

**大**都會的發展，無疑對整個社會經濟有利，但背後亦潛在不少社會問題。香港經濟不斷轉型，由從前的工業主導城市發展成為服務行業主導，現在更轉移成科技資訊的大都會。在經濟轉型下，不少人士被迫離開原來的工作崗位，失業人數日益增加。再加上金融風暴的蹂躪，失業、裁員、減薪和凍薪這些老掉牙的問題，已變成為香港人生活的一部分，無論在職及失業人士對培訓課程的需求日益殷切。

基督教勵行會的僱員再培訓計劃，在整個都市發展過程裡扮演著不可或缺的角色。作為香港其中一所最大的再培訓機構，我們與時並進，不斷因應市場的需求，開辦各項實用及適切的課程，例如房務員英語課程及優質客戶服務訓練。

Urban development undoubtedly benefits the economy of the entire society but the pace of that development also creates very serious social problems. Hong Kong's economic base is constantly changing. We have been transformed from an industrial city to a service centre and are now undergoing a further transformation into a technology city. These economic changes are not without cost. Many people have been forced out of their former positions and had to be retrained. In the recent economic downturn, these problems were compounded and we have now entered an era of unemployment, redundancies, salary freeze and salary reductions. These changes have had a profound effect on Hong Kong people's lives, and both the employed and the unemployed have realised the need for greater training, to equip them for the transformation of job market.

CA's Employees Retraining Scheme is playing an important role in urban development. Being one of the largest training bodies in Hong Kong, we keep up our marketing trends and demand in line with the fast changing pace, organising more appropriate and practical courses for the unemployed, such as English for Housekeeping and Customer Service Training.



僱主的**參與**及**支持** 聘用再培訓學員，  
是僱員再培訓計劃的**成功**要素。

*The support from the employers by way of participating in our scheme and hiring the retrainees are definitely important factors to make a mark on our Employees Retraining Scheme.*

現時我們開辦的**課程種類**包括：

Currently we organise various **categories of courses** including:

一般性課程  
General Courses

轉業錦囊、簿記、電腦、出入口知識/視窗文書訓練、語文、辦公室助理及文員等課程  
Induction, Bookkeeping, Computer Training, Import & Export/Winword, Language, Office Assistant and Clerical Courses etc.

技術性課程  
Skill Courses

物業管理/保安、家務助理、酒店房務、起居照顧員及營業員等課程  
Estate Management & Security Guard Training, Domestic Helpers, Housekeeping, Personal Care Workers and Salesmanship Courses etc.

度身訂造課程  
Tailor-made Courses

保安、營業員、起居照顧員、電話推廣員及平安鐘安裝員等課程  
Security Guards, Salesmen, Personal Care Workers, Telesales and Technicians etc.



本中心新設的廚房，為學員提供設備完善的實習場地

Our new and well-equipped training venue for the retrainees of Domestic Helper and Personal Care Worker Courses

# 「度身訂造」 Tailor-made Courses

## 配合市場需要的課程

為了能夠提供更適切的就業培訓服務，度身訂造課程是由基督教勵行會、僱員再培訓局和特定的僱主合作舉辦。我們配合各機構的需求而設計訓練內容，此項計劃極具彈性。合辦的僱主亦保證提供協定的就業名額與修業學員。由於此課程按有關的工作性質編制，而學員亦可透過參觀工作場地，以及從實習中取得實際經驗，進一步了解工作的性質及要求。由於受僱的學員具備充足訓練，相對較容易適應新工作環境，故此深受僱主及學員歡迎。

2001年的上半年度，我們已開辦了7個度身訂造的課程，這些課程主要為服務性行業而設。參與計劃的公司包括7-11便利店、毅達停車場、長者安居服務協會及15間私營安老院。

本會亦於上半年度舉辦了31個包班課程，參與的公司包括堡獅龍企業有限公司、怡高物業顧問有限公司、大昌行、仲量聯行有限公司、長者安居服務協會、統一警衛有限公司、惠康超級市場、威信停車場及7-11便利店。

Tailor-made Courses are run by Christian Action in cooperation with the Employees Retraining Board (ERB) and individual employers. We ascertain the needs of the employers and create a course to reflect this. Thus we can be flexible and adaptable in course content and create courses that closely match employers' needs. In turn, the employer guarantees to provide a certain number of vacancies. The students have an opportunity to visit the employer's premises and to receive practical experience of what the job entails, so that they can thoroughly understand the nature and demands of the job. Students who have completed tailor-made courses find settling into their new jobs easier as they are already accustomed to the environment, while employers can be sure the people they are employing are well prepared for their new role. This is why tailor-made courses are so popular both with retrainees and employers.

In the first half of 2001, over 7 tailor made courses have been held, mainly for training in the service sector. Participating employers include 7-Eleven Convenience Store, Adams Parking (International) Limited, Senior Citizen Home Safety Association and 15 private homes for the aged.

We also organised 31 designated courses in the first half of 2001 with the following companies: Bossini Enterprises Ltd., Colliers Jardine (H.K.) Ltd., Dah Chong Hong, Ltd., Jones Lang LaSalle Ltd., Hong Kong, Senior Citizen Home Safety Association, Uniformity Security Co. Ltd., Welcome Supermarket, Wilson Parking and 7-Eleven Convenience Store.



招聘講座 Recruitment Talk



