

Say "YUP" to Youth Talents!

Open the Gateway to Opportunities

開拓飛躍大門

開創三贏未來

背景

由香港賽馬會慈善信託基金策劃及捐助，賽馬會「飛躍·拍上」計劃(JC YUP)透過支援青年度過成長的關鍵階段—從初中走到早期職業發展，協助他們建立自豪時刻、拓闊眼界，並培養面對多元出路與萬變的生涯跑道所需的韌力，讓他們穩步成長。

「JC YUP 專業見習培訓計劃」(PT)在包括香港人力資源管理學會(學會)在內的行業合作夥伴的支持下，為中學文憑試(DSE)畢業生開拓升學以外的多元發展出路。

此為期兩年、有系統的實習計劃採用在職學習模式，為青年開啟機遇大門，裝備他們投身職場，並獲得學歷資格認證以協助他們為未來發展建立目標及方向，計劃同時為本港具增長潛力及入門級工作人力需求的行業注入活力新血，協助舒緩人才缺口，成就社會、企業與青年的三贏方案。

共創價值



青年成長

獲取 QF 認可資歷
成功過渡至職場
360全方位職涯輔導支援
多元職業發展路徑



企業獲益

建立穩定人才儲備
合適人才配對
系統化能力建構
提升企業社會責任形象



社會願景

優化人才結構
填補行業人才缺口
促進社會流動機會

計劃設計特點

「JC YUP 專業見習培訓計劃」(PT)結合深入就業支援，包括資歷認可課程、強化參與企業培訓實力，為學員建立清晰職業藍圖，以及為僱主建立更豐厚人才儲備。



全方位就業培訓

僱主、NGO及員工導師三方協作式栽培，培養青年成長思維、韌力、增強實戰力，為企業作出更大貢獻及較長留任時期



以能力為本的人才配對

以 CV360® 與 VASK(價值觀、態度、技能及知識)為核心框架，協助僱主識別更合適人才



資歷認可的職場培訓

為青年開拓靈活多樣的進階路徑，以投身高需求及高增長的行業



專屬職前訓練營及海外職涯增值之旅

強化職場軟實力，協助從校園到職場的過渡，提升人脈網絡及業界視野



企業倡導網絡

連結企業夥伴，推動 CV360® 應用，提升行業人才評估標準

高增長、需求主導的職位

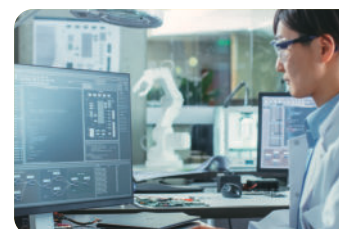
計劃適用於所有企業，並聚焦四大高增長職務的入門級職位：



1 創意職位



2 醫療保健職位



3 科技職位



4 體育及活動策劃職位

目標學員及在職學習安排

- 年齡介乎18至29歲，完成中學文憑試(DSE)課程的青年
- 須參與職前訓練營，學習職場基本做人處事態度及溝通協調能力

- 在職期間，學員將同時進行實務培訓，包括數位工具應用；強化溝通能力、團隊協作、解決問題及職場適應力；以及針對4大行業接受特定的技術訓練

企業支援資源



精準人才配對

透過以強項為本的人才配對模式VASK框架與CV360®，從學歷以外發掘青年的獨特價值與優勢，識別具潛力的新人，協助企業建立可持續的人才儲備



提升管理能力

獲得專業培訓，提升團隊實習管理和青年培育的能力，以建立更友善的職場環境，從而提升留任率



全方位人才發展支援

提供一站式支援，涵蓋從僱主加入計劃、提交培訓計劃予「展翅青見計劃」(YETP)辦事處，到申請在職培訓津貼的整個過程；同時提供持續的人才培育指導



業界互助

加入僱主互動社群，促進最佳實踐的分享及交流

有關 VASK 框架：

VASK 是基本計劃核心的以強項為本的人才配對模式，代表 Values(價值觀)、Attitudes(態度)、Skills(技能)及 Knowledge(知識)。此框架旨在轉變傳統以學歷為首要標準的招聘模式，協助企業從多維度評核青年的發展潛力，實現更有效的人才配對。透過以 VASK 重新定義職位描述，僱主能聚焦於發掘具備正確價值觀與成長思維的候選人，從而更精準地匹配人才與職位需求。

有關 CV360®：

CV360® 是一項全方位且具備整體性的能力呈現工具，超越傳統履歷規格。它能立體地展現個人能力，將青年從生活、學習、有酬及無酬工作等廣泛經驗中所累積的 VASK 特質完整呈現。CV360® 不再僅僅聚焦於學歷，而是突顯個人的獨特長處，賦能正處於探索階段的青年更深刻地認識並表達自我；同時，亦為僱主提供更全面的參考，實現更具洞察力及意義的人才配對。



計劃年期

最多12個月的實習期
2026年第2季開始
邀請企業加入

津貼金額

僱主於在職培訓期間，聘用學員可獲得在職培訓津貼；津貼金額為每名學員於培訓期內每月薪酬的50%，上限以每名學員每月計為5,000元(最多12個月)。

參與路線圖



表明參加意向

- 初步登記獲取計劃詳細資訊
- 將獲學會指派企業合作經理提供一對一諮詢，解答僱主的疑難

登記 YETP

- 僱主需於「展翅青見計劃(YETP)」登記，擬於2027年8月加入計劃的僱主，須於2026年8月30日或之前完成 YETP 登記
- 學會將協助僱主應用 VASK 框架撰寫職位描述

正式註冊為「JC YUP 專業見習培訓計劃」僱主

- 僱主須於2027年2月底前提交正式註冊，以確認參加同年8月啟動的實習計劃
- 學會將於2027年3月向僱主分享潛在候選人的 CV360® 全方位履歷，供企業進行選拔

實習期間

- 企業可受惠於培訓津貼
- 學員同時會得到專業職涯及生活發展教練支援
- 項目合作經理定期跟進

完成實習

- 分享實踐中遇到的挑戰與解決方案
- 共建及協助制定計劃實務指南

企業推薦



陳浩升

AESIR 創辦人及營運總監

「VASK 在人才配對過程中發揮重要作用，幫助我們更全面評估見習生與職位的契合度，並更清楚了解見習生的潛力，從而分配合適的工作和使命，亦確保見習生能夠有所成長。」

邢增福

裝秀有限公司 創辦人及行政總裁

「給予學員在職培訓可以幫助我們初創企業去規劃人才的事業發展，從而配合去提供一些額外培育，令他們得到更全面的成長和發展。」



請聯繫我們
一起開創職場新未來



電郵
info@hkihrm.org



熱線
(852) 2881 5113

策劃及捐助



聯合策劃



策劃及捐助



領航學校





Background

Created and funded by The Hong Kong Jockey Club Charities Trust, JC YUP supports youth through critical transitions of growth, from junior secondary to early career, by creating proud experiences, offering eye-opening real and alternative pathways, building up resilience to progress.

The JC YUP Professional Traineeship (PT) programme is supported by industry partners including Hong Kong

Institute of Human Resource Management (HKIHRM) to broaden youth access to diverse career pathways beyond conventional academic routes for DSE graduates. The programme is a structured 2-year traineeship with work study mode including qualifications attainment, to prepare youth for future development and mobility whilst injecting right fit entry level talent into high-growth sectors with strong manpower needs, creating a win-win-win solution for society, employers and youth.

Co-Creating Values



Youth Development

QF-recognised credentials
Successful transition to work
360 coaching support ecosystem
More diverse career pathways

Employer Benefits

Stable talent pipeline
Right fit talent-matching
Structured capacity building
Enhance corporate social image

Social Vision

Optimised talent structure
Fill sector talent gaps
Foster workplace inclusivity
Promote social mobility potential

Programme Highlights

The JC YUP Professional Traineeship (PT) provides in-depth career support with qualifications attainment, strengthening participating organisations' training capacities, establishing clear professional blueprints for trainees, and co-creating a stable talent pipeline for employers.



Comprehensive Onboarding Training
3-tier structured coaching with employer, NGO and peer helps cultivate youth's growth mindset, resilience and enhances workplace readiness for greater contributions and retention



Strength-Based Job Matching
CV360® and VASK (Values, Attitudes, Skills, Knowledge) as core talent matching, helping employers to identify better-fit candidates



Accreditation Through Workplace Training
Enable youth's flexible and non-linear articulation routes into high demand and growth industries



Exclusive Bootcamp and Career Booster Trip Outside of Hong Kong
Bridge soft skills for better school to work transition, provide networking opportunities and industry exposure



Employer Advocacy Network
Partner with corporations to promote CV360® adoption, elevating industry talent assessment standards

High-Growth and Market-Driven Roles

The programme supports committed, forward-looking employers who want to attract career-ready youth across entry-level positions. It is open to organisations of all sizes and focuses on four fast-growing sectors:



1 Creative



3 Technology



2 Healthcare



4 Sports & Event Management

Targeted Youth and Work Study Arrangement

- Youth aged 18-29 who have completed the DSE curriculum
- Required to join a pre-employment training bootcamp to build essential workplace attitudes, communication and interpersonal skills
- During the traineeship, participants will receive on-the-job training that covers practical digital tool application, strengthens communication, teamwork, problem-solving and workplace adaptability, as well as role-specific technical skills tailored to the four focus sectors



Our Support to Employers



Precise Talent Matching
Receive support in using strength-based job matching tool VASK (Values, Attitudes, Skills, Knowledge) and CV360® to identify high-potential entry-level talent, going beyond academic grades to uncover youths' unique strengths and build a sustainable talent pipeline



Structured Capacity Building
Receive professional training to strengthen the team's capabilities in managing internships and mentoring young talent, helping to build a more supportive workplace environment and enhance retention



Comprehensive Development Support
End-to-end support is provided throughout the process, from employer onboarding and training plan submission to YETP (Youth Employment and Training Programme) Office, to applying on-the-job training subsidies, along with ongoing guidance in talent nurturing



Cross-organization Collaboration
Join the Employer Advocate Network to share best practices among employers

About VASK:

VASK serves as the programme's core talent identification and matching framework, representing Values, Attitudes, Skills, and Knowledge. It shifts away from traditional hiring practices that prioritise academic qualifications, enabling employers to assess young people's potential from multiple dimensions for more effective talent matching. By using VASK to redefine job descriptions, employers can focus on candidates who demonstrate the right values and a growth mindset, resulting in more precise talent-to-role alignment.

About CV360®:

CV360® is a comprehensive, holistic profiling tool that goes beyond the standard CV format. It gives an all-round view of personal capabilities, showcasing young people's VASK developed through a wide range of life, learning, paid and unpaid experiences. Instead of focusing only on academic qualifications, CV360® highlights the unique strengths and empowers youth who are still exploring their pathways to better understand and express themselves, while giving employers a more comprehensive view for better-informed and more meaningful talent matching.

Duration

Up to 12 months of internship
Employer engagement begins in Q2 2026

Training Subsidy

Employers can receive a subsidy of 50% of each trainee's monthly salary, capped at HK\$5,000 per month, for up to 12 months.

Employer Roadmap



Employer Testimonials



Ernest Chan
Founder & Managing Director, AESIR Limited

"VASK plays a key role in our talent matching process, enabling a holistic assessment of candidate-job alignment. By gaining a deeper understanding of intern potential, we can assign well-matched tasks and missions that not only drive results but also ensure continuous growth."

Alexander Ying
Founder & CEO, DRESIO Limited

"On-the-job training lets us, as a startup, map out clearer career development for our talents. It also guides us in providing that extra support, enabling them to grow more comprehensively."



Contact Us Let's Shape the Future of Work Together

Email
info@hkihrm.org

Hotline
(852) 2881 5113

Created and Funded by
 The Hong Kong Jockey Club Charities Trust

Co-Created by

Model Schools