

ANNUAL REPORT 2025

DREAMS COME TRUE FOUNDATION LIMITED

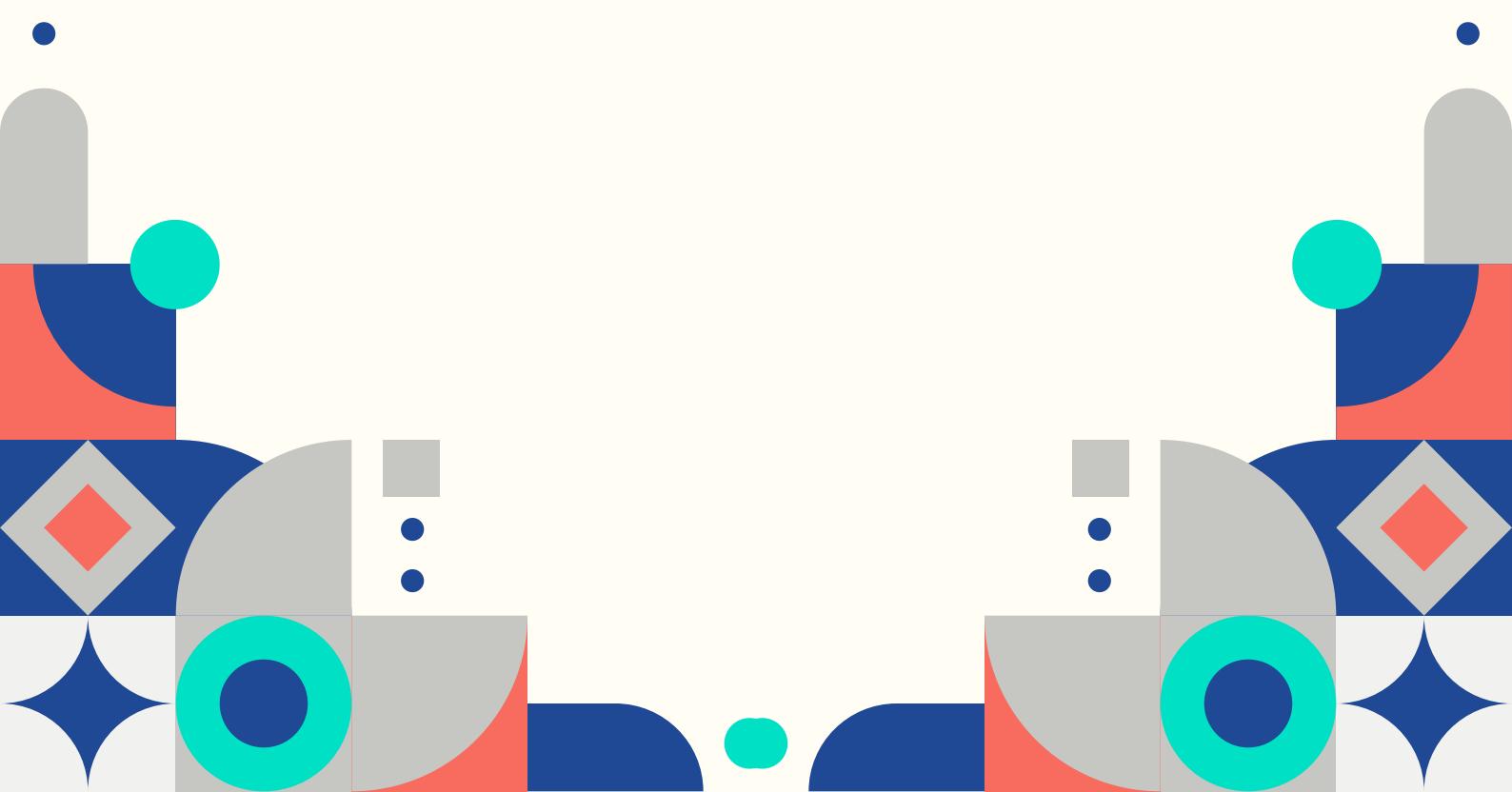




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Who We Are 關於我們

Dreams Come True Foundation

Dreams Come True Foundation believes in the power of dreams in transforming lives. We create inclusive pathways from aspiration to opportunity, empowering individuals of diverse abilities to achieve, belong, and thrive — delivering sustainable impact for communities and workplaces.



夢想成真基金會深信，夢想擁有轉化生命的力量。我們致力建立由「想像」通往「機遇」的共融路徑，賦能多元人士發揮所長、提升他們的社會向心力，並提升他們的社會向心力，帶來長遠而深刻的影響。

Our Vision 願景



A world where everyone is included, empowered, and able to contribute.

建構共融創新生態・成就夢想・共創永續價值

Our Mission 使命



We combine storytelling, technology, and skills to open meaningful pathways.

結合生命故事重塑、科技與技能培訓，開拓通往機會的實踐路徑。

Our Core Values 核心價值



Inclusion guides us.
Inspiration drives us.
Impact defines us.
以共融為本・以啟發為進・以影響為志



Winnie NG 伍永賢
Founder 創辦人

Ted TAM 譚仲凱
CEO 行政總裁



2025 marks the tenth anniversary of Dreams Come True Foundation
2025 年是夢想成真基金會成立十周年的重要里程碑。

A milestone in our mission of **“Igniting Dreams, Inspiring Hope.”**
我們以「夢想啟航，傳承希望」為使命

We believe in the transformative power of aspirations and have spent the past decade supporting SEN and diverse youth as they move from imagination to opportunity. Over the past year, we strengthened self-understanding and career readiness through capacity-building programmes, simulated workplace workshops, and technology application training. We also expanded into digital literacy, financial planning, and social-emotional learning (SEL), enabling young people to become more prepared and autonomous in work and daily life.

Entering a new decade, we will integrate these initiatives into a comprehensive Diverse Youth Development Framework covering identity formation, self-advocacy, workplace skills, social behaviours, digital literacy, and life management. We will continue refining our "Imagination × Capability × Opportunity" model and strengthening the pillars of Dreams for All, Work for All, and Inclusion for All—building a more resilient and inclusive future where every young person can truly excel.

深信夢想能推動生命轉化。十年來，基金會以青年抱負為起點，系統化陪伴 SEN 及多元青年從想像走向機遇。過去一年，我們推行能力培育、模擬職場及科技應用訓練，並拓展至數碼素養、財務規劃及社會情緒學習（SEL），賦能他們勇敢邁向 職場，追求生活自主。

踏入第二個十年，我們將整合上述元素，建立全方位職涯發展框架，涵蓋身份建立、自我倡導、職場技能、社交行為、數碼素養與生活管理，打造可持續的成長路徑。同時，我們會深化「想像 × 能力 × 機遇」模式，鞏固 Dreams for All、Work for All 與 Inclusion for All 三大支柱，以專業治理與跨界協作推動更具包容與韌性的未來，讓青年踏上夢想的征途，並在生命與社會中留下長遠而深刻的影響。

Dreams Come True Foundation

A Decade

Together · Dreams in Motion

夢想成真基金會

十載同行 · 築夢前行

Our Beginning

我們的起點

In 2015, Dreams Come True Foundation was established in Hong Kong with a simple but profound belief: every individual, regardless of their background or physical challenges, deserves the right to pursue their dreams.

夢想成真基金會於 2015 年在香港成立，源於一個簡單而深刻的信念：每一個人，無論背景或身體狀況，都應擁有追尋夢想的機會。



Changing the Narrative

重塑社會觀念

At the time, many vulnerable people including diverse youth were often seen as "dependents" or burdens. This limited their potential and left their families feeling helpless. To change this, a group of dedicated professionals created a platform where these individuals could be seen, heard, and valued.

當時，不少有需要的人士，包括多元青年，往往被視為「依賴者」或負擔，這種標籤限制了他們的發展，也令家庭感到無助。為改變這種情況，一群具使命感的專業人士建立了平台，讓他們可以被看見、被聆聽、被肯定。

The Power of Dreams

夢想的力量

We believe that a dream is the strongest driving force. It builds self-confidence and empowers families, even when resources are limited. When one person dares to dream, their courage inspires the community. To us, a dream is more than a personal wish—it is a seed that changes how society views vulnerability, turning it into strength.

我們相信，夢想擁有強大的動能。即使資源有限，仍能建立自信，推動及家庭個人穩步向前。當一個人致力追尋夢想，其勇氣亦能感染身邊的人。對我們而言，夢想不只是個人的願望，更是一顆推動社會轉變的種子，讓被忽視的潛能轉化為前行的力量。



Three Pillars for Transformation

三大轉化支柱

Our journey has shown that lasting change grows through a continuous pathway—from nurturing aspirations to enabling participation. Through three interconnected pillars, we support individuals to discover their potential, build capabilities, and thrive in an inclusive society. 我們的經驗證明，持續的改變來自一條清晰而連貫的發展路徑——由啟發夢想到促進參與。透過三個相互連結的支柱，我們支持發掘潛能、建立技能，並在共融社會中持續發展。



Dream For All 夢想同盟: **Igniting Personal Transformation** **啟動個人蛻變**

Every journey begins with the individual. We empower people to discover their strengths and aspirations, creating opportunities to pursue their dreams and build confidence and purpose. 每段旅程由個人出發。我們協助參與者發掘自身優勢與志向，創造機會讓他們實踐夢想，建立自信與方向。



Work For All 咁做！多元就業平台: **Enabling Pathways to Opportunity 開拓機會路徑**

Building on this foundation, Work For All connects talent with meaningful employment. Through skills development and personalised guidance, participants move towards independence, contribution, and sustainable careers. 在此基礎上，我們透過技能培訓及個人化職涯指導，連結人才與職場機會，協助參與者逐步邁向自立，在工作中發揮所長。



Inclusion for All 織融咖啡: **Creating an Enabling Environment 建構共融環境**

Growth flourishes in the right environment. We collaborate across sectors to foster inclusive environments and promote understanding, ensuring diverse abilities are recognised and valued. 個人成長需要有利的社會環境支持。我們透過跨界協作與倡議工作，促進理解與共融，讓多元能力均能被尊重與肯定。

Together, these three pillars reinforce one another—forming a pathway where every individual is empowered to dream, equipped to contribute, and welcomed into a world designed for all. 三大支柱互相配合，形成完整的發展路徑——讓每一個人都能勇於追夢、具備能力作出貢獻，並在一個共融社會中茁壯成長。



Our Key Milestones 我們的關鍵里程碑



Being approved the Section 88 tax-exemption status by IRD 取得稅務局第 88 條免稅資格

Launched "Dreams Come True Project" supported by volunteers 啟動由志工支持的「夢想成真計畫」。



Awarded first corporate grant from (Hongkong Land HOME FUND) in support of "Work for All" (WFA) program for 3 years of ~\$2m each year 獲「香港置地家園基金」基金「首筆企業資助，支持「全民就業計劃」，為期三年，每年資助金額約200萬港元。

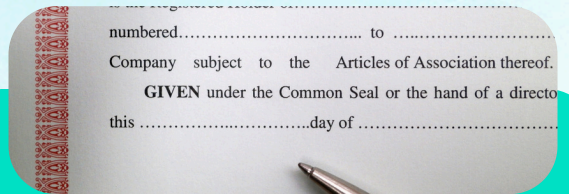
Joined Labour Department's "Work Orientation and Placement Scheme" for inclusive staff employment 加入勞工處「展能就業計劃」，促進包容性員工就業。



Launched "Illuminating Extraordinary Talent Scholarship" for SEN children. 設立「點亮飛凡獎學金 2024」，面向有特殊教育需求的兒童。

Awarded government grant (Partnership Fund for the Disadvantaged, PFD). 獲得政府撥款「攜手扶弱基金」。

2015



Incorporated as a limited company by guarantee 以擔保有限公司註冊成立

2016



Piloted SDG actions with Rotary District 3450 advancing disability and digital inclusion.

聯同扶輪3450地區推動可持續發展目標試點，促進傷健與數碼共融。

2020



Workplace Inclusion Forum in collaboration with Hongkong Land 「啱做」職場新鮮賞暨職融僱主嘉許禮 2023 與香港置地合作舉辦

2021

2023



2024

Awarded second PFD for WFA2.0 榮獲 WFA2.0 的第二個「攜手扶弱基金」

Pilot workplace digital literacy workshop for youth with disabilities in collaboration with NGOs (e.g. Dialogue in the Dark, Hong Chi) 與非政府組織（例如「黑暗中對話」、匡智會）合作，為身心障礙青年開展輔助及應用科技教室

2025

Project Manager engagement for social enterprise Accessible IT Development Association Ltd (AIDA) 擔任社會企業資訊科技易達協會的專案經理



Our Dreamers



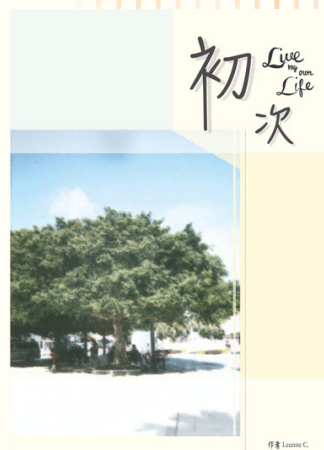
Wan Ling 韻寧

Painting a Path of Resilience 以堅毅繪製的前行之路

Wan Ling is a young lady with Neurofibromatosis Type 2. Despite her health challenges, she completed her design degree at Hong Kong Polytechnic University. She followed her dream to publish her book, *My Own Life*, to record her journey.

With the help of volunteers, her paintings and words became a book, showing her resilience and transformation. She hopes to share the power of hope and inspire others to cherish life.

韻寧，一位與第二型神經纖維瘤共存的年輕女性。她並未因病痛桎梏自我，不僅咬牙拿下香港理工大學設計學位，更奮力追夢，出版了回憶錄《My Own Life》，為自己的生命軌跡立傳。在義工協助下，她的畫作與文字薈萃成書，深刻地演繹出一場關於堅韌與蛻變的生命敘事。她期盼能將這份希望的火種傳遞出去，啟發他人重新珍視生命的重量。



ON AIR



Ms. Wong 黃女士

Giving Voice to Rare Disease Patients 為罕見病患者發聲

Ms. Wong lives with a rare disease and faces significant health challenges. She aspired to raise public awareness of rare diseases. With support from our team, Commercial Radio, and a communications mentor, Ms. Wong shared her story on a radio programme, advocating for greater understanding and support.

Her journey shows how personal stories can amplify unheard voices and bring visibility to overlooked communities.

黃女士 患有一種罕見疾病，面臨着重大的健康挑戰。她一直渴望提高公眾對罕見疾病的認識。在我們團隊、商業電台以及一位傳訊導師的支持下，王女士在一個電台節目中分享了她的故事，呼籲大眾給予更多的理解與支持。她的經歷展示了個人故事如何能夠以個人故事放大微弱的聲音，並提高被忽視群體的能見度。



Making Waves at the Deaflympics 在聽障奧運會上乘風破浪

Kei Yau, a 13-year-old student with hearing impairment, became the first swimmer to represent Hong Kong at the 2017 Summer Deaflympics. By sponsoring her expenses and supporting specialized coaching,

we helped her reach the global stage. Her success is not just a personal achievement but a source of pride and inspiration for the entire community.

透過贊助聽障游泳手己尤 參賽與訓練開支，我們將這位年僅13歲的學界新星送上2017年夏季聽障奧運舞台，使她成為首位代表香港征戰該賽事的游泳選手。她的成就，不僅是個人榮耀，更為整個社群注入驕傲與啟發。



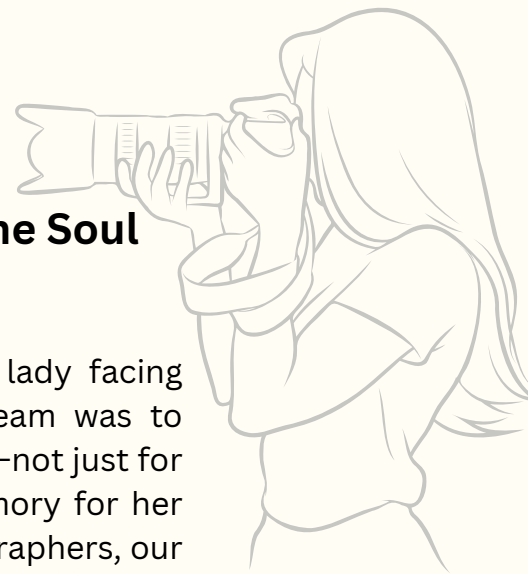
Kei Yau 己尤

Capturing the Beauty of the Soul 捕捉心靈之美

Ms. Fung is a gentle, introverted lady facing health difficulties. Her simple dream was to take a set of professional portraits—not just for herself, but to leave a lasting memory for her family. Alongside volunteer photographers, our team helped her overcome

physical discomfort to capture her radiance. Her bright smile during the session reflected a deep sense of joy, adding a beautiful and dignified chapter to her later years.

馮女士個性溫婉內向，長期受健康問題所困。她單純的心願，便是拍攝一組專業的人像照——不只是為了自己，更想為家人留下一份永恆的念想。在義工攝影師的陪同下，我們的團隊協助她克服身體上的不適，成功捕捉了她動人的神采。拍攝期間，她燦爛的笑容流露出內心深處的喜悅，為她的晚年生活增添了美麗而莊重的一頁。



Ms. Fung 馮女士



Finding His Own Path 尋找屬於自己的人生方向

Mark is a Master's student in History who is diligent in his studies and has a strong interest in academic research. Living with ADHD, he finds it challenging to sustain focus on long-term, single-task work and often feels uncomfortable in fixed work environments. These challenges have at times affected his confidence in both social and professional settings.



Through our support, Mark was connected to an inclusive employer who adapted roles to his strengths—engaging him in research, organising historical materials, and conducting field-based tasks. Alongside professional counselling support, he gradually built confidence and found greater fulfilment in his work. While his journey continues, this experience has helped him move closer to a path that suits his strengths and aspirations.

Mark 是一名歷史學碩士生，學習勤奮，並對學術研究懷有濃厚興趣。由於患有注意力不足過動症（ADHD），他在長時間專注於單一任務及從事長期性工作時面對一定困難，亦常對固定的工作環境感到不適。這些挑戰曾在不同程度上影響他在社交及職場上的自信心。

透過我們的支援，Mark 獲轉介至一間具包容性的僱主，該機構因應他的優勢調整工作內容，包括參與研究工作、整理歷史資料及進行實地考察等。同時，在專業輔導的配合下，他逐步建立自信，並在工作中獲得更大的滿足感。雖然他的成長之路仍在持續，這段經歷已幫助他更接近一條符合其能力與志向的發展方向。



Rediscovering Confidence at Work 在工作中重拾自信

Minnie lives with depression. Although her condition has improved, she remains sensitive to workplace environments, and past experiences left her feeling discouraged and lacking confidence.

Through ongoing conversations, our team understood her needs and matched her to a small restaurant, where she

began with simple cooking tasks in a supportive, close-knit team.

Over time, Minnie developed a genuine interest in cooking and approached her work with dedication. As her confidence and resilience grew, she built stronger relationships

and embraced new challenges, including using digital tools. Her journey shows how the right environment and guidance can help individuals rediscover confidence and move forward.

Minnie 患有抑鬱症。雖然她的情況已有所改善，但她對工作環境仍較為敏感，過往的經歷亦令她感到氣餒，並缺乏自信。

透過持續的交流，我們的團隊深入了解她的需要，並為她配對到一間小型餐廳工作。在一個互相支持、關係緊密的團隊中，她從簡單的烹飪工作開始，逐步適應職場。

隨著時間推移，Minnie 對烹飪產生了真摯的興趣，並以認真的態度投入工作。隨著自信心和抗逆力的提升，她建立了更穩固的人際關係，亦勇於迎接新挑戰，包括學習使用數碼工具。他向世界證明，在合適的環境與適切的指導下，個人能夠重拾自信，穩步向前發展。



Building Confidence Through Opportunity 在機遇中建立自信

Charlie experienced a stroke following an accident, resulting in partial paralysis. Through perseverance in rehabilitation, he regained mobility and became eager to return to work. Optimistic and personable, he remains committed to contributing despite these challenges.

With the Foundation's support, Charlie was placed in an administrative role at a listed company. While he adapted well socially, he initially faced challenges with work efficiency and accuracy due to limited English proficiency and unfamiliarity with a large corporate environment.

Through tailored coaching and collaboration with the employer, his performance improved. After over a year, he is now recognised for his progress and positive attitude at work.

Charlie 因一次意外中風，導致身體部分癱瘓。經過持續努力進行復康訓練後，他逐步恢復行動能力，並渴望重返職場。他性格樂觀、待人親切，即使面對挑戰，仍積極投入，期望為社會作出貢獻。在基金會的支援下，Charlie 獲安排於一間上市公司擔任行政職位。雖然他在人際相處方面適應良好，但初期因英語能力有限，以及對大型企業工作環境不熟悉，在工作效率及準確度方面曾面對一定困難。

透過度身訂造的職場指導及與僱主的協作，他的工作表現逐步提升。經過一年多的努力，他現時的進步及正面的工作態度已獲公司肯定。

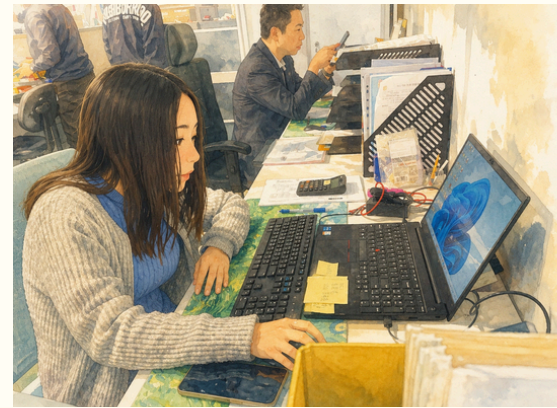


Building Readiness for the Workplace 為踏入職場做好準備

Doris was born with limited mobility in one hand and initially lacked confidence. As a recent graduate with limited experience, she had yet to develop clear career direction or workplace skills. Her direct communication style and limited workplace exposure affected her confidence in previous internships.

We invited Doris to join the Work For All programme, where she received structured guidance on job skills and interpersonal communication. Through hands-on experience, she gradually built workplace awareness and confidence.

As her capabilities strengthened, Doris was able to handle administrative tasks effectively, and has since been connected to broader workplace opportunities.

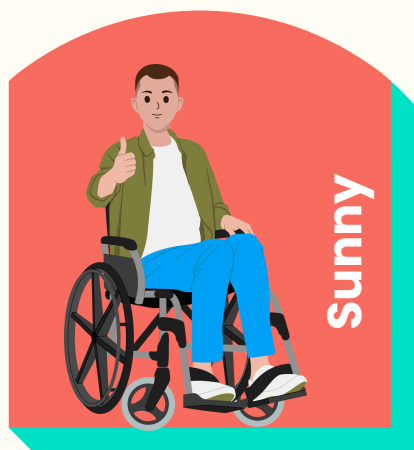


Doris 天生一隻手的活動能力受限，起初亦缺乏自信。作為一名應屆畢業生，她的工作經驗尚淺，對職業方向及職場所需技能仍未有清晰認識。她較為直接的溝通方式，加上對職場環境認識有限，曾影響她在過往實習中的表現及自信心。

我們邀請 Doris 參與「Work For All」計劃，透過有系統的培訓，提升其求職技巧及人際溝通能力。藉著實務經驗的累積，她逐步建立對職場的認知，並提升自信。

隨著能力的提升，迪絲已經能夠高效地處理行政工作，此後更成功對接到更廣闊的職場機遇。





Growing Through Purpose and Contribution 在使命與貢獻中成長

Sunny was born with cerebral palsy, which affects his mobility. Despite this, he developed strong capabilities in information technology, with a focus on accessible web design and multimedia. Driven by determination and a desire to contribute, he pursued further studies and built his technical skills, preparing for meaningful participation in the workforce.



Through the Work For All programme, Sunny joined as a Web and Multimedia Officer, contributing to website development, digital content, and learning materials. He applied accessibility principles to enhance usability—improving elements such as colour contrast, layout, and navigation for users with diverse needs.

While adapting to physical demands, Sunny learned to manage his pace and maintain consistent performance. His work has been recognised with an accessibility award, reflecting both his expertise and commitment to inclusion. His journey shows how the right support enables individuals to contribute meaningfully to a more inclusive society.

Sunny天生患有腦性麻痺，這影響了他的活動能力。儘管如此，他在資訊科技領域發展出強大的能力，並專注於無障礙網頁設計與多媒體。在堅定決心與貢獻社會的願望驅使下，他進一步深造並提升專業技術，為有意義地投入職場做好準備。

透過「全民就業」（Work For All）計劃，Sunny 加入成為網頁及多媒體技術員，負責網站開發、數位內容和學習教材的工作。他運用無障礙原則來提升實用性——為有不同需求的用戶優化了色彩對比、版面配置和導航等元素。

在適應身體體能需求的同時，Sunny 也學會了調配自己的工作節奏並保持穩定的表現。他的工作成果榮獲了無障礙獎項，這既展現了他的專業能力，也體現了他對傷健共融的承諾。他的經歷展示了適切的支持如何能讓個人發揮所長，為建立更共融的社會做出有意義的貢獻。



Growing talents and accomplishing dreams 栽植人才成就夢想

Merrick is a visually impaired young man with a profound passion for people development. He initially launched his career at training agencies; however, his visual limitation constrained his flexibility in dynamic, general training environments. He then attempted to transition into in-house recruitment roles, but the heavy volume of documentation presented another significant hurdle.

Recognizing Merrick's background in talent acquisition and his excellent presentation skills, we welcomed him to our

team as a Talent Development Officer, focusing on delivering classroom-based training to our clients. Given a stable classroom environment and familiar training curricula, Merrick thrived, delivering exceptional sessions tailored to clients with diverse SEN types and skill sets.

By 2025, Merrick's exceptional performance led to his promotion to team leader. Fueled by his enduring passion for people development, he has nurtured the growth of his fellow SEN team members. As he always tells his team, "Witnessing the growth of others brings the greatest happiness." Through his journey, the Foundation has truly made his dream come true.

視障青年 Merrick 對「人才發展」充滿熱忱。他起初在培訓顧問公司開展事業，但視覺限制使他難以滿足一般培訓場地對導師靈活性的要求。後來他嘗試轉投企業內部的招聘工作，但繁重的文書處理亦令他疲於奔命。

我們發現 Merrick 在人才招募上累積了經驗，並擁有出色的演說技巧。這份優勢正切合機構需要，於是我們羅致他擔任人才發展主任，負責為客戶進行課室培訓。在固定的課室佈置及熟悉的課程框架下，Merrick 很快掌握了針對不同特殊教育需要（SEN）青年及技能需求的教學竅門，表現卓越。

到了 2025 年，Merrick 更開始帶領團隊。憑藉對培育人才的熱誠，他積極扶持團隊內其他 SEN 成員成長。正如他經常對團隊所說：「見證他人的成長，是最大的快樂。」而基金會，正一步步讓他的夢想成真。





Through Companionship and Confidence 在同行陪伴與自信中高飛

Karen is a Food Nutrition Science graduate suffering from anxiety disorder. Her dream is to enter the health and nutrition industry. Before coming to us, she had several experience in frontline position in health product retails however sales targets often triggers her mental problem.

We first affirmed her embission on breaking the vicious cycle of job failure and nental burden. We analysed different roles and vacancies in the sector and finally found out that health consultant trainee will be a good fit given her personal status and experience level.

After 2 months she came to us, she was admitted as a nutritionist trainee in a middle size brand. We didn't give her a direct referral, neither any training based on industrial specific skills. What we did is to be her coach, her companion, and her supporter to let her equip with what she needs for her dream.



Karen 畢業於食物及營養科學系，一直夢想投身健康與營養行業，卻因患有焦慮症而前路受阻。她曾嘗試多份健康產品的前線銷售工作，但追逐業績的壓力往往誘發她的情緒困擾。



初次見面時，我們首先肯定她想要打破「求職失敗與情緒波動」惡性循環的決心。我們與她一同剖析行內的職位空缺，發現「健康顧問實習生」一職既能切合她的心理狀況，亦符合其資歷。在尋求我們協助的兩個月後，她成功獲聘為一間中型企業的實習營養師。

在這個過程中，我們沒有為她提供直接的工作轉介，亦沒有教授任何行業硬技能。我們所做的，是成為她的職涯教練、旅伴與最強後盾，陪伴並裝備她，讓她靠著自己的力量實現夢想。



Shining Through Goals and Passion 在目標與激情中綻放

Venus is someone who loves to embrace every opportunity that comes her way. Our first impression of her was a cheerful and outgoing young woman, yet she rarely spoke of her dreams or future goals. Perhaps navigating both visual impairment and a chronic illness made her prefer enjoying the present rather than dwelling on what lay ahead.

Venus's first real commitment to our program was attending a 26-hour website design course. Relying on her creativity and remaining vision, she successfully passed all her assignments, earning herself an internship opportunity. To everyone's delight, this became much more than just a "fun" experience. Although handling intricate colors and graphics presented limitations, Venus demonstrated exceptional project management skills among her peers.



Venus 是一位樂於嘗試新事物的女孩。她給我們的第一印象是外向、樂觀，卻鮮少提及自己的夢想與目標。或許是受到視障與長期病患的雙重夾擊，讓她過去更傾向於「活在當下」，而非規劃未來。

Venus 與我們的第一次交集，是參與一項為期 26 小時的網頁設計培訓課程。憑藉獨特的創意與僅餘的視力，她順利通過了所有課程考核，隨後更獲得了實習機會。令人驚喜的是，這段經歷對她而言不止於「好玩」——儘管細緻的色彩與圖像調整為她帶來不少挑戰，Venus 卻在眾多實習生中展現出超卓的項目管理能力。

實習結束後，她獲聘為合約項目職員，充分發揮她在客戶溝通與疑難排解（Troubleshooting）上的專長。在這份崗位上，她的潛能被深度啟發，夢想被重新點燃，人生目標也從此變得清晰而堅定。

The transformation of Dreams Come True Foundation over ten years reflects not only growth in reach and impact, but a profound evolution in how we work. From a volunteer-based organisation rooted in compassion, we have grown into a diverse and inclusive team — one where our staff are not just service providers, but dreamers in their own right.

夢想成真基金會十年間的轉變，不僅體現在服務範疇與影響力的增長，更展現了我們工作模式的深刻演變。我們從一個以同理心為本的義工組織，發展成為一支多元且共融的團隊——在這裡，我們的員工不僅是服務的提供者，他們本身也是追夢者。



Empowering Diverse Youth. Building Inclusive Futures. 賦能多元青年 · 共建共融未來

Launched in 2021, **Work For All (WFA)** is a flagship programme of Dreams Come True Foundation that connects untapped potential with meaningful opportunity, supporting diverse youth who face barriers in accessing suitable employment. These challenges often arise not from a lack of ability, but from limited opportunities, mismatched expectations, or insufficient workplace support. Work For All responds by aligning individual strengths with real-world opportunities, creating pathways for participation and growth.

Over the past five years, the programme has evolved into a structured and scalable platform that equips participants with the skills, confidence, and direction needed to move forward, while supporting employers in building more inclusive workplaces. Today, it serves as a vital pathway through which individuals transition from potential to active participation in the workforce.

「Work For All 啱做!」計劃於 2021 年推出，是夢想成真基金會的重點項目之一，致力連結尚未被充分發掘的潛能與合適機會，支援多元青年跨越就業障礙，迎向改變一生的職涯發展。這些挑戰往往並非源自能力不足，而是來自機會有限、期望錯配或職場支援不足。計劃透過連結個人優勢與實際職場需要，為參與者建立清晰的成長路徑。

過去五年間，計劃逐步發展為一個具系統性及可擴展性的支援平台，裝備學員建立所需技能、信心與



方向，同時協助僱主推動更共融的工作環境。至今，「Work For All 啱做!」已成為重要的職涯發展橋樑，讓多元青年將潛能化為職場技能，在職場中發揮所長，邁向更自主及持續的發展。

The Objectives

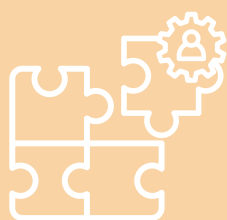
計劃目標

Work For All aims to build an inclusive employment ecosystem where every diverse youth has the opportunity to thrive. The programme focuses on four key areas:

本計劃致力建立一個共融的職場生態，讓每一位多元青年都能把握機會發展所長。

計劃聚焦四個核心方向：

1



Equipping
**youth with
market-relevant
skills** for today's
workforce
裝備青年掌握切合市
場需要的**實用技能**

2



Providing
**personalised career
guidance** aligned
with individual
strengths
提供優勢為本的
個人化職涯指導

Strengthening
**confidence,
independence,
and
self-advocacy**
強化**自信、自立能力
及自我倡導意識**



4

Facilitating **access
to meaningful
employment
opportunities**
through employer
partnerships
透過僱主合作，促進
連結具意義的就業機會



3

Together, these objectives support not only job readiness, but the development of sustainable and fulfilling career pathways.
透過這些目標，計劃不僅協助多元青年做好就業準備，更支持他們建立可持續及具發展潛力的職涯路徑。

The Approach

計劃特色

Work For All adopts a holistic, end-to-end approach that supports youth throughout their employment journey. At its core is the Individual Support & Placement (ISP) Model—an integrated framework that connects assessment, skills development, workplace experience, and ongoing support into one continuous pathway.

計劃採用一套全面而具連貫性的支援模式，陪伴多元青年走過整個就業發展歷程。其核心為「個人支援及就業配對模型」(Individual Support & Placement Model)，透過整合評估、技能培訓、職場體驗及持續支援，建立一條貫穿成長與就業的發展路徑。

This approach is delivered through four core components

此模式主要透過以下四個核心環節推行：

01



Individual Assessment & Career Orientation

個人評估與職涯導向

Personalised assessment and counselling help participants identify strengths and define career direction. 透過個別評估及輔導，協助參與者了解自身優勢，並確立職涯方向。

02



Vocational Training & Skills Development

職業技能培訓

Practical training builds workplace competencies alongside digital, financial, and social-emotional skills. 提供實務導向的培訓，提升職場所需能力，同時涵蓋數碼技能、理財知識及社交與情緒管理能力。

03



Workplace Experience & Job Matching

職場體驗與就業配對

Through simulations, internships, and placements, participants gain real-world exposure and confidence. 透過模擬環境、實習及工作配對，讓參與者累積實際經驗，建立信心。

04



Placement Mentoring & Follow-up Support

就業支援及持續跟進

Ongoing mentorship and workplace support enable successful integration and long-term development. 提供持續的師友輔導及職場支援，協助參與者順利融入職場，並促進長遠發展。



The Impact 計劃成果

Over the past five years, Work For All has supported diverse youth through a structured pathway that combines skills development, workplace exposure, and continuous guidance. Participants have built confidence, strengthened practical capabilities, and developed clearer direction in pursuing careers aligned with their strengths.

At the same time, employers have gained deeper understanding and readiness to engage diverse talent, contributing to more inclusive and supportive workplaces. As a result, Work For All continues to connect potential with opportunity—enabling individuals to move forward with greater independence while encouraging organisations to embed inclusion into everyday practice.

Together, these efforts are shaping a more connected and inclusive workforce ecosystem, where diverse talent is recognised, supported, and able to thrive.

過去五年間，「Work For All 咁做！」透過一套結構清晰的發展路徑，結合技能培訓、職場體驗及持續支援，為多元青年提供全面支持。參與者在過程中建立自信，提升實務能力，並逐步確立與自身優勢相符的職涯方向。

同時，企業對多元人才的理解及接納進一步加深，逐步推動更具包容性的職場文化發展。透過連結潛能與機會，計劃讓參與者能以更大的自信邁向職場，同時亦促進機構在日常營運中實踐共融理念。

整體而言，這些努力正逐步構建一個更緊密且共融的職場生態，讓多元人才得以被看見、被支持，並持續發揮所長。

Annual Review 2025: Empowering Diverse Youth Across Interconnected Pathways

全方位賦能：引領多元青年踏上共融職涯路

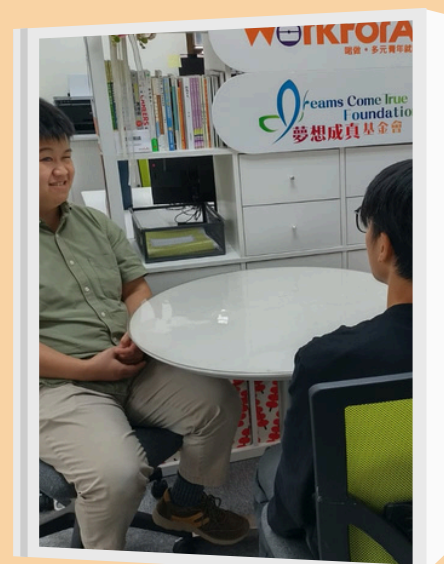
In 2025, Work For All continued to empower diverse youth aged 15 to 40 through a holistic employment support model that integrates career guidance, skills development, workplace exposure, and technology learning. Recognising that every individual's employment journey is unique, the Programme provides interconnected interventions that support participants from self-discovery and career planning to skills enhancement and workforce participation. During the reporting period, the Programme served **470 participants** and delivered over **500 hours of direct services**.

2025年，Work For All 繼續以全人發展及就業共融為核心，透過一系列互相連結的服務，協助15至40歲多元青年提升就業能力、建立職涯方向及拓展就業機會。計劃相信，每位青年面對的挑戰和發展步伐各有不同，因此透過個別評估及輔導、模擬職場培訓、輔助科技學習及校園職涯探索等介入，為服務使用者提供由自我認識、能力建立到職涯發展的全方位支援。報告期內，計劃共服務**470人次**，提供超過**500小時直接服務**。



Employment Assessment and Case Coaching 就業評估及個案輔導

Individual assessment and case coaching remained the foundation of the Programme. Through comprehensive one-to-one assessments, participants explored their strengths, interests, employment aspirations, and support needs, enabling staff to develop tailored development plans. Individual coaching and counselling further extended the impact of training activities through career guidance, job search support, and personalised follow-up. During the year, **99 newly enrolled participants** completed employment assessments, while **234 hours of coaching and counselling** were delivered.



The service supported diverse youth with different abilities and backgrounds, including learners from sheltered workshop settings exploring opportunities in open employment.

個別評估及個案輔導為整個服務的基礎。透過深入了解服務使用者的能力、興趣及就業需要，團隊能制定更適切的发展方向和支援計劃。個案服務亦作為培訓課程的重要延伸，透過一對一職涯教練、求職跟進及個人輔導，協助服務使用者提升自信、克服障礙及為就業做好準備。年內共有**99名新加入服務的青年**完成個別評估，並為服務使用者提供**合共234小時輔導服務**，包括部分來自庇護工場的學員，協助他們探索公開就業的可能性。



Simulated Workplace Workshops 模擬職場工作坊

To bridge the gap between training and employment, the program delivered workplace simulation workshops that immersed participants in realistic work environments. Led by experienced industry practitioners, the workshops covered topics including corporate administration, event support, customer service, and web design. Through practical exercises and industry insights, participants gained a deeper understanding of workplace expectations and skills requirements. During the reporting period, **eight workshops** were delivered, providing over **200 hours of training to 102 participants**.



為讓青年更具體了解不同行業的工作要求，計劃透過模擬職場工作坊提供體驗式學習機會。由具豐富行業經驗的專業人士帶領，課程涵蓋企業行政管理、活動助理、客戶服務及網頁設計等主題，讓參加者透過真實工作情境學習職場所需知識及技能。年內共舉辦**8班課程**，累計**超過200小時培訓**，受惠人數**達102人**。參加者透過實踐及導師分享，加深對行業發展及自身職涯方向的認識。



Assistive and Applied Technology Workshop 輔助及應用科技教室



As digital skills become increasingly important in today's labour market, the Programme introduced practical technology training to help participants leverage assistive and productivity tools. Training included screen readers, voice-input software, and other technologies that support workplace performance and accessibility. The Programme also fostered peer learning across disability groups, encouraging participants to share experiences and discover new ways of using technology. During the year, **18 classes** were conducted, delivering **60 training hours** to **110 participants**.

為回應科技日益普及的就業趨勢，計劃推出輔助及應用科技教室，協助多元青年掌握實用數碼技能。課程涵蓋屏幕閱讀軟件、語音輸入工具及其他提升工作效率的科技應用，並鼓勵不同背景的參加者互相學習。年內共開辦**18班課程**，提供**60小時培訓**，服務**110人次**。參加者不僅提升數碼素養，亦增加對科技應用的信心及獨立工作能力。



Workplace Explorer: School Career Experience Programme 職場新人王——校園職場體驗之旅

To support early career planning, the Programme brought career coaches and industry professionals into schools to share practical insights on education pathways, workplace expectations, disability inclusion, and career preparation. During the reporting period, the Programme engaged **60 students** across **two schools**. Feedback from educators highlighted the value of providing authentic workplace perspectives that complemented existing career guidance and helped students make more informed decisions about their future.

計劃亦透過到校活動協助學生及早建立職涯規劃觀念。由職涯教練及行業專家分享真實職場資訊和就業準備策略，內容涵蓋升學及就業選擇、職場共融、殘疾身份披露及應對歧視等議題。年內共到訪**2間學校**，服務**60名學生**。活動獲校方及合作夥伴正面評價，認為能有效補充現有生涯規劃教育，幫助學生更全面認識未來發展路向。



Highlights in 2025

Career Fairs — Bridging Talent, Expanding Opportunities 就業博覽會— 連結人才·拓展機會

Work For All maintained a strong presence at career fairs throughout 2025. In June, we participated in the Labour Department's inclusive job fair, meeting over 30 inclusive employers to expand our vacancy pool. Direct conversations with 60+ SEN and disabled job seekers introduced our services, identifying high-potential profiles for freelance tutoring roles or employer introductions. Notably, one standout candidate joined as contract marketing staff.

We also engaged in special school career fairs in 2025. These events recruited student interns while offering younger students valuable exposure — writing CVs, attending mock interviews, and familiarising themselves with the job market. Though immediate hiring opportunities remain limited, early workplace exposure better prepares special school students for future transitions.

「Work For All 咁做!」於 2025 年持續參與各類就業博覽會，積極拓展就業機會網絡。於 6 月，我們參與勞工處舉辦的共融招聘活動，與超過 30 間具共融理念的企業交流，進一步擴展職位資源。現場亦與 60 多位具特殊教育需要及殘疾的求職者一對一接觸，介紹計劃服務，並初步識別具有潛力的人才，轉介至自由補習導師崗位或進行僱主配對。我們更成功羅致其中一位出色的求職者，擔任合約市務專員。



此外，我們亦於年內參與多間特殊學校的就業博覽會，為學生提供實習機會，並讓較低年級學生提早接觸職場，包括撰寫履歷、模擬面試及了解就業市場運作。儘管即時就業機會仍較有限，這些早期的職場體驗對提升學生的職場認知至關重要，並更有信心地銜接未來的升學或就業發展。



Highlights in 2025

Applied Technology Workshop — Invisible Screens, Visible Futures 應用科技教室—觸不到的螢幕，看得見的未來



In 2025, **Work For All** partnered with **Dialogue in the Dark (DiD)** to run an AI workshop for visually impaired participants aged 20 to 30. The programme was co-designed by IT professionals and visually impaired colleagues to ensure it reflected the real challenges participants face — including something as simple as a disappearing cursor.



Rather than adapting standard workflows, the workshop was built from the ground up around keyboard navigation. Participants learned to use Gamma and Canva with keyboard commands alone, creating presentations and visual content without a mouse or screen. Every shortcut and navigation step was tested to ensure smooth, independent use.

The results were clear: when participants pressed a key and watched AI produce a finished presentation, it proved that the barrier is rarely the person — it is the design of the tool. With greater empathy in design, technology becomes a bridge that opens up equal opportunities for all.

在 2025 年，「Work For All」與「對話體驗 (Dialogue in the Dark)」攜手合作，為 20 至 30 歲的視障青年舉辦了一場 AI 應用工作坊。

此計劃由 IT 專業人員與視障同工共同設計，旨在切實解決視障人士在日常操作中面對的真實挑戰——例如對一般人而言微不足道、對他們卻極其困擾的「滑鼠游標消失」問題。工作坊打破了傳統硬套現成工作流程的做法，完全從零開始，圍繞「鍵盤導航」重新建構。學員全程不依賴滑鼠或螢幕，單憑鍵盤指令便學會操作 Gamma 和 Canva，獨立創作出專業的簡報與視覺內容。課程中的每一個快捷鍵與導航步驟，都經過反覆測試，確保學員能流暢且自主地應用。

成果顯而易見：當學員按下鍵盤、親眼見證 AI 瞬間生成完整的簡報時，這證明了職場上的障礙鮮少源於殘疾本身，而是取決於工具的設計。只要在設計中注入更多同理心，科技就能化為橋樑，為每個人開啟真正平等的機會。

Highlights in 2025

Illuminating Extraordinary Talent Scholarship — Celebrating Potential, Shaping Possibilities 點亮飛凡獎學金 — 啟迪潛能 · 開拓可能



Dreams Come True Foundation is honoured to co-organise the Illuminating Extraordinary Talent Scholarship with Baptist Charis Social Service and the Rotary Club of Channel Islands. Now in its second year, the programme reflects a continued commitment to nurturing diverse talent among grassroots SEN students. Supported by schools, families, and partners across sectors, it upholds the belief that with the right encouragement and opportunities, “different” can truly be extraordinary.

In 2025, the programme engaged 80+ schools and received over 200 nominations. Following a comprehensive review, 20 students were awarded HK\$5,000 scholarships, alongside 11 Outstanding Potential Awards. In addition, 22 schools were honoured with the Illuminating Extraordinary Campus Award, recognising their commitment to inclusive learning environments.

The Award Ceremony on 5 July 2025 brought together over 150 guests to celebrate the students’ achievements. Through showcases and presentations, awardees confidently expressed their passions—reminding us that recognition can be as meaningful as financial support.

The launch of the Mentorship Programme further extended impact, pairing students with dedicated volunteer mentors from diverse professional backgrounds, offering guidance for their growth and future pathways.

With strong cross-sector support, we continue to build an inclusive ecosystem that nurtures talent over time—ensuring that every student is supported not only in the moment, but throughout their ongoing journey of growth and possibility.



夢想成真基金會很榮幸與浸信會欣悅社會服務處及離島扶輪社再度攜手，共同主辦「點亮飛凡獎學金」。踏入第二年，計劃持續體現培育基層 SEN 學童多元才華的承諾。在學校、家庭及各界伙伴的支持下，我們秉持共同信念：只要給予合適的鼓勵與機會，「與眾不同」同樣可以成為「非凡卓越」。

2025 年，計劃吸引超過 80 間學校參與，並收到 200 多份提名。經過嚴謹的評審程序，最終 20 名學生獲頒港幣 5,000 元的點亮飛凡獎學金，另有 11 名學生獲頒「飛凡潛能獎」。此外，22 間學校榮獲「點亮飛凡校園獎」，以表揚其在推動共融學習環境方面的努力與承擔。

頒獎禮於 7 月 5 日舉行，超過 150 位嘉賓聚首一堂，共同見證學生的成果與成長。得獎學生透過展示及分享，自信地表達自身興趣與才華，讓我們再次體會到，「被看見」本身已是一份重要的肯定與鼓勵。



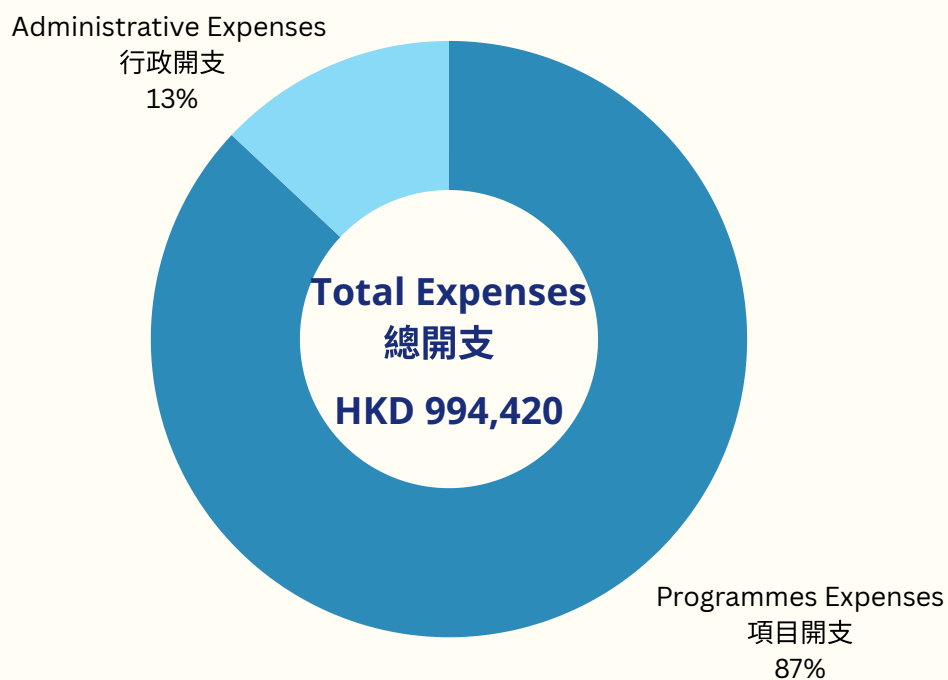
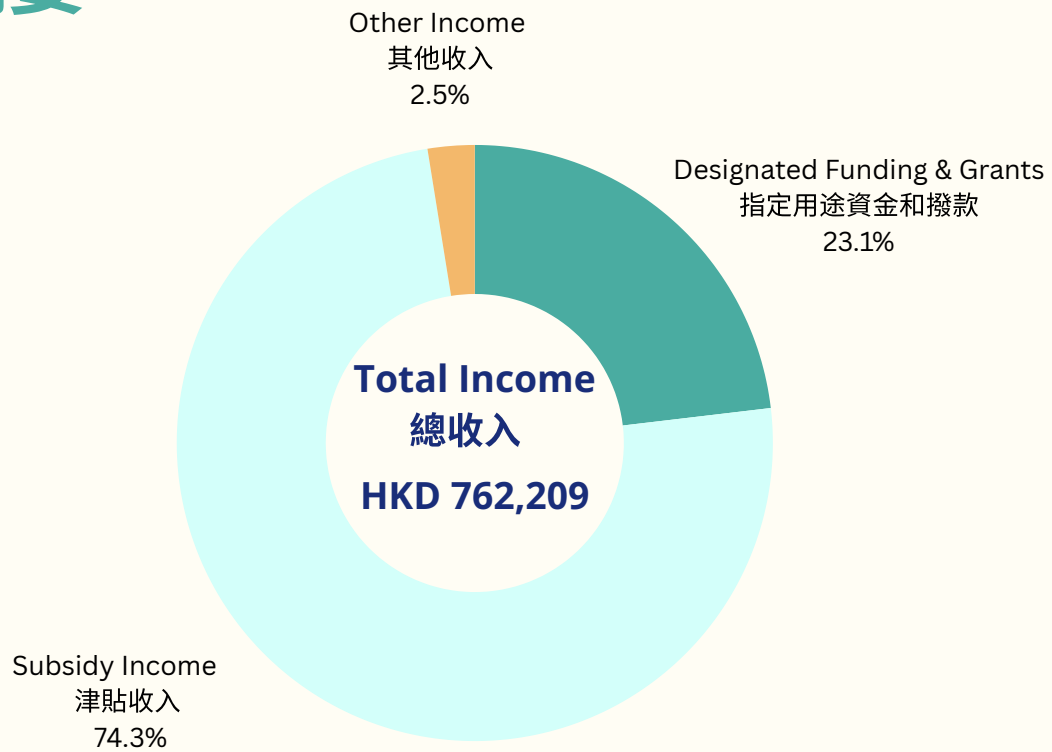
我們同步推出師友計劃，配對來自不同專業背景的義工導師，為學生提供持續的成長支援及未來規劃指導。

在各界的合作的支持下，我們持續建立共融的成長生態，讓每一份才華於不同階段均能被培育、被看見，並在成長的路上持續發光。



Financial Highlights

財務摘要



Note: These financial highlights are a summary of audited information.
For the full annual audited financial statements, please contact us.
備註:此財務摘要為經審核資料之節錄。如欲參閱完整周年財務報表，歡迎與我們聯絡。

Board of Directors and Advisors

董事會及顧問

We would like to express our sincere appreciation to the Board of Directors and Honorary Advisors for their professional guidance and dedicated support in advancing our work.

我們謹此衷心感謝董事會成員及榮譽顧問團一直以來的專業指導與寶貴支持，為基金會的工作提供重要方向與力量。

Board of Directors 董事會成員

Mr. Menza H.W. Chu 朱漢威先生 (appointed on 23 April 2026)

Dr. Eric H.C. Chak 翟慶聰醫生

Mr. N.L. LAM 林毅龍先生 (appointed on 23 April 2026)

Ms. Natalia Y.Y. Leung 梁鈺瑩女士

Ms. Kennis M.W. Tong 唐明慧女士

Ms. Sayoko G.T. Yeung 楊景桐女士 (formerly known as
YEUNG Sin Shun Sayoko)

名譽顧問

Honorary Advisors

Ms. Rika Kojima 郭鍵勳博士 (JP, BBS)

Dr. Joseph K.F. Kwok 楊敏健先生

Mr. Norman M.K. Yeung 楊德華先生 (JP, BBS)

Mr. Silva T.W. Yeung



Support Us with Your Generosity
支持我們・慷慨同行

Dreams Come True Foundation is a tax-exempt charity under the Hong Kong Inland Revenue Ordinance (91/14615). We are deeply grateful for donations of any kind, which enable us to continue creating opportunities and making dreams come true.

If you would like to support our mission or learn more about how to get involved, please do not hesitate to get in touch with us.

夢想成真基金會為香港稅務局認可豁免繳稅的慈善機構(91/ 14615)。我們衷心感謝各界任何形式的捐助，讓我們得以持續創造機會，陪伴更多人實現夢想。

如欲支持我們的使命，或了解更多參與方式，
歡迎隨時與我們聯絡。

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