



殘疾人士發展及共融

Opportunities & Inclusion for People with Disabilities

服務方向 Service Orientation

本核心服務透過推動「尊重不同」的態度及創造「有利參與的環境」，激勵殘疾人士發揮所長，融入社會。本年度，我們通過協作策略及與不同持份者互動，啟發及引入大家在共融工作上的參與和承擔。這個由協作而生的互動直接加深和加寬殘疾人士於學習、社交及就業等不同生活領域上的參與，讓他們能夠跟隨時代轉變而踏步向前。

Devoting our core service to the promotion of 'respect for difference' and creation of a 'favourable environment for participation', we aimed at encouraging people with disabilities to fulfil their potential and integrate into society. Collaboration was our main strategy in 2015-2016. We have been working with different stakeholders to strengthen public participation and commitment to the promotion of inclusion. The collaboration directly enhance the participation of people with disabilities at different life aspects, such as learning, social and employment, in which our clients can change with the times and move forward.

服務摘要 Service Highlights

與企業互動 提升參與的層次

思藝手作於 2015 年正式投入服務，使用服務的企業較往年增加 4 倍，有 580 位企業員工身體力行參與共融活動，促使殘疾人士得到 430 個小時的工作機會，並成就 8 位手作導師擔任個人化的工作。有別於一般工作，導師除要熟悉皮革精品製作技巧和教授流程外，亦會為教學注入個人特色和風格，適時分享自身經歷。因此，導師是擔任帶領者的角色去促進其他人了解殘疾人士的生活和感受。

此外，思藝手作可為企業提供另類培訓，於手作班內，獲得注視的並非障礙和限制，而是每個人的參與和貢獻，推動團隊建立之餘，助長同理心，藉此鼓勵企業透過不同形式支持殘疾人士融入社會。

Enhancement at the level of participation through interaction with enterprises

A-Soulroom has commenced its services in 2015. Number of corporate clients have already increased by 4 times compared with previous years, with 580 enterprise employees joined our inclusive programmes, 430 working hours was created for people with disabilities, and 8 clients were employed as craft-work instructors to provide tailor-made coaching programmes. Unlike general job practice, the instructors have incorporated their personal characteristics and style in teaching and shared their experiences at appropriate times, in addition to tutor the quality production techniques and processes of making leather-products. Thus, instructors were to serve as a leader to facilitate participants' understanding in the lives and feelings of people with disabilities.

A-Soulroom can also provide alternative training for enterprises. At hand-made workshops, we put focus on the participation and contribution of individuals, not their barriers or limitations. The training promoted team building and empathy as well as inspired enterprise to support inclusion of people with disabilities by different means.

▼ 思藝手作是聚集不同的工作室：不同能力的導師、不同企業的員工、不同年齡的參加者...讓大家享受不同而共融的歡樂！

A-Soulroom is a place for gathering 'difference': instructors with different abilities, employees coming from different enterprises, participants with different age, etc, and let us enjoy the happiness of inclusion!



擴闊參與的領域

各個服務單位積極增強服務資源和擴展服務的覆蓋，包括：

1. 得到「社區參與廣播服務試驗計劃」的支持，綜合職業復康服務的學員進入專業錄音室接受訪問，與同事一起創作自製節目於香港電台播放，讓殘疾人士直接向聽眾分享訊息。
2. &Care 產品的關懷弱勢及傳送祝福的理念得到以琳書房之認同，協助進駐 2015 年書展攤位，讓學員參與銷售、推廣及現場分享的工作。
3. 和悅軒——精神健康綜合社區中心獲粵劇發展基金贊助舉辦粵曲培訓班，讓精神病康復者及社區人士共同學習粵曲，並回饋所學，探訪區內長者及進行粵曲匯演，以加強公眾對精神病康復者的正面認識，同時增進社區的包容和接納。
4. 欣悅坊——地區支援中心（觀塘東）聯同區內不同的社會福利機構舉辦「歡樂·觀塘」藝坊活動，聯繫不同界別人士共同參與藝術活動，以增加認識及宣揚傷健共融的訊息。

Enlargement of participation in different life aspects

The following units providing services for people with disabilities or ex-mentally ill had initiated to strengthen service resources and coverage:

1. With the support from 'Community Involvement Broadcasting Service', service users of Integrated Vocational Rehabilitation Service were glad to be interviewed at a professional studio and co-create a programme with colleagues for formally broadcasted at RTHK, enabling them to share information directly to the audiences.
2. The rationale of &Care was cared for the under-privileged and disseminated blessings. Recognised by Elim Christian Bookstore, we were able to promote our brand at Book Fair 2015. As a result, our service users have gained valuable experience in sales, marketing and field work.
3. With the support of Cantonese Opera Development Fund, Wellness Zone – Integrated Community Centre for Mental Wellness had successfully conducted Cantonese Opera Training Class for ex-mentally ill persons and members of the community to learn together. All trainees would later have opportunity to contribute what they learn to the community, visit elderlies in the area and deliver a show for the public through Cantonese Opera performance to strengthen positive understanding towards people with mental illness and enhance the sense of acceptance among the community.
4. Cheerful Place – District Support Centre (Kwun Tong East) had jointly organised a programme with other NGOs in Kwun Tong District. It aimed to team up with different sectors of the community in art programmes to enhance understanding and promote the message of community integration.

◀ 服務使用者於「歡樂·觀塘」藝坊活動中展示他們學習雜耍的成果。
Service users showed their talents in the community event.

▼ 綜合職業復康服務的學員(右)化身推廣員，向書展參加者介紹 &Care 產品的故事。
Service user (left) of Integrated Vocational Rehabilitation Service performed as a promoter, and introduced the story of &Care products to the participants of Book Fair.



與僱主合作 提供公開就業、融入社會的機會

本服務持續以創造更多就業機會予殘疾人士為核心工作，去年增加招募了 30% 新僱主聘請殘疾人士，他們樂意認識學員的特性和需要，調整工作編排以促進傷、健同事的合作，讓不同需要者發揮所長，藉著工作為個人生活帶來改變。

截至 2016 年 3 月，共有 50% 服務使用者正在公開就業，成績令人鼓舞；而作為其中一個僱主，本會 Home Café 聘請的殘疾人手佔 23%，為殘疾人士創造超過 5,110 個小時的就業機會；而曾聘用的 8 位兼職同事，當中 4 位成功轉職至公開市場就業。我們成功通過 Home Café 為殘疾人士提供餐飲訓練，裝備他們的技巧和信心。

動員參與 構建共融的社會氛圍

誤解會令外界錯誤認識殘疾人士的狀況和需要，而負面的新聞報導較容易吸引市民注意，亦往往增加對殘疾人士的誤解，這引發我們其中一項工作目標，就是將殘疾人士的成功經驗及勵志故事以不同形式發佈，並通過社交媒體的輔助將訊息推展至個別受眾，以促進公眾人士發揮同理心，鼓動共融社會。



▲ 開創就業崗位為殘疾人士帶來發展的機會，同時為社區建立關懷資本。

Creation of jobs can facilitate the development of people with disabilities, and also build up the social capital for the community.

Opportunities for open employment and social participation

We have continually created job opportunities for people with disabilities. Last year, we had 30% increase of new caring employers who have employed people with disabilities. The employers were willing to understand the characteristics and special needs of our members and have re-arranged the work flow accordingly to promote cooperation and social inclusion, thus allow every members to fully utilise their potentials and change their personal lives through working.

Until March 2016, a total of 50% of service users were currently employed, which was an encouraging achievements. Being one of the employers, our Home Café, had employed 23% of those members, created 5,110 hours of employment for them. Moreover, we had 4 out of 8 part-time colleagues successfully transferred to open employment market. Through the operation model of Home Café, we successfully provided catering trainings for people with disabilities and equipped them with working techniques and confidence.

Creating inclusive atmosphere through mobilisation on participation

Misconception will lead to misunderstanding towards the situations and needs of people with disabilities. Such concepts were also easily reinforced by negative news as those stories attracted more general public attention. Thus, one of our objectives was to share successful experience and inspirational stories of our clients via different channels. Assisted by social media, such positive messages would be disseminated to individuals, promoting public empathy and building an inclusive society.

▼ 義工是我們的重要伙伴，合力為學員帶來更多新的生活體驗。
Volunteers are our important partner in bringing new experience for our service users.



展望

Outlook

殘疾人士發展及共融服務將繼續把工作重點放在去除社會障礙及增強殘疾人士的參與，開拓更多不同類型的就業機會，同時推動共融社會。未來一年，我們會：

1. 與企業合作提供「共融義工計劃」，促使殘疾人士貢獻社會；
2. 擴展思藝手作的服務，培訓更多殘疾人士擔任手作導師，連結企業及學校參與；
3. 善用社交媒體發放共融訊息，讓市民透過轉載或分享正面故事去實踐關愛；
4. 繼續運用協作策略，增加殘疾人士在學習、社交及就業等生活方面的參與和選擇。

Opportunities & Inclusion for People with Disabilities will continue to focus our work on the reduction of social barriers, maximisation of participation of people with disabilities, creation of opportunity for diversified jobs and promotion of inclusive society. In the coming year, we would:

1. collaborate with enterprises on the 'Inclusive Volunteering' project to encourage contribution from people with disabilities;
2. expand the development of A-Soulroom to train up more craft-work instructors, and motivate participation from enterprises and schools;
3. utilise social media to deliver inclusive message; and
4. carry on the collaboration strategies to enlarge the participation and choices of people with disabilities in learning, social life and employment aspects.



▲ 學員透過手作品，展現出他們的才能和創意。
▶ Hand-works made by service users fully showed their capability and creativity.

2015-2016 服務統計 (截至 2016 年 3 月 31 日) Service Statistics (as at 31st March, 2016)

