

JC PROcruit C
賽馬會專業創未來計劃

開啟未來路 用心創前途

Start Your Future
in a Caring Profession



「賽馬會專業創未來計劃」(JC PROcruit C) 由香港賽馬會慈善信託基金策動及捐助，於2020年首次開展，為首次求職的畢業生提供人才配對及發展計劃。承接計劃第一屆在不同層面的顯著成效，**第二屆計劃將擴大規模，將見習機會拓展至中學文憑或同等學歷、大專及大學畢業生**。計劃與既有心又有遠見的僱主合作，採用**VASK配對模式**，即**價值觀(Values)、態度(Attitudes)、技能(Skills)及知識(Knowledge)**作人才配對。在四大**「以人為本」**工作領域，包括**「文創·有心」、「創科·有心」、「商社·有心」及「社健·有心」**的關懷服務專業(caring professions)開設16種職位，為專業及非專業科目畢業生**提供一共600個為期一年的專業見習機會**，通過獨特且系統化的一條龍培訓模式來支持和提升畢業生由學校過渡到職場的就業能力。讓初次投身職場的畢業生開拓專業前路，擴闊未來視野，成就有心專才！

JC PROcruit C Traineeship Programme, created and funded by The Hong Kong Jockey Club Charities Trust, was launched in 2020. It is a talent-matching and development initiative for first-time-job-seekers. With all the positive outcomes made in Phase 1, the programme will expand its impact in Phase 2, **extending to graduates from Hong Kong Diploma of Secondary Education (HKDSE) or equivalent**, sub-degree and Bachelor degree holders who are seeking jobs for the first time. By bringing in forward-looking employers, the programme adopts a unique and structured strength-based VASK (Values, Attitudes, Skills, and Knowledge) talent matching model, **matching 600 first-time-job-seekers on** 16 future-oriented job roles to join the human-centric and caring profession in four emerging sectors: Creativity for Good; Technology for Good; Business for Good; and Healthcare for Good for **a one-year traineeship** to create social good for the community. Through the unique through-train traineeship model to support transition from school to workplace for future work readiness, young talents are empowered to unleash their potential and carve out their professional pathways in caring professions.

簡介 Introduction

畢業後，如何才能找到適合自己願景的職業？科技發展日新月異，推動社會迅速發展的同時，提升未來的就業能力及做好職前準備成為年輕人的重要人生課題。「賽馬會專業創未來計劃」與你一起自我探索，一步步邁向創新又有心的專業領域。由今日起，讓我們攜手開啟未來路，用心創前途。

How do fresh graduates find job that are aligned with their career aspiration? With the current advances in technology and social development, it becomes increasingly important to prepare these young talents for their work readiness and future employability. JC PROcruit C would like to join hand-in-hand with the first-time-job-seekers to embark on your professional journey in caring profession!

孕育有「心」專才 Creation of Emerging Caring Profession

本計劃相信專業應「以人為本，由心創新」。突破傳統以學歷及專業資格為本的人才配對模式，「賽馬會專業創未來計劃」採用以強項為本的多角度甄選方式，讓見習生藉此更加了解自己的事業志向和各個領域的工作性質。計劃第一屆成效顯著，令我們致力擴大本屆的規模，希望能引領更多有心且上進的畢業生發展自己的專業職涯，孕育更多未來的專才。

Breaking through from the traditional way of talent matching, JC PROcruit C believes professional career development is not only limited to academic credentials. The programme adopts a unique strength-based talent-matching approach. With the positive outcomes achieved in JC PROcruit C Phase 1, the programme further expands and provides more young talents with the opportunity to widen their choices and embark their professional journey in the caring professions.

發揮無限潛能 Unleash the Potential of Young Talents

只要有心，所有人都有可能成為專業人才！與我們一起探索，不再局限自己，創造你的有心專業領域！

Opportunities are beyond your imagination as long as you CARE. It's time to untie the potential job roles in your mind and what can be a potential career – no longer a ladder, but a portfolio to curate.

專業培訓模式 Professional Traineeship Model

工作職位，晉升前景與行業發展 | Job Roles, Pathways & Sector Development

- 新增「以人為本」的新興職位，為社會帶來更全面的社區服務
 - 為首次求職的非傳統專業科目畢業生量身定做「以人為本」的專業職涯規劃路向，務求為更多畢業生提供人才配對，開展全新專業生涯
 - 提供在職場實踐創新的機會，並為社區作出貢獻
 - Emerging human-centric professions across four sectors
 - Career trajectory tailor made for the first-time-job-seekers with caring profession and development of professional identity for non-professional graduates
 - Innovate and create social good at workplace and contribute to the community
-

簡介 Introduction

由學校過渡到職場的見習機會 | School-to-work Bridging

- 為每一期的見習生提供朋輩之間攜手互助的機會及分享體驗，以推動更全面的自我認識
- 職前特備訓練營，教授職場必備技能
- 提供持續的職涯專業輔導，助年青人建立自己的專業發展路向
- Offer cohort and community experience in supporting self-discovery
- Engage in a multi-day bootcamp to boost work readiness and workplace competencies
- Provide bi-monthly professional coaching along the journey

針對各個行業所需的專業培訓 | Industry-specific Professional Development









- 為針對各個行業的職位所需技能，提供特別設計的入職培訓
- 透過在職持續培訓，幫助見習生建立業內的人際和朋輩支援網絡
- 籌辦行業講座及交流活動，讓見習生更了解以人為本行業的晉升階梯和發展趨勢，洞悉未來，及早裝備自己
- Offer industry-specific onboarding training
- Support trainees by providing on-the-job training and peer support network
- Organise industry forums to offer future lens for trainees with industry landscape and facilitate trainee with entry level pipeline on the caring professional pathway and profile building

「VASK」人才配對模式 | VASK Talent Matching Model

- 採用VASK人才配對模式，即用價值觀 (Values)、態度 (Attitudes)、技能 (Skills) 及知識 (Knowledge) 和工作性質作配對
 - 突破傳統，強調以VASK作為計劃的人才配對及發展模式，並貫穿整個見習過程，以非一貫以學歷及專業資格為本的招聘模式；並致力推動各個行業於未來都採用VASK人才配對模式
 - 積極鼓勵僱主採用VASK模式進行人才配對
 - Talent-matching based on values, attitudes, skills and knowledge
 - Emphasis on strengths-based matching rather than qualifications-based in talent acquisition and development along the traineeship journey, which could further be adopted in many different sectors
 - Encourage employers to recruit talents by adopting this unique talent matching model
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計劃第一屆的成功 Success of Phase 1

第一屆「賽馬會專業創未來計劃」成效顯著 Positive outcomes made in Phase 1 of JC PROcruit C

-  全港**21**間大專院校參與
21 tertiary institutions participated
-  **2,800+**份申請
2,800+ applications received
-  **469**個見習機會
469 traineeship positions offered
-  與**189**個具遠見僱主合作
189 forward-looking employers
-  **VASK**有系統及獨特的專才配對於**12**個嶄新工作職位 (Values價值觀、Attitudes態度、Skills技能及Knowledge知識)
VASK matching on 12 emerging job roles (Values, Attitudes, Skills and Knowledge of job roles)
-  惠及**10,000+**服務使用者 (包括老人、傷健以及學前兒童)
10,000+ individuals in need served (including elderly, disabled and kindergarteners)
-  **71%**見習生完成一年專業見習旅程
71% trainees completed one-year traineeship
-  **71%**僱主願意計劃後續聘見習生
71% employers extended post-traineeship offers

(資料截至2022年7月)

(Information updated as of July 2022)

第一屆計劃成效顯著，第二屆計劃將擴大規模，除大專畢業生外，更歡迎中學文憑或同等學歷畢業生參加。計劃亦更全面地制定了16種新型工作職位，提供600個為期一年的見習機會。如果你有心又希望為社區出一分力，立即報名！

With all these positive outcomes made, JC PROcruit C Phase 2 will expand its impact by offering 600 one-year traineeship opportunities in 16 caring professions. JC PROcruit C Phase 2 is extending the programme to Hong Kong Diploma of Secondary Education (HKDSE) holders or equivalent qualifications to join. If you are a graduate who aspires to launch a Caring Profession that contributes to the community, please read on to learn more and apply now.

By joining the JC PROcruit C community, you will be supported by mentors, coaches and employers to unlock your potential and jumpstart your future career in caring profession.

第一屆成功故事

Phase 1 Success Stories

第一屆第三期產品營銷培訓生
Product Marketing Trainee in Phase 1 Cohort 3

Perry



Perry曾是職業足球員。在疫情影響下，很多初出茅廬的畢業生都難以尋找工作，高學歷畢業生如Perry即使擁有運動管理學碩士也難以倖免。找到一間合適的初創公司任職一直是他的心願。適逢JC PROcruit C計劃的出現，Perry抓緊機會申請「創科·有心」的職位。在多番遴選和面試後，Perry投身了一間健康科技初創公司，主力負責推廣智能穿戴式健康監測儀器。公司研發的健康科技產品，讓他可以發揮運動方面的知識，也因為初創公司的特性，令他有更多機會涉獵不同範疇的工作，更快地開拓了他的職涯發展。

他最後成功完成一年見習，在職體驗加強了他對行業的認識，亦令他建立職場上的專業網絡。完成計劃後，Perry受聘於原本見習的「創科·有心」公司的子公司，繼續貢獻所長。

Perry was a professional football player with no STEM-related academic background. Due to the pandemic and economic downturns, it was a tough time for first-time-job-seekers to secure a job, even for Perry who holds a master's degree in sports management. Working in a start-up has always been on Perry's bucket list. JC PROcruit C came just in time, he seized the opportunity and applied for a position in the 'Technology for Good'. After a series of screenings and interviews, Perry was selected as a Product Marketing Trainee in a healthcare technology start-up, responsible for promoting wearable health-tracking devices.

Perry contributed to the product development for the company by making use of his sports knowledge. As start-up offers more professional exposure and opportunities for employees in general, Perry was able to get involved in various projects during the traineeship and it likes fast track of his future career development .

JC PROcruit C not only equipped him with industry insight but also expanded his professional network. Soon after the completion of the programme, he was employed by the subsidiary of the same company.

第一屆成功故事

Phase 1 Success Stories

第一屆第一期身心健康指導員
Wellness Planner in Phase 1 Cohort 1

Noel



Noel大學時期主修翻譯，但因自身的興趣及專長，透過本計劃，成為了身心健康指導員，推廣身心靈健康，一個超越想像的職業選擇。在為期兩星期的職前特備訓練營中，導師不但教授了常用的心理學知識，更細心教授包括遊說技巧在內等應對策略，以及如何進行身心靈健康推廣的公眾教育活動。Noel積極運用所學，幫助他人。她在見習期間曾服務過一位即將退休的單親媽媽。這位女士因家中的特別狀況，患上了抑鬱。Noel積極幫助這位單親媽媽渡過難關，自行尋找不同的社會服務，嘗試協助求助者恢復身心健康。

見習畢業後，Noel繼續獲聘為全職員工，向公眾推廣精神健康。

Noel graduated with a degree in Translation. She joined JC PROcruit C and became a wellness planner to promote the importance of mental health and wellness, a career choice beyond her imagination.

From the two-weeks bootcamp prior to official onboarding, Noel learnt elementary psychology knowledge and lobbying skills. The tutors also guided her on how to promote well-being and cope with people in need. During the traineeship, Noel came across a soon-to-retire single mother suffering from depression due to family issues. Apart from applying the skills she learnt, Noel also took the initiative to find different community services to help her client to get through hardship and recover from mental illness.

After completing the traineeship, Noel is officially employed as a full-time wellness planner responsible for promoting holistic well-being in society.

第一屆成功故事

Phase 1 Success Stories

第一屆第三期幼兒藝術導師

Associate Artist in Early Childhood Education in Phase 1 Cohort 3

Winnie



Winnie 大學時就讀動畫及視覺特效類科目，雖然於就學期間曾在不同畫室教畫，她卻沒有任何教育相關的資歷。本來對事業前途沒有太多想法的她，原本只想依賴教畫維生。計劃令她接觸到幼兒教育，並學懂如何將藝術應用於幼兒教育上，也很享受與幼兒相處的時間。他們滿足的樣子，令她希望留在幼稚園發展，帶給學校更多元的藝術教學元素，幫助幼童全方位發展。

在計劃結束後，Winnie收到了幼稚園的工作機會，學校更為其申請「僱用非檢定教員許可證」。現時，她在學校擔任美藝科老師一職，同時也繼續進修教育相關課程。

Winnie obtained a bachelor's degree in Animation and Visual Effects. She used to teach small painting classes during her university life but was not professionally trained as a teacher. Before joining JC PROcruit C, she didn't think much about her career development, only wanted to earn a living as an art teacher. During the traineeship, she learnt how to use different art modality in childhood education. Spending a reasonable amount of time with children made her realised the joy of teaching in a kindergarten. She hopes to continue to teach in the kindergarten, and bringing in diversified art elements to the school, which facilitate the holistic development of young children.

After completing the programme, she was offered a teaching role, and the school assisted her with applying for permission to employ as an unregistered teacher. Winnie is currently teaching arts at the kindergarten and, at the same time, continuing her part-time study in early childhood education.

第一屆成功故事

Phase 1 Success Stories

第一屆第二期創意研究員
Creative Researcher in Phase 1 Cohort 2

Leo



大學修讀新聞及傳播學系的Leo，一直希望善用自己在學校學到的知識，以及在學實習時所累積的技能與經驗，所以選擇了創意研究員一職，期望透過工作了解社區民情，用自己的知識和技能，有機會可以逐漸改善社區。

Leo認為計劃最有幫助的便是每兩個月一次的專業輔導。在那裡他認識到一班同時起步的見習生，讓大家能「圍爐取暖」，訴說初出社會工作時開心與沮喪的經歷，有一種窩心的感覺。同時，牛津大學賽德商學院所設計的社會創新課程亦讓他可以在工作上學以致用。在計劃結束後，Leo開闊了對行業的眼光，決定投身「社會創新」界別的工作，營造以人為本的社區。他在原有公司獲得全職工作及晉升機會，成為項目助理，亦十分享受工作中各種新嘗試和機會，認為所有經驗都是成長的養分。更因為計劃，他也希望透過工作繼續支持其他有心年輕人在社區裡做更多有意義的事。

After graduating with a degree in Journalism and Communication, Leo has always wanted to contribute to society by utilizing his research skills and experience gained during his journalism internship. That is why he decided to join JC PROcruit C as a Creative Researcher.

During the traineeship, Leo met his fellow trainees in these bi-monthly professional coaching sessions and shared his joy and frustrations during work with his groupmates. These sessions re-fueled him with a passion for overcoming obstacles many first-time-job-seekers faced. At the same time, the Oxford Saïd Business School's social innovation webinar has provided him more understandings and tools to be applied in work.

After the one-year traineeship journey in JC PROcruit C, Leo became more mature in personality and found himself profoundly inspired. He devoted himself to developing his career in the social innovation sector and was determined to help build a human-centric community. After completing the programme, he was offered a full-time job in the company and was promoted to Project Assistant. He hopes to use his expertise to help more young talents in society.

第一屆成功故事

Phase 1 Success Stories

第一屆第三期項目助理
Project Assistant in Phase 1 Cohort 3

Kip



原本修讀金融及銀行學工商管理的Kip，對企業社會責任（CSR）有一定的認知，卻沒有相關的工作經驗。JC PROcruit C 計劃為見習生提供職前培訓，讓他對行業有更深入的了解。在職期間，Kip亦定期參加計劃舉行的業界工作坊及講座，從中獲得靈感應用於工作中，亦從中了解到不同行業以不同方式推動CSR。由於僱主公司的規模不大，讓他有更多機會參與不同範疇的工作。他更從計劃中的專業輔導，學懂觀察身邊人的需要、保持開放的態度，大膽踏出自己舒適圈，嘗試不同事物。不同階段的工作表現問卷調查亦令他持續反思，適時提升和改善自己的表現。

一年見習後，Kip獲聘為全職員工。整個見習生的體驗讓他充實地度過了一年的時間，接觸到不同的社會議題，令他大開眼界之餘，更加透過工作為社會帶來正面的改變，體會工作的真樂趣。

While majoring in Banking and Finance at university, Kip developed a general understanding of CSR but lacked relevant practical work experience. The school-to-work bridging service and industry-specific training offered by JC PROcruit C provided a chance for Kip to broaden his understanding of CSR. During the traineeship, Kip took the initiative to join various workshops and seminars, which inspired him to put the knowledge he gained within the programme into practice and learn from real life cases of how the company are running different CSR projects.

By joining a small and medium enterprise in the one-year-traineeship programme, Kip was involved in a wide range of tasks during work. Participating in professional coaching sessions throughout the journey taught him the importance of observing other co-workers' needs in the working environment, maintaining a positive mind, and being bold to step out of his comfort zone to try learning new skills. Besides, the traineeship also helped him foster a habit of self-reflection for personal growth by setting goals and striving to improve at work.

Upon traineeship completion, he kick-started his full-time career in the company. This one-year traineeship was fruitful and was an eye-opener for him. Kip could further understand different social issues; through work, he could help bring positive societal changes and realise the meaning of work.

本屆計劃詳情 Programme Details in Phase 2

社健・有心 Healthcare for Good

為了促進社區的整體健康支援，包括服務使用者的體能、社交健康和心理健康的需求。透過計劃，年輕人才將獲取相關技能和知識，為社區提供更優質的醫療保健服務，並為行業注入新活力。

To promote holistic well-being to meet service users' physical, social, and mental health needs, young professionals and paraprofessionals will be equipped with relevant industry-specific knowledge and will bring new energy to the delivery and management of quality healthcare services to the community.

職位 Job Position :

社區健康諮詢師 (長者服務/學童服務)
Community Care Practitioner
(Elderly / School Children)

見習健體導師
Health Coach Trainee

身心健康指導員
Well-being Planner

康健助理
Wellness Assistant

創科・有心 Technology for Good

提出有效的社會創新方法和以人為本的產品及服務設計，是許多創新科技公司成功的關鍵。透過「賽馬會專業創未來計劃」，讓來自不同學術背景的畢業生，投身創科行業，在職場實踐創新的機會。

Delivering a business strategy with strong social innovation and human-centric vision is treated as a key success for many innovation and technology companies. Graduates from a wide variety of academic backgrounds can carve an impactful professional pathway under JC PROcruit C in caring for our society and the environment through technology.

職位 Job Position :

業務拓展培訓生
Business Development Trainee

產品營銷培訓生
Product Marketing Trainee

設計培訓生 (網頁、圖像、多媒體)
Design Trainee (Web, Graphics & Multimedia)

教育科技培訓生
Education Technology Trainee

數碼藝術與科技培訓生
Digital Art and Technology Trainee

設計培訓生 (UI/UX、數碼科技)
Design Trainee (UI/UX, Digital Technology)

產品研究培訓生
Product Research Trainee

見習生資格 Eligibility :  適合學士學位課程及副學位課程 (副學士及高級文憑) 的畢業生申請

Open for graduates of bachelor's degree programmes and sub-degree programmes (Associate Degree/Higher Diploma)



歡迎香港中學文憑 (HKDSE) 或同等學歷 (包括國際文憑大學預科課程(IB)、基礎課程文憑及毅進文憑) 的畢業生申請此專業

Hong Kong Diploma of Secondary Education (HKDSE) holders or equivalent qualifications (including The International Baccalaureate (IB), Diploma of Foundation Studies and Diploma Yi Jin) are welcomed to apply

本屆計劃詳情 Programme Details in Phase 2

文創・有心 Creativity for Good

思維靈敏、富人文關懷又擁有跨學科或不同背景的畢業生最適合加入文創行業，一同開創新的可能性和推動社會創新。「賽馬會專業創未來計劃」希望協同一群擁有熱忱的畢業生，用創意一起開創屬於自己有心又有意義的職涯。

The arts and creative sectors are in need of newcomers who are agile, humanistic, and cross-disciplinary to create new possibilities for social innovation. JC PROcruit C will help passionate youth to explore new career pathways with the goal to achieve purposeful and creativity-led aspirations.

職位 Job Position :

幼兒藝術導師
Associate Artist in Early
Childhood Education

社區項目助理
Community Project Assistant

創意傳訊助理
Creative Communications
Assistant

商社・有心 Business for Good

創新的思維絕對能為商社帶來正面的影響，更可達到持續發展。透過「賽馬會專業創未來計劃」，見習生將接受在職培訓，協助制定並執行不同社會及企業社會責任項目，藉此滿足社區的需求，用商界的力量回饋社會。

New mindsets are required for businesses to gain positive impact and maintain sustainable growth. Throughout JC PROcruit C, young talents will be trained to assist in formulate and execute corporate initiatives that support business and address social needs.

職位 Job Position :

關愛項目助理(物業管理)
Care Programme Assistant
(Property Management)

項目助理(企業社會責任)
Corporate Social Responsibility
Associate

見習生資格 Eligibility :  適合學士學位課程及副學位課程（副學士及高級文憑）的畢業生申請

Open for graduates of bachelor's degree programmes and sub-degree programmes (Associate Degree/Higher Diploma)



歡迎香港中學文憑（HKDSE）或同等學歷（包括國際文憑大學預科課程(IB)、基礎課程文憑及毅進文憑）的畢業生申請此專業

Hong Kong Diploma of Secondary Education (HKDSE) holders or equivalent qualifications (including The International Baccalaureate (IB), Diploma of Foundation Studies and Diploma Yi Jin) are welcomed to apply

報名詳情 Application Info

見習計劃重要日期 Traineeship Journey

第一期 Cohort 1

申請日期 Application period	面試日期 Interview period	結果公布 Offer made	入職培訓 Onboard training period	到職日 Job onboard date
24 TH OCT 2022 – 11 TH DEC 2022	14 TH NOV 2022 – 16 TH DEC 2022	28 TH NOV 2022 – 23 RD DEC 2022	3 RD JAN 2023 – 13 TH JAN 2023	16 TH JAN 2023

第二期 Cohort 2

申請日期 Application period	面試日期 Interview period	結果公布 Offer made	入職培訓 Onboard training period	到職日 Job onboard date
12 TH DEC 2022 – 5 TH FEB 2023	2 ND JAN 2023 – 17 TH FEB 2023	6 TH FEB 2023 – 20 TH FEB 2023	6 TH MAR 2023 – 17 TH MAR 2023	20 TH MAR 2023

第三期 A 組 Cohort 3A

申請日期 Application period	面試日期 Interview period	結果公布 Offer made	入職培訓 Onboard training period	到職日 Job onboard date
27 TH MAR 2023 – 21 ST MAY 2023	8 TH MAY 2023 – 16 TH JUN 2023	29 TH MAY 2023 – 19 TH JUN 2023	3 RD JUL 2023 – 21 ST JUL 2023	24 TH JUL 2023

第三期 B 組 Cohort 3B

申請日期 Application period	面試日期 Interview period	結果公布 Offer made	入職培訓 Onboard training period	到職日 Job onboard date
3 RD APR 2023 – 28 TH MAY 2023	15 TH MAY 2023 – 23 RD JUN 2023	5 TH JUN 2023 – 26 TH JUN 2023	10 TH JUL 2023 – 21 ST JUL 2023	24 TH JUL 2023

報名詳情 Application Info

報名資格及遴選基準 Eligibility and Selection Criteria

「賽馬會專業創未來計劃」(JC PROcruit C) 為積極上進的畢業生開啟就業發展路程。

JC PROcruit C helps motivate first-time-job-seekers to look for work opportunities.

申請人必須符合以下條件*

To be eligible as an applicant, you must be*:

1. 屬香港居民
2. 報名時可在香港合法受僱
3. 於2020年、2021年、2022年或將於2023年獲得大學學位、副學位（副學士及高級文憑）、香港中學文憑考試(HKDSE)或同等學歷（包括國際文憑大學預科課程(IB)、基礎課程文憑、毅進文憑）的畢業生
4. 全職工作（逐次計算）連續不多於六個月（包括試用期）

1. A Hong Kong resident;
2. Legally permissible to work in Hong Kong at the time of application;
3. A graduate of a bachelor's degree, sub-degree programme or Hong Kong Diploma of Secondary Education (HKDSE) holders or equivalent qualifications, including The International Baccalaureate (IB), Diploma of Foundation Studies and Diploma Yi Jin in 2020, 2021, 2022 or 2023;
4. With no more than six months of full-time employment on a consecutive (not accumulative) basis, including probation period since graduation.

* 本計劃將酌情處理個別申請者的報名資格，而面試及職位配對均採取滾動遴選機制，因此鼓勵申請人盡快遞交申請表。

* The programme adopts a rolling basis admission process and will consider the eligibility of individual application at its discretion. It is recommended to submit the application as soon as possible.

JC PROcruit C

賽馬會專業創未來計劃

策動及捐助 Created and Funded by



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