One-stop Training and Employment Scheme

Seamless Training and Employment Support Services

Starting April 2026, more flexible training options will be available to better support employers and trainees.

For Trainees

- Pre-employment Training
- On-the-job Follow-up Support
- Continuous Upskilling
- Training Allowance

For Employers

- Recruitment Support
- Flexible Pre-employment Training Option
- Skills Upgrading Training for Staff
- Boosting Human Capital

erb
Employees Retraining Board

ERB Hotline : 182 182 • www.erb.org/onestop

My ERB | captaink_erb | Employees Retraining Board (ERB)

Scheme Details

The Employees Retraining Board (ERB) offers the "One-stop Training and Employment Scheme"[1] (the Scheme) which integrates pre-employment training, on-the-job follow-up and continuous upskilling support services. With the introduction of more flexible training options, the Scheme aims to encourage eligible unemployed or non-engaged to engage in pre-employment training and join industries with keen manpower demand. Skills upgrading training will be arranged for participating trainees of the Scheme in the course of employment, with a view to supporting them to pursue further study and sustain in employment, catering for the manpower needs of various industries.

SERVICE TARGETS[2]

- Eligible employees of Hong Kong aged 15 or above
- Unemployed or non-engaged persons who meet the entry requirements of individual courses

CHARACTERISTICS

Pre-employment Training

- Under the Scheme, the appointed training bodies of ERB will assist employers in recruitment and offer pre-employment training courses. Participating employer may choose Placement-tied Course or Non-placement-tied Course (including Skills Upgrading Course or Generic Skills Course) as the pre-employment training option[3], providing flexibility to tailor the training to the specific skill requirements and work arrangements of particular positions.
- Employment contracts (with employment period of not less than 1 year)[4] will be signed between employers and enrolled trainees before the commencement of pre-employment training. The contracts will come into effect after the completion of the pre-employment training.
- Eligible trainees completing the Placement-tied Courses (with an attendance rate of 80%) will be disbursed retraining allowance.

On-the-job Follow-up Support[5]

- Training bodies will provide 6-month on-the-job follow-up and training support for eligible trainees completing pre-employment training courses, including arrangements for continuous upskilling and support services.
- Employers are encouraged to provide flexible work arrangements, on-the-job guidance and training to help trainees sustain in employment.

Continuous Upskilling

- Trainees should complete 1 ERB training course (including Skills Upgrading Course or Generic Skills Course) during the follow-up support period. Eligible trainees will be disbursed training allowance after staying in employment for at least 6 months.
- Trainees who are employed on a full-time basis, stay in employment for at least 6 months and complete 1 designated training course, will be eligible for training allowance[6], subject to a maximum of $18,000 per trainee.

ENQUIRY

For further information, please visit the website of the Scheme at www.erb.org/onestop, call the ERB Hotline at 182 182 or contact training bodies of ERB[7].

1. ERB reserves the right of final decision on the Scheme's arrangements including training, approval and all related arrangements.
2. The Scheme is tailored for unemployed or non-engaged Hong Kong Permanent Residents / Hong Kong Residents holding One-way Permits / Hong Kong Residents holding Dependant Visas granted through sponsorship by Hong Kong Permanent Residents, who have passed the interview. For details on eligibility, please contact training bodies of ERB.
3. Including the Placement-tied Courses and Non-placement-tied Courses currently offered by ERB or newly proposed by training bodies, as well as the newly developed and approved training courses tailored for particular positions with specific skills requirements.
4. Participating employers of the Scheme are required to provide at least 10 vacancies for designated positions and employ the trainees on a "continuous contract" basis. Specific arrangements are subject to final agreement between the employers and the employees.
5. Training bodies will coordinate with participating employers of the Scheme to provide on-the-job follow-up support for in-service employees under the Scheme.
6. Training allowance for eligible trainees employed on a part-time basis after staying in employment for 6 months (including those transitioned from full-time to part-time employment during the period of on-the-job follow-up support) is half of the amount receivable by eligible trainees employed on a full-time basis, subject to a maximum of $9,000 per trainee.
7. For the latest information and details of the Scheme, please refer to the website of the Scheme or contact training bodies of ERB.

(August 2026)