



匡智會
Hong Chi Association

匡扶智障 FOR people with intellectual disabilities

2023 04

Spotlight

愛心之光

讓他們閃耀發亮
Let Them Shine



訂閱電子報
Subscribe to E-News



Photo of cover story by Ken Sze Photography

「只要造就合適的工作環境，
自閉症譜系障礙(下稱：自閉症)
員工也能夠發揮潛能。」

"A workplace with
adequate support can
facilitate employees with
autism to perform well in
their jobs."



位於大嶼山東涌的匡智紹邦晨輝學校是全港首間為輕、中及嚴重程度智障學生而設的特殊學校，自2020年初開校至今共聘請了5位匡智畢業生，其中兩位負責校園清潔工作、另外兩位則擔任學校教學助理，更有一位畢業生獲聘請為學校IT助理。

締造雙贏局面

聘請匡智畢業生既可以填補學校職位空缺，也可以讓自閉症學生在職場上一展所長，帶來雙贏局面。「一般被視為沉悶乏味的重覆性工作很適合自閉症畢業生，這類工作讓他們感到安心自在，令他們可以投入工作。當他們身處合適的工作環境，便能夠做出不俗的工作表現。」匡智紹邦晨輝學校石校長說。「有一位畢業生獲餐廳僱主聘請為店內的餐桌擺放餐具，在簡單而重覆的工作過程中，同學對每份餐具擺設要求準確無誤，餐具之間的距離準繩度，以及工作速度令同事刮目相看，大家也放心將工作交給她。」石校長續說。

建立協調橋樑

雖然自閉症畢業生有一定的工作能力，有些更具備專業技能，然而講求規律的性格令他們難以適應工作上的變動。為了協助他們適應工作的新安排，學校需要進行一些協調工作，除了要清晰講解調配細節之外，更會邀請社工跟進員工的情況。「自閉症人士缺乏表達能力，未必懂得透過語言說出對調動安排的想法或者感受，往往把情緒抑壓在心裡，令工作表現大打折扣，這時，社工提供適切的支援便發揮很大幫助。」石校長指每位入職的匡智畢業生需要社工跟進，而匡智就業輔導服務的社工便成為學校與自閉症員工之間的重要橋樑，發揮協調及溝通的角色。「由第三者擔當協調的角色，以跟進自閉症僱員的工作表現及協調僱傭的關係。」石校長說。

讓他們閃耀發亮 Let Them Shine

Located at Tung Chung, Lantau Island, the Hong Chi Shiu Pong Morninghope School is Hong Kong's first special school tailored for students with mild, moderate and severe grade of intellectual disabilities. Five Hong Chi graduates have been recruited as school staff since the school started operation in early 2020. Two of them are responsible for school cleaning, while two of the graduates work as teaching assistants, and the other one has been hired as an IT assistant.

Create a Win-win Situation

Employing Hong Chi graduates can help fill the jobs in the school, whilst providing more opportunities for graduates with autism to showcase their working abilities. This brings mutual gains to both sides. "Graduates with autism are very good at doing repetitive work that may seem boring and insipid to other people. The predictable, repetitive routines make them feel calm and less anxious, they can thereby fully concentrate on their work," said Principal Shek of Hong Chi Shiu Pong Morninghope School. "One of our graduates works in a restaurant and her job is to set dining tables. She excelled in handling repetitive tasks. Not only does she place each set of tableware correctly but also neatly places every item at equal distances. Her colleagues are amazed by her high accuracy and efficiency," Principal Shek continued.

Build Communication Bridges

Although graduates with autism are fully capable of working and some are equipped with unique skill sets that provide value to companies, their habits of sticking to routines make it difficult for them to adapt to any unexpected changes in workplaces. In order to help school staff in adapting to the new work changes, some coordination has to be made. Apart from giving detailed explanations of work changes, social workers will be engaged to provide assistance for them. "People with autism have weak verbal communication skills. Once they encounter trouble expressing their thoughts and feelings, they will suppress



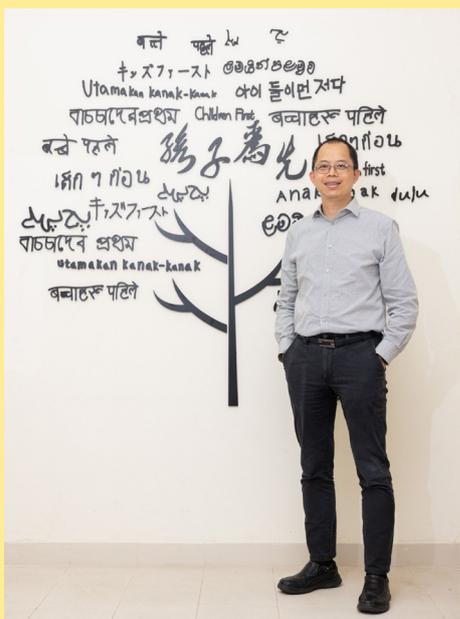


社交技巧薄弱令自閉症員工在職場上遇到不同程度的困難。「與人對話時，他們甚少跟對方有眼神接觸，容易予人無禮的感覺。簡單又不用與太多人交流的環境讓他們更能專注工作，就如學校宿舍有位自閉症員工專責為宿舍學生摺好衣物，在毋須其他人協助的情況下，他能獨立地處理重複性的工作，無論工作效率及質量都非常好。」

把工作做好

家長普遍支持自閉症畢業生在校園工作，認為校園的工作環境相對友善，加上學生熟悉校園的環境，家長也較為放心。石校長指聘請匡智畢業生不會刻意降低入職要求，「所有全職員工獲聘請的前設，必須擁有相關工作的技能及能力，即使是匡智畢業生也不例外。自閉症畢業生也有其獨特的優點及長處，值得擁有合適的工作平台去展現自己的實力。所以，當學校為自閉症員工安排好所需的工作配套後，我們也會要求他們做好自己崗位的工作。」

石校長接著說：「我們給予工作機會讓自閉症畢業生盡展所長，並給予適切援助。學校對他們的工作要求不會寬鬆，要求與校內其他的職工也公平對待。每一位職員都必須具備一定的工作能力，才會獲考慮是否聘請。我們希望更多主流學校或者宿舍能夠開放重覆性高的後勤工作予自閉症畢業生嘗試，同時也能夠協助自閉症畢業生融入社會，解決人手短缺的情況。」



我們深信智障人士同樣擁有獨特的天賦才華，並且繼續開拓不同平台及學習機會讓學生盡展所長，期望社會各界與我們一起協助他們融入社會，讓他們展翅飛翔。



emotions and bottle up their feelings which can negatively affect their work performance. The timely support given by social workers will definitely help us a great deal." Principal Shek reiterated that each Hong Chi graduate who has newly joined the staff team must have a social worker follow up with their cases. Also, social workers of Hong Chi Job Training and Employment Service play an important role as the communication bridges in coordinating with the school and autistic employees. "It would be more appropriate to invite a third party to serve as mediator to follow up on our autistic employees' performances and build a positive relationship between employer and employee," said Principal Shek.

Because of their deficiency in social skills, employees with autism face a different degree of difficulty in the workplace. "They have trouble making eye contact while they are talking to people. People may find them rude. A simple working environment where they don't need to have frequent interaction with people is suitable for them to concentrate on their work. Like one of our hostel staff with autism, whose job it is to fold and pack students' laundry every day. He manages his work very well without any assistance provided. He works fast and completes his job at a high standard."

Getting Job Done Perfectly

Parents are generally very supportive of their children with autism getting a job in school because the campus is more autism-friendly, and they feel at ease when their children work in a familiar environment. Principal Shek pointed out that the school will not lower the recruitment standard for Hong Chi graduates. "All of the full-time staff has to fulfill our recruitment requirements with related job skills and abilities, even Hong Chi graduates are no exception. We believe that people with autism deserve to have a platform to showcase their unique strengths and talents. Once we have provided the necessary workplace facilities for employees with autism, we expect them to do their jobs well."

"We are providing job opportunities and support to graduates with autism. Therefore, we will not lower our expectations of their job performances, otherwise, it will be unfair to our current team of staff. All our staff has to be equipped with related work skills and their capability always comes first in job recruitments. We hope that mainstream schools and hostels can offer more job opportunities for graduates with autism, as it not only alleviates the shortage of manpower, but also assists them to integrate into society," said Principal Shek.

It has always been our firm belief that people with intellectual disabilities possess unique potential and talent. We shall create different platforms and opportunities for our students to develop their potential to the fullest. We sincerely seek generous support from the general public to assist them in integrating into society and leading fulfilling lives.

匡智會屬校教職員專業發展日 Hong Chi Schools Staff Professional Development Day

我們的藝術小平台 Our Art Platform



為促進教學團隊的專業成長及凝聚力，本會於2022年12月16日舉行「匡智會屬校教職員專業發展日」，主題為「T.E.A.M.」，逾700位教職員參與。

上午環節邀請了香港教育大學學術及首席副校長及課程與教學講座教授李子建教授，JP (中) 主講生命和價值觀教育，以及香港社會創投基金創始人兼行政總裁魏華星先生分享尋夢旅程；下午則安排了8個不同主題的分場講座和工作坊，藉以提升教學團隊的專業能量。

In order to foster the professional growth and cohesion of our teaching team, more than 700 staff members participated in the Hong Chi Schools Staff Professional Development Day with the theme of "T.E.A.M." on 16 December 2022.

In the morning session, Professor John Lee, JP, (middle) Vice President (Academic) and Provost and Chair Professor of Curriculum and Instruction of The Education University of Hong Kong, served as the keynote speaker and highlighted life and value education while Mr. Francis Ngai, Founder and CEO of Social Ventures HK, shared how he actualized his dreams. A total of 8 parallel sessions and workshops of various topics were arranged in the afternoon.

匡智獅子會晨崗學校於3月24至27日在賽馬會創意藝術中心L1藝廊舉行「我們的藝術小平台」展覽，是次以「中華文化」為題，邀請了5所特殊學校協作，展出約170件不同媒介的藝術作品，包括有中國水墨、拼貼及紙黏土等等。展覽設有導賞服務和工作坊，由學生擔當導賞員或小導師，或向公眾人士介紹重點展品，或與他們一起製作黏土小食和印章書法，大家都樂在其中！

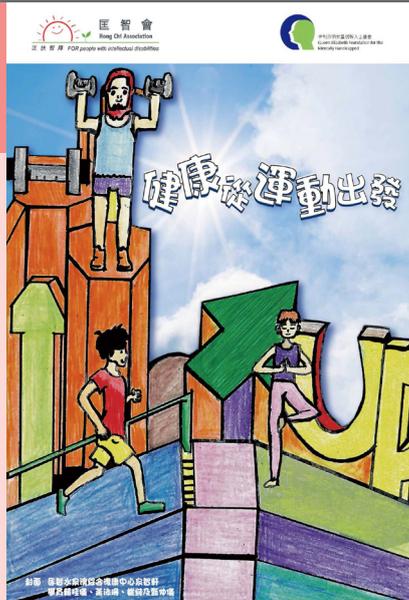
An exhibition, named "Our Art Platform", hosted by Hong Chi Lions Morninghill School was held from 24 March to 27 March at L1 Gallery, Jockey Club Creative Arts Centre. The theme was Chinese culture. In collaboration with 5 other special schools, a total of 170 pieces of art exhibits in different media were showcased, including Chinese ink, collage, and paper clay, etc. Guided tours and workshops were also arranged. Our students served as docents or instructors to interact with the public directly, either introducing guests the selected exhibits or teaching them how to make clay and seal calligraphy. All of them had great fun!



生涯規劃體驗館 Life Planning Experience Centre

感謝黃石庸慈善基金贊助匡智張玉瓊晨輝學校設立「生涯規劃體驗館」，讓學生在館內接受不同的職業訓練，如酒店房務、餐飲及洗髮等，以提升就業能力和擴闊就業出路。近日，學校更邀請了陳國強醫生(右2)和陳煒(左2)夫婦二人親臨參觀和品嚐由學生親自沖調的咖啡！

Special thanks to the Wong Shek Yung Charitable Foundation for supporting the Hong Chi Winifred Mary Cheung Morninghope School in setting up a "Life Planning Experience Centre". Students will receive various vocational trainings, such as hotel housekeeping, catering and hairdressing, etc, to sharpen their skills and explore career opportunities. Recently, Dr. Aldous Chan (right 2) and Ms. Alice Chan (left 2) have been invited to visit the centre and to enjoy the coffee brewed by our students!



訓練手冊 Training Kit

承蒙伊利沙伯女皇弱智人士基金的慷慨資助，本會物理治療師團隊推出《健康從運動出發》一書，他們創作了不同類型的運動以切合弱能人士的運動需要，鼓勵學員平日多做伸展、強化肌肉，以及平衡協調四肢的運動，藉以提升身體素質。網上分享會已於2022年12月17號舉行，當日邀請多位嘉賓講者與超過100位業界同工分享工作成果，反應熱烈。大家可掃二維碼即時下載及閱覽電子版本。

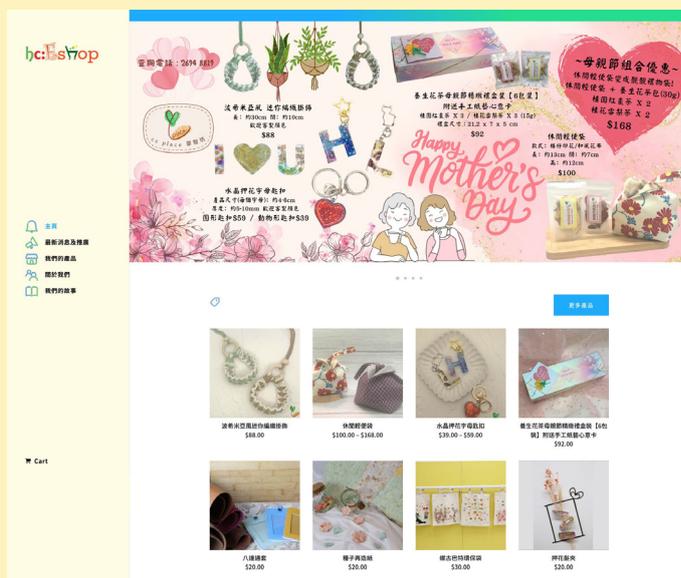
Thanks to the generous funding support from the Queen Elizabeth Foundation for the Mentally Handicapped, the Hong Chi Physiotherapy Team has launched a new book called "Healthy Living Exercise Training Kit". This book is tailor-made for people with disabilities, containing a comprehensive collection of stretching and muscle-strengthening exercises that are designed to improve trainees' flexibility, balance and coordination, thereby maintaining good physical well-being. An online sharing session hosted by guest speakers was held on 17 December 2022, attracting over 100 of our counterparts to join. The sharing session was well-received by the participants. You can download the e-book by scanning the QR code.

網購平台 Online Shopping Site



本會推出全新網上商店hc:Eshop，讓顧客隨時隨地選購學員親手製作的花藝、烘焙、陶瓷及手工皂產品，以及包裝、洗衣及布置場地等服務。你的支持不但為學員提供訓練及工作機會，更是為他們的工作能力帶來認同，大家可掃以上二維碼瀏覽網址支持智障人士。

The Association has launched a new e-store, hc:Eshop for shoppers to discover, browse and buy online. Handmade products such as floral products, baked goods, ceramic products and handcrafted soaps, as well as services like packaging, laundry and venue setup provided by our trainees, are available for order anytime, anywhere. Your support will not only provide training and job opportunities to our trainees, but it will also be an important recognition of the abilities of the intellectually challenged. Please scan the QR code and visit our online store to show your love and support to them.



活化社區 Urban Renewal



匡智富善中心學員聯同領展義工團隊及50位金門建築有限公司義工，於2022年11月中旬一起進行壁畫翻新工作，期望令中心附近社區成為新界區的打卡熱點之一。匡智學員在導師的指導下參與繪畫工作，透過活動增進公眾對智障人士的認識之外，更可以展現學員的工作能力及專注度。

Trainees of Hong Chi Fu Shin Centre joined hands with the volunteer team of the Link and 50 volunteers from Gammon Construction Limited to create an eye-catching mural painting in the public area in mid-November 2022, hoping to transform the surroundings into one of the instagrammable places in the New Territories. Under the guidance of trainers, our trainees demonstrated their work abilities and exhibited good attention-to-detail skills to the public which will foster a better understanding of people with intellectual disabilities.

Event Highlights

焦點活動

寓運動於行善 Exercise for Good Causes



本會年度「匡智慈善跑樓梯2022/23」已於1月31日完滿結束。衷心感謝協辦機構信和集團、新鴻基地產，以及場地贊助中環廣場多年來對活動的支持，還有多間愛心公司包括Motorola Solutions、Motive Force、美利加集團、獅王(香港)有限公司、香港歐萊雅以及Waterfall Sports & Wellness的慷慨贊助。此外，特別感謝參與跑手及捐款者大力支持，為是次線上活動籌得約54萬元的善款，以支持我們匡扶智障的工作。

本會於2月18日假灣仔中環廣場舉辦「匡智慈善跑樓梯同樂日2022/23」，並致送由學員親手製作的紀念品予協辦機構，以及多間贊助公司代表以示謝意。當日兩位匡智關懷大使陳家豪先生及鄭麗莎小姐更擔任頒獎嘉賓表揚得獎的個人及團體參賽者。

當日節目非常豐富，現場設有多個由匡智學校及單位預備的慈善義賣攤位，透過這個平台讓學員及學生向在場嘉賓展示由他們親手製作的手工藝品，同時加深公眾人士對智障人士工作能力的認識。除此之外，來自香港西區扶輪社匡智晨輝學校的學生更表演得獎舞蹈作品《西遊記》，以及由匡智松嶺第三校校長和老師分享虛擬實景技術為教學應用帶來的豐碩成果。同場更設有由Motive Force贊助的虛擬遊戲攤位，讓在場人士親身體驗運動的樂趣。

Our annual charity sporting event - Hong Chi Climathon 2022/23 was concluded on 31 January. Our heartfelt gratitude goes to the co-organizers Sino Group and Sung Hung Kai Properties, plus the event venue sponsor Central Plaza for their long-standing support. We would also like to sincerely thank other event sponsors for their generous support, namely Motorola Solutions, Motive Force, Merika Group, Lion Corporation (Hong Kong) Limited, L'Oréal Hong Kong and Waterfall Sports & Wellness. We would also like to dedicate the success of the event to the unfailing support from participants and donors who have raised \$0.54 million to support the Association's work in serving people with intellectual disabilities.

In celebration of the completion of the event, Hong Chi Climathon Fun Day 2022/23 was held on 18 February at Central Plaza, Wan Chai. As a token of appreciation, we presented handicrafts made by our trainees to the event co-organizers and corporate sponsors. We were also honored to have our Caring Ambassadors Mr. Chan Ka-ho and Ms. Lisa Cheng as the award presenters, giving recognition to individual and group participants for their outstanding performance.

The event featured a number of activities. Co-organized by Hong Chi school and units, a charity sale selling handmade items showcased the craftsmanship of our students and trainees and, more importantly, deepened public understanding of their capabilities. Students from Rotary Club of Hong Kong Island West Hong Chi Morninghope School also showed their artistic talents on stage during their performance of the award-winning dance piece, "Journey to the West". This was followed by a sharing session hosted by the principal and teachers from Hong Chi Pinehill No. 3 School, shedding light on the benefits of Virtual Reality (VR) in special education. Last but not least, the event featured the VR game sponsored by Motive Force, introducing a new way for visitors to share the fun of sports.



每月捐款計劃 Monthly Donation Programme

過去50多年來，我們一直持守「以孩子的需要」為先的信念，為不同年齡及程度的智障人士提供適切的教育及服務，協助他們盡展所長，成為貢獻社會一分子。你的定期捐款將會為我們匡扶智障的服務帶來穩定的支持，讓我們可以拓展更多非津助的服務及支援予智障人士及其家庭，以應付他們對服務的需求。

請大家踴躍參與匡智會每月捐款計劃，你的支持將會為更多智障人士帶來實質幫助，讓我們可以延續使命，與智障人士一起並肩同行。請掃描二維碼登記，自訂每月的捐款金額，立即登記成為我們的每月捐款者！

Over the past 50 years, we have been upholding our service motto "Children Come First". We are committed to providing appropriate education and timely support for all ages and grades of intellectual disabilities to help unleash their potentials, and nurturing them to become contributing members of society. Given the growing demand for our services, your monthly donations will provide a consistent source of support for our work, allowing us to develop our non-subsented services and provide adequate support to our service users and their families.



Your participation in our monthly donation programme will make a significant contribution to the lives of people with intellectual disabilities. It also serves as a huge encouragement for us to strive for the betterment of our service users. Please scan the QR code, register as our monthly donors and set your monthly donation amount.

捐款箱計劃

Donation Box Placement Programme



承蒙各界友好企業的支持，本會於多個地點設置捐款箱，大家外出購物時，可到以下地點捐款支持匡智會，協助本會匡扶智障的工作。其他企業友好如有興趣參與匡智會的捐款箱計劃，請電郵至 cfr@hongchi.org.hk 與我們聯絡。

Thanks to the long-standing support from caring corporates, our donation boxes are now placed at different locations to raise funds in support of the Association's work. Below are a few of the many locations

where you can donate while shopping. For new corporate friends who are interested in participating in the Donation Box Placement Programme, please contact us at anytime at cfr@hongchi.org.hk.

匡智會捐款箱設置時段及地點

Hong Chi Association Donation Box Placement Periods & Locations

由即日起 Starting from now	Belgium Diamond House
	峻嶺戶外體育用品 Blue Mountain Sports
	慶鈺堂中醫診所 Ching Yu Tong Chinese Medicine Clinic
	海鑽天賦海灣會所 Clubhouse, The Graces Providence Bay
	大元邨牙科診所有限公司 Tai Yuen Estate Dental Clinic Ltd

Freeport No. 37WCH
15 Hennessy Road, Wan Chai, Hong Kong
Room 705, Duke of Windsor Social Service Building
Hong Chi Association - Communications and Fund Raising Office
匡智會傳訊及經費籌募部
溫莎公爵社會服務大廈705室
香港灣仔軒尼詩道15號

如貼上郵票可為
匡智會節省HK\$2.2
Your extra stamp
can save us HK\$2.2

如在本港投寄每須貼上郵票
NO POSTAGE STAMP
NECESSARY
IF POSTED IN
HONG KONG



Thank You!

多謝支持!

匡扶智障 For People with Intellectual Disabilities

匡智會——前香港弱智人士服務協進會——本著「匡扶智障」的精神，竭誠為智障人士和他們的家庭提供服務。本會轄下共有超過100個服務單位，當中包括14所特殊學校及13個社會企業，主要為不同年齡和程度的智障人士提供全面服務。我們盼望得到你的鼓勵和支持，請與我們聯絡。

Hong Chi Association - formerly The Hong Kong Association for the Mentally Handicapped - is dedicated to primarily serving people with intellectual disabilities and their families. We operate over 100 service units, including 14 special schools and 13 social enterprise projects to provide comprehensive services to people of all ages and all grades of intellectual disabilities. **Offers of help and support are always welcome. Please contact us.**

香港灣仔軒尼詩道15號溫莎公爵社會服務大廈705室
Room 705, Duke of Windsor Social Service Building,
15 Hennessy Road, Wan Chai, Hong Kong
電話 Tel: (852) 2661 0709
傳真 Fax: (852) 2866 0471
網址 Website: www.hongchi.org.hk
電郵 Email: cfr@hongchi.org.hk
香港稅局檔案號碼 Inland Revenue Department, HKSAR, File No: 91/466



WhatsApp



YouTube



Instagram



Facebook