

Vocational Qualifications Pathway (VQP)

- VQP is a roadmap for progression in learning and career in a sector / industry.
- Learners or practitioners can progress at various levels through the attainment or acquisition of the required occupation-based qualifications in which the competencies are mapped with UoCs of SCSs

Objectives of VQP



Employees

- Equip in-service practitioners with the requisite competencies
- Support in-service practitioners in career planning and advancement



Learners

- Provide **new blood** with more information about the careers ladder of the industries in order to facilitate them in further studies
- Chart a **clear progression pathway** to attract new blood into the industries



Education and Training Providers

- Develop training programmes that meet the needs of the industries
- Further enhance the synergy between learning and employment



Employers / HR

- Assure the abilities of the qualifications holders to perform the occupations concerned well
- Valuable **references for HR management**



Vocational Qualifications Pathway (VQP) for HRM Sector



For details about Vocational Qualifications Pathway (VQP) for HRM Sector, please visit: www.hkqf.gov.hk/hrm/en/pathways/index.html



Qualifications Framework for the HRM Sector

As Hong Kong is now a knowledge-based economy, human resource management (HRM) professional is becoming increasingly a strategic partner of corporations, focusing its attention on human capital development, and contributing to the success and continued growth of enterprises as well as the economy at large.

The Education Bureau assists the HRM sector in implementing Qualifications Framework (QF) with the objective of providing a platform for practitioners to pursue continuous and lifelong learning, thereby enhancing their competencies and service standards. The benefits of QF implementation will only pay off when the employers, employees and other stakeholders of the HRM sector render their forthcoming support and collaboration.

What is Qualifications Framework (QF)

- QF is a seven-level hierarchy of qualifications, ranging from Level 1 (the lowest) to Level 7 (the highest)
- QF levels are defined in terms of a set of generic level descriptors (GLDs) which specifies the characteristics of outcome standards of each level
- QF covers the academic, vocational, continuing education and training sectors



Why QF

- To specify the competency and performance standards for further development of the HRM sector
- To promote the opportunities for further studies and the development of articulation pathways for learning
- To improve the quality of learning programmes

3 Features of QF-Recognised Qualifications



Award Title

Hierarchical level of the qualifications and area of study



Level

Depth and complexity of learning leading to the qualification



Credit

Volume or size of learning leading to the qualification

1 QF credit = 10 notional learning hours, including class contact hours, online learning, assessment hours, self-study hours, etc.

Progress of QF Implementation for HRM Sector



Specification of Competency Standards (SCS) for HRM Sector

- SCS describes the knowledge, skills and abilities required of a job holder to effectively perform different key tasks to the workplace requirements
- SCS is made up of units of competency (UoCs) which prescribe the performance requirements and outcome standards required of practitioners for accomplishment of tasks in a particular job or occupation
- SCS of the HRM sector is divided into 7 functional areas with 209 UoCs:

QF Level	Organisation Development and Human Resource Strategy	Workforce Planning and Resourcing	Reward Management	Talent Management	Human Resource Policies and Processes	Compliance and Risk Management	Employee Engagement	Total by QF Level
7	4	0	2	1	0	0	0	7
6	9	3	7	8	3	5	8	43
5	11	17	14	14	17	11	8	89
4	1	10	6	3	10	12	5	49
3	0	2	1	2	2	5	3	16
2	0	2	0	0	2	1	0	5
1	0	0	0	0	0	0	0	0
Total by Functional Area	25	34	30	28	34	34	24	209

For details about Specification of Competency Standards (SCS) for HRM Sector, please visit : www.hkqf.gov.hk/hrm/en/scs/introduction/index.html



Cross-Industry Training Advisory Committee for the Human Resource Management sector

Roles of HRM CITAC:

- Launch and promote QF in the HRM sector
- Develop Specification of Competency Standards (SCS)
- Develop Vocational Qualifications Pathway (VQP)
- Consult stakeholders on QF, HRM SCS and VQP applications
- Explore training needs of the sector

Composition of HRM CITAC

- Members of committee are appointed on an ad personam basis by the Secretary for Education comprising representatives of employers, employees, professional bodies and concerned government agencies

Related Websites

HK Qualifications Framework : www.hkqf.gov.hk
 HK Qualifications Register : www.hkqr.gov.hk
 HRM sector-specific webpage: www.hkqf.gov.hk/hrm



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