

ANNUAL REPORT 年報

2024-25



香港青年協會
the hongkong federation of youth groups



歷史 History	2	核心服務 Core Services	
機構管治及策略發展 Corporate Governance & Strategic Development		青年空間 Youth S.P.O.Ts	52
贊助人、顧問、理事會及委員會 Patrons and Advisers, The Council and Committees	6	M21媒體空間 M21 Multimedia Services	58
會長的話 From the President	14	就業支援 Employment Services	62
總幹事的話 From the Executive Director	16	領袖培訓 Leadership Training	66
管理團隊 Management Team	18	義工服務 Volunteer Services	70
機構架構圖 Organisational Chart	20	違法防治 Youth at Risk Services	74
行政及財務 Administration and Finance	22	輔導服務 Counselling Services	80
機構策略發展 Corporate Strategic Development	30	教育服務 Education Services	88
龍傳基金 The Dragon Foundation	32	家長服務 Parenting Services	94
內地事務 Mainland Affairs	33	創意交流 Creativity Education and Youth Exchange	98
可持續發展 Sustainability	34	文康體藝 Leisure, Cultural and Sports Services	102
青協與青年人 The Federation and Young People		研究出版 Research and Publications	106
「青年空間像我的第二個家」 從恐懼到自在呼吸的成長空間 "The Youth S.P.O.T. is Like My Second Home" A Safe Space to Breathe: From Fear to Freedom	38	旗艦活動 Flagship Programmes	
從短片走向大銀幕 青協支持青年實現電影夢 The Short Film Route to the Silver Screen: HKFYG Fuels Young Filmmakers' Dreams	42	世界青年創業論壇 2024 2024 Global Youth Entrepreneurs Forum 2024	114
青協外展社工不離不棄 陪伴迷途青年重新出發 The Turning Point: Mia's Journey of Transformation	45	青年鄰舍節 2025 NEIGHBOURHOOD Fest 2025	115
核心服務 Core Services		高鐵青年號 Youth High Speed Rail Trip	116
年度具影響力的數字 Influential Figures of the Year	50	數碼青年節 Digital Youth Fest	117
		中國歷史文化周 China Week	117
		資源拓展及鳴謝 Resource Development and Acknowledgements	
		伙伴及資源拓展	
		Partnership and Resource Development	120
		鳴謝 Acknowledgements	123
		附錄 Appendices	
		財務摘要 Financial Highlights	140
		辦事處及服務單位分布圖 Office and Unit Locations	144

香港青年協會創辦人史篤士先生，於1960年由英國基督教福利會派遣來港發展青年服務。1962年，本會根據《社團條例》正式成立，1970年改以《公司條例》註冊。

本會初期致力設立青年中心，並與不同機構合作。然而，隨着青少年需求不斷演變，服務迅速擴展。於1960至1980年代期間，本會陸續推出外展服務、輔導服務、學校社會工作及青年交流計劃。及至1990年代，本會開展青年研究工作，並推展服務至教育領域，先後設立幼稚園、小學及中學。

踏入千禧年，本會遷移總部，並正式確立十二項核心服務。在此期間，本會持續優化現有服務，亦同時作出更多元化的發展，推出多項新猷，包括多媒體服務、領袖培訓、社會創新及青年宿舍項目，並致力青少年的全健發展。此外，本會積極拓展在大灣區的業務，向在灣區生活的香港青年提供多元服務。

發展至今，青協登記會員人數已逾50萬；而為推動青年發揮互助精神、實踐公民責任的青年義工網絡，亦有超過25萬登記義工。此外，每年使用本會服務的人次接近6百萬。在社會各界支持下，青協在全港設有超過90個服務單位，在一千六百位同工的同心努力下，透過專業服務及多元化活動，培育青年一代發揮潛能，為社會貢獻所長。

In 1960, Mr George Stokes was sent to Hong Kong by the British Christian Welfare Council to develop local youth services. He subsequently founded The Hong Kong Federation of Youth Groups, which was established under the Societies Ordinance in 1962 and incorporated under the Companies Ordinance in 1970.

Initially, the Federation focused on establishing youth centres and collaborating with various organisations. However, it quickly expanded its services to address the evolving needs of young people. Between the 1960s and 1980s, it introduced outreach services, counselling services, school social work, and youth exchange programmes. In the 1990s, it launched youth research initiatives and ventured into education field, establishing kindergartens, followed by a primary school and a secondary college.

By the turn of the century, the Federation relocated its headquarters and formalised twelve Core Services. During this period, it continued to enhance existing offerings while expanding into new areas of youth development. Key initiatives were launched, including those in multimedia, leadership training, social innovation, and the setting up of youth hostels, with an emphasis on wellness to support youth well-being. The Federation also strengthened its presence in the Greater Bay Area, providing integrated support for cross-border youth development.

Today, the Federation stands as the largest youth service organisation in Hong Kong, with over 250,000 registered volunteers and more than 500,000 registered members. Our services, activities, and programmes attract nearly six million annual participants. With strong community support, we operate nearly 100 service units staffed by over 1,600 dedicated professionals, all committed to empowering the youth of Hong Kong to reach their full potential and grow into responsible, contributing citizens.





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Mr Vincent Cheng Kin-yuen
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香港傷健協會

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The Hong Kong Society for the Aged

The Neighbourhood Advice-Action Council

Hans Andersen Club

Hong Kong PHAB Association

Sheng Kung Hui St. Christopher's Home

Hong Kong Children and Youth Services

SAHK

Richmond Fellowship of Hong Kong

The Free Methodist Church of Hong Kong

In Attendance

Synergis Facility Management Limited

會長的話

From the President

能夠與一支充滿熱誠幹勁的青年工作團隊共事，是我莫大的榮幸。他們總是以堅毅不懈的精神，以及具前瞻創新的視野，積極回應青年的需求、關注、期望與抱負。

我們或許未曾深思這項工作多麼富挑戰性，需要贏得青年的信任，以開放的胸懷聆聽他們心聲，真正以青年福祉為本。我們甚至沒意識到同工所涉獵的工作非常多元且豐富：從全健生活、輔導服務到領袖培育；從文康體藝、到創業、教育及法律諮詢等，一站式陪伴和啟迪青年。

在香港青年協會，能夠親睹源源不絕的朝氣與活力，讓我對年輕一代及社區的未來充滿希望及信心。過去一年，團隊展現出無比的專業精神及承擔，正是「青協精神」的真諦。

I feel so fortunate to be surrounded by an energy and enthusiasm that those who work with young people seem to possess. They embrace their work with determination and innovation, never shirking from addressing the needs and concerns, aspirations and hopes of the youth with whom they work.

Very often we don't think how challenging this might be, especially as it involves gaining trust and understanding, listening with an open mind and heart, always putting young people first. We also don't always acknowledge the diversity of programmes that the staff engage in; from wellness and counselling to leadership development; from sports and leisure, to entrepreneurial, education and legal support.

The vitality that I have seen first-hand at the Federation gives me hope for the future of young people and our community. What I have had the privilege to witness – yet again – over the last year is a spirit of real commitment and heart, or what I like to describe as the “Spirit of the Federation”.

This is not something we can do alone and to all those who share our common purpose, I give you my sincere thanks. I would like to pay special tribute to the various government departments and agencies, including the Education Bureau, the Home and Youth Affairs Bureau, the Leisure and Cultural Services Department, the Social Welfare Department, the Commission on Children, the Hong Kong Police Force, the Standing Committee on Language Education and Research and the Youth Development Commission.

I must also thank the Beat Drugs Fund, the Chan Cheung Mun Chung Charitable Fund, The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust, the Hongkong Land Home Fund, Innovation and Technology Fund, the K&K Charity, the Lotteries Fund and the Partnership Fund for the Disadvantaged, the Simon K.Y. Lee Foundation and the Tencent Foundation.





此番成就絕非一人之功。我衷心感謝所有志同道合、攜手前行的各界伙伴。特別感謝香港特別行政區政府各部門及機構，包括教育局、民政及青年事務局、康樂及文化事務署、社會福利署、兒童事務委員會、香港警務處、語文教育及研究常務委員會，以及青年發展委員會。

我還要感謝禁毒基金、陳張敏聰夫人慈善基金、香港公益金、香港賽馬會慈善信託基金、置地公司家基金、創新及科技基金、建源慈善基金、獎券基金、攜手扶弱基金、李國賢基金會，以及騰訊基金會。我同樣感謝中華電力有限公司、恒生銀行有限公司、香港賽馬會、香港上海滙豐銀行有限公司、三菱電機（香港）有限公司、太平洋經濟合作理事會，以及瑰麗酒店集團的鼎力支持。

本會以最深摯的敬意，緬懷本年初辭世的摯友及長期贊助人李兆基博士。李博士深信青年無限潛能，堅信教育能夠改變生命。承蒙其慷慨襄助，本會得以為全港青年提供優質的教育、交流和發展機會，三大以其命名的重要項目——香港青年協會李兆基書院、香港青年協會李兆基小學，以及李兆基青年交流基金，讓其仁愛精神薪火相傳，惠澤後人。

年末將至，我謹向理事會成員致以由衷敬意，多年來全賴各位的智慧、鼓勵、信任與支持；總幹事、副總幹事、督導主任及全體同仁，以其專業素養和無比耐心，讓我深刻體會青年工作的精髓，獲益良多，謹表謝忱。

展望來年，願我們繼續從青協的服務中汲取靈感與動力，以專業態度指導、協助及啟發青年，與他們並肩同行，共創未來。

陳維安, GBS

We are equally grateful for support from CLP Power Hong Kong Limited, Hang Seng Bank Limited, The Hong Kong Jockey Club, The Hongkong Shanghai Banking Corporation Limited, Mitsubishi Electric (Hong Kong) Limited, the Pacific Economic Cooperation Council and the Rosewood Hotel Group.

We would like to pay special tribute and express our deep gratitude to our long-time friend and supporter Dr Lee Shau Kee, who passed away earlier this year. Dr Lee believed in young people and the transformative power of education. With his generous support, we were able to provide educational, recreational and development programmes to youths all over the city. We are honoured and would remain forever grateful that he had allowed us to use his name in three of our most important initiatives, namely the HKFYG Lee Shau Kee College, the Lee Shau Kee Primary School and the Lee Shau Kee Youth Exchange Fund, where his legacy of benevolence will live on.

As another year closes, I pay special tribute to my colleagues and friends on the Council. I have relied on their wisdom, encouragement, trust and support every step of the way. I have benefitted too from the Executive Director, her Deputies and Supervisors and all the staff, who have led me through the tapestry of their work with grace and patience. Thank you all.

As we go into another year, I wish that all of us continue to find inspiration in the work of the Federation as they guide, assist, mentor, support and walk beside the future of our community.

Kenneth Chen Wei-on, GBS

總幹事的話

From the Executive Director

在香港青年協會65周年誌慶之際，我們回顧昔日歷程，從一個資源匱乏、服務範圍有限的小型機構起步；至今在政府與社會各界鼎力支持下，已發展為多元、具影響力的青年服務機構，得以回應青年在不同成長階段的需要。時光荏苒，本會始終秉持同一信念，肯定每位青年的潛能，致力培育具責任感、公民意識與貢獻精神的未來棟樑。

謹此衷心感激社會各界對本會的信任與支持。

本會持續拓展服務及提升專業水平，其中「全健綜合大樓」全方位關注青年身心健康，著重健康管理，透過各種工作坊與資源配套，協助青年有效管理壓力、增強抗逆力，並培養主動求助意識。另透過全人發展的支援模式，為青年提供適切平台，助其茁壯成長。

As we proudly celebrate 65 years of The Hong Kong Federation of Youth Groups, I am filled with immense pride and gratitude for our shared journey. Reflecting on our history, we began as a modest organisation with limited resources and a narrow range of programmes. Today, due to the support of the government and the community, we have been able to offer a rich variety of initiatives, services and programmes, designed to meet the diverse and evolving needs of our young people, through challenging and opportune times. What has never changed over the years is our unwavering belief in the potential of young people, and our nurturing of different generations to take their place as responsible, civic minded and contributing members of society.

For this trust in us, we are immensely grateful.

This evolution is reflected in our drive to expand our services, making them both more professional and impactful. For instance, our Wellness PLUS Complex initiative not only promotes mental health and well-being, but health management, through workshops and resources that empower young people to manage stress, build resilience, and seek help when needed. By acknowledging the importance of holistic support, we are equipping our youth with the tools they need to thrive.

Furthermore, initiatives like NEIGHBOURHOOD Fest have become cornerstone events that foster genuine community connections. These gatherings offer young people a platform to engage, collaborate, and celebrate their talents in a vibrant environment. Similarly, the Digital Youth Fest empowered youth to navigate the complexities of the digital world, providing them essential skills that prepare them for future opportunities in an increasingly tech-driven world.

Additionally, our commitment to sustainability has gained momentum, exemplified by our successful office transformation into a greener workspace, with our





此外，「鄰舍節」已成為連繫社區的重要項目，為青年提供參與、協作及展現才華的寶貴機會。「數碼青年節」則緊貼社會脈搏，積極培育數碼人才，裝備青年掌握相關技能，為迎接科技驅動的未來作好準備。

在可持續發展方面，本會積極打造環保辦公環境，已在24個場所升級節能LED照明及智能監察系統，全面推動低碳轉型。有機農莊更引入物聯網技術監測植物生長，並透過太陽能板與電動車輛發展可再生能源，實踐「綠色智能」。這些舉措向青年傳遞環保意識，更擴展至社區層面，培養青年對全球氣候挑戰的責任與應對能力。

面對人口老化的挑戰，本會積極推動跨代合作，致力成為連接不同世代的重要橋樑，促進代際交流，構建和諧共融的社會。

成就源於眾志成城。本會所有服務及活動能夠順利推行，全賴合作伙伴、資助機構、政府部門及社會各界的慷慨支持與鼓勵。我特別感謝理事會的信任、會長、高級顧問及內地事務辦公室顧問的指導，以及全體同工的付出。昂首邁向新里程，本會持續以創新思維與專業精神，培育青年發揮所長，成就精彩人生。

徐小曼

decarbonisation efforts, introduction of LED lighting to 24 premises and smart sensors that can be checked online. Our Organic Farm too has become even more 'green and smart', with our promotion of environmental awareness, not just among young people, but within the community at large. We have also introduced IoT technology for farming and to monitor plant health, and focused on renewable energy through solar panels and electric vehicles. Along with hands-on activities, we are fostering a sense of responsibility and stewardship for our planet to ensure that young people are well equipped to address the global challenges of climate change and resource conservation.

As we look forward, not only are we committed to strengthening sustainability, but we recognise the complexities of an aging society and the pressing need to foster intergenerational initiatives. The Federation is dedicated to bridging the gap between generations to cultivate a sense of community and mutual support that enriches us all.

None of these activities, programmes and services would be possible without the ever generous support and encouragement of our partners, supporters, the government and the community, to whom I offer my deep appreciation. For me more personally, I am indebted to the Council, and I wish to especially acknowledge the President, the Senior Adviser and the Adviser to Mainland Affairs Office. My colleagues, with their steadfast support have been my strength and I know that working together, we can return next year, refreshed and rejuvenated in continuing our vital work, ensuring that every young person has the opportunity to reach their full potential.

Hsu Sui-man

管理團隊

Management Team

總幹事

徐小曼女士

副總幹事

呂慧蓮女士

陳文浩先生

鍾偉廉先生

業務總監（服務）

鄧良順先生

業務總監（財務）

吳偉玲女士

總審計主任

黃瑋珩女士

督導主任（行政）

何雪瑩女士

督導主任（青年空間）

黃秀儀女士

胡偉全先生

謝少莉女士

督導主任（媒體服務）

黃定邦先生

Executive Director

Ms Hsu Siu-man*

Deputy Executive Director

Ms Alice Lui Wai-lin*

Mr Wilson Chan Man-ho*

Mr William Chung Wai-lim

Coordinator (Services)

Mr Gary Tang Leung-shun*

Coordinator (Financial Control)

Ms Irene Ng Wai-ling

Head of Internal Audit

Ms Clare Wong Wai-hang

Supervisor (Administration)

Ms Deborah Ho Suet-ying

Supervisor (Youth S.P.O.Ts)

Ms Carrie Wong Sau-yee*

Mr Wu Wai-chuen*

Ms Lily Tse Siu-lee*

Supervisor (Multimedia Services)

Mr James Wong Ting-bong*



督導主任（領袖發展及出版）

周若琦女士

督導主任（青年違法防治）

梁兆騏先生

督導主任（學生輔導）

余艷芳女士

督導主任（青年輔導）

陳英杰先生

督導主任（健康及輔導）

馬佩雯女士

督導主任（持續進修）

蔡裕星先生

督導主任（資訊科技及創意）

張頌欣女士

督導主任（青年交流）

黃好儀女士

督導主任（可持續發展及營舍）

翁艷夢女士

督導主任（傳訊及研究）

張淑鳳女士

Supervisor (Leadership & Publications)

Ms Ada Chau Yeuk-kei

Supervisor (Youth Crime Prevention)

Mr Michael Leung Siu-kei*

Supervisor (Student Counselling)

Ms Fanny Yu Yim-fong*

Supervisor (Youth Counselling)

Mr Andy Chan Ying-kit*

Supervisor (Health & Counselling)

Ms Sandy Ma Pui-man*

Supervisor (Continuous Learning)

Mr Choi Yu-sing*

Supervisor (Information Technology & Creativity)

Ms Mavum Cheung Chung-yan

Supervisor (Youth Exchange)

Ms Miranda Wong Ho-yee

Supervisor (Sustainability & Camps)

Ms Winky Ang Yim-mung*

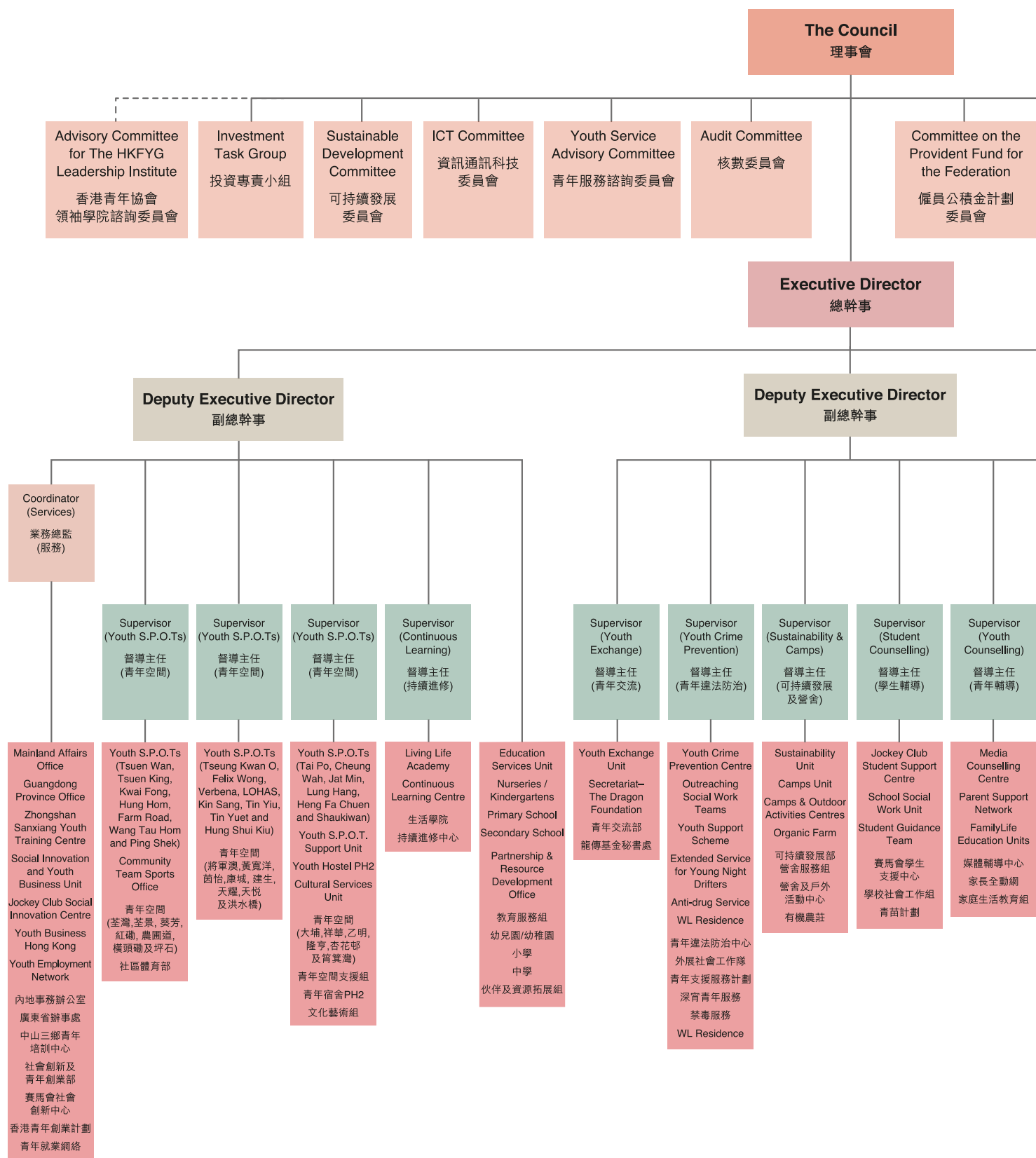
Supervisor (Communications & Research)

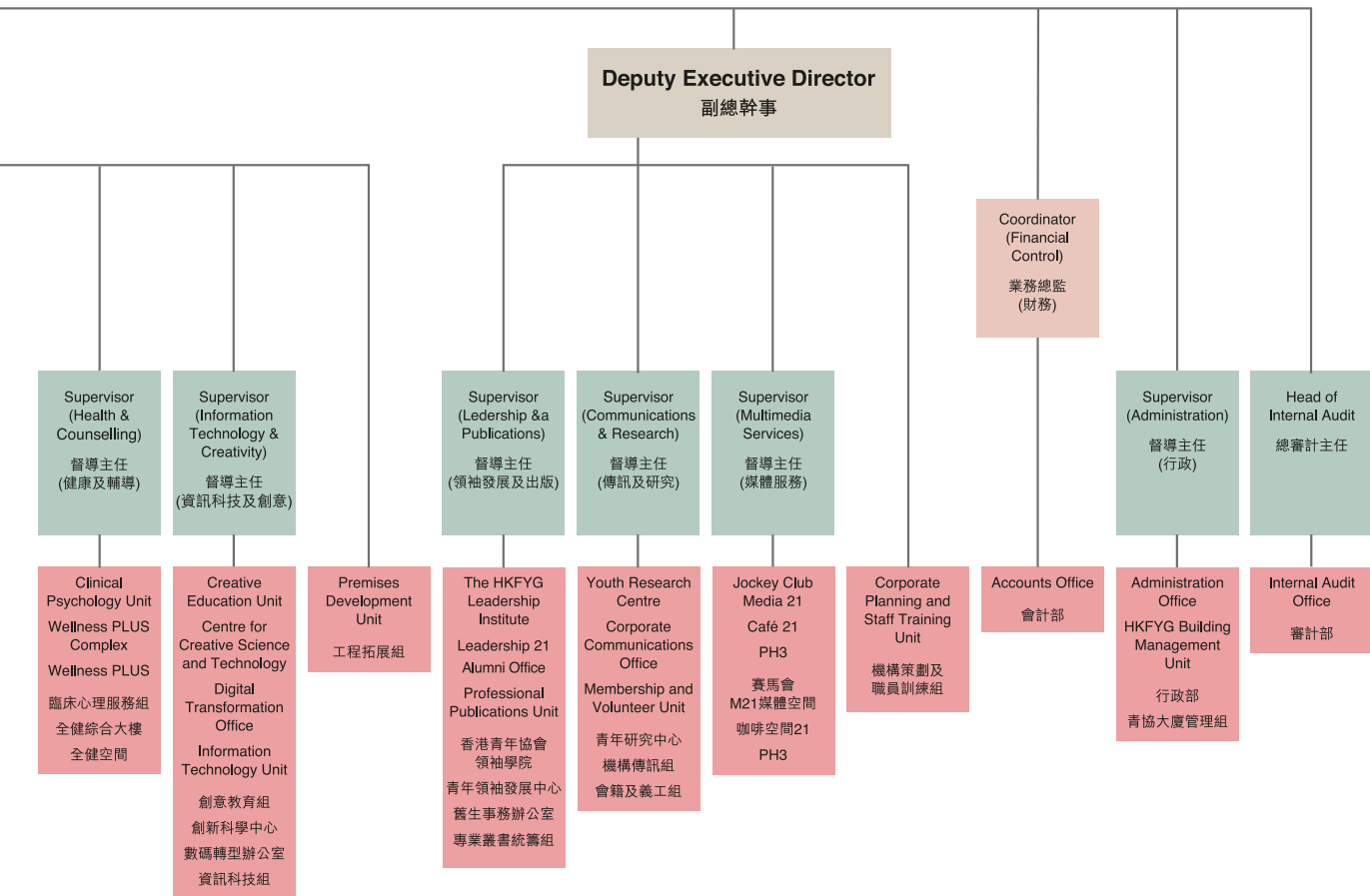
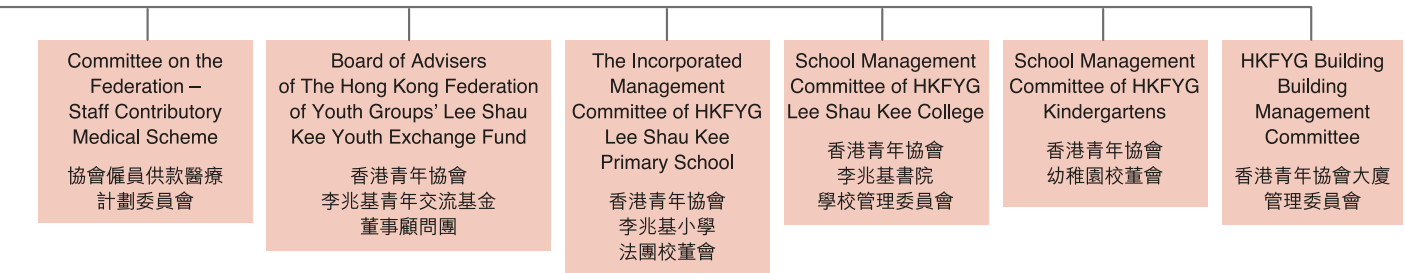
Ms Christa Cheung Shuk-fung*

*註冊社工(香港) Registered Social Worker (Hong Kong)

機構架構圖

Organisational Chart







行政

本會一向秉持良好的行政效率。年內已優化網上退款流程，並修訂《採購/報價及招標程序指引》，以提升管理效能及整體運作表現，同時簡化了多項人事工作流程，加強行政管理。會內性罪行定罪紀錄查核機制亦作出調整，以切合實際服務需要。

此外，本會就同工對人工智能的使用情況及素養進行調查，回應率高達92.9%。調查結果為未來培訓及規劃提供了寶貴資訊，有助提升同工在日常工作及服務中應用生成式人工智能的效用。

各督導主任的職責範圍見於第20至21頁的組織架構圖表，反映本會持續多元化及擴展的服務。

截至2025年3月31日，本會共有1,600名員工，其中1,363名(85%)為合約制同工，237名(15%)為長期合約同工。

Administration

The Federation is committed to maintaining high standards of administrative effectiveness. Recent initiatives have optimised the online refund process and refined procurement guidelines to boost efficiency. We also streamlined personnel workflows to enhance administrative operations. Additionally, we revised the Sexual Conviction Record Check mechanism to better meet service needs.

A recent survey on Generative AI usage and literacy among staff garnered a remarkable 92.9% response rate. The findings offered valuable insights, guiding the development of training programmes and strategies to promote the effective integration of Generative AI in our daily operations and service delivery.

The sphere of responsibilities among Supervisors is reflected in the organisational chart, on pages 20 – 21, highlighting continued diversified and expanding services.

As of 31 March 2025, the Federation had a staff complement of 1,600 persons. There were 1,363 staff (85%) remunerated on contract terms, while 237 (15%) staff are on perennial terms.



職員訓練

在2024-25年度，本會致力提升職員專業能力，透過68項內部培訓、86項本地課程、122項自主進修及16項境外考察，總培訓時數達12,610小時，總出席同工達5,198人次。重點培訓包括「UIC1001新晉主管實務課程」強化管治能力；組織理事會訪京團及上海國情研修班，深化對國家發展大局的認識，拓寬內地合作伙伴網絡。同時，我們重點提升前線同工的輔導技巧，並加強在保護兒童、人工智能應用與素養，以及知識產權等專業範疇的認知，全面強化團隊的服務質素與專業水平。

Staff Training

In 2024-25, we enhanced staff capabilities through 68 in-house programmes, 86 local training initiatives, 122 self-applied activities, and 16 overseas programmes, totalling 12,610 training hours with an attendance of 5,198 participants. Key initiatives included the launch of "UIC1001 Management Fundamentals for Newly Promoted Leaders" to strengthen leadership skills of middle management staff, as well as organising national study tours to Beijing and Shanghai for the Council and young leaders respectively.



This is to assist in deepening their understanding of national development strategies and expand partnership networks on the Mainland China. Additionally, we improved frontline staff's counselling skills to promote youth wellness and reinforced specialised areas, such as child protection, artificial intelligence, and intellectual property rights, thereby elevating service quality and professional standards.



行政及財務

Administration and Finance

企業管治與風險管理

本會深明風險管理是企業管治中重要的一環。本年度，各層級同工繼續積極參與相關流程。審計部負責探討及編制《風險評估及風險管理報告》，經高層討論後呈交核數委員會及理事會批核。

風險記錄冊涵蓋八大主要類別，包括策略、財務、人力資源管理、項目管理、營運、科技、聲譽及合規；並再細分為二十個子類別。透過持續監察及作出相應的緩解措施，本會面對的風險大致得到控制。

我們設立不同的專責部門以應對相關策略方向，密切監察服務需求的變化；善用人工智能及科技，以提升基礎設施及服務效能；全健綜合大樓正式啟用，為青少年健康與福祉引入嶄新的服務模式；透過數碼轉型計劃致力應對科技風險，提升網絡安全，並優化硬件及網絡系統。此外，我們積極面對與人才招聘、挽留及繼任相關的挑戰，同時評估未來資助減少所帶來的潛在風險。



Corporate Governance and Risk Management

The Federation recognises the importance of risk management as an essential element to good corporate governance. Throughout the year, staff at all levels actively participated in the process, culminating in the preparation of the Risk Assessment and Risk Management Report. This report was thoroughly discussed among senior management before being presented to the Audit Committee and the Council for endorsement.

The Risk Register identified eight key categories: strategic, financial, human resources management, project management, operational, technological, reputation, and compliance, further divided into 20 sub-categories. Continuous monitoring and tailored mitigation measures kept the Federation's risks largely under control.

Different offices were set up to focus on respective aspects of the strategic direction with close monitoring made to changing service needs. We leveraged artificial intelligence and technology to improve both infrastructure and service delivery. The Wellness PLUS Complex officially opened, introducing a new service model aimed at youth health and wellness. Our Digital Transformation Plan rigorously tackled technological risks, enhancing cybersecurity and upgrading hardware and network systems. Additionally, we proactively addressed challenges in talent recruitment, retention, and succession planning, while assessing potential risks from future subvention reductions.



隨着資訊科技部增加人手，管理資訊科技項目的風險有所降低，而中度風險主要集中在人力資源管理及科技風險的不同層面。

作為風險管理的一部分，我們設立審計部，負責參照法例及其他持份者的要求監察內部管理政策及程序的充分性，評估資源運用的效益，以及監察風險管理流程。我們將繼續參考最佳實務守則及業務指引，以臻完善。審計部為獨立運作的部門，並向總幹事，核數委員會及理事會匯報。

本年度，審計部對服務單位進行八次合規審查，針對資料私隱方面作審視，並根據持份者的要求進行了額外的審計工作，包括對直資中學及貸款業務的相關評估。其他工作包括對青年空間的「暑期活動」進行財務分析，並審視資訊科技系統優化後的內部監控情況，進一步確保本會在合規性及營運效能方面的承諾。

With strengthened manpower in the IT Unit, the risk associated with managing IT projects diminished, with medium level of risks mainly focused on different aspects of human resources management and technological risk.

As part of risk management, an Internal Audit Office was set up, tasked with monitoring the adequacy of internal controls policies and procedures with reference to legislative and other stakeholders' requirements, as well as to evaluate the efficiency of resource utilisation, and monitoring the risk management process. To ensure improvements, reference continues to be made to best practices and industry guidelines. The Office functions independently, and reports back to the Executive Director, Audit Committee and Council.

During the year, we conducted eight compliance checks at the unit level, alongside a focused review on data privacy. Additional audits were performed according to stakeholders' requirements, including assessments related to the secondary school under the direct subsidy scheme and the money lending business. Financial analyses of the Summer Youth Programmes at the Youth S.P.O.Ts, and reviews of internal controls for IT system enhancements further ensured our commitment to compliance and operational excellence.

財務報告

香港青年協會

本會二零二四至二五年度的總收入為港幣七億八千四百七十六萬四千八百六十八元。政府津貼仍是主要收入來源，合共港幣三億四千七百五十八萬七千一百六十二元。本會亦接受香港公益金、香港賽馬會慈善信託基金及其他信託和基金就經常性開支及特別項目所提供的資助。

本會二零二四至二五年度的總開支為港幣七億五千三百八十一萬零九百四十八元，其中百分之六十用於支付員工薪金，百分之三十六為其他費用，而百分之四用於支付租金及差餉。

本會於年內尚蒙獎券基金、香港公益金、香港賽馬會慈善信託基金、戴麟趾爵士康樂基金及民政及青年事務局就非經常性開支撥款資助。

特定基金

李兆基青年交流基金由特定捐贈設立，按捐贈人的要求須用於特定目的，並以獨立信託基金的形式運作。

有關本會、香港青年協會李兆基小學法團校董會、香港青年協會李兆基書院有限公司及香港青年協會李兆基青年交流基金的收支詳情及財務報表，歡迎向本會索取。至於社會福利署資助服務的周年財務報告，則可參閱：

hkfyg.org.hk/機構年報/

Finance Report

The Hong Kong Federation of Youth Groups

The total income of the Federation for 2024-25 was HK\$784,764,868. Government subvention, which totalled HK\$347,587,162, remained a major source of income. The Federation also received allocations from The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust and other trusts and foundations for recurrent general expenses and special projects.

The total expenditure for the year 2024-25 was HK\$753,810,948, of which 60% was spent on personal emoluments, 36% on other charges and 4% on rent and rates.

The Federation also received capital grants from the Lotteries Fund, The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust, Sir David Trench Fund for Recreation and Home and Youth Affairs Bureau during the year.

Designated Funds

The Lee Shau Kee Youth Exchange Fund was established from designated donations, earmarked for specific purposes at the request of the donor and operates as a separate trust.

Details of the results from the operation of and financial reports and statements for the Federation, the Incorporated Management Committee of HKFYG Lee Shau Kee Primary School, the HKFYG Lee Shau Kee College Limited and the Lee Shau Kee Youth Exchange Fund can be obtained from the Federation on a per request basis. The Annual Financial Report on operations subvented by the Social Welfare Department can be found at:

hkfyg.org.hk/annual-reports/



職員服務獎

本會的成就全賴一群竭盡忠誠、矢志不移的同工。年內共有56名同工獲頒長期服務獎及16名同工獲頒職員優異服務獎，以表揚他們對工作的投入和貢獻。獲獎名單如下：

三十五年長期服務獎：黎佩貴女士、吳麗琴女士、鄧良順先生、楊秀娟女士及吳錦娟女士。

三十年長期服務獎：李詠珊女士、呂慧蓮女士、李碧燕女士、李雪貞女士、伍倩文女士、梁笑芬女士、潘俊傑先生、蔡裕星先生及鍾潔雯女士。

二十年長期服務獎：胡偉全先生、馮瑞貞女士、李蔓芝女士、陳玉蘭女士、王韻姿女士、蔡達偉先生、潘潔婷女士、何苑斐女士、張偉森先生、沈眺先生、陳美姬女士、凌婉君女士、程淑文女士、鍾淑珊女士、楊慧莊女士、王敏思女士及翁艷夢女士。

十五年長期服務獎：黃雅易女士、周希莉女士、林灝鏘先生、盧敏婷女士、鄧曉欣女士及張明珊女士。

十年長期服務獎：陳曉邦先生、歐陽雋謙先生、林仲卿女士、張頌欣女士、周經綸先生、詹敏婷女士、石德婷女士、何青桃女士、連君苓女士、黃冠鳳女士、黃坤烽先生、陳曉陽先生、伍家謙先生、陳雅瑩女士、李清霞女士、申麗珍女士、黃啟聰先生、周俊杰先生及麥慧聰先生。



Staff Commendation

The achievements of the Federation could not have been possible without a dedicated and committed staff team. Long Service Awards were given to 56 staff members and 16 staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:

35-Year Award: Ms Lai Pui-kwai, Ms Ng Lai-kam, Mr Gary Tang Leung-shun, Ms Yang Sau-kuen and Ms Ng Kam-kuen.

30-Year Award: Ms Lee Wing-shan, Ms Lui Wai-lin, Ms Joey Li Pik-yin, Ms Li Suet-ching, Ms Ng Sin-man, Ms Leung Siu-fan, Mr Poon Chun-kit, Mr Choi Yu-sing and Ms Lydia Chung Kit-man.

20-Year Award: Mr Wu Wai-chuen, Ms Jennifer Fung Shui-ching, Ms Li Man-chi, Ms Chan Yuk-lan, Ms Wong Wan-chi, Mr Choi Tat-wai, Ms Poon Kit-ting, Ms Ho Yuen-fai, Mr Cheung Wai-sum, Mr Shum Tiu, Ms Maggie Chan Mei-kei, Ms Ling Yuen-kwan, Ms Ching Shuk-man, Ms Chung Shuk-shan, Ms Yeung Wai-chong, Ms Wong Man-sze and Ms Winky Ang Yim-mung.

15-Year Award: Ms Wong Nga-yik, Ms Chau Hay-lei, Mr Gavin Lam Ho-cheong, Ms Lo Man-ting, Ms Tang Hiu-yun and Ms Cheung Ming-shan.

10-Year Award: Mr Chan Hiu-pong, Mr Au-yeung Chun-him, Ms Lin Zhongqing, Ms Cheung Chung-yan, Mr Chow King-lun, Ms Jim Man-ting, Ms Shek Tak-ting, Ms He Qingtao, Ms Lin Kwan-ling, Ms Wong Kwun-fung, Mr Wong Kwan-fung, Mr Chan Hiu-yeung, Mr Ng Ka-him, Ms Chan Nga-ying, Ms Lee Ching-ha, Ms Sun Lai-chun, Mr Wong Kai-chung, Mr Chau Chun-kit and Mr Mak Wai-chung.

行政及財務

Administration and Finance

另外，本會亦向馮玉麟博士、陳重義博士及石嘉麗女士頒發十五年長期服務獎，感謝他們多年來在理事會的熱誠奉獻。

職員優異服務獎：陳雨君女士、何詠筠女士、鄭芷琪女士、李詠珊女士、梁凱欣女士、黎淑芬女士、林燕珍女士、陳曦婷女士、鄭國鑫先生、葉家維先生、羅敬堯先生、林穎詩女士、黃詠珊女士、李嘉蔚女士、楊家寶女士及劉偉業先生。

獎項

本會透過頒發內部獎項，以認可和感謝不同服務單位所舉辦的卓越創新活動。

卓越活動程序獎

冠軍：社區體育部的「V.Cares青年排球訓練計劃」

亞軍：青年違法防治中心(深宵青年服務)的「『自選人生』」社區健康教育計劃」

創新獎

冠軍：創意教育組的「動手『毒』理科：STEM 抗毒教育計劃」

亞軍：青苗計劃的「賽馬會『童心理情』計劃」

最佳團隊服務獎

賽馬會天耀青年空間獲頒最佳團隊服務獎，用以表揚他們的團隊合作精神，以及迅速回應需求及提供適切服務的能力。

Long Service Awards were also given to Dr Allen Fung Yuk-lun, Dr Hubert Chan Chung-yee and Ms Clara Shek Ka-lai for their 15 years of continuous service sitting on the Council of the Federation.

Staff Commendation Award: Ms Chan Yu-kwan, Ms Ho Wing-kwan, Ms Cheng Tsz-ki, Ms Lee Wing-shan, Ms Leung Hoi-yan, Ms Lai Suk-fun, Ms Lam Yin-chun, Ms Chan Hei-ting, Mr Cheng Kwok-hing, Mr Yip Ka-wai, Mr Law King-yiu, Ms Lam Wing-sze, Ms Wong Wing-shan, Ms Lee Ka-wai, Ms Yeung Ka-po and Mr Lau Wai-yip.

Awards

The Federation gives in-house Awards to recognise and appreciate outstanding and innovative services and activities organised by different service units.

Outstanding Programme Awards

First Prize: To 'V.Cares Youth Volleyball Training Programme' of Community Team Sports Office

Second Prize: To 'Project CHOICE – Community-based Healthy Life Style Online and Offline Interactive Comprehensive Educational Project' of Youth Crime Prevention Centre (Extended Service for Young Night Drifters)

Innovation Awards

First Prize: To 'Hands-on Toxicology Science: STEM Anti-drugs Education Programme' of Creative Education Unit

Second Prize: To 'Jockey Club "Playful Minds" Social Emotional Learning Programme' of Student Guidance Team

The President's Award

To Jockey Club Tin Yiu Youth S.P.O.T. for its excellent team spirit and cooperation, as well as its ability to respond to needs and to provide relevant services.





職員的團結精神與卓越成果

職員康樂委員會負責組織員工聯誼及康樂活動。本年度周年聚餐節目精彩，全場氣氛高漲，盡顯情誼，大家都度過了一個充滿笑聲的晚上。

青協跑步隊制定專業訓練計劃，一同參加各項賽事，更互相分享跑步心得。本會同工及服務使用者積極參與2025社工長跑活動，並取得了優異的成績。

青協同工在社工盃足球賽及社工機構籃球賽展現了超卓的運動能力及團隊精神。協會男子籃球隊奪得社工機構籃球賽亞軍；足球隊勇奪社工盃足球賽冠軍；而女子籃球隊更蟬聯今屆「許晉奎盾」的冠軍！全體員工均感到無比振奮。恭喜大家！

青協排球隊於今年正式成立，凝聚了一群對排球充滿熱忱的同工。球隊定期進行訓練，並一同參加比賽，促進團隊凝聚力，持續推動健康生活。

讓我們保持高昂的士氣，繼續發揮團隊力量，在場上場下互相激勵、扶持。



Celebrating Our Staff Achievements and Team Spirit

The Staff Social Committee has once again outdone themselves with a well-attended and enjoyable Annual Dinner! Everyone was in high spirits, making it a night to remember filled with laughter and camaraderie.

Our dedicated running team has been hard at work this year, crafting a professional training programme, where they not only participated in various races, but also shared invaluable insights. We are proud to announce that the Federation made a strong showing at the Social Work Run 2025, where our runners achieved remarkable results.

In the spirit of friendly competition, our staff showcased their talents and teamwork at the Inter-agencies Football and Basketball Tournaments. We are thrilled to celebrate the Women's Basketball Team and the Football Team for being crowned champions, while the Men's Basketball Team was the First Runners-up. A great achievement for everyone and a big congratulations to everyone involved!

We officially launched our volleyball team, bringing together a passionate group of volleyball enthusiasts who meet regularly for training and competitions, boosting a team spirit and promoting a healthy lifestyle.

Let's keep this positive momentum going, as we support each other, both on and off the field.

機構策略發展

Corporate Strategic Development

青協於2024-2025年度展開「第五個五年發展計劃」，計劃以持續創新、優化體驗，以及創造價值為三大發展目標，透過四大策略方向的框架實踐，包括青年參與、數碼轉型、全健發展和人才培育，致力提供青協獨特的服務體驗，同時推動內部創新，為社會帶來更具影響力的服務。

In 2024–2025, we launched its Fifth Five-Year Plan, driven by three goals: Continuing Innovation, Optimising Experience, and Creating Values. To achieve these, we are focusing on four strategic areas: Youth Participation, Digital Transformation, Wellness Development and Talent Nurturing. We are dedicated to providing a unique service experience to the city's young people, while fostering internal innovation for societal impact.

總結2024-2025年策略發展

Concluding Our 2024-2025 Strategic Development

青年參與

青協加強推進青年會內發展階梯，逐步培養服務使用者成為義工及領袖，強化社會主人翁意識。我們成立舊生事務辦公室，以及透過「鄰舍第一」計劃等多元渠道，提升舊生活躍度，並與青年維持緊密聯繫；又透過「賽馬會眾心行善—義工推廣校園夥伴計劃」及全國運動會等多元義工服務機會及訓練，推動青年回饋社會，逐步從參與者轉變為帶領者。同時，我們亦舉辦多個領袖訓練項目，並持續提供合適平台，拓闊青年領袖的視野，鼓勵他們勇於面對挑戰並發揮影響力，共同為社會建設未來。

Youth Participation

The Federation is committed to strengthening its youth development pathway, guiding members to evolve into volunteers and leaders while fostering a deep sense of social responsibility. The new Alumni Office and initiatives like "NEIGHBOURHOOD First" have boosted alumni engagement and strengthened ties with young people. Through a variety of volunteer opportunities and trainings, including the "JC Volunteer Together – School-based Programme" and the National Games, young people were encouraged to give back to society, transitioning from participants to leaders. Additionally, a variety of leadership training sessions and platforms are offered, empowering young leaders to confidently tackle challenges and make a meaningful impact on society.

數碼轉型

為展現青協與青年同行的承諾，我們致力透過數碼轉型推動服務創新，包括發展結合虛擬與實體的服務模式、軟硬件升級、應用最新科技於服務，並成立數碼轉型辦公室，以提升服務及行政效率，持續提升用戶體驗。同時，我們持續提供多元化STEM、應用人工智能及媒體培訓，協助青年裝備數碼技能。我們透過數碼素養教育，讓學生掌握數碼時代的技能與價值觀，並支援教師教學需要，應對數碼轉型帶來的挑戰。

Digital Transformation

To affirm our commitment to supporting young people, the Federation is driving service innovation through digital transformation. This includes developing hybrid service models that blend virtual and physical elements, upgrading software and hardware, and leveraging cutting-edge technologies to enhance service delivery. The creation of the Digital Transformation Office has further boosted both service efficiency and user experience. At the same time, we offered a diverse range of STEM, AI, and media trainings to equip young people with essential digital skills. Through digital literacy education, students gained the competencies and values needed to thrive in the digital era, while teachers were supported in adapting their teachings to meet the challenges brought about by digital transformation.



全健發展

青協積極推出多項服務，務求青年在「身體、心理、社交、職業、數碼、環境」六大方面達到全健發展，並拓展相關場地及設施，包括設立全健綜合大樓，引入社會處方健康管理模式，在社區推廣全健服務。我們持續關注青年及其照顧者的精神健康，推出「同傾·同行」一鍵式輔導平台，提供用戶主導的適時支援服務。此外，我們透過多元的正向價值、運動推廣與保育活動，協助青年建立正向思維，以及健康和可持續的生活模式。

Wellness Development

The Federation launched a variety of services and expanded facilities to support young people in achieving all-round wellness across six key dimensions: physical, emotional, social, occupational, digital, and environmental. This included the establishment of the Wellness PLUS Complex and the introduction of a social prescribing model to promote wellness service in the community. We continued to prioritise the mental health of young people and their caregivers by launching the "Shall We Talk · Shall We Walk" one-click holistic wellness platform, offering user-driven and timely support services. Additionally, through diverse initiatives promoting positive values, sports, and conservation, we helped young people cultivate a positive mindset and adopt healthy, sustainable lifestyles.



人才培育

為協助青年適應不斷變化的社會需要，青協透過全健師計劃、藝術表演平台、校園及青年作家選拔、綠色產業講座等項目，增加青年對不同行業的認知與經驗，培訓及發展多元產業人才；同時提供生涯規劃服務，讓青年深入了解自己的興趣和能力，為未來作出更適合自己的選擇。我們亦透過香港青年協會前海香港青年發展中心及新啟用的「333-00852 香港青年灣區熱線」提供諮詢服務，增加青年於內地創業及就業的機會。在內部方面，我們致力提升同事的專業技能與創新能力，全面促進青年及內部人才的發展，增強整體競爭力。透過舉辦國情研修班，加深同事對國家發展大局的認識，並加強與內地各省市青年恆常組織的網絡聯繫，持續推動雙向交流與協作。

Talent Nurturing

The Federation is dedicated to nurturing young talent across various industries by expanding their knowledge and experience through initiatives like wellness practitioner programmes, performing arts platforms, youth writers' programmes and green industry seminars. We also offer career planning services to help young people identify their interests and strengths for informed future decisions. Additionally, through the HKFYG Qianhai Hong Kong Youth Development Centre and the newly launched "333-00852 Hong Kong Youth Greater Bay Area Hotline," consultation services were offered to expand opportunities for entrepreneurship and employment in Mainland China. Internally, we remained committed to boosting staff professionalism and innovation, fostering growth for both youth and our team. Through organising national study tours, we aimed to broaden our staff members' perspectives on national development, to strengthen our connections with youth organisations across various provinces and cities in Mainland China, and to foster ongoing mutual exchange and collaboration.



自2000年成立以來，龍傳基金一直致力凝聚全球華裔青年，鼓勵他們深入探索中華文化的深厚底蘊以及中國的蓬勃發展，藉以促進聯繫，培育未來領袖，共同編織一個充滿活力的全球網絡。

今年度的「龍匯100」帶領華人青年領袖前往杭州，主題為「古韻杭州：探索杭州的古今文化」。參加者參訪尖端企業及具代表性的文化地標，展開一段引人入勝的探索之旅。透過這些沉浸式體驗，參加者不僅深入了解中國的創新精神與可持續發展，也與悠久的歷史文化建立了深厚連結。政制及內地事務局副局長胡健民先生於出發禮歡迎來自世界各地的參加者；香港特別行政區政府駐浙江聯絡處主任劉銘德先生親臨接待訪問團。



Since its inception in 2000, The Dragon Foundation has brought together Chinese youth from around the world, empowering them to delve deep into the richness of Chinese culture and the dynamic evolution of China. Our mission is to connect as well as cultivate future leaders as together, they weave a vibrant global network.

This year, our annual Dragon 100 event took the young Chinese leaders to the city of Hangzhou, exploring the theme "Charming Hangzhou - Discovering the Classic and Modern Culture of Hangzhou". Delegates embarked on a captivating exploration, visiting cutting-edge enterprises and iconic cultural sites. Through these immersive experiences, participants gained a profound understanding of China's innovative spirit and sustainable development while connecting with its rich historical history. Mr Woo Kin-man, Clement, MH, JP, Under Secretary for Constitutional & Mainland Affairs, attended our Commissioning Ceremony with his presence and Mr Terence Lau Ming-tak, Director of the Zhejiang Liaison Unit, welcomed the delegation in Hangzhou.



內地事務辦公室推動本會內地工作的發展，致力讓香港青年了解粵港澳大灣區發展所帶來的龐大機遇。過去一年，內地事務辦公室接待了35個內地拜訪單位共336名訪客，積極參與香港與內地城市的合作峰會，協助本會其他單位與內地聯繫，負責青協廣東省辦事處工作並營運青協在內地的兩大陣地：香港青年協會前海香港青年發展中心及中山三鄉青年培訓中心，冀為香港青年提供實現價值的廣闊舞台。

前海香港青年發展中心作為青協在粵港澳大灣區設立的首個常設服務窗口，積極推進多項品牌服務與活動，支援香港青年在大灣區就業、創業與生活。中心本年度累計服務總人次達9,471，其中創業青年及團隊2,604人次，政府、機構及學生團體達6,867人次。中心本年度共舉辦37場活動，推出全新品牌項目包括：「333-00852香港青年灣區熱線」，提供粵語及普通話雙語諮詢與非緊急支援服務，服務時長超過17,000分鐘；打造「Let's Go Ehub香港青年創業之旅」品牌活動，聚焦AI技術、新媒體營銷等主題，吸引逾200名青年參與；通過「夢想快線」及「圓夢助航」等服務，組織青年參與各地活動、企業參訪及資源對接，拓展發展機遇，致力於促進灣區青年深度交互交融，為香港青年在大灣區發展提供堅實支持。



The Mainland Affairs Office (MAO) is actively enhancing the Federation's services in Mainland China while empowering Hong Kong youth to tap into the vast opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA). In the past year, the MAO hosted 35 groups from the Mainland, welcoming 336 visitors, and participating in meetings between Hong Kong and Mainland cities, facilitating communication between service units and managing the Federation's Guangdong Office. Central to this initiative are two key hubs: the HKFYG Qianhai Hong Kong Youth Development Centre and Zhongshan Sanxiang Youth Training Centre, both designed to help Hong Kong youth unlock their potential.

As the Federation's first regular service hub in the GBA, the HKFYG Qianhai Youth Development Centre has been bustling with activity, promoting a range of services to support youth in employment, entrepreneurship, and daily life.

This year, the Centre recorded 9,471 visits, including 2,604 by young entrepreneurs and 6,867 by government representatives and student groups.

Among its 37 innovative programmes, the launch of the "333-00852 Hong Kong Youth Greater Bay Area Hotline" stood out, offering bilingual (Cantonese and Mandarin) support that totalled over 17,000 minutes of assistance. The "Let's Go E-hub: Hong Kong Youth Entrepreneurship Journey" focused on AI technology and new media marketing, engaging over 200 young participants.

Through initiatives like "Dream Express" and "Dream Navigation," the Centre facilitated regional activities, corporate visits, and resource matching, creating opportunities and fostering integration among youth in the GBA. These efforts are solidifying support for Hong Kong youth as they pursue their development in the Greater Bay Area.



香港青年協會致力推動本港邁向更具韌性及可持續的未來。我們透過雙軌策略，以機構減碳措施，推動青年參與減碳行動，共同助力香港於2050年前實現碳中和的目標。

青協減碳

青協持續在建築物節能及再生能源應用方面實現減碳進程。我們積極推行「智能遙距自動電器控制系統」，以優化能源使用。該智能系統透過人體感應器、日光感測裝置與實時天氣數據，自動調節照明及空調系統，使能源不會在閒置場所浪費。中央管理平台更支援遙距監控與操作，密切掌握我們對能源的應用。

為精準追蹤成效，我們已在24個活動場所安裝先進的能源及水流量計，協助我們具體了解消耗模式、進行詳細數據分析與預測。所收集的數據對辨別異常、偵測滲漏及檢視設備效能極為關鍵，並有專責團隊定期監察，以推動持續優化。

適逢本會六十五周年慶典，相關措施亦延伸至我們的大型活動，我們推出各項措施，致力減少這些活動對環境造成的影響，確保所有慶祝項目都契合我們的環保理念。

我們的努力備受認可，榮獲多項殊榮及環保證書，並獲接納成為多個環保約章的成員。我們將繼續力求進步，致力構建更綠色、更可持續的機構，迎向未來。

The Hong Kong Federation of Youth Groups is committed to advancing a sustainable and resilient future for our city. Guided by a dual-focused strategy that integrates organisational decarbonisation with youth-led initiatives, all aimed at supporting Hong Kong's transition to carbon neutrality by 2050.

Corporate Decarbonisation

The Federation is committed to decarbonising through building energy conservation and renewable energy use. We are implementing an Intelligent Remote and Automatic Appliance Control System to optimise energy consumption. This smart network employs occupancy sensors, daylight detectors, and live weather data to autonomously manage lighting and HVAC systems, preventing energy waste in unoccupied spaces. A centralised platform enables remote monitoring and control, ensuring comprehensive oversight of our energy usage.

To accurately track our progress, we have installed advanced energy and water flow meters in 24 premises. This enables us to visualise consumption patterns, conduct detailed analyses, and support forecasting. The collected data is essential for identifying anomalies, detecting leaks, and reviewing equipment performance, with regular staff oversight to ensure continuous improvement.

Reducing our carbon footprints extends to our public engagements. As we celebrate our 65th Anniversary and host large-scale events, we are implementing measures to minimise their environmental impact, ensuring our celebrations align with our sustainability values.

Our efforts have not gone unnoticed. We are proud to have received prestigious awards and joined environmental charters, recognising our achievements. We continue to strive for enhancements in all areas, dedicated to building a greener, more sustainable Federation for the future.



青年減碳

本會以環境教育結合實踐行動，推動青年參與減碳工作，並於個人、社區及社會的層面上進行倡導。我們以青年為主導，凝聚他們的集體力量，培育新一代可持續發展領袖。

自2023年起，本會推出全港首個專為青年而設的「青年減碳平台」，引導年輕一代認識日常生活選擇對環境的影響。此項目旨在增強他們的個人責任感，展現他們在共建可持續社會中的關鍵角色，從而推動更廣泛的環保行動。

今年，我們繼續積極邀請青年參與各式減碳活動，範疇覆蓋衣、食、住、行等基本生活，全力支持本地的減碳進程。



成果及展望未來

本會的可持續發展努力屢獲殊榮，包括連續四年獲評為「香港綠色機構」，並榮獲「減廢證書」與「節能證書」。我們更透過簽署《節能約章》及《4T約章》，進一步體現對環保的承擔。在此基礎之上，我們正進行詳細的能源及用水審計，以製定更精準的發展策略。

展望未來，我們將推行重大基礎設施優化項目，進一步減少碳足跡。為了擴大影響範圍，我們計劃將各項成功措施擴展至本會轄下的其他場所，建立更統一的環保管理文化。透過坦誠溝通，與會員、同工及持份者定期討論，持續鞏固本會作為環保領導者的角色。

Youth Decarbonisation

Our approach to youth decarbonisation combines environmental education, practical action, and advocacy across three levels. With youth at the forefront, we mobilise their collective power to cultivate the next generation of sustainability leaders.

In 2023, the Federation launched Hong Kong's first Youth Decarbonisation Platform, designed to educate young people about the impact of their daily choices. This initiative fosters individual responsibility, highlighting their crucial role in building a sustainable society and encouraging widespread environmentally conscious action.

This year, we continued to engage young people in a diverse range of activities that support decarbonisation efforts in all areas of life and living, including apparel, food, living, and mobility.

Achievements and the Way Forward

Our sustainability efforts have been recognised with numerous accolades, including designation as a Hong Kong Green Organisation for four consecutive years and receipt of Wastewi\$e and Energywi\$e Certificates. Our commitment is further underscored by signing the Energy Saving Charter and 4T Charter and we conduct detailed energy and water audits to inform our strategy.

Looking ahead, we will implement significant infrastructure upgrades to further reduce our carbon emissions. To amplify our impact, we aspire to expand these successful initiatives to more premises under the management control of the Federation, fostering a unified culture of environmental stewardship. We are committed to transparently communicating with our members, staff, and stakeholders as we solidify our role as an environmental leader.