

## 專業發展及質素管理

### Professional Development and Quality Management

根據本會「機構改進計劃」的建議，由二零一四年四月開始，龍澄坊及朗澄坊的經理職位已升格為高級經理（專業發展及質素管理）。此項變動旨在提升精神健康服務專業同工的臨床技巧，並建立較完善的服務質素保證制度。

年內，本會獲社會福利發展基金資助，為中途宿舍及精神健康綜合社區中心的前線員工舉辦一連串以「優勢為本」和「復元模式」為題的培訓。除了透過視像通訊技術由美國堪薩斯州大學提供為期一年的「優勢為本」專業諮詢外，本會也邀請謝樹基教授、朱志強博士及梁詩明講師就「朋輩支援」、「尋解導向治療」及「在院舍內實踐復元模式」進行培訓。各單位亦每月一次進行「優勢為本個案管理」小組督導，提升同工對復元模式的應用。

二零一五年三月二十六日，本會舉行「優勢為本介入模式成效研究」新聞發佈會。研究顯示，服務使用者接受為期六個月的優勢為本介入後，在復元階段、重獲自主性、整體安康、希望感及生活質素方面，都顯著提升和改善。研究結果令人鼓舞之餘，亦為臨床介入方法和長遠服務規劃提供一個清晰方向。

除了提供培訓外，本會亦確立臨床督導制度和統一案會議形式，為專業同工提供臨床支援和督導。本會年內也為新入職的專業同工制訂「核心能力和必要技能訓練單元」，增強前線同工的專業能力。為確保服務質素，本會現正研究採用「服務單元復元環境」問卷作為評估工具，就服務單位的「復元元素」、「促進復元果效服務」及「機構氛圍」進行評估。問卷已翻譯成中文，並已在四間中途宿舍及兩間精神健康綜合社區中心試行。

According to recommendations provided under the Society's Agency Enhancement Project, Managers at VP and PP had been promoted to Senior Managers (Professional Development and Quality Management) since April 2014 with an aim to enhancing clinical competencies of professional staff and the quality assurance system of our mental health services.

With support from Social Welfare Development Fund, a series of training on strengths-based practice and Recovery Model were organised for front-line staff of our halfway houses and ICCMWs. Apart from a year-round Skype call consultation on strengths-based practice by The University of Kansas of United States, peer support training by Professor Samson Tse, clinical training on application of solution focused therapy by Dr William Chu, and recovery practice in residential setting by Mr Samuel Leung were conducted. Monthly group supervision on strengths-based case management was conducted to enhance the application of Recovery Model.

On 26 March 2015, a press conference on Effectiveness of Strengths-Based Case Management for People with Mental Health Problems in Hong Kong was held. Research results showed that service users with mental health problems had significant improvement and change on "stage of recovery", "regaining autonomy", "overall well-being", "sense of hope" and "quality of life" after a six-month strengths-based case management. The research findings are encouraging, providing a clear direction on clinical intervention as well as future service planning.

Apart from professional training, a clinical supervision system was established and the format of case meeting had been standardised in order to strengthen clinical support and supervision for professional staff. "Core competencies and essential skills training module" was developed for new professional staff to enhance their competencies during frontline work. For quality assurance, we are now exploring the use of DREEM (Developing Recovery Enhancing Environment Measure) questionnaire to review elements of recovery, recovery enhancing services and organisational climate. The questionnaire had been translated into Chinese and was undergoing a pilot test in all four halfway houses and two ICCMWs.

## 職業服務及社會企業

### Employment Service and Social Enterprise

職業服務及社會企業部提供職業培訓、就業配對、就業輔導和創業指導，並於社會企業提供就業機會，藉此協助更生人士、精神病康復者、失業人士及其他弱勢社群重新建立良好工作習慣和態度，增加受僱機會，發揮所長，自力更生。

The Employment Service and Social Enterprise branch aims to assist ex-offenders, ex-mentally ill persons, the unemployed and other disadvantaged groups to re-establish proper working habits and attitudes as well as enhancing their employability so that they can demonstrate their strengths and move forward with self-reliance. It provides vocational training, job matching, employment counselling and entrepreneurship guidance as well as offering job opportunities for service users in our social enterprises.

# 職業發展服務

## Employment Development Service

### 服務概要

職業發展服務以不同服務模式及介入手法，協助服務使用者重新建立工作習慣、培養良好工作態度以及解決工作適應等問題，使他們能持續工作，重建積極而有規律的生活，發揮所長。

職業發展服務也致力拓展創業輔導服務，讓年輕人及服務使用者在就業以外，尋找其他事業發展的可能性，支持他們嘗試從新方向尋找機會。

職業發展服務的單位及計劃包括：就業安置組、就業拓展組、「懲教所職業技能訓練課程」、「恒生青年創業計劃」、「燃亮新生計劃」、「小型貸款計劃」、「職業復康中心」、僱員再培訓局「人才發展計劃」、「輔助就業服務」、「殘疾人士在職培訓計劃」及「陽光路上培訓計劃」。

職業發展服務內容分為三大類別：職前準備、就業配對及創業輔導。

### 職前準備

為服務使用者提供各式各樣實習訓練及培訓課程，讓他們體驗真實工作環境，發展工作技能，裝備自己，增加外出就業的信心。另外，我們也為服務使用者提供多元就業跟進服務，提升學員的就業資本，協助他們克服困難，進入就業市場。

### 就業配對

協助服務使用者爭取全職或兼職工作機會，又或工作訂單，務求透過安排工作，有效解決刑滿出獄更生人士或失業人士的經濟需要。

### Service Overview

By using different service models and intervention approaches, we assist service users to re-establish proper work habits and attitudes, as well as the ability to adapt to work environment with an aim to enabling them to excel themselves, work continuously and live healthily with discipline.

Our employment development services put greater efforts to provide entrepreneurial guidance and support, enabling young people and service users to explore other career development possibilities and try them out in new directions.

Under our employment development services, there are different working units and programmes including Employment Development Unit, Employment Enhancement Unit, Vocational Training Programme in Correctional Institutions, Hang Seng Youth Entrepreneurship Scheme, Leading to Independence and Vocational Enhancement (LIVE) Project, Microfinance Scheme, Employment Rehabilitation Centre, ERB Manpower Development Scheme, Supported Employment Service, On the Job Training Programme for People with Disabilities, and Sunnyway - On the Job Training Programme for Young People with Disabilities.

Employment development services are categorised into three main areas: pre-vocational preparation, job matching and entrepreneurship guidance.

### Pre-Vocational Preparation

With the help of different job placements and training programmes, service users can experience what a real working environment will be, equip themselves with relevant job skills and enhance their confidence in seeking employment. In addition, we provide post-placement services for them in order to increase their employability, help them to resolve their problems and assist them in entering the labour market.

### 創業輔導

創業輔導是就業以外服務使用者的另一選擇，服務範圍包括創業培訓課程、創業基金、創業實務指導和輔導，以及創業支援。

### 服務對象

- 在囚人士
- 更生人士
- 精神病康復者
- 殘疾人士
- 一般失業人士
- 有志創業人士

### 服務地區

全港

### 主要工作 / 活動

#### 僱主及合作夥伴

職業發展服務致力開拓僱主及合作夥伴網絡，在二零一四 / 二零一五年度共新增 84 位僱主，提供職位空缺，累積僱主數目達 594。年內，我們亦與僱主合作，承包不同行業的工作訂單，包括展覽、搬運、清潔等，於本年度創造 1,071 個就業機會予有需要人士。

由本會提名的 22 間公司，成功獲得二零一四 / 二零一五年度「商界展關懷」計劃頒發「商界展關懷」標誌。

我們成功舉辦第四屆善導僱主嘉許禮，感謝為服務使用者提供工作機會的僱主。當日共有 19 間公司獲頒善導僱主獎項。本會更特別製作微电影《分岔路》，邀請更多僱主聘用更生人士。

#### 企業義工

年內，本會為譽宴集團有限公司員工舉辦企業義工訓練。我們也聯同敦豪全郵通（香港）有限公司舉辦 12 項義工活動，以本會樂天倫服務中心的服務使用者為對象。

### Job Matching

We assist service users to seek work opportunities including full-time jobs, part-time jobs or job orders. We hope that financial needs of the newly discharged and the unemployed can be addressed through job arrangement.

### Entrepreneurship Guidance

We provide service users with entrepreneurship training, funding support, guidance and assistance in entrepreneurial practices and support services, offering them an alternative to employment.

### Target Service Users

- prisoners
- ex-offenders
- ex-mentally ill persons
- people with disabilities
- unemployed
- people who wish to set up business

### Service Areas

All districts

### Major Tasks/Activities

#### Employers and Working Partners

Our employment development services strove to network with employers and working partners. In 2014/2015, a total of 84 new employers joined us and provided job vacancies. The accumulated number of employers increased to 594. We also received job orders from employers in different sectors including exhibition, transportation and cleaning. During the year, 1,071 job opportunities were created for those in need.

Twenty-two companies nominated by us succeeded in receiving the Caring Company logo under the Caring Company Scheme 2014/2015.

The 4th Benevolent Employers of Rehabilitated Offenders Awards Presentation Ceremony was successfully held to recognise benevolent employers who provided employment opportunities for service users. A total of 19 companies received Benevolent Employers of Rehabilitated Offenders Awards. A microfilm *At the Crossroads* was produced to encourage more employers to hire ex-offenders.

### 服務質素監察

本會的職業發展服務於本年度成功取得香港學術及職業資歷評審局頒發「初步評估」資格，獲准舉辦資歷架構級別一至三的課程。

服務質素監察方面，本會舉辦的僱員再培訓局「人才發展計劃」由於連續兩年評審時取得「第一級」最佳評級，於本年度獲享「自行評審」資格，並且成功取得審計評級「第一級」的最佳評級。

本會參與第七屆僱員再培訓局「人才發展計劃」頒獎禮，而我們的職業發展服務喜獲「ERB 就業服務獎」及「ERB 課程管理獎」。本會學員及僱主亦分別獲頒發「ERB 傑出學員獎」、「ERB 優異僱主獎」及「ERB 傑出僱主獎」。此外，本會學員同時獲得「ERB 培訓給力大獎」，成績令人鼓舞。

### 專業發展

為配合提供服務同工的專業發展，我們從二零一四年起於個案工作、小組及培訓開始應用「現實治療法」，並製作「現實治療法」應用手冊，供就業服務之用。我們也定期安排督導小組，交流輔導技巧，提升同工在個案、小組及培訓工作的質素。

二零一四年七月，我們派員參與在新加坡舉行的第十屆 Reintegration Puzzle Conference 及會議後參觀活動，分享如何協助更生人士就業。二零一四年九月，本會職員參與中國監獄協會及香港善導會合辦的雙邊研討會議，分享本會於懲教院所舉辦職業技能訓練課程的經驗。本會於二零一四年五月、七月和九月以及二零一五年三月分別接待來自廣州的社工學生、中國勞動關係學院社區服務與慈善義工赴港培訓團、深圳社工督導助理及新加坡 CARE Network Study Trip 成員，介紹本會的職業發展服務。

### 課程及計劃發展

課程發展方面，我們在赤柱監獄及石壁監獄新增僱員再培訓局「試算表 I 基礎證書(兼讀制)」課程，學員及格率達 100%，成績理想。本會

### Corporate Volunteers

During the year, we organised a corporate volunteer training session for staff of U-Banquet Group Limited. Besides, we joined hands with DHL Global Mail (Hong Kong) Limited to organise 12 volunteer activities for service users of Home Circuit Service Centre.

### Service Quality Control

Employment development services of the Society passed the "Initial Evaluation" in the quality assurance process used by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications. The Society is allowed to conduct training programmes at Quality Framework Levels 1 to 3.

Regarding service quality control, our ERB Manpower Development Scheme achieved the highest "level one" assessment result for two consecutive years. The Society could thus conduct self-assessment during the year. We achieved the highest "level one" assessment result.

We participated in the 7th ERB Manpower Development Scheme Award Presentation and our employment development services received the ERB Outstanding Award for Placement Services and ERB Outstanding Award for Course Management. At the same time, our trainees and employers received the ERB Outstanding Award for Trainees, ERB Merit Award for Employers and ERB Outstanding Award for Employers respectively. More encouraging results were seen with our trainees receiving the ERB Give Power Award.

### Professional Development

In response to professional development needs of our colleagues, we applied Reality Therapy in casework, group work and soft skills training since 2014. A user manual on Reality Therapy was produced to complement with its application in employment service. Supervision groups were arranged regularly for an exchange of counselling skills and quality enhancement by colleagues in case work, group work and training.

In July 2014, we attended the 10th Reintegration Puzzle Conference and post-conference visits in Singapore, sharing experience in assisting ex-offenders to get a job. In September 2014, a staff member attended a bilateral conference co-organised by the China Prison Association and SRACP during which experiences in vocational training at correctional institutions were shared. In May, July and September 2014 and March 2015, we also met social work students from



於「商界展關懷」計劃獲獎的公司出席伙伴聯繫日嘉許禮。Companies receiving awards in the Caring Company programme attend the Caring Company NGO Partnership Day recognition ceremony.

另開辦「叉式剷車」課程，為 12 名更生人士提供叉式剷車訓練，協助他們投身物流業及倉庫業。

二零一四年九月，我們與屯門兒童及青少年院合作，為快將獲釋的青少年舉行就業小組及提供就業配對服務。

二零一四年十月，本會首次試推「你想奇職」支援計劃，為特殊學校及主流學校的高中學生提供生涯規劃服務，透過小組活動、工作體驗及講座，讓學生了解工作世界，為畢業後的出路未雨綢繆。計劃反應熱烈，半年內已為四間學校提供服務。

本會由二零一二年六月起開展小型貸款計劃，為有志創業或自我提升的人士服務。計劃至今已處理超過 100 宗申請，並開辦多個創業課程。受惠的申請者業務類型林林總總，包括：幼兒教育、資訊科技、食品批發、燈飾設計、批發等。

為了讓青少年將創業意念付諸實行，一展所長，恒生銀行與本會於二零一四/二零一五學年合辦「恒生青年創業計劃」，致力為青少年提供創業培訓、創業資助、創業支援及就業服務，讓他們有效地實踐創業計劃，又或透過工作技能提升就業選配，建立積極進取的工作態度。

創業申請人獲配對來自不同界別的營商導師，包括會計界、零售界、服務界等，為他們提供行業相關知識。學員及導師透過同學聚會，互相分享、支持及聯繫。



第四屆善導僱主嘉許禮，得獎僱主接受獎項。Winning employers receive their awards at the 4th Benevolent Employers of Rehabilitated Offenders Awards presentation ceremony.

Guangzhou, a training tour from China Institute of Industrial Relations, assistant social work supervisors from Shenzhen, and CARE Network Study Trip members from Singapore respectively. During these occasions, we introduced to them our employment development services.

### Course and Project Development

In the area of course development, we launched an ERB "Foundation Certificate in Spreadsheet Processing I (Part-time)" course for prisoners in Stanley Prison and Shek Pik Prison. An encouraging passing rate of 100% was achieved. Moreover, we organised a "Forklift Truck Training" programme for 12 ex-offenders to help them get prepared for entering the logistics and warehouse industries.

In September 2014, we co-operated with Tuen Mun Children and Juvenile Home to organise an employment group and provide job-matching service for young inmates who were about to be discharged.

In October 2014, we launched the "Miracle Career" support scheme which aimed at providing career development service for senior secondary school students at both special and mainstream schools. Through group activities, actual work experience and seminars, students had a better understanding of work environment and got prepared for their careers after graduation. Positive responses were received with the scheme held in four schools in half a year.

A Microfinance Scheme was launched in June 2012 to assist people who want to set up their own business or to have self-enhancement. Since then, more than 100 applications had been processed while entrepreneurial courses were conducted. Businesses operated by successful applicants varied, including child education, information technology, food wholesale, lighting design and wholesale.

### 地區活動

全新推出的「新耆」共融創未來計劃獲得本會「卓越服務計劃獎」。「新」代表更生人士及殘疾人士；「耆」則代表長者。計劃善用地區網絡、愛心僱主的支援及友好團體的資源，舉辦一系列訓練、工作實習和活動，提升更生人士及殘疾人士的能力，讓他們加強自信心，促進公開就業。計劃同時讓更生人士及殘疾人士協助長者解決生活需要，達致充權、共融和助人自助的理念。

計劃獲得不同機構資助，開展短期計劃及活動，當中包括九龍城撲滅罪行委員會、東區撲滅罪行委員會及二零一四年國際復康日深水埗活動籌委會。另外，計劃又與不同友好機構合作，例如香港聖公會基愛長者鄰舍中心、伸手助人協會、香港社區組織協會、香港基督教更新會、香港聖公會樂民郭鳳軒綜合服務中心、九龍樂善堂等。

這些活動為更生人士及殘疾人士提供不少工作實習機會，亦讓公眾人士加深了解和接納更生人士。

Jointly organised by Hang Seng Bank and SRACP, the Hang Seng Youth Entrepreneurship Scheme is designed to enable young people to put their entrepreneurial ideas into practice. The Scheme helps young people to implement their plans by offering entrepreneurship training, start-up prototype subsidy, entrepreneurship guidance and employment support. Besides, it was hoped that through job skills enhancement and job matching, positive and aggressive work attitudes could be developed among them.

Mentors from different sectors such as accounting, retail and services were assigned to applicants who wanted to start their own business, providing them with knowledge of their own sectors. The mentees and the mentors shared with each other, provided mutual support and developed closer ties at group activities.

### Activities in the Community

The newly launched Project Integration — Community Programme received the Excellent Service Project Award from the Society. Targeting ex-offenders, people with disabilities and the elderly, the Project capitalised on local networks, support from caring employers and resources of working partners to organise for ex-offenders and people with disabilities a series of training programmes, job

placements and activities to enhance their capabilities and self-confidence for employment. The Project also succeeded in achieving empowerment, integration and the goal of “helping people to help themselves” by inviting ex-offenders and people with disabilities to assist the elderly to address their daily needs.

The Project received sponsorships from various organisations to launch different short-term programmes and activities, including Kowloon City Fight Crime Committee, Eastern District Fight Crime Committee and the 2014 International Day of Disabled Persons Sham Shui Po Programme Committee. Added to this were collaborations with different non-governmental organisations such as Hong Kong Sheng Kung Hui Kei Oi Neighbourhood Elderly Centre, Helping Hand, Society for Community Organisation, The Hong Kong Christian Kan Sun Association Ltd, Hong Kong Sheng Kung Hui Lok Man Alice Kwok Integrated Service Centre and The Lok Sin Tong Benevolent Society Kowloon.

All these activities not only allowed ex-offenders and people with disabilities to gain work experience, but also enhanced public understanding and acceptance of ex-offenders.



「恒生青年創業計劃」期間，為參加者舉辦創業聚會。An entrepreneurial preparation gathering is arranged for participants of Hang Seng Youth Entrepreneurship Scheme.



安排特殊學校學生在洗衣工場體驗實際工作。Student from special schools gains work experience at a laundry factory.

### 服務數據 Service Data

單位 / 計劃名稱 Name of Working Units/ Programmes	職前準備 Pre-Vocational Preparation				就業配對 Job Matching				創業輔導 Entrepreneurship Guidance	
	全年服務人次 Total no. of person times	課程數目 No. of training programmes	參與計劃人數 No. of programme participants	參與實習人次 No. of job placement person times	見工人次 No. of job interviews attended	就業人次 No. of person times employed	工作訂單參與人次 No. of job order participants	僱主數目 No. of employers	成功開業人數 No. of people with business start-up	
就業拓展組 Employment Enhancement Unit	1,083 <sup>1</sup>	12	23	不適用 N/A	971	840	767	594	不適用 N/A	
就業安置組 Employment Development Unit	426 <sup>1</sup>	12	7	不適用 N/A	352	332	304		不適用 N/A	
職業復康中心 Employment Rehabilitation Centre	154 <sup>1</sup>	不適用 N/A	不適用 N/A	4,487	11	3	不適用 N/A		不適用 N/A	
懲教所職業技能訓練課程 Vocational Training Programme in Correctional Institutions	156 <sup>1,2</sup>	60	770	不適用 N/A	247	232	不適用 N/A		不適用 N/A	
僱員再培訓局「人才發展計劃」 ERB Manpower Development Scheme	313 <sup>1</sup>	22	375	不適用 N/A	304	265 <sup>3</sup>	不適用 N/A		不適用 N/A	
恒生青年創業計劃 Hang Seng Youth Entrepreneurship Scheme	141	7	68	不適用 N/A	70	68	不適用 N/A		12	
小型貸款計劃 Microfinance Scheme	45	8	4	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A		11	
輔助就業服務 Supported Employment Service	92				112	77	不適用 N/A		不適用 N/A	
殘疾人士在職培訓計劃 On the Job Training Programme for People with Disabilities	46				65	42	不適用 N/A		不適用 N/A	
陽光路上培訓計劃 Sunnyway - On the Job Training Programme for Young People with Disabilities	89				76	51	不適用 N/A		不適用 N/A	
<b>總數 Total :</b>	<b>2,545</b>	<b>121</b>	<b>1,247</b>	<b>4,487</b>	<b>2,208</b>	<b>1,910</b>	<b>1,071</b>		<b>23</b>	

- 註：
1. 就業統計不包括其他年度納入服務的服務使用者就業數據。
  2. 懲教所職業技能訓練課程部分學員仍在獄中服刑，未能為其提供就業服務，所列服務人數只包括已出獄的學員。
  3. 僱員再培訓局「人才發展計劃」部分學員仍未完成就業跟進期，所列就業統計並不包括相關學員。
- \* 燃亮新生計劃於二零一四年八月完結。

- Remarks:
1. Service users enjoying the services in other financial years were excluded from employment statistics.
  2. Successful placement rate of “Vocational Training Programme in Correctional Institutions” was calculated based on the number of discharged persons. Training participants who were still in prison were not counted as their employment data were not available.
  3. “ERB Manpower Development Scheme” participants who had not completed the job-placement period were excluded in the data.
- \* LIVE Project completed in August 2014.

# 社會企業

## Social Enterprise

### 服務概要

本會轄下社會企業 — 明朗服務有限公司(明朗) — 一九九七年成立，至今營運 18 年。明朗一直積極提升業務，追求持續發展，為更生人士及其他弱勢社群提供就業機會，並協助他們發揮潛能，增強競爭力。

### 業務發展

#### 運輸業務

明朗經營運輸業務已 18 年，在本年度，明朗精益求精，推出網上即時估價系統以及多項客戶服務優化措施，提升服務質素。明朗繼續為社會各界客戶提供運輸服務，包括勞工處、各區民政事務處、百佳超級市場(香港)有限公司、香港中文大學等。運輸業務為更生人士及精神病復康者提供 1,969 人次就業機會，總營業額為港幣 \$1,753,357，較上一年度上升 46%。

#### 清潔業務

於二零一四 / 二零一五年度，明朗成功投得政府飛行服務隊、香港海關及香港海事處的清潔合約，提供 30 多個職位。此外，明朗亦銳意發展家居清潔市場，主要提供一次性深層潔淨、洗地打蠟及特效無臭滅蟲服務，與一般家務助理不同。明朗相信此項服務更能充份運用社區的生產力，為弱勢社群提供更多發展機會。清潔業務提供 7,741 人次就業機會，總營業額為港幣 \$3,485,183。

#### 展覽業務

明朗與亞洲國際博覽館繼續緊密合作，於大型展覽、演唱會、宴會、國際考試及其他活動提供人力支援，使不少更生人士獲得穩定工作。除此之外，明朗更積極求變，拓展安裝及拆卸以外的工種。獲得民政事務總署「伙伴倡自強」資助後，明朗向上游領域擴展業務，提供一籃子展覽籌備服務，增加收入渠道。於二零一四 /

### Service Overview

A social enterprise established by the Society in 1997, Bright Services Company Limited (BS) has been operating for 18 years. Proactively enhancing its business and sustainability, BS provides a great variety of job opportunities to assist ex-offenders and the under-privileged in increasing their competitiveness by capitalising on their potentials.

### Business Development

#### Transportation Service

BS has been providing transportation service for 18 years. During the year, it launched an online quotation system and some other superior customer service devices for higher service quality. It continued to serve different customers including Labour Department, District Offices of Home Affairs Department, PARKnSHOP (HK) Limited and the Chinese University of Hong Kong. A total of 1,969 job opportunities were created for ex-offenders and ex-mentally ill persons at a transaction amount of \$1,753,357, up 46% when compared with the previous year.

#### Cleaning Business

In 2014/2015, BS succeeded in securing cleaning service contracts from Government Flying Service, Hong Kong Customs and Excise Department, and Hong Kong Marine Department. More than 30 job vacancies were created. Besides, BS strove to develop its domestic cleaning market by providing one-off in-depth cleaning, stain removal and waxing, and pest control services, which were different from those provided by domestic helpers. BS believes that these services can tap community resources and create more development opportunities for the under-privileged. Its cleaning service provided 7,741 job opportunities and generated a total transaction amount of \$3,485,183.

#### Exhibition Business

Maintaining close business relationships with AsiaWorld-Expo Management Limited enabled BS to get involved in different large-scale exhibitions, concerts, banquets, international examinations and events which needed manpower support, thus providing stable jobs for ex-offenders. BS strove to move with time. With sponsorship from the Enhancing Self-Reliance Through District Partnership (ESR) Programme under the Home Affairs Department, its business scope had been extended to cover upstream activities in the industry. Apart from installation and dismantle services, more all-rounded services were provided, resulting in more revenue channels. In 2014/2015, 4,054 job



明朗的專業清潔服務。  
Cleaning service of Bright Services.

二零一五年度，展覽業務帶來 4,054 人次工作機會，總營業額為港幣 \$2,673,629。

#### 中央廚房

於二零一四 / 二零一五年度，為配合韓廚麵及其他飲食業務發展，明朗得到星展社企優化基金 2014 大力支持及訊通展覽公司的資助，撥用儲備改建現有食品製造工場為中央廚房，增加協同效應，減低食材及營運成本。此舉亦有助集中資源，用以開拓不同職位，聘用和訓練更多年輕人及更生人士，加強明朗作為社會企業的效益。中央廚房設備完善，可為飲食業商戶提供原設備生產服務，包括製作西式甜品、中式糕點、新鮮果汁、餐盒、到會食物等。中心廚房更提供攝氏 -18 度至 4 度的冷凍儲存裝置，可供租用。

「有粽計劃」繼續為海皇國際有限公司提供粽子，並於端午節期間推出自家品牌「滋味粽」，反應良好。食品生產業務提供 1,137 人次就業機會，總營業額為港幣 \$1,145,846。

#### 餐飲業務

明朗繼續以社會企業形式獨家營運韓國三大連鎖品牌之一 — 韓廚麵在港唯一分店，藉此栽培年輕更生人士成為專業廚師及餐飲從業員，透過在職培訓幫助他們建立正確工作態度，讓員工發揮潛能。

韓廚麵致力突破傳統韓式飲食文化，為食材注入新元素，加入多款特色小食，為香港飲食界引進新潮流。這項業務提供 17 個職位，總營業額為港幣 \$3,318,032，平均每月營業額較之前一年上升 58%。



韓廚麵為年輕人提供飲食業的培訓機會。  
Chef's Noodle provides young people with training opportunities in the catering industry.

opportunities were provided while the total transaction amount reached \$2,673,629.

#### Central Kitchen

In 2014/2015, with sponsorship from DBS Social Enterprise Advancement Grant 2014 and Paper Communication Exhibition Services, BS refurbished its food processing factory and turned it into a central kitchen to tie in with business development of its food and beverage service and Chef's Noodle. It is believed that this move can lower food and operation costs with the synergy thus enjoyed. Meanwhile, resources were re-allocated to create new job openings and to hire more young people and ex-offenders, allowing BS to further enhance its effectiveness as a social enterprise. The central kitchen, with more new equipment, serves as a caterer in the form of an original equipment manufacturer. Its products include western desserts, Chinese dim sum, fresh juice and meal boxes, while it also provides on-site catering service. A freezer with storage temperature from -18°C to 4°C is available for lease.

BS continued to be a supplier of rice dumplings for Ocean Empire International Limited, while dedicated rice dumplings were put on market under the "Yummy Rice Dumpling" brand during the Dragon Boat Festival. Responses to these home-made rice dumplings were good. Our food processing services provided 1,137 job opportunities with a total transaction amount of \$1,145,846.

#### Restaurant

Granted a sole franchise by one of the three largest chain brands in South Korea, BS continues to operate the only Chef's Noodle branch in Hong Kong. The restaurant is intended to train young people and ex-offenders to be professional chefs and practitioners in the catering industry, as well as helping them develop a positive attitude at work so as to reach their full potential.

Chef's Noodle symbolises a breakthrough in traditional Korean food culture with new elements and specialities introduced into Hong Kong to give a brand new catering experience. This catering business offered a total of 17 job opportunities and generated a transaction amount of \$3,318,032, a 58% increase in the average monthly revenue when compared with the previous year.