及資訊科技」子範疇的「必要條件」，本局於2023-24年度成立「課程評審小組」，以持續改善及提升課程質素。

After obtaining the “Programme Area Accreditation” (PAA) status, as at March 2024, a cumulative of 49 courses (entailing about 395 course entries) and 27 courses (entailing about 300 course entries) were recognised by the Qualifications Framework (QF) and uploaded onto the QR under “Catering, Food and Beverage Services” and “Computer Science and Information Technology” sub-areas respectively.

In addition, to meet the “Requirements” stipulated for the PAA “Computer Science and Information Technology” sub-area, ERB has established the “Course Accreditation Panel” in 2023-24 to sustain continuous improvement and enhancement of course quality.



餐飲及食品服務

電腦科學及資訊科技



工作回顧 Operational Review

推動網上學習模式

善用網上學習平台

因應網上學習模式的發展規劃，本局於2023年4月推出「ERB網上學習平台」，為學員提供更靈活的培訓選擇。截至2024年3月，本局已為約9,200名學員提供網上學習課程。

為進一步推廣網上學習，本局舉辦線上及實體工作坊，向培訓機構職員及導師介紹和示範網上學習平台的運作及分享網上教學技巧，藉此鼓勵培訓機構推動網上學習。

Promoting online teaching and learning

Flexible use of the online learning platform

In line with the development of online learning, ERB launched the “ERB Online Learning Platform” in April 2023, providing trainees with more flexible training options. As of March 2024, about 9,200 trainees participated in online learning through the platform.

A series of online and physical workshops was held to introduce the operations of the platform and share online teaching techniques with staff and instructors of training bodies, with a view to further promoting online learning.



工作回顧 Operational Review

全面推行網上學習課程的質素保證機制

Implementing quality assurance mechanism for online learning courses

推行網上學習課程的突擊巡查

Implementing class surprise inspections for online learning courses

本局於2023-24年度起全面推行網上學習課程的突擊巡查機制，按已訂立的巡查項目、評分系統及運作指引為網上學習課程進行突擊巡查及評分，以確保課程的質素。

ERB has fully implemented the surprise inspection mechanism for online learning courses starting from 2023-24. Surprise inspections and scoring were performed for online learning courses in accordance with the established inspection items, scoring system and operational guidelines so as to ensure the quality of courses.

制訂網上學習課程的觀課機制

Formulating the mechanism of class visits for online learning courses

本局於2023-24年度制訂網上課堂觀課機制，包括訂立網上觀課的流程、評分範疇及運作指引等，以及提升資訊系統予以配合。本局於年度內，以試點形式為網上課程進行觀課及模擬評分，以期於2024-25年度起全面推行有關機制。

ERB formulated the mechanism of class visits for online learning courses in 2023-24, including establishing the workflow, scoring scopes and operational guidelines, etc. and enhancing the information system to facilitate relevant implementation. ERB also conducted pilot test of the mechanism in the year to prepare for full implementation in 2024-25.





完善服務 強化支援

Enhancing Services
Strengthening Support

工作回顧 Operational Review

多元化支援服務

結合實習及職場體驗支援「後50」

本局於2023-24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和安排行業參觀，協助「後50」掌握職場現況，裝備工作技能和心態以投入職場。參與機構來自公共事業、社會服務、資訊及通訊科技、商業及物業管理等行業。計劃提供多元化的實習空缺，包括社創設計項目助理、人力資源助理、顧客服務助理等。

Diversified support services

Support for the “Post-50” through internship and workplace experiences

In 2023-24, ERB organised 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 social innovation project assistant, human resources assistant and customer service assistant, enabling the “Post-50” to explore diverse opportunities.





工作回顧 Operational Review

加強推廣「樂活一站」等家居服務

本局透過「樂活一站」和「陪月一站」家居服務轉介平台，提供家居、長者照顧及嬰幼兒照顧等家居服務，為本局相關課程的畢業學員提供就業機會，擴大僱主網絡。「樂活一站」於年度內增潤服務，包括推出「長者樂活餐膳」服務，為助理舉辦長者健康飲食工作坊等，鞏固助理的知識及鼓勵持續提升技能。本局亦於年內優化「ERB助理搵工」及「ERB家居服務」流動應用程式，以提升服務體驗。

Promoting “Smart Living” and related household services

ERB administered the “Smart Living” and “Smart Baby Care” Schemes as referral platforms for household services, including domestic services, elderly care and baby care services, with a view to helping graduates of the ERB related courses gain access to employment opportunities and expand employer networks. During the year, the “Smart Living” Scheme was further enhanced by introducing the “Home Cooking Service for the Elderly” and training workshops designed to enhance helpers’ knowledge and work skills. In addition, the “ERB Helper App” and “ERB Home Services” mobile applications were enhanced to help further improve user experiences.

為青年人提供支援 鼓勵多元發展

本局於年度內推出「ERB青年實習計劃」，為15至24歲青年人提供短期實習，讓他們體驗工作世界、發掘潛能及興趣，以規劃未來進修及事業發展方向。計劃參與機構來自資訊及通訊科技、社會服務、專業及商業服務、酒店等行業，為參加者提供多元化的實習機會。實習生於實習前獲安排參加「職前熱身工作坊」，掌握職場禮儀及溝通技巧，以及數碼技能的職場應用等，提升他們投入工作的信心。

Support for young people to foster diversified development

ERB launched the “ERB Youth Internship Programme” in the year to help young people aged 15 to 24 gain a better understanding of the dynamic world of work, explore their potential and identify their interests for future study and career development planning. Internship vacancies were available in various industries, including information and communication technology, social services, professional and business services, hospitality, etc. A “Preparatory Workshop” covering training in workplace etiquette, communication skills and the application of digital skills at the workplace was offered to the interns to bolster their confidence.



工作回顧 Operational Review

本局亦於年內以「培訓就業GPS@ERB」為主題，參與由「香港貿易發展局」主辦的第33屆「教育及職業博覽」，透過課程介紹、互動遊戲、技能體驗活動和培訓顧問服務，提升青年人對本局課程的認識和報讀興趣。

此外，本局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」；本局的「ERB服務中心」及「ERB服務點」亦與不同地區的中學及社福機構合辦行業講座和求職面試工作坊等，協助青年人認識不同行業的機遇及本局培訓課程。

ERB also staged an exhibition themed “Training and Employment GPS@ERB” at the 33rd “Education & Careers Expo” hosted by the Hong Kong Trade Development Council. Course introduction, interactive games, skills experience activities and training consultancy service were arranged on-site to promote ERB courses to the young people and enhance their interest in enrolment.

In addition, ERB organised a series of workplace experience activities which included “Company Visits”, “School Career Talks” and “Taster Courses” for senior secondary school students. 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 communities for young people to understand more about the prospects of different industries as well as related ERB courses.





工作回顧 Operational Review

地區服務及推廣

在2023-24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、試讀班及專題工作坊等，以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。本局並於深水埗及將軍澳區內商場設立「服務點」，進一步擴闊外展推廣平台。



本局於全港各區，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。

District services and promotion

In 2023-24, “ERB Service Centre” and “ERB Service Spots” organised more than 1,500 activities, including industry seminars, taster courses and thematic workshops, to assist service targets in better understanding industry and market trends, and to promote ERB courses and services. ERB also set up “Service Spots” at community malls in Sham Shui Po and Tseung Kwan O to further expand outreach efforts.



ERB has set up “ERB Training Net” course search terminals at district level, 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”.

工作回顧 Operational Review

在2023-24年度，本局透過「ERB課程全接觸計劃」資助培訓機構舉辦多元化的推廣活動，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。年內舉辦的活動吸引約16,000人次參與。

In 2023-24, ERB implemented the “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.

此外，本局的培訓顧問為特定服務社群，包括較年長人士、少數族裔人士、殘疾及工傷康復人士及青年人，提供個人化的培訓諮詢服務，年內培訓顧問提供逾1,500節服務，包括小組、外展個人諮詢及網上視像諮詢等。

In addition, ERB provided personalised consultancy services to dedicated service targets, including the elderly, ethnic minorities, persons with disabilities and persons recovered from work injuries, as well as young people. Throughout the year, ERB Training Consultants conducted over 1,500 consultation sessions, encompassing group consultations, outreach efforts and online video consultations.





伙伴協作 持續推廣

Strengthening Partnerships
Sustaining Promotion

工作回顧 Operational Review

加強行業聯繫和協作

行業諮詢網絡

由不同行業商會、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，以及業內資深人士組成的20個「行業諮詢網絡」，為本局與業界的溝通協作橋樑。成員就相關行業的發展前景、技能要求、培訓需要，以及本局課程設計和新課程發展，提供寶貴意見，讓本局課程發展緊貼市場轉變。

強化培訓機構網絡

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，並擴闊本局培訓機構網絡。

Strengthening industry connections and collaboration

Industry Consultative Networks

20 ICNs comprising representatives from trade associations, employer organisations, trade unions, professional bodies, institutions concerning vocational training and human resources, and experienced practitioners from respective industries were established to foster communication between the industries and ERB. They provide valuable advice on the prospects, skills requirements and training needs of their respective industries, as well as the design and development of ERB courses, supporting the development of ERB's training portfolio in response to market changes.

Strengthening training network

ERB proactively establishes connections with organisations that possess extensive experience in providing education and training for adults and youth, as well as vocational training to explore collaboration opportunities and expand its training network.





工作回顧 Operational Review

加強伙伴聯繫

在2023-24年度，約80間一般企業、中小企、政府部門和公營機構通過「ERB人才企業嘉許計劃」評審並獲嘉許為「人才企業」，另約80間機構連續10年成為「人才企業」，獲嘉許為「Super MD」。計劃累計逾560間來自超過30個行業的機構成為「人才企業」，與本局協力推廣人才培訓及發展的理念，共同提升本港的人力資本。

Strengthening industry connections

In 2023-24, around 80 enterprises, SMEs, government departments and public organisations completed the assessment and were awarded the status of “Manpower Developers” (“MDs”). Additionally, around 80 “MDs” were recognised as “Super MDs” after sustaining the MD status for 10 consecutive years. A cumulative total of over 560 MDs across more than 30 industries were acknowledged under the scheme, collaborating closely with ERB to further the mission of manpower training and development, with a view to boosting human capital for Hong Kong.



2023-24年度
ERB人才企業嘉許計劃
Manpower Developer Award Scheme

工作回顧 Operational Review

此外，本局舉辦「ERB伙伴聚會2023」，藉以促進培訓機構與僱主的交流及協作，並介紹本局最新發展及多元化的僱主服務，逾300位機構代表出席。

ERB also hosted the “ERB Partners Luncheon 2023” to foster communication and collaboration between training bodies and employers and to introduce the latest development and the range of employer services of ERB. Over 300 industry representatives attended the luncheon.



工作回顧 Operational Review

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服務，加強與培訓機構在宣傳推廣上的協作，年內共有28間培訓機構參與計劃。

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18萬人次的用戶群，電子通訊的平均接觸人次增加約三成。

加強電子媒體推廣

本局於年內設立全新LinkedIn頻道，推出一系列僱主服務及行業協作項目相關的貼文，向企業機構推廣本局的不同服務和最新發展，加強聯繫業界。

Collaborative promotion with training bodies

ERB launched the “WeShare Promotion Collaborative Scheme” and extended invitation to training bodies for promoting ERB services to their members and trainees, with a view to creating synergy on the promotion front. A total of 28 training bodies participated in the scheme during the year.

During the scheme period, the reach of content feeds of “My ERB” Facebook Fan Page and “Captain K” Instagram (IG) Channel was extended to around 180,000 users. The average number of readers reached via the electronic bulletins was increased by about 30%.

Enhancing promotion on electronic media

ERB established the new LinkedIn Channel in the year and launched a series of service content related to employer services and industry collaboration initiatives to introduce the latest development of ERB and foster connections with industries.



工作回顧 Operational Review



本局在社交媒體推出多元化的主題短片系列，包括「蔣知識增值#FollowMe」和由學員主演的估課程短片系列等，多角度介紹本局的培訓課程和專業技能，帶出本局課程為學員提供多元化的發展機會，提升報讀興趣。所有短片系列在網上頻道的觀看次數逾230萬。

本局定期以電子通訊《LOOK@erb》介紹本局課程及服務的最新資訊，平均每期接觸逾25萬人次的讀者。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鉤課程的完班資訊及「企業包班」課程等介紹，每期平均接觸人次近11,000。

ERB also launched a diverse range of thematic videos on social media platforms. These included the “Follow Captain K for Skills Upgrading” video series, short videos featuring ERB graduates’ acting out scenarios for guessing course types, etc., to promote the variety of skills training and course options available and highlight the numerous development opportunities open to ERB trainees. The “Views” of the online videos amounted to over 2.3 million.

ERB published the electronic bulletin “LOOK@erb” regularly to provide the latest information on ERB courses and services, reaching over 250,000 readers per issue. ERB also published the quarterly “Employer Newsletter” to inform networks of trade associations, employer organisations and enterprises about placement-tied graduate classes and popular courses available under the “Enterprise-based Training” Scheme. The average number of readers reached per issue was around 11,000.



工作回顧 Operational Review

傳媒聯繫及機構傳訊工作

年度內，本局透過發放新聞稿及舉辦媒體活動發布有關本局課程及服務的最新資訊，包括新推出的「培訓就業一條龍」計劃、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台和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。

本局於年內在報章和網上媒體推出「ERB技能創新篇」學員故事及短片特輯，展示不同背景的學員，包括青年人、婦女及「後50」透過本局課程增值技能，開拓職涯及發展事業的成功故事，推廣技能培訓的社會價值。

Media outreach and communication efforts

During the year, ERB issued press releases and organised media activities to publicise the latest information on training courses and services, including the “One-stop Training and Employment Scheme”, success stories of trainees, and the “Smart Living” festive services, etc. Media interviews on radio, TV programmes and newspaper channels were also arranged with ERB representatives, course instructors and trainees to promote the positive message of skills training, thereby raising public awareness of ERB services.

ERB also launched the “New skills, New opportunities” trainee story and video series on print and electronic media, featuring the upskilling journeys of ERB trainees from different backgrounds, including young people, women and the “Post-50”, who acquired new skills and pursued new career paths through ERB courses, with a view to promoting the value of skills upgrading.



工作回顧 Operational Review



本局並於2024年3月舉行「ERB年度頒獎禮 2023-24」，由勞工及福利局常任秘書長和副局長、勞工處處長，以及本局主席、副主席和行政總監共同主禮，頒發超過130個獎項，表揚學員積極進取，增值自強，以及各界伙伴致力協助本局學員掌握專業技能，發展事業。

In March 2024, ERB held the “ERB Annual Award Presentation Ceremony 2023-24” officiated by the Permanent Secretary for Labour and Welfare, Under Secretary for Labour and Welfare, Commissioner for Labour, Chairman, Vice-Chairman and Executive Director of ERB. On the occasion, over 130 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.

本局於2022-23年度推出的「ERB 30人」增值轉「新」宣傳系列在「Mercury Excellence Awards 2023／2024」中榮獲銅獎。該系列展示30名來自不同背景的畢業學員，透過技能培訓增值轉「新」，掌握「新技能」和開展「新事業」，藉以鼓勵市民進修增值和終身學習。

The “ERB 30” Graduate Story Series launched in 2022-23 won the Bronze Award of the “Mercury Excellence Awards 2023/2024”. The series featured 30 ERB graduate trainees of diverse backgrounds who embarked on a new chapter by acquiring new skills and developing new careers, thereby promoting skills upgrading and lifelong learning among the public.



確立質素 強化管治

Enhancing Quality
Strengthening Governance

工作回顧 Operational Review

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」神秘顧客調查及突擊巡查，以及「ERB服務中心」及「ERB服務點」突擊巡查。

本局以「個案管理」模式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其改善情況，以提升培訓機構的整體質素保證表現。

為加強監察突擊巡查的措施，本局在2023-24年度就每位巡查員的突擊巡查工作進行抽樣實地檢視，結果顯示相關巡查工作均按突擊巡查機制進行。

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” approach. 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.

To strengthen the monitoring of the surprise inspection measures, random check on the on-site surprise inspection work of each inspector was arranged in 2023-24. The result showed that inspections were conducted in accordance with the surprise inspection mechanism.





工作回顧

Operational Review

支援實務技能評估

本局的「實務技能培訓及評估中心」於年度內加強對導師及考生的支援，包括舉辦「導師精修培訓」、導師技術交流及體驗活動、模擬評估、特別觀課及評估準則工作坊等，協助導師加強對評估要求的掌握。「評估中心」亦安排來自25間培訓機構，超過2,300名考生了解實際考場環境及設備，並體驗重點評估項目的模擬評估，以協助考生備試。

自2023-24年度起，「保健按摩基礎證書」課程的期末實務技能評估由培訓機構執行，「評估中心」會就相關評估進行「特別觀試」，以確保相關實務試的質素。

Strengthening supports for practical skills assessment

In the year, the Practical Skills Training and Assessment Centre (PSTAC) strengthened supports for instructors and trainees, including launching the “Instructor Refinement Training” and organising instructors’ technical exchange and experience sharing activities, mock assessments, special class visits, workshops on key assessment criteria, etc., with a view to assisting instructors in understanding the assessment requirements. PSTAC also arranged site visits for over 2,300 trainees from 25 training bodies to experience mock assessments on key assessment items and learn about the actual assessment environment and facilities, in order to assist trainees to better prepare for assessments.

In 2023-24, the course-end practical assessment of the “Foundation Certificate in Healthcare Massage” course started to be conducted by training bodies and the PSTAC would carry out special observations to ensure the quality of these assessments.



工作回顧 Operational Review

提升機構管治

利用資訊科技優化服務

本局於2023-24年度繼續完善內部資訊系統，以配合服務需要。因應網絡攻擊的趨勢及有關的保安威脅，本局在年度內檢視及提升有關措施，包括更頻密進行資訊保安風險評估及審計、員工培訓及釣魚攻擊演習等，並在遙距登入及虛擬私有網絡加設多重認證系統，以持續提升本局資訊保安的管治水平。

年內，本局亦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，包括增加「ERB助理搵工」及「ERB家居服務」流動應用程式的功能，以及優化「課程搜尋網頁」等。



年度內其他有關提升機構管治的工作包括推出《本局委員行為守則》、優化本局《僱員行為守則》及《採購政策及指引》等。本局亦已於2023年底檢討最高三層職員的架構、職位及薪酬。

Enhancing corporate governance

Enhancing services through information technology

ERB continued its efforts to improve its internal information systems to cope with new service needs. In response to cyberattacks and security threats, relevant measures have been reviewed and enhanced, including more frequent information security risk assessments and audits, staff training and phishing attack drills, as well as deployment of multi-factor authentication in VPN and remote access systems to continuously improve the information security governance level.

In the year, ERB continued to improve its website and mobile applications to enhance user experience and security, including enhancing the functions of the “ERB Helper App” and “ERB Home Services” mobile applications and improving the ERB Course Search Website, etc.

Other initiatives related to corporate governance included establishing the “Code of Conduct for Board Members”, enhancing the “Code of Conduct for Employees” and “Procurement Policy and Guidelines”, among others. ERB also reviewed the structure, ranking and remuneration of the top three tiers of staff at the end of 2023.



工作回顧 Operational Review

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2023-24年度，內部審計組完成了「質素保證監察機制」、「課程成效指標」、「投訴處理」、「投資政策及本局之收入確認」，以及「人力資源管理」後續審計的審計項目，並向審計委員會匯報審計結果及相關改善建議。

推動員工培訓

本局安排及資助員工參加不同的課程、講座及會議，以進一步提升其知識和技術，內容包括生成式人工智能、網絡安全及資料外洩事故處理；認識如何應對取消強積金對沖；瞭解國史、國情及國安的分享會；與課程設計、「資歷架構」及《能力標準說明》相關的培訓；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。

本局亦為員工、培訓機構代表及技術顧問舉辦網上教材設計與製作的網上講座，邀請香港都會大學的相關專家主講，加強參加者的相關知識。

Conducting internal audit reviews

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

In 2023-24, the Internal Audit Section completed internal audit exercises respectively on “Quality Assurance Mechanism”, “Performance Indicators Processing”, “Customer Services Operations”, “Employees Retraining Fund and Income Recognition Management” and a follow-up audit on “Human Resources Management”. Audit reports with improvement recommendations were submitted to the Audit Committee.

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 generative artificial intelligence (AI), cybersecurity and handling of data breach incident; knowledge on cancellation of MPF offsetting; understanding of national history, national affairs and national security; course design and training in relation to QF and SCS, as well as workshop and seminar related to QF and course accreditation organised by the HKCAAVQ, etc.

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



工作回顧 Operational Review

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、設置回收及循環再造設施，廣泛使用電子通訊、社交媒體及網站推廣活動和服務資訊，以及採用電子文件存檔等。同時，本局辦公室亦奉行節約用電及減少碳排放的原則，並參與由環境及生態局舉辦的「戶外燈光約章」運動，節省用電及支持環保。

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, implementing recycling practices, extensive use of electronic means, social media and website in promotion and dissemination of service information, as well as adoption of electronic filing systems. At the same time, ERB also implemented measures to save electricity and reduce carbon emissions. For example, ERB joined the “Charter on External Lighting” campaign of the Environment and Ecology Bureau to reduce electricity usage and promote sustainable practices.

優化課程行政措施

在2023-24年度，本局檢討了非就業掛鈎課程的受資助入息上限水平，將「豁免繳費入息上限」由12,500元上調至14,000元，以及「學費資助入息上限」由20,000元上調至22,000元，以推動市民自我增值。

Enhancing course administration arrangements

In 2023-24, ERB reviewed the income ceilings of course fee subsidies for non-placement-tied courses. Income level for course fee waiver was increased from \$12,500 to \$14,000 and income level for course fee subsidy was increased from \$20,000 to \$22,000, with a view to encouraging members of the public to pursue self-enhancement.

年內，本局將「特別·愛增值」計劃的優化措施恆常化，包括修訂學員出席率不足的罰則，以及放寬在不同培訓機構同時報讀課程的限制。本局亦優化了學員面試的評核準則，以提升面試的公平性及客觀性。

During the year, ERB regularised the optimisation measures adopted in the “Love Upgrading Special Scheme”, including revising penalties for low attendance among trainees, and relaxing restrictions on course applications across training bodies. ERB also enhanced the evaluation criteria for admission interviews of trainees, with a view to improving fairness and objectivity of the interviews.

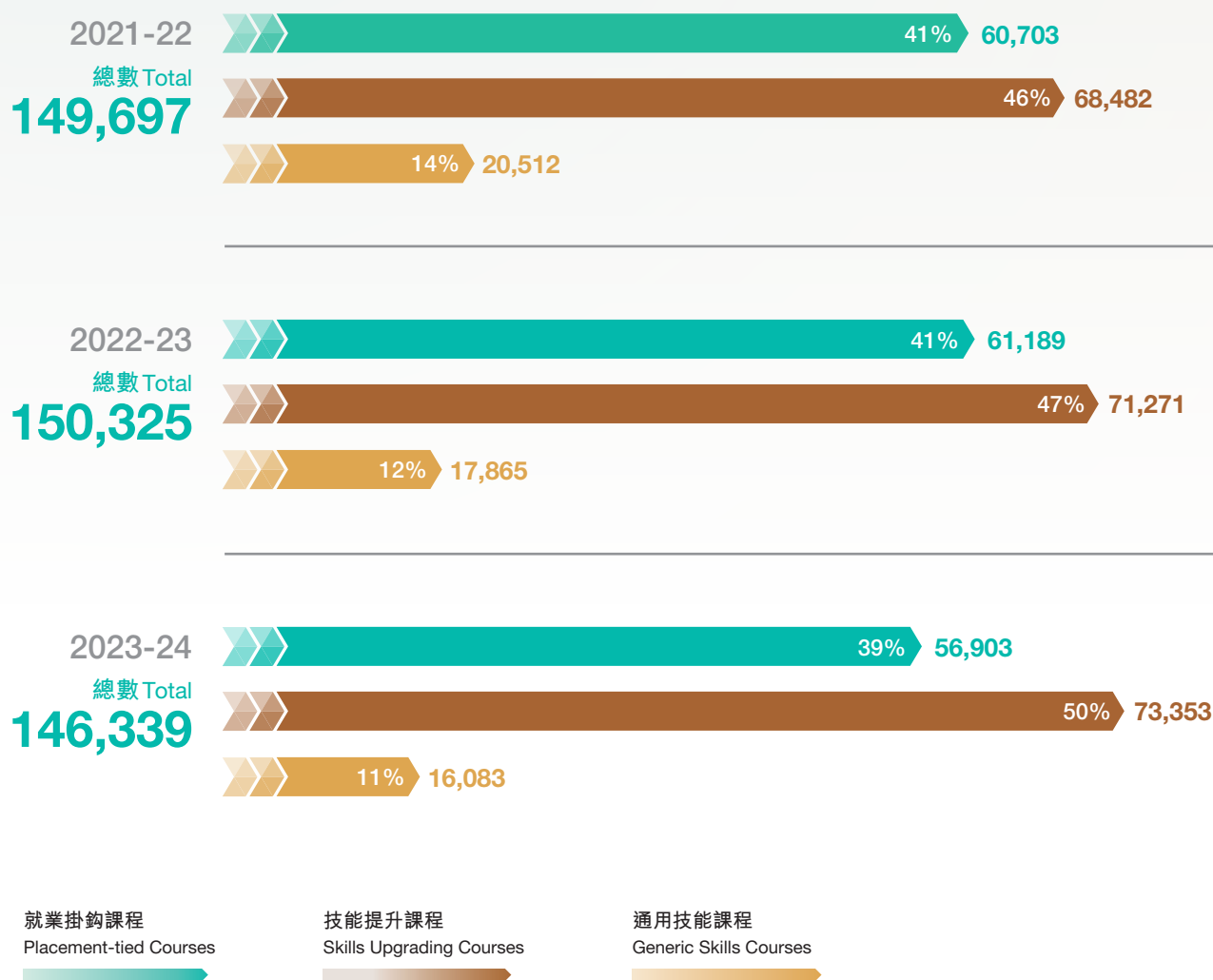


主要統計資料

Major Statistics

按課程類別劃分的入讀人次

Number of Enrolled Trainees by Course Type



上述圖表包括特定服務對象課程的入讀人次。

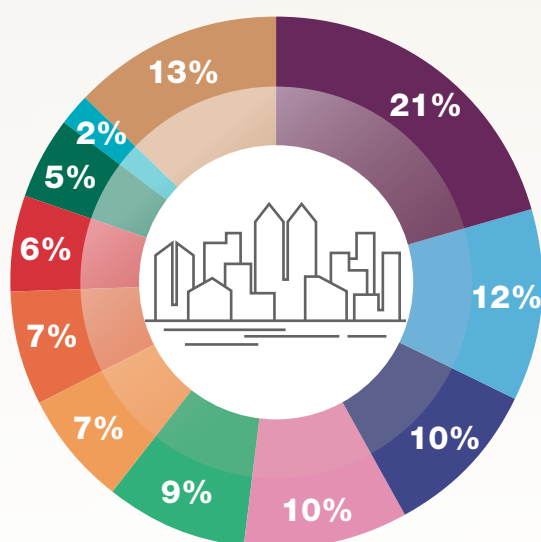
The above charts include the number of enrolled trainees of courses for specific service targets.

因四捨五入關係，上述圖表內個別項目的百分比加起來可能與總數略有出入。

There may be a slight discrepancy between the sum of individual items and the total as shown in the above charts due to rounding.

主要統計資料 Major Statistics

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	31,417	21%
環境服務 Environmental Services	16,921	12%
健康護理 Healthcare Services	14,464	10%
物業管理及保安 Property Management & Security	14,032	10%
中醫保健 Chinese Healthcare	13,193	9%
家居服務 Domestic Services	9,739	7%
美容 Beauty Therapy	9,547	7%
電腦／資訊科技應用 Computer / Information Technology Application	8,943	6%
職業語文 Workplace Languages	6,643	5%
美髮 Hairdressing	2,466	2%
其他 Others	18,974	13%
總數 Total	146,339	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.

因四捨五入關係，上述圖表內個別項目的百分比加起來可能與總數略有出入。

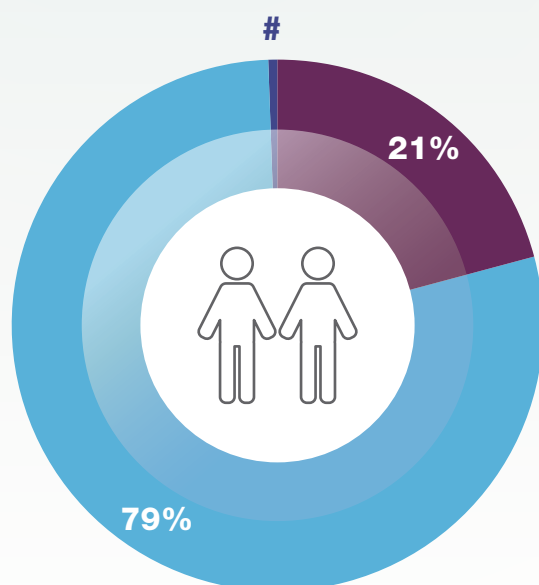
There may be a slight discrepancy between the sum of individual items and the total as shown in the above chart due to rounding.

主要統計資料

Major Statistics

按性別劃分的入讀人次

Number of Enrolled Trainees by Gender

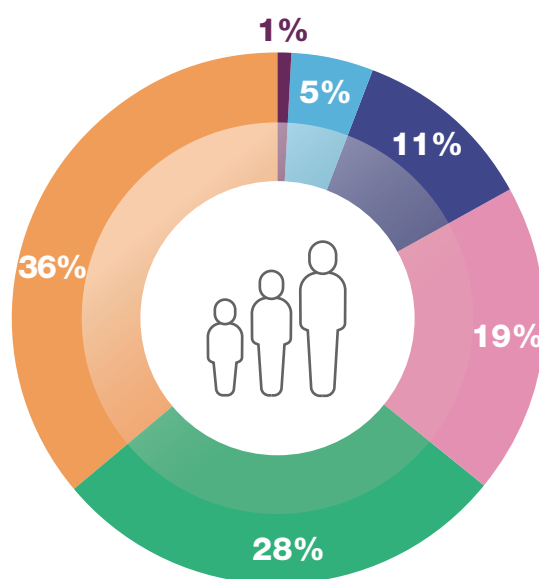


性別 Gender	入讀人次 No. of Enrolled Trainees	百分比 %
男 Male	30,567	21%
女 Female	115,770	79%
未有提供資料 No Information Provided	2	#
總數 Total	146,339	100%

少於0.5%
Less than 0.5%

按年齡劃分的入讀人次

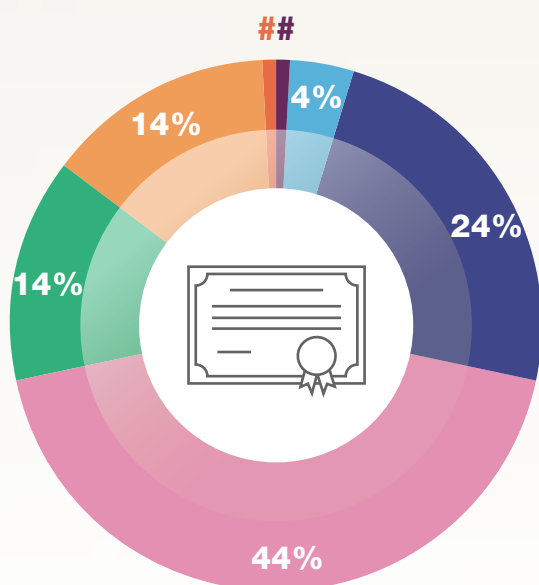
Number of Enrolled Trainees by Age



年齡 Age	入讀人次 No. of Enrolled Trainees	百分比 %
15-19	1,538	1%
20-29	7,457	5%
30-39	15,927	11%
40-49	28,490	19%
50-59	40,494	28%
60或以上 60 or Above	52,433	36%
總數 Total	146,339	100%

主要統計資料 Major Statistics

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	60	#
小學或以下 Primary Education or Below	6,326	4%
中一至中三 Secondary 1 to 3	35,464	24%
中四至中五 Secondary 4 to 5	64,285	44%
中六至中七 Secondary 6 to 7	19,944	14%
副學位 Sub-degree	20,237	14%
副學位以上 Above Sub-degree	23	#
總數 Total	146,339	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84頁至第116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2024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，包括重要會計政策資料。

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2024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 84 to 116, which comprise the statement of financial position as at 31 March 2024, 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 material accounting policy information.

In our opinion, the financial statements give a true and fair view of the financial position of the Board as at 31 March 2024, 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.

財務報表 Financial Statements

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 statements

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 HKSA's 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 HKSA's, 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.

財務報表 Financial Statements

- 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

Ernst & Young
Certified Public Accountants
Hong Kong

2024年12月18日

18 December 2024



財務報表
Financial Statements

收支表
INCOME AND EXPENDITURE ACCOUNT

截至2024年3月31日止年度
Year ended 31 March 2024

		附註 Notes	二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
收入	INCOME			
徵款收入	Levy income		96,850,570	50,003,734
利息收入	Interest income		531,275,179	666,935,308
課程學費收入	Course fee income	4	4,674,774	4,478,409
其他收入	Other income	4	5,444,184	4,289,733
			638,244,707	725,707,184
支出	EXPENDITURE			
津貼	Allowances	5	(271,193,743)	(276,079,222)
培訓課程及計劃開支	Training courses and programme expenses	6	(1,166,671,123)	(1,213,160,730)
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		(1,902,102)	(628,643)
行政開支	Administrative expenses		(125,477,650)	(114,734,050)
財務費用	Finance cost	7	(128,266)	(136,184)
			(1,565,372,884)	(1,604,738,829)
稅前年內虧損	DEFICIT BEFORE TAX	9	(927,128,177)	(879,031,645)
所得稅	Taxation	8	-	-
年內虧損	DEFICIT FOR THE YEAR		(927,128,177)	(879,031,645)

財務報表
Financial Statements

資產負債表
STATEMENT OF FINANCIAL POSITION

於2024年3月31日
31 March 2024

		附註 Notes	二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
非流動資產	NON-CURRENT ASSETS			
物業及設備	Property and equipment	11	1,360,856	2,367,774
使用權資產	Right-of-use assets	12	15,533,204	4,157,406
租金及公用設施按金	Rental and utility deposits	13	1,234,125	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		9,618,128,185	9,607,736,355
流動資產	CURRENT ASSETS			
應收款項、按金及預付款	Receivables, deposits and prepayments	13	26,245,908	26,099,658
應收香港金融管理局之款項	Amount due from the Hong Kong Monetary Authority	14	1,157,917,213	1,738,173,256
應收培訓機構之款項	Amount due from a training body	15	252,120	275,447
應收入境事務處之款項	Amount due from the Immigration Department	15	4,432,000	398,700
銀行結餘及存款	Bank balances and deposits	16		
– 現金及現金等價物	– Cash and cash equivalents		1,129,316,286	1,487,261,502
– 原到期日逾三個月之定期存款	– Time deposits with original maturity over three months		1,671,854,900	1,668,346,500
流動資產總額	Total current assets		3,990,018,427	4,920,555,063
流動負債	CURRENT LIABILITIES			
應付款項及其他應付款	Accruals and other payables	17	90,666,126	96,562,186
租賃負債	Lease liabilities	12	5,497,406	4,040,104
流動負債總額	Total current liabilities		96,163,532	100,602,290
淨流動資產	NET CURRENT ASSETS		3,893,854,895	4,819,952,773
資產總額減流動負債	TOTAL ASSETS LESS CURRENT LIABILITIES		13,511,983,080	14,427,689,128
非流動負債	NON-CURRENT LIABILITIES			
修復成本撥備	Provision for reinstatement costs	17	3,937,285	2,291,685
租賃負債	Lease liabilities	12	10,091,529	315,000
非流動負債總額	Total non-current liabilities		14,028,814	2,606,685
淨資產	Net assets		13,497,954,266	14,425,082,443
資金	FUND			
僱員再培訓基金	Employees Retraining Fund		13,497,954,266	14,425,082,443

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2024年3月31日止年度
Year ended 31 March 2024

		僱員再培訓基金 Employees Retraining Fund 港元 HK\$
於2022年4月1日	At 1 April 2022	15,304,114,088
年內虧損	Deficit for the year	(879,031,645)
於2023年3月31日及2023年4月1日	At 31 March 2023 and 1 April 2023	14,425,082,443
年內虧損	Deficit for the year	(927,128,177)
於2024年3月31日	At 31 March 2024	13,497,954,266

財務報表
Financial Statements

現金流量表
STATEMENT OF CASH FLOWS

截至2024年3月31日止年度
Year ended 31 March 2024

	附註 Notes	二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
經營業務現金流量	CASH FLOWS FROM OPERATING ACTIVITIES		
年內虧損	Deficit for the year	(927,128,177)	(879,031,645)
經調整：	Adjustments for:		
財務費用	Finance cost	7 128,266	136,184
物業及設備折舊	Depreciation of property and equipment	9 1,918,383	2,446,887
使用權資產折舊	Depreciation of right-of-use assets	9 5,440,767	5,396,069
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	(531,275,179)	(666,935,308)
應收課程學費收入及其他應收款減值虧損／(減值撥回)	Impairment losses/(reversal of impairment losses) recognised in respect of course fee income receivables and other receivables	9 (379,941)	1,394,259
營運資金變動前之經營業務現金流	Operating cash flow before movements in working capital	(1,451,295,881)	(1,536,590,378)
應收款項、按金及預付款之減少／(增加)	Decrease/(increase) in receivables, deposits and prepayments	18(b) (2,758,016)	37,765,940
應收培訓機構之款項之減少／(增加)	Decrease/(increase) in amounts due from training bodies	23,327	(218,965)
應收入境事務處之款項之減少／(增加)	Decrease/(increase) in amount due from Immigration Department	(4,033,300)	1,372,500
應付款項及其他應付款之增加／(減少)	Increase/(decrease) in accruals and other payables	(4,250,460)	29,709,308
用於經營業務之現金	Cash used in operations	(1,462,314,330)	(1,467,961,595)
租賃負債之利息部分	Interest element of lease liabilities	7 (128,266)	(136,184)
用於經營業務之現金流量淨額	Net cash flows used in operating activities	(1,462,442,596)	(1,468,097,779)



財務報表

Financial Statements

		附註 Notes	二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
投資活動現金流量	CASH FLOWS FROM INVESTING ACTIVITIES			
已收利息	Interest received		114,499,979	53,444,659
購買設備之款項	Purchase of items of property and equipment	11	(911,465)	(802,128)
原到期日逾三個月之定期存款之減少／(增加)	Decrease/(increase) in time deposits with original maturity over three months		(3,508,400)	149,007,300
來自投資活動之現金流量淨額	Net cash flows from investing activities		110,080,114	201,649,831
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	18(a)	(5,582,734)	(5,359,816)
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	1,000,000,000
來自融資活動之現金流量淨額	Net cash flows from financing activities		994,417,266	994,640,184
現金及現金等值物減少淨額	NET DECREASE IN CASH AND CASH EQUIVALENTS		(357,945,216)	(271,807,764)
於年初的現金及現金等值物	Cash and cash equivalents at beginning of year		1,487,261,502	1,759,069,266
於年終的現金及現金等值物	CASH AND CASH EQUIVALENTS AT END OF YEAR		1,129,316,286	1,487,261,502
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		24,746,886	170,491,502
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		1,104,569,400	1,316,770,000
			1,129,316,286	1,487,261,502

財務報表 Financial Statements

財務報表附註

於2024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 2024

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新訂及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 new and revised HKFRSs for the first time in the current year's financial statements.

香港財務報告準則第17號 HKFRS 17	保險合約 <i>Insurance contracts</i>
香港會計準則第1號及香港財務報告準則實務公告第2號(修訂本) Amendments to HKAS 1 and HKFRS Practice Statement 2	會計政策之披露 <i>Disclosure of Accounting Policies</i>
香港會計準則第8號(修訂本) Amendments to HKAS 8	會計估計之定義 <i>Definition of Accounting Estimates</i>
香港會計準則第12號(修訂本) Amendments to HKAS 12	與單一交易所產生之資產及負債有關之遞延稅項 <i>Deferred Tax related to Assets and Liabilities arising from a Single Transaction</i>
香港會計準則第12號(修訂本) Amendments to HKAS 12	國際稅務改革－第二支柱模型規則 <i>International Tax Reform – Pillar Two Model Rules</i>

採納上述概念框架之新訂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.

財務報表 Financial Statements

2.3 已頒佈但尚未生效的 香港財務報告準則

再培訓局並未於該等財務報表應用以下已頒佈但未生效之經修訂香港財務報告準則。再培訓局擬於該等經修訂香港財務報告準則生效時應用(如適用)。

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. The Board intends to apply these revised HKFRSs if applicable, when they become effective.

香港財務報告準則第10號及 香港會計準則第28號(修訂本) Amendments to HKFRS 10 and HKAS 28	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	售後租回交易中之租賃負債 ¹ <i>Lease Liability in a Sale and Leaseback</i> ¹
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(「2020年修訂」) ^{1,4} <i>Classification of Liabilities as Current or Non-current (the "2020 Amendments")</i> ^{1, 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(「2022年修訂」) ¹ <i>Non-current Liabilities with Covenants (the "2022 Amendments")</i> ¹
香港會計準則第7號及香港財務報告準則實務 準則第7號(修訂本) Amendments to HKAS 7 and HKFRS 7	供應商融資安排 ¹ <i>Supplier Finance Arrangements</i> ¹
香港會計準則第21號(修訂本) Amendments to HKAS 21	缺乏可兌換性 ² <i>Lack of Exchangeability</i> ²



財務報表 Financial Statements

- 1 於2024年1月1日或之後開始的年度期間生效。
- 2 於2025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

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新訂及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 2024
- 2 Effective for annual periods beginning on or after 1 January 2025
- 3 No mandatory effective date yet determined but available for adoption
- 4 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

The Board is in the process of making an assessment of the impact of these new and 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 重要會計政策

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 MATERIAL 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.

財務報表 Financial Statements

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.



財務報表

Financial Statements

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

資產負債表之現金及現金等值指手頭現金及銀行存款，與一般三個月內到期及可隨時轉換為已確知現金金額之短期高流動性存款，其價值變動風險不大且為應付短期現金承擔而持有。

就現金流量表而言，現金及現金等值指手頭現金及銀行存款，與上述界定之短期存款。

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。按市場規定或慣例普遍確立之期間內交收資產之金融資產買賣乃於交易日（再培訓局承諾購買或出售該資產之日）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。

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

Cash and cash equivalents in the statement of financial position comprise cash on hand and at banks, and short-term highly liquid deposits with a maturity of generally within three months that are readily convertible into known amounts of cash, subject to an insignificant risk of changes in value and held for the purpose of meeting short-term cash commitments.

For the purpose of the statement of cash flows, cash and cash equivalents comprise cash on hand and at banks, and short-term deposits, as defined above.

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. Purchases or sales of financial assets that require delivery of assets within the period generally established by regulation or convention in the marketplace are recognised on the trade date, that is, the date that 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.

財務報表 Financial Statements

(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。

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非金融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。

(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.

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 a non-financial asset may be impaired. If such an indication exists, the Board makes an estimate of the asset's recoverable amount.



財務報表

Financial Statements

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。

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，則終止確認金融負債。

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.

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 when they are extinguished, i.e., when the obligation is discharged or cancelled, or expires.

財務報表 Financial Statements

租賃

承租人

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。

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：

租賃樓宇 Buildings	於租賃期間 Over the lease terms
-------------------	-------------------------------

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」)。

Leases

Lessee

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.

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:

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.



財務報表 Financial Statements

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。

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。

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。

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.

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.

財務報表 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。

(a) 與學員的合約收益之分拆收益資料

	二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
隨時間轉移的課程學費收入	4,674,774	4,478,409

(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：

	二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
教育局的評審資助(附註)	2,988,930	3,166,810
雜項收入	2,455,254	1,122,923
總額	5,444,184	4,289,733

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。

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) Disaggregated revenue information for revenue from contracts with trainees

(b) Performance obligations

Course fee income

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

Other income is analysed as follows:

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.

財務報表

Financial Statements

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2024年3月31日止年度，再培訓局發放之再培訓津貼為259,142,428港元(2023年：250,843,077港元)。

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2023-24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2024年3月31日止年度，再培訓局發放之特別津貼為12,051,315港元(2023年：25,236,145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 allowances of HK\$259,142,428 (2023: HK\$250,843,077) for the year ended 31 March 2024.

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 2023-24. 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\$12,051,315 (2023: HK\$25,236,145) for the year ended 31 March 2024.

財務報表
Financial Statements

6. 培訓課程及計劃開支

6. TRAINING COURSES AND PROGRAMME EXPENSES

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
培訓課程	Training courses	1,115,209,885	1,158,088,888
ERB服務中心及ERB服務點	ERB Service Centre and ERB Service Spots	13,265,288	13,395,778
實務技能培訓及評估中心	Practical Skills Training and Assessment Centre	8,796,869	9,216,094
「樂活一站」及「陪月一站」	Smart Living and Smart Baby Care	8,844,438	8,428,235
公關及推廣	Public relations and promotion	10,636,872	12,189,460
課程質素保證機制	Course quality assurance programmes	1,928,064	4,045,718
其他	Others	7,989,707	7,796,557
總額	Total	1,166,671,123	1,213,160,730

7. 財務費用

7. FINANCE COST

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
租賃負債之財務費用(附註12)	Interest on lease liabilities (note 12)	128,266	136,184

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.

財務報表

Financial Statements

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:

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
核數師酬金	Auditor's remuneration	276,000	267,000
物業及設備折舊(附註11)	Depreciation of property and equipment (note 11)	1,918,383	2,446,887
使用權資產折舊(附註12)	Depreciation of right-of-use assets (note 12)	5,440,767	5,396,069
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／ (減值撥回)(附註13)	Impairment losses/(reversal of impairment losses) recognised in respect of course fee income and other receivables (note 13)	(379,941)	1,394,259
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	105,943,815	96,667,468
—薪金及其他福利	– salaries and other benefits costs	5,267,768	4,925,309
—退休福利	– retirement benefits scheme contribution		
總額	Total	111,211,583	101,592,777

10. 再培訓局委員會及主要管理層人員薪酬

10. MEMBERS AND KEY MANAGEMENT PERSONNEL COMPENSATION

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六位(2023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：

No remuneration were received by the members of the Board. The key management of the Board refers to the six directorate officers (2023: 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:

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
薪酬及津貼	Salaries and allowances	9,028,173	8,333,566
退休福利	Retirement benefits scheme contributions	428,443	358,053
約滿酬金	Provision for gratuities	843,239	780,841
總額	Total	10,299,855	9,472,460

財務報表
Financial Statements

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2022年4月1日	At 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日及 4月1日	At 31 March 2023 and 1 April 2023	65,272,885	23,837,260	484,220	89,594,365
增加	Additions	554,965	356,500	–	911,465
處置	Disposals	(882)	–	–	(882)
於2024年3月31日	At 31 March 2024	65,826,968	24,193,760	484,220	90,504,948
累計折舊：	ACCUMULATED DEPRECIATION:				
於2022年4月1日	At 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日及 4月1日	At 31 March 2023 and 1 April 2023	64,872,914	21,879,545	474,132	87,226,591
年內折舊	Provided for the year	749,255	1,159,040	10,088	1,918,383
處置	Disposals	(882)	–	–	(882)
於2024年3月31日	At 31 March 2024	65,621,287	23,038,585	484,220	89,144,092
賬面值：	NET BOOK VALUE:				
於2024年3月31日	At 31 March 2024	205,681	1,155,175	–	1,360,856
於2023年3月31日	At 31 March 2023	399,971	1,957,715	10,088	2,367,774



財務報表

Financial Statements

12. 租賃

12. LEASES

使用權資產

Right-of-use assets

		房屋 Buildings 港元 HK\$
2024年3月31日	31 March 2024	
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
於2023年3月31日及2023年4月1日	At 31 March 2023 and 1 April 2023	4,157,406
增加	Additions	16,816,565
年內折舊	Depreciation provided during the year	(5,440,767)
於2024年3月31日，扣除累計折舊	At 31 March 2024, net of accumulated depreciation	15,533,204
於2024年3月31日：	At 31 March 2024:	
成本	Cost	27,479,313
累計折舊	Accumulated depreciation	(11,946,109)
賬面值	Net carrying amount	15,533,204
2023年3月31日	31 March 2023	
於2022年4月1日：	At 1 April 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4月1日	At 1 April 2022	9,553,475
年內折舊	Depreciation provided during the year	(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

財務報表
Financial Statements

租賃負債

Lease liabilities

租賃負債到期情況

Maturity profile of lease liabilities

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
一年內	Within one year	5,736,000	4,081,000
二至五年	After one year but within five years	10,277,000	315,000
租賃負債(未貼現)	Lease liabilities (undiscounted)	16,013,000	4,396,000
貼現金額	Discount amount	(424,065)	(40,896)
租賃負債(貼現)	Lease liabilities (discounted)	15,588,935	4,355,104
分析為：	Analysed into:		
流動部份	Current portion	5,497,406	4,040,104
非流動部份	Non-current portion	10,091,529	315,000

於2024年3月31日加權平均增量借貸利率為2.04%(2023年：2.00%)。

The weighted average incremental borrowing rate applied to the lease liabilities recognised at 31 March 2024 was 2.04% (2023: 2.00%).

租賃負債賬面值之變動

Movements of carrying amounts of lease liabilities

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
年初	At the beginning of the year	4,355,104	9,714,920
增加	Addition	16,816,565	—
付款	Payments	(5,711,000)	(5,496,000)
年內增加利息	Accretion of interest expense during the year	128,266	136,184
年末	At the end of the year	15,588,935	4,355,104

收支表中確認之金額

Amounts recognised in the income and expenditure account

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
租賃負債利息	Interest on lease liabilities	128,266	136,184
使用權資產折舊	Depreciation charge of right-of-use assets	5,440,767	5,396,069
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	5,569,039	5,532,259

於截至2024年3月31日止年度，再培訓局之租賃現金流出總額為5,711,006港元(2023年：5,496,006港元)。

The Board had total cash outflows for leases of HK\$5,711,006 (2023: HK\$5,496,006) for the year ended 31 March 2024.



財務報表

Financial Statements

13. 應收款項、按金及預付款

13. RECEIVABLES, DEPOSITS AND PREPAYMENTS

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
租金及公用設施按金	Rental and utility deposits	2,744,275	1,919,228
應收利息	Interest receivables	14,998,376	17,967,133
應收課程學費	Course fee receivables	1,128,352	1,661,803
預付款	Prepayments	9,139,147	7,406,612
應收收入	Income receivables	1,219,995	1,864,825
減值撥備	Impairment allowances	29,230,145 (1,750,112)	30,819,601 (3,508,768)
減：非流動租金及公用設施按金	Less: non-current rental and utility deposits	27,480,033 (1,234,125)	27,310,833 (1,211,175)
流動應收款項、租金及預付款	Current portion of receivables, deposits and prepayments	26,245,908	26,099,658

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:

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
年初	At the beginning of the year	3,508,768	3,583,358
減值虧損／(減值虧損撥回) (附註9)	Impairment losses/(reversal of impairment losses) (note 9)	(379,941)	1,394,259
不能收回而撇銷的金額	Amount written off as uncollectible	(1,378,715)	(1,468,849)
年末	At the end of the year	1,750,112	3,508,768

財務報表 Financial Statements

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2024年3月31日及2023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 2024 and 2023 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2024年3月31日	As at 31 March 2024					
預期虧損比率(%)	Expected loss rate (%)	5	75	86	95	75
總賬面金額(千港元)	Gross carrying amount (HK\$'000)	305	475	1,242	326	2,348
預期虧損(千港元)	Expected credit losses (HK\$'000)	14	354	1,071	311	1,750
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

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2024年及2023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2024年及2023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 2024 and 2023. 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 2024 and 2023 were considered to be minimal.



財務報表 Financial Statements

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(2023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1,157,917,213港元(2023年：1,738,173,256港元)之應收香港金融管理局利息款項為無抵押及須按要求償還。

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。

該款項的賬面值與其2024年及2023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2024年及2023年3月31日的預期信貸虧損被視為微不足道。

14. AMOUNT DUE FROM THE HONG KONG MONETARY AUTHORITY

The amount of HK\$9,600,000,000 (2023: 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\$1,157,917,213 (2023: HK\$1,738,173,256) represents interest receivable which is unsecured and repayable on demand.

15. AMOUNT DUE FROM A TRAINING BODY AND AMOUNT DUE FROM THE IMMIGRATION DEPARTMENT

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

The amount due from a training body and the amount due from the Immigration Department did not contain any balances which were past due as at the reporting date. No collateral was held over these balances.

The carrying amounts of these balances approximated to their fair value as at 31 March 2024 and 2023. Their recoverability was assessed with reference to the credit status, and the expected credit losses as at 31 March 2024 and 2023 were considered to be minimal.

財務報表
Financial Statements

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1,671,854,900港元(2023年: 1,668,346,500港元)，其年利率介乎4.37%至5.48% (2023年: 3.90%至5.91%)。

16. BANK BALANCES AND DEPOSITS

Bank balances and deposits comprise bank balances and time deposits with original maturity over three months amounting HK\$1,671,854,900 (2023: HK\$1,668,346,500) and carry interest at market rates which ranged from 4.37% to 5.48% (2023: 3.90% to 5.91%) per annum.

17. 應付款項及其他應付款

17. ACCRUALS AND OTHER PAYABLES

		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
應付款項及其他應付款	Accruals and other payables	59,459,732	52,472,270
應付培訓機構款項	Accruals for training bodies	31,206,394	42,999,281
修復成本撥備(附註)	Provision for reinstatement costs (note)	3,937,285	3,382,320
總額	Total	94,603,411	98,853,871
減: 長期修復成本撥備	Less: non-current provision for reinstatement costs	(3,937,285)	(2,291,685)
短期應付款項及其他應付款	Current portion of accruals and other payables	90,666,126	96,562,186

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2022年4月1日, 2023年3月31日及2023年4月1日	At 1 April 2022, 31 March 2023 and 1 April 2023	3,382,320
增加	Additions	554,965
截至2024年3月31日	At 31 March 2024	3,937,285



財務報表 Financial Statements

18. 現金流量表附註

18. NOTES TO THE STATEMENT OF CASH FLOWS

(a) 融資活動所產生之負債之變動

(a) Changes of liabilities arising from financing activities

		租賃負債 Lease liabilities	
		二零二四年 2024	二零二三年 2023
		港元 HK\$	港元 HK\$
年初	At the beginning of year	4,355,104	9,714,920
增加	Addition	16,816,565	–
融資現金流之變動	Changes from financing cash flows	(5,582,734)	(5,359,816)
租賃負債之財務費用	Finance cost on lease liabilities	128,266	136,184
租賃負債之利息	Interest element on lease liabilities	(128,266)	(136,184)
年末	At the end of year	15,588,935	4,355,104

(b) 非現金交易

於報告期末，尚未收到利息收入14,998,376港元（2023年：17,967,133港元），並於應收款項、按金及預付款中確認。

(b) Major non-cash transaction

At the end of the reporting period, interest income of HK\$14,998,376 (2023: HK\$17,967,133) was not yet received and was recognised in receivables, deposits and prepayments.

財務報表
Financial Statements

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	
		二零二四年 2024 港元 HK\$	二零二三年 2023 港元 HK\$
包含在應收款項、按金及預付款的 金融資產(附註13)	Financial assets included in receivables, deposits and prepayments (note 13)	18,340,886	19,904,221
應收香港金融管理局之款項	Amount due from the Hong Kong Monetary Authority	10,757,917,213	11,338,173,256
應收培訓機構之款項	Amount due from a training body	252,120	275,447
應收入境事務處之款項	Amount due from the Immigration Department	4,432,000	398,700
現金及現金等價物	Cash and cash equivalents	1,129,316,286	1,487,261,502
原定到期日逾三個月之定期存款	Time deposits with original maturity over three months	1,671,854,900	1,668,346,500
總額	Total	13,582,113,405	14,514,359,626

金融負債

Financial liabilities

		以攤餘成本計量的金融負債 Financial liabilities at amortised cost	
		二零二四年 2024 港元 HK\$	二零二三年 2023 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	76,152,678	84,586,179
租賃負債	Lease liabilities	15,588,935	4,355,104
總額	Total	91,741,613	88,941,283



財務報表

Financial Statements

20. 金融資產及負債公平值層級

經管理層評估，應收款項、按金及預付款、現金及現金等價物及原定到期日逾三個月之定期存款、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。

21. 財務風險管理目標及政策

再培訓局所承擔的信貸風險，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

下表載列於2024年及2023年3月31日基於再培訓局的信貸政策，主要以逾期資料為基礎，除非有無需付出過多成本或工作可獲取的其他資料則作別論之信貸質素及最大信貸風險承擔，以及年末階段劃分。呈列金額為金融資產的賬面值總額。

20. FAIR VALUE HIERARCHY OF FINANCIAL ASSETS AND LIABILITIES

Management has assessed that the fair values of financial assets included in receivables, deposits and prepayments, cash and cash equivalents and time deposits with original maturity over three months, amounts due from the Hong Kong Monetary Authority, a training body and the Immigration Department, accruals and other payables approximate to their carrying amounts largely due to the short-term maturities of these instruments.

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 tables below show the credit quality and the maximum exposure to credit risk based on the Company'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 2024 and 2023. The amounts presented are gross carrying amounts for financial assets.

財務報表
Financial Statements

		12個月的 預期信貸 虧損 12-month expected credit losses 第1類	全期預期信貸虧損 Lifetime expected credit losses 第2類 第3類 簡化方法 Stage 2 Stage 3 approach Simplified					
		Stage 1 港元 HK\$	Stage 2 港元 HK\$	Stage 3 港元 HK\$	簡化方法 港元 HK\$	Stage 2 港元 HK\$	Stage 3 港元 HK\$	簡化方法 港元 HK\$
於2024年3月31日	31 March 2024							
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*	17,742,651	-	-	2,348,347			20,090,998
應收香港金融管理局之款項	Due from the Hong Kong Monetary Authority							
— 正常**	— Normal**	10,757,917,213	-	-	-			10,757,917,213
應收培訓機構之款項	Due from a training body							
— 正常**	— Normal**	252,120	-	-	-			252,120
應收入境事務處之款項	Due from the Immigration Department							
— 正常**	— Normal**	4,432,000	-	-	-			4,432,000
銀行結餘及存款及原定到期日逾三個月之定期存款	Cash and cash equivalents and time deposits with original maturity over three months							
— 未逾期	— Not yet past due	2,801,171,186	-	-	-			2,801,171,186
總額	Total	13,581,515,170	-	-	2,348,347			13,583,863,517
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 a training body							
— 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
銀行結餘及存款及原定到期日逾三個月之定期存款	Cash and cash equivalents and time deposits with original maturity over three months							
— 未逾期	— Not yet past due	3,155,608,002	-	-	-			3,155,608,002
總額	Total	14,514,341,766	-	-	3,526,627			14,517,868,393



財務報表

Financial Statements

* 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，及銀行結餘及存款及原定到期日逾三個月之定期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貨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, a training body and the Immigration Department, cash and cash equivalents and time deposits with original maturity over three months 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(2023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。

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 (2023: 50 basis points) increase or decrease is used, which represents members' assessment of the reasonable possible change in interest rates.

財務報表 Financial Statements

若利率上升50基點(2023年：50基點)，而其他變量均保持不變，再培訓局截至2024年3月31日止年度之年內虧損會減少67,795,000港元(2023年：72,469,000港元)。若利率下降50基點(2023年：50基點)，再培訓局年內虧損會帶來相等但相反的影響。

If interest rates had been 50 basis points (2023: 50 basis points) higher and all other variables were held constant, the Board's deficit for the year ended 31 March 2024 would decrease by approximately HK\$67,795,000 (2023: HK\$72,469,000). 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 (2023: 50 basis points) lower.

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。

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.

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：

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:

2024		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	76,152,678	–	76,152,678
租賃負債	Lease liabilities	5,736,000	10,277,000	16,013,000
總額	Total	81,888,678	10,277,000	92,165,678

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
總額	Total	86,667,179	315,000	88,982,179



財務報表 Financial Statements

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。

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2024年12月18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 18 December 2024.

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國際專業化粧品師協會(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
AHMA Hair Council	AHMA Hair Council
國際香薰整全護理學會	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
陳玉冰女士	Ms. Josephine CHAN
陳美香校長	Ms. Sindy CHAN
楊漢聲先生	Mr. Stanley YEUNG
鞠玲真女士	Ms. Cecilia KUK



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
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
蔡惠琴女士, JP	Ms. Virginia CHOI Wai-kam, JP
羅君美女士, MH, JP	Ms. Elizabeth LAW, MH, JP

合作伙伴 Stakeholders

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, BBS, MH	Mr. SE-TO Yok, BBS, 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	Hong Kong General Chamber of Commerce
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

合作伙伴 Stakeholders

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



合作伙伴

Stakeholders

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
文國興先生	Mr. Victor MAN
林雪華女士	Ms. Josephine LAM
楊潤先生	Mr. Marcus YEUNG

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
薔色園	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

合作伙伴 Stakeholders

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



合作伙伴 Stakeholders

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

資訊及通訊科技業

Information and Communications Technology

召集人	Convenor
麥鄧碧儀女士, MH, JP	Mrs. Agnes MAK TANG Pik-yee, 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
楊月波教授	Prof. YEUNG Yuet-bor
關雁卿博士, MH	Dr. Edith KWAN Ngan-hing, MH

合作伙伴 Stakeholders

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, BBS	Mr. Allan YU, BBS



合作伙伴 Stakeholders

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
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)
鍾浩輝先生	Mr. CHUNG Ho-fai
鍾偉楊先生	Mr. CHUNG Wai-yeung

印刷及出版業

Printing and 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

合作伙伴 Stakeholders

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)
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



合作伙伴

Stakeholders

物業管理業監管局	Property Management Services Authority
陳廣志先生	Mr. Ronald CHAN Kwong-chi
湯淑芬女士	Ms. Shirley TANG Shuk-fan
蔣世源博士	Dr. Aaron CHIANG Sai-yuen

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
香港地產代理專業協會	Society of Hong Kong Real Estate Agents 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, JP	Mrs. Annie YAU TSE, JP
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



合作伙伴

Stakeholders

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
鄧惠儀女士	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 and 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
環境保護署	Environmental Protection Department
文婉玲博士	Dr. Ellen MAN Yuen-ling
馮寶美女士	Ms. Bobo FUNG
張國偉先生	Mr. Demen CHEUNG Kwok-wai



合作伙伴
Stakeholders

鐘錶及珠寶業	Watch and 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
香港鐘表業總會有限公司	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

合作伙伴 Stakeholders

服裝製品及紡織業

Wearing Apparel and 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-ken, 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
吳師鈴女士	Ms. NG Sze-ling

合作伙伴 Stakeholders

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
黃偉健博士	Dr. WONG Wai-kin, Ken
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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合作伙伴 Stakeholders

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

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

合作伙伴 Stakeholders

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



合作伙伴 Stakeholders

通用技能

Generic Skills

陳漢森先生	Mr. CHAN Hon-sum
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

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

合作伙伴 Stakeholders

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
李秋明女士	Ms. LEE Chau-ming, Elaine
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
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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
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



合作伙伴 Stakeholders

魯文鋒博士	Dr. LO Man-fung
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

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

合作伙伴 Stakeholders

物業管理及保安

Property Management & Security

區大明先生	Mr. AU Tai-ming, Johnny
鄭韋諾博士	Dr. CHANG Wai-lok
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

潘達恒先生	Mr. POON Tat-hang
蕭子輝博士	Dr. SHIU Tsz-fai, Henry
汪敦敬博士, MH	Dr. WONG Dun-king, MH
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

盧裕強先生	Mr. LO Yu-keung, Wilson
彭慧敏女士	Ms. PANG Wai-man, Margaret
姚勤敏先生	Mr. YIU Kun-man



合作伙伴 Stakeholders

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.

委任培訓機構名單

List of Appointed Training Bodies

AA	香港理工大學樂齡與家庭研究中心	Research Centre for Gerontology and Family Studies, 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

合作伙伴

Stakeholders

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
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

合作伙伴 Stakeholders

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
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
SB	香港盲人輔導會	The Hong Kong Society for the Blind
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

合作伙伴

Stakeholders

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
TR	香港樹木學會	TCHK
UW	香港伍倫貢學院	UOW College Hong Kong
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

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Chairperson, Continuing Professional Development Alliance

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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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蔣知識 Captain K



ERBchannelHK



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