



關懷貧窮 坐言起行

# 源起



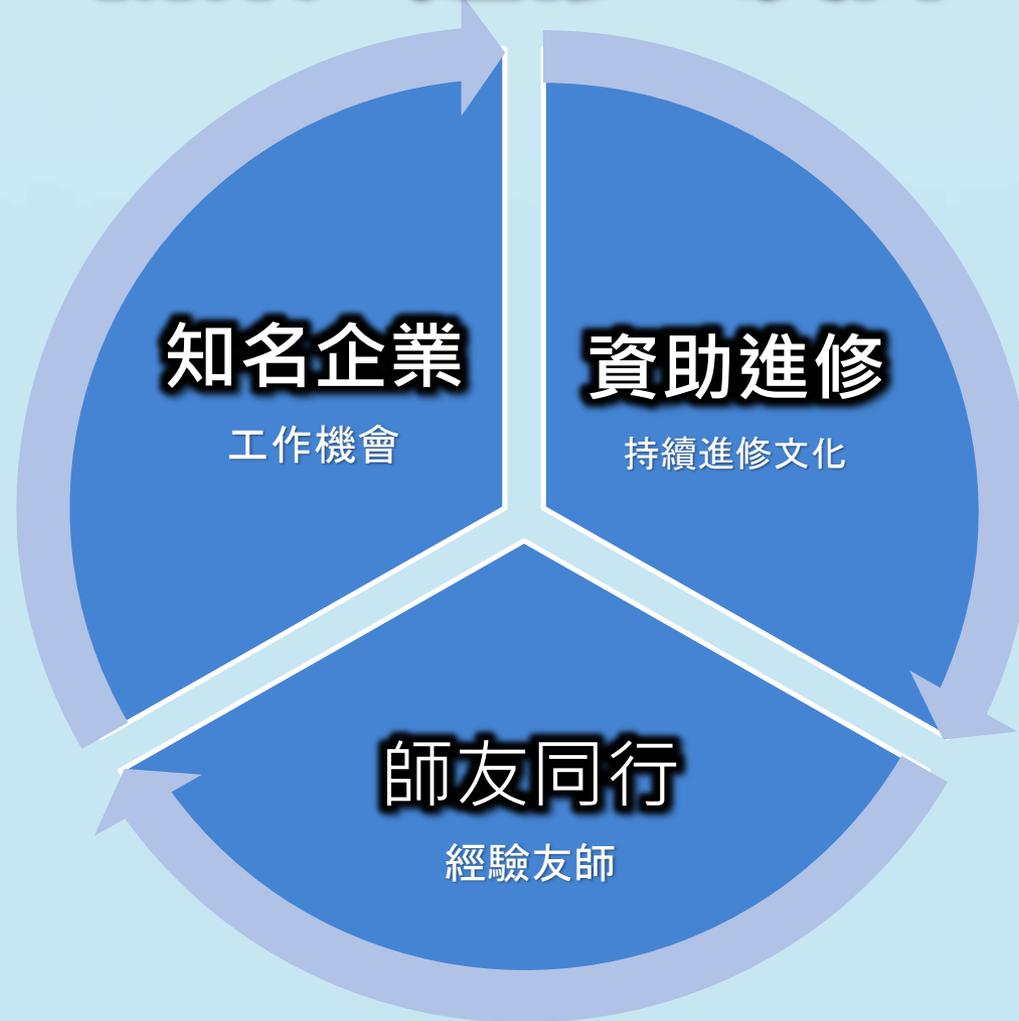


計劃構思：  
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# YUM 三合一模式 就業+進修+友師



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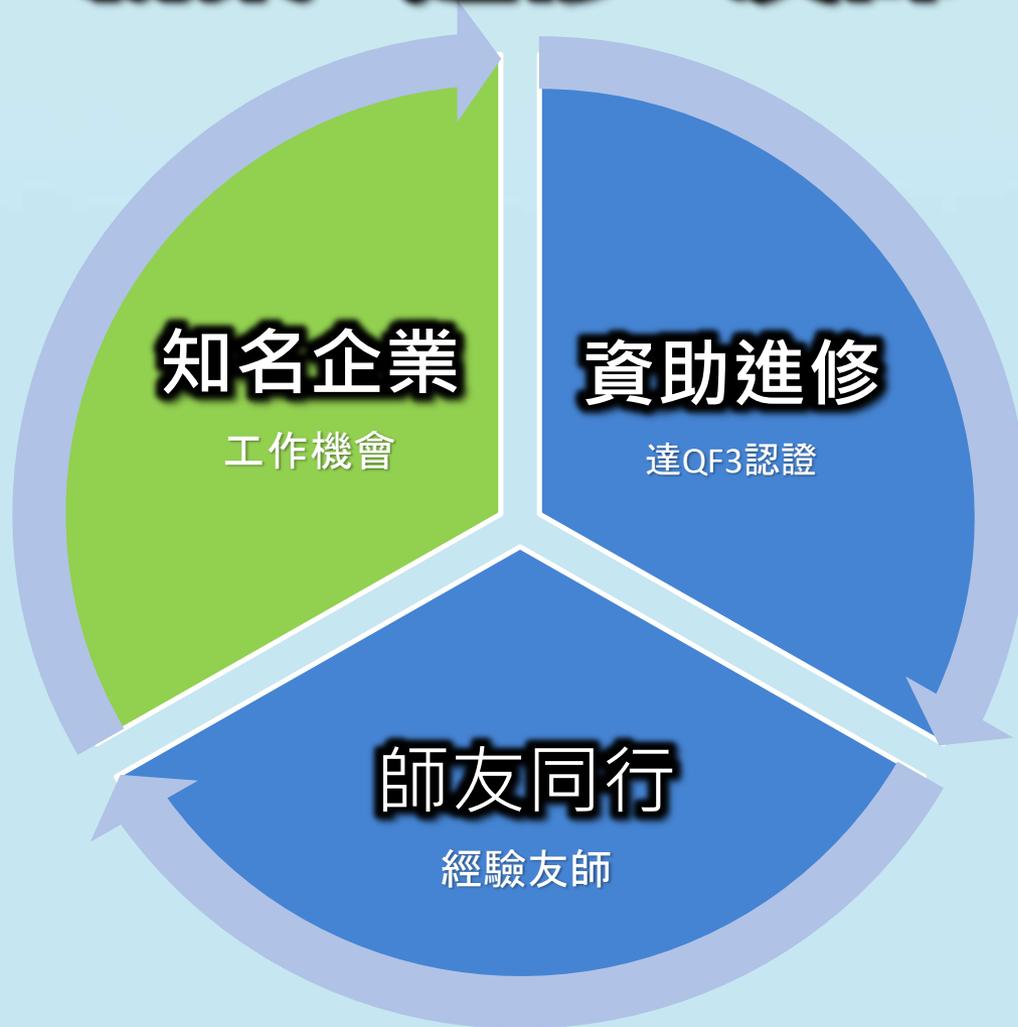
工作晉升階梯

在職培訓學習

個人發展計劃

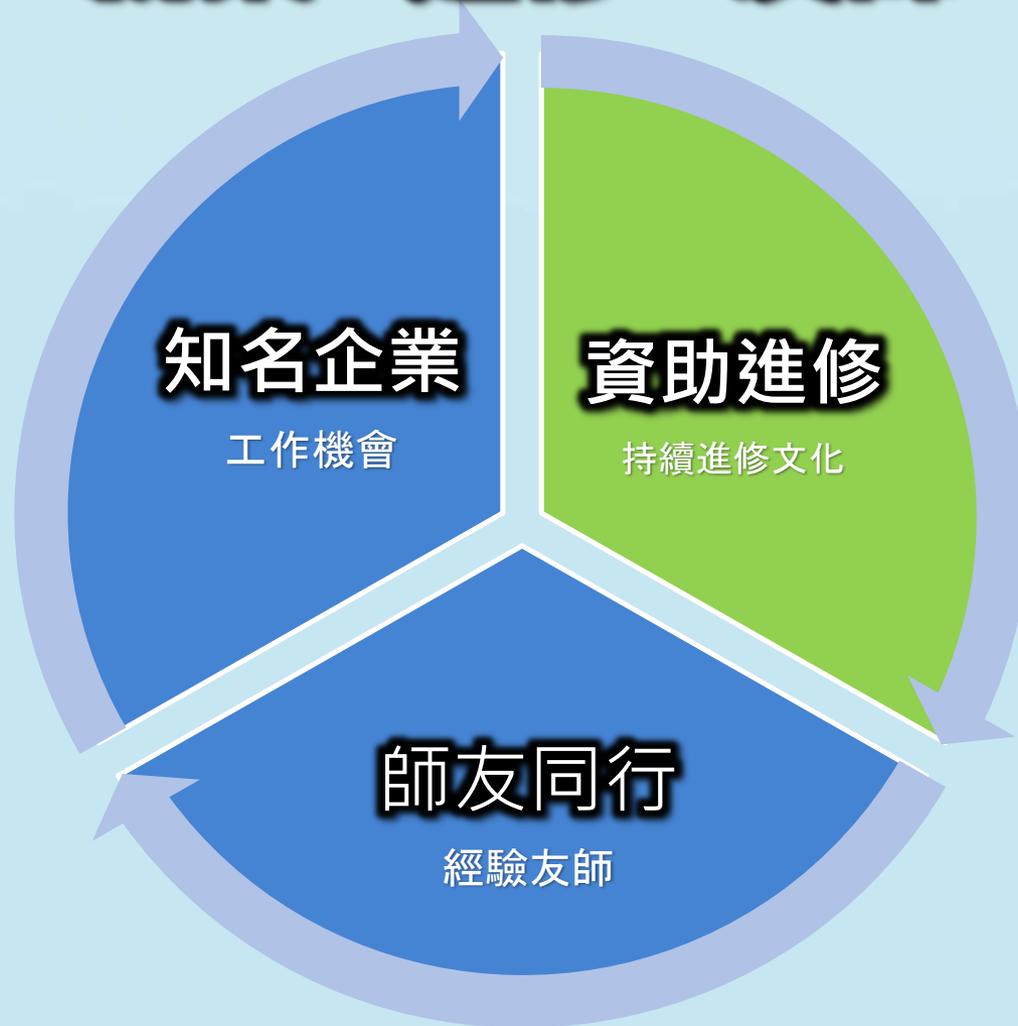


累積經驗  
升職加薪



# YUM 三合一模式

## 就業+進修+友師



僱主資助學費

上班及上課

時間配合

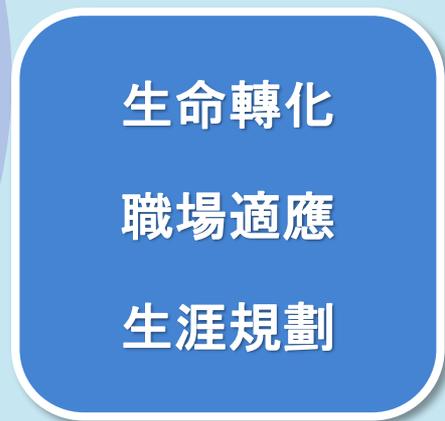
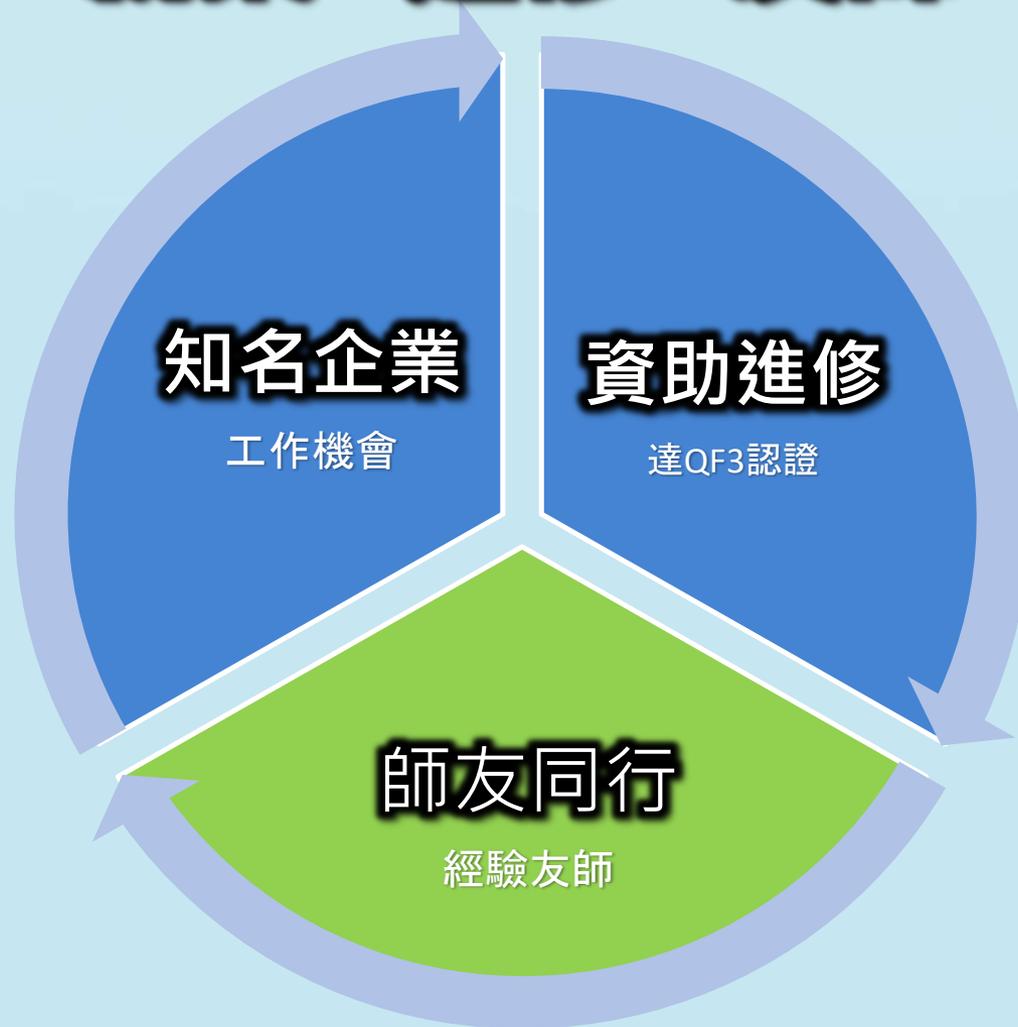
獲得行業認證



**獲取資歷或  
專業資格**

# YUM 三合一模式

## 就業+進修+友師



積極、自信心態  
多方面增值



2016-2017



2018



# 成效報告

自2016年起，已先後有過百位學員受惠，第一屆學員中，超過60%能完成整個YUM計劃。(遠高於行業平均數)

第二屆留職率近8成(經過21個月入職)

## 成效報告

香港大學葉兆輝教授亦在對YUM計劃的研究中指出 – 學員留任率達79.5%(以在首12個月計劃), 高於業界平均數。

社會投資回報亦高達4.2, 證明成效顯著。



# 成效報告 – 友師部份

## Mentors

During the interviews, mentors expressed an *increase in self-fulfillment* through connecting with the YUMers.

### Case 3: Mentor of Yang Memorial Methodist Social Service (Mentor A)

Background: Mentor A is a pastor. He is a mentor recruited from a church that is committed to YUM. He is interested to serve the youth population. He particularly chose two YUMers who are more challenging to handle. At times, they might reject him if he invites them to share and join the activities. However, their relationship develops over time and he feels touched to witness this change.

*“There was a mentee who prepared food for us every time when we had gathering. I feel so touched and warm by his act... Also, YUM indeed is an eye-opening experience for me. It is not about how much I have sacrificed but how much I have received from the youth. I treasure the time connecting and developing friendship with them!”*

# 成效報告 – 友師部份

## **Case 4: Mentor of Hong Yip Service Company Limited (Mentor B)**

Background: Mentor B has retired. He worked in the customer service industry before. He expressed that he gained more understanding about the working attitude of youths nowadays and got to know more about the change of working environment. He feels more connected to the society after being a mentor in YUM.

*“I feel like I have more understanding to the younger generation after being a mentor of the YUM. The mentees will share with me their working experience and I realized it is so different from what I experienced in the past. If I did not connect with them through this program, I would not have known these.”*

# 師友同行(MPG)



# 師友同行(MPG)



2019.05

# 友師心聲

- \* 我們觀察到日常與教會外的青少年談福音未必很容易，他們不會安坐聽我們傳福音。反而教會參與YUM，友師能夠活出信仰，對傳福音的效果會更佳。
- \* 教會友師每月定期安排小組，與青少年分享工作或做人的態度；另外亦會有一對一的關係建立，友師可以按學員的反應和需要，與他談適合的內容。
- \* 有一位性格非常內向，與他說話通常只有半句回應的學員，他經過半年的工作和與友師的相處，漸漸建立自信，願意溝通，大家都很高興見到他的改變，這正是神的恩典。

# 生命轉化



# 生命轉化

- \* 他最近工作上繼續要學習新的database 技巧，參與更多文書工作，暫時應付得來沒問題；教會生活上，最近開始跟教會的bass 手學bass ,上了兩堂，準備買一支自己的bass 加緊練習；小組及崇拜比以前返得更穩定，每週都出席，可能也是因為跟小組組員關係熟左👍 (03.2019)
- \* 他早兩星期腸胃炎，現已康復。工作上沒有特別大改動，感恩的是他跟教會小組的組員關係越來越好，他們會私下約埋睇戲、食飯等。他們現在返教會聚會也很穩定，除了上班每週都有返，只是學bass 的進度有點慢，正鼓勵他俾心機學 (05.2019)

# 生命，再出發



我第一年DSE失敗

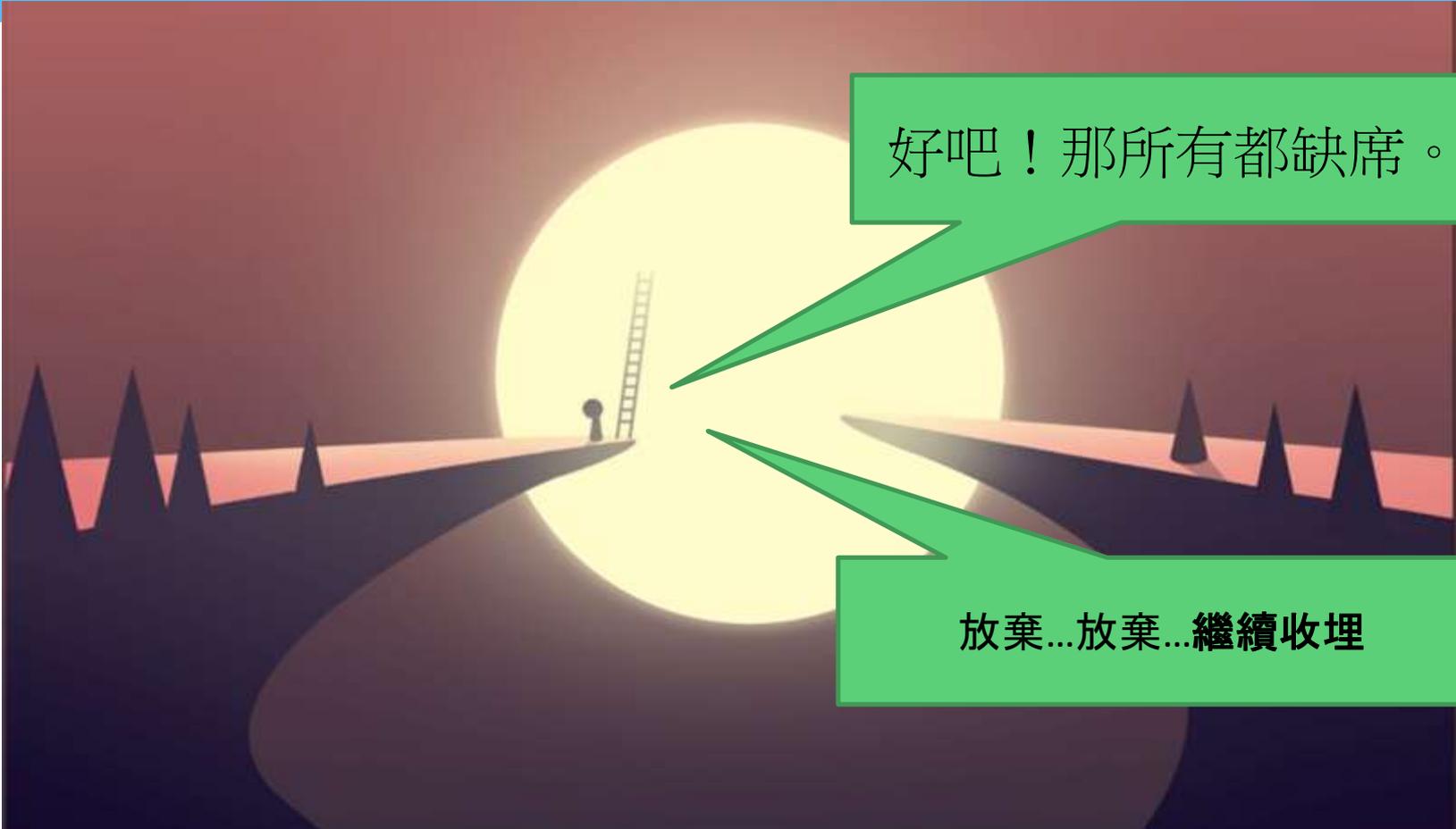
屋企人想我自修重讀

一個人好容易就放棄

在家中...隱藏...

忘記了重考的第一科

# 無望人生



好吧！那所有都缺席。

放棄...放棄...繼續收埋



YUM 報名處



# 美心中菜 中菜學廚培育計劃

## 計劃特色

- 可獲專業文憑資格
- 兼工作於學習
- 清晰晉升途徑



WhatsApp: 67602025 傳真: 3013095  
www.mynetwork.org.hk Facebook: http://www.facebook.com/mynetwork

美心中菜學廚計劃 美心





在這三個月工作中，出了很多錯誤，仍給予機會！我選擇早1小時回公司，由頭學起，學好後我要求自己的工作速度要更快。

朝早得我一個「打荷」，我無因為咁而感到歎息反而係進步既機會來到，我要把握住它。



有前輩聆聽我心事，教我溝通技巧、團隊合作及舒緩壓力。

「最後我好鐘意返呢份工，有得學野，有糧出，有師兄同其他廚師教我，所以我好享受宜家既生活，好充實，好幸運同好幸福。」

係工作上面，最有滿足感既一件事就係，有一日我做做下嘢，突然間師傅同我講話：「喺，今晚既我地餐飯由你負責啦。」我聽到之後覺得又驚又喜，開心既係師傅叫我為其他同事準備晚飯係認同我既能力，但驚既就係萬一煮得唔好食，會令到師傅失望。

- \* 好彩，嗰日我煮出黎既福食各位同事都話好好食，令我對自己既廚藝都多咗好多信心。

# 教關YUM新發展

Critical point in a early adulthood - YUM solution (2019-2020 focus point)

upward mobility

career exploring	career identifying			career establishing	career developing
15-18	18-25			18-25 (early working stage) under YUM program	25-30 Post-YUM
Pre-YUM	YUMable			YUMer - Corporate staff	(contribute to YUM)
S4-S5	S6 DSE	Non-school	Post S6 - Yijin & HD	FT - MPG support	YUM graduates
Age: 15-18	Age: 18-20	Age: 18-25	Age: 18-25	PT - MPG support	~ 20-30



role changed to support mentor to support YUMers

## Mentorship Support System

2days training (16 hrs)

concrete content of essential mentoring

3 MPG mentor sharing (Rev Wu)

>3 times of visit (Sun)

## 18 months MPG material

: self understanding

: self management

: self planning

line up with corporate

## Booth and orientation camp

Mini version (6 times)

update and user friendly MPG manual

Policy Advocacy :

Update of our new development to Mr Lau

# 結伴同行, 生命有可能!

## 邀請您回應

1) 成為義工大使 (10/7 早上8:00 - 10:00)

網上登記：<https://bit.ly/2UE8ty6>

2) 招募中心義工(10/7 早上9:00 - 6:00)

3) 介紹18-25歲年青人加入計劃

今年YUM計劃的介紹：<https://bit.ly/2GgLMpE>

4) 成為YUM 友師(以教會為單位)



機構網站: <http://www.hkcnp.org.hk/>

電話: 6760 2025 (羅先生)

電郵: [info@hkcnp.org.hk](mailto:info@hkcnp.org.hk)

