

Specification of Competency Standards for the Jewellery Industry
Unit of Competency

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| 1. Title | Formulate strategies for skills development |
| 2. Code | JLZZOM601A |
| 3. Range | This unit of competency is applicable in workplaces relevant to the operational management of the jewellery industry. Practitioners should be capable to conduct survey on staff training and skills development in accordance with the development objectives of the enterprise, so as to formulate innovative and systematic strategies for skills development. |
| 4. Level | 6 |
| 5. Credit | 9 |
| 6. Competency | <p style="text-align: center;"><u>Performance Requirements</u></p> <p>6.1 Understand training and skills development</p> <ul style="list-style-type: none"> ◆ Know about the importance of training and skills development to the enterprise, such as: <ul style="list-style-type: none"> • The relation between training and the development of human resources management • The contribution of training and development to the enterprise ◆ Know about learning theories, including: <ul style="list-style-type: none"> • Learning processes and styles • Learning curves and motives • Learning objectives ◆ Master theories on training <ul style="list-style-type: none"> • On-the-job training • Adult education and training • Analyze training needs • Design training courses • Run training courses • Assess the effectiveness of training, etc. |

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| | <p>6.2 Formulate strategies for skills development</p> <p>◆ Formulate strategies for skills development</p> <ul style="list-style-type: none"> • Determine the organization’s training and development direction • Devise formal and informal training methods for managerial staff • Prepare training budgets • Devise human resources training programme |
| <p>7. Assessment Criteria</p> | <p>The integrated outcome requirement of this unit of competency is:</p> <p>(i) Capable to apply the knowledge of training and skills development to conduct survey on staff training and skills development in accordance with the development objectives of the enterprise, so as to formulate innovative and systematic strategies for skills development to meet the enterprise’s future development.</p> |
| <p>8. Remarks</p> | <p>This unit of competency is applicable to the organization’s senior operational management and the policy making authority.</p> |