

**Specification of Competency Standards**  
**for the Fashion Industry**  
**Unit of Competency**

Functional Area - Quality System & Sustainability

Title	Plan and identify staff training and development for quality
Code	108246L5
Description	Plan and identify staff training and development for quality-related practices in a fashion business. This applies to individuals who are required to make careful analysis and judgment of the need and learning outcomes for staff training and development programmes to improve quality-related skills and knowledge of staff members.
Level	5
Credit	3
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the subject area</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• understand the organisational goals, business objectives and strategic requirements for quality</li> <li>• evaluate the implications of regulatory and client requirements for quality-related training</li> <li>• understand how to identify training needs of different units to ensure availability of skilled personnel with the required mindset for quality</li> </ul> <p>2. Application and process</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• appraise the working competency of the current staff in accordance with the regulatory and client requirements for quality-related practices, analyse the competency of the staff and the need for training in different business units</li> <li>• assess the requirements for quality-related manpower in the foreseeable future according to the development of the business of the organisation</li> <li>• identify the necessary staff training programmes for selected persons with priorities</li> <li>• propose training programmes according to the internal situation of the organisation</li> <li>• allocate sufficient resources to meet the development needs of staff</li> </ul> <p>3. Exhibit professionalism</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• ensure that the training programmes can make available the necessary skilled personnel with the required mindset for quality</li> </ul>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to accomplish:</p> <ul style="list-style-type: none"> <li>• Planning and identification of staff training and development for quality-related practices in a fashion business through careful analysis and judgment of staff training needs of relevance to quality-related skills and knowledge.</li> </ul>
Remark	Modified from the Unit of Competency of Specification of Competency Standards for Retail Industry (UoC code : 105014L4, 105017L5)