

# 資歷架構快訊 QF EXPRESS

## Industry Partners Foster Steady Development

### QF Commends over 300 Organisations

QF Partnerships Commendation Ceremony was successfully held on 16 September 2025. At the ceremony, Dr Christine Choi, JP, Secretary for Education, presented certificates of commendation to approximately 200 organisations in recognition of their active participation and support for Qualifications Framework (QF). The three organisations named QF Gold Star Employers, 91 named QF Star Employers, and 53 named QF Star Training Providers had effectively utilised the tools and resources of QF to promote sustainable industry development during the years. At the QF in Action (QFIA) commendation session, 18 organisations (including government departments as well as members of industry and academia) were named 2024 QFIA Achiever and 31 of their partner organisations were named 2024 QFIA Achiever (Partner), setting a record in both the number of awardees and the breadth of application. Dr Choi envisaged that more organisations would adopt QF, adding dynamics to the sustainable development of their industries.

Dr Christine Choi, JP,  
Secretary for Education



### QF 資歷架構夥伴嘉許典禮 Partnerships Commendation Ceremony 2025



Dr Christine Choi, JP, Secretary for Education (front row, fourth from left), Hon Rock Chen, SBS, JP, Chairman of Hong Kong Council for Accreditation of Academic and Vocational Qualifications (front row, fourth from right), Dr Daniel Yip, BBS, JP, Chairman of Steering Committee on Promotion of VPET & QF (front row, third from right), and Mr Steve Lai, General Manager of QF Secretariat (front row, third from left), together with 22 chairpersons and representatives of Industry Training Advisory Committees, officiating at the opening of the commendation ceremony

### Concerted Effort Brings Rich Rewards

Since its launch in 2008, QF has been committed to promoting lifelong learning and enhancing the competitiveness of the workforce. With joint effort, QF sees gradual development across industries. In her address, Dr Christine Choi, JP, Secretary for Education, said, "At present, Industry Training Advisory Committees (ITACs) have been established for 23 industries, accounting for over half of

the Hong Kong workforce. These industries have drawn up their Specifications of Competency Standards (SCSs). Among them, 19 industries implemented the Recognition of Prior Learning (RPL) mechanism and 13 developed a Vocational Qualifications Pathway (VQP). QF's goal is to cover at least 18 industries by the end of 2027, helping more industries lay the foundation for developing diverse training courses. In 2025, QF launched the Specification of Generic Competencies (SGC) on Communication Skills to broaden the application of generic competencies across industries, enabling integration of generic and industry-specific competencies for continuously enhancing talent development across industries.

### Thank Everyone for Boosting Productivity

Dr Choi expressed her gratitude to all members of ITACs, businesses, chambers of commerce, trade unions, professional bodies, education and training institutions, and government departments for their active involvement in constructing and promoting QF over the years, laying a solid foundation for its development and fostering the sustainable development of different industries. Dr Choi looked forward to continued collaboration among sectors to apply QF to foster lifelong learning, enhance the quality of the Hong Kong workforce, and nurture outstanding talent.

# Recognising Gold Star Employers for Efficient Use of QF

Three companies were named QF Gold Star Employers in recognition of optimum use of QF - Asia Airfreight Terminal Company Limited, Bank of China (Hong Kong) Limited, and Hong Yip Services Company Limited. They set shining examples to their industries of how to make full use of QF in human resource development and management to enhance the companies' manpower quality. They also developed VQP courses or SCS-based courses for employees that were quality assured and met industry needs in addition to helping employees apply for RPL to have their experience and competencies recognised under QF.

## Asia Airfreight Terminal Company Limited

Asia Airfreight Terminal Company Limited is the first air cargo terminal in Hong Kong to launch a VQP course for the logistics industry, marking a significant milestone of the air freight operation sector, and has been offering logistics practitioners substantial help in increasing their professional level. Over the years, the company has encouraged and sponsored employees to apply for RPL to obtain industry-recognised qualifications. In terms of staff recruitment, it applies QF in the areas of employee benefits and job requirements, and arranges employees to take QF-recognised courses. Asia Airfreight Terminal Company Limited supports employees' continuous development by providing learning opportunities and recognising work experience, thus enabling them to advance in learning and career progression.



Mr Henry LAM, Asia Airfreight Terminal Company Limited (right)



Mr Xun Wenhua, Bank of China (Hong Kong) Limited (right)

## Bank of China (Hong Kong) Limited

Bank of China (Hong Kong) Limited is the first bank in Hong Kong to develop VQP courses based on the banking industry's VQP, and the first bank to develop SCS-based internal training courses. Based on developments in the new era, online learning elements were introduced to let employees learn at their own pace. The company fully applies the VQP concept to its human resource development strategy, including the setting of core competency requirements and performance indicators for job positions with reference to VQP courses, thus showing clear pathways for career development and promotion prospects.

## Hong Yip Services Company Limited

Hong Yip Services Company Limited has consistently supported and utilised QF in various aspects of training and human resource management. This includes actively assisting employees in applying for RPL and considering QF-recognised qualifications as a priority for chance of promotion and staff recruitment. The company has offered over 30 internal QF-recognised training courses and signed Memorandums of Understanding (MOUs) with various educational institutions regarding Credit Accumulation and Transfer (CAT). This allows employees who complete courses or hold RPL certificates to receive credit recognition and exemption when enrolling in related courses at other institutions, avoiding redundant learning and significantly saving time and money for continuing education.



Ir Alkin Kwong, JP, Hong Yip Services Company Limited (right)

## Utilising QF Tools for Course Development Gaining Recognition as QF Star Employers and QF Star Training Providers

This year, 91 organisations were named QF Star Employers in recognition of their effective use of QF tools to develop courses or provide certifications for employees, thereby improving employees' skills and fostering talent development within the organisations.



QF Star Employers committed to using QF tools and support to enhance employees' competitiveness and long-term corporate development



There were 53 QF Star Training Providers commended for their efforts in developing VQP courses, SCS-based courses, SGC-based courses, or implementing CAT measures to increase flexibility in continuing education.



Dr Christine Choi, JP, Secretary for Education and representatives of QF Star Training Providers

## Actively Promoting QF Applications Receiving QF Star Friends Certificates

A total of 155 companies, chambers of commerce, trade unions and professional bodies were awarded the QF Star Friends certificate in recognition of actively promoting QF.



QF Star Employers  
Recognition List



QF Star Training  
Providers Recognition List



QF Star Friends  
Recognition List

## Steer QFIA Boat, Navigate the Workplace

QF in Action is a biennial project. QFIA 2024 commended 18 organisations (including government departments as well as members of industry and academia) along with their 31 partner organisations for actively and continuously developing QF related projects to inject professional momentum into various industries and help industry workforce navigate the workplace sailing the VPET boat.



2024 QFIA Project Details



2024 QFIA Booklet



Dr Christine Choi, JP, Secretary for Education (front row, centre), Hon Rock Chen, SBS, JP, Chairman of Hong Kong Council for Accreditation of Academic and Vocational Qualifications (front row, fifth from left), Dr Daniel Yip, BBS, JP, Chairman of Steering Committee on Promotion of VPET & QF (front row, fifth from right), and Mr Steve Lai, General Manager of QF Secretariat (front row, fourth from right) with representatives of QFIA Achievers



Mr Kasper Ng, Principal Assistant Secretary (Further Education) (front row, centre) and Mr Steve Lai, General Manager of QF Secretariat (front row, first from right), with chairpersons, members, and secretaries of Beauty & Hairdressing ITAC, Fashion ITAC, and Human Resource Management Cross-Industry Training Advisory Committee

## Celebrating the 10th Anniversary of QF Implementation in Industries

The successful implementation and steady development of QF should be attributed to the support and voluntary involvement of members of all ITACs. This year marks the 10th anniversary of the establishment of ITACs for the Human Resource Management sector, Beauty & Hairdressing industry, and Fashion industry. The celebration was joined by ITAC members as well as representatives from Education Bureau and QF Secretariat.

## Award Scheme for Learning Experiences Tea Gathering

QF Secretariat hosted a tea gathering for Award Scheme for Learning Experiences on 6 November 2025, a chance for informal interaction where awardees enjoyed refreshments and exchanged ideas with representatives of various ITACs, building and expanding their networks, and sharing experiences and insights about continuing education and industry development.

There were three engaging workshops where Ms Ho Wing-ki, 2024 awardee of the Arboriculture & Horticulture industry; Mr Chan Shiu-long, 2025 awardee of the Fashion industry; and students from Fortress Hill Methodist Secondary School shared their practical experiences and achievements.



Awardee Ms Ho Wing-ki teaches how to make wooden coasters.



Awardee Mr Chan Shiu-long shares his experience.



Students from Fortress Hill Methodist Secondary School distribute handmade cookies.

The Award Scheme for Learning Experiences, first launched in 2013, is now in its 13th year. It has attracted over 2,800 applicants from 23 industries implementing QF and recognised over 750 awardees. The programme aims to let industry practitioners, who continue to learn and deliver outstanding performance, join local and non-local learning activities, such as industry competitions, seminars, and study tours to broaden their horizons, learn about latest industry developments, and expand their networks, hence adding dynamics to their industries.

Mr Esmond Lee, JP, Deputy Secretary for Education, said at the tea gathering, "This year's programme continues with the theme 'Together, we go further.' We hope the Scheme allows practitioners to join learning activities around the world. We also hope QF can help you to continue progressing in your careers and achieve your goals."



Mr Esmond Lee, JP, Deputy Secretary for Education (front row, sixth from left), along with representatives from 22 ITACs and Mr Steve Lai, General Manager of QF Secretariat (front row, first from left) at the event



Mr Esmond Lee, JP, Deputy Secretary for Education, delivers a welcoming speech.

The Award Scheme for Learning Experiences is open for applications from March to May each year. Industry practitioners have chances to win up to HK\$30,000 and participate in learning activities worldwide. Details of the scheme in 2026/27 will be announced on the QF website ([www.hkqf.gov.hk](http://www.hkqf.gov.hk)). Please stay tuned.



Group photo of all guests

# Latest News

## 10th Anniversary Celebration of the Beauty & Hairdressing ITAC and Briefing on the Newly Developed Training Packages

The event, entitled Beauty Industry Standards • Shaping the Future — 10th Anniversary Celebration of the Beauty and Hairdressing ITAC and Briefing on the Newly Developed Training Packages, was held on 15 December 2025. In his speech, Mr Steve Lai, General Manager of QF Secretariat, thanked all members of the ITAC for their participation and support of QF. During the event, QF introduced three sets of Beauty SCS-based training packages going through consultation process and delivered a train-the-trainer briefing on the newly launched Hairdressing training package titled Fast Cut Hairdressing Operations.



### Assessment-exempted RPL of Certain Industries Coming to an End

Industries launching RPL enjoy an assessment-exempted transitional period for the first five years. During this period, applicants for RPL levels 1 to 3 qualifications are exempted from assessment tests and only required to undergo document verification. Applications can be processed more quickly with lower assessment fees, which can be fully reimbursed after obtaining the Statement of Attainment.

Logistics Industry  
(Supporting & Ancillary Services - Surveying)



End of transitional period:  
15 February 2026

Information & Communications Technology Industry  
(Operation & Support)



End of transitional period:  
30 June 2026

Security Services Industry



End of transitional period:  
30 June 2026

Fashion Industry



End of transitional period:  
31 December 2026

**Apply ASAP to seize the opportunity!**



## Outreaching

### QF Briefing Co-organised with Employees Retraining Board (ERB)

A briefing session, organised by ERB and QF Secretariat, was held on 29 August 2025 to introduce practical applications and development of QF to staff, instructors, and relevant stakeholders from approximately 80 QF training providers.

Ms Jackie Hau, Senior Manager of QF Secretariat, introduced practical applications and development of QF.

### Business-School Partnership Programme - Working Together for a Brighter Future, Passing on the Legacy for Two Decades - 20th Anniversary Celebration-cum-Award Ceremony

On 19 September 2025, representatives from QF Secretariat received commendation at the Education Bureau's "Business-School Partnership Programme" Award Ceremony. This commendation acknowledges the efforts of various ITACs and QF Secretariat in actively participating in the Business-School Partnership Programme and promoting career planning education over the years. During the event, they shared with other organisations challenges in organising activities.



Ms Peggy Wong, Senior Manager of QF Secretariat, accepted the commendation on behalf of the Secretariat and shared experiences.

### Thailand Professional Qualification Institute (TPQI) Delegation Visits Hong Kong for Exchange

On 20 November 2025, a Thailand Professional Qualification Institute (TPQI) delegation visited QF Secretariat to exchange information and ideas about the latest developments of the qualifications frameworks of both places and discuss collaborative projects.



TPQI delegation visits QF Secretariat



In the afternoon, the TPQI delegation visited Vocational Training Council's Electric Vehicles Training Centre and met with Dr Ringo Lee, Chairman of the Automotive ITAC, representatives from Electrical and Mechanical Services Department, and industry stakeholders to learn about the latest development of Hong Kong's new energy vehicle industry and explore future cooperation directions.

# Interaction with Industries

## Industry-based Promotional Activities

On 3 June 2025, at the Import & Export (IE) Industry Chit-chat Café, Mr Kenneth Chan, Chairman of IE ITAC, and Ms Iris Leung, Convenor of the ITAC's Promotion and Consultation Subcommittee, invited Mr Michael Hui, BBS, MH, JP, Immediate Past Chairman of IE ITAC engaged in garment trade, to share his experience of staying safe on the "crazy roller coaster" of tariffs and finding the best perspective!

Enterprise Visit Series, organised by the IE Promotion and Consultation Subcommittee, is aimed at fostering exchange among local IE companies, sharing best practices in business operations, and understanding manpower training needs. The first event, held on 4 July 2025, featured

1. Enjoying a lunch prepared and served by hospitality students at Chinese Culinary Institute
2. Touring the training facilities at Chinese Culinary Institute and International Culinary Institute, including those for making Chinese cuisine, Western cuisine, desserts, and beverages, in addition to learning about the design and characteristics of training courses at different QF levels
3. Visiting the rice and beverage public warehouses of China Merchants Goodwin, Wharf & Transportation Co., Ltd., to understand the importance of effective warehouse operation to stable supply of food products



## Human Resource Management



### Lunch and Learn Series -

Enhancing HR Competitiveness: Leveraging QF to Gain Talent Advantages  
The Lunch and Learn Series, organised by Hong Kong Institute of Human Resource Management on 4 June 2025, introduced how to leverage QF to enhance HR competitiveness and human resource management, gain talent advantages, and establish clear SCS and VQP for different industries. This would help companies in accurate positioning, staff retention, and systematic training.



On 12 June 2025, QF Secretariat hosted a briefing session, on Human Resource Management SCS-based training package, for responsible officers of HR training and education and training course development. This session introduced key content of the training package and demonstrated how the package could be used for syllabus design and practical training.



## Insurance Industry



The Insurance ITAC, together with QF Secretariat, organised a consultation session on Insurance SCS-based training package, titled Understand the Importance of Insurance (General Insurance), on 18 June 2025. In addition to the introduction by a professional writer was the sharing of three guest speakers about the benefits of using the training package. Attendees included more than 50 representatives from industry employers, training institutions, and the human resource management sector.



Upon completion of industry consultation on Insurance SCS-based training package titled Understand the Importance of Insurance (General Insurance), the Insurance ITAC made final revisions to the training package and officially launched it. Train-the-Trainer sessions were held on 2-3 December 2025 to provide detailed explanation about the package's content and usage, teaching focus, and key considerations as well as a chance for interaction.



## Import & Export Industry



# Interaction with Industries

## Industry-based Promotional Activities

### Arboriculture & Horticulture Industry



At the seminar on Vocational Qualifications Pathway (VQP) for Arboriculture & Horticulture Industry held on 21 June 2025, representatives from QF Secretariat shared information on the progress of QF implementation in the industry, application of the progression pathway, and purposes and timeline of launching the VQP. Six industry practitioners were invited to share their experience of entering the industry, their daily work, and career development experience and insights.



### Catering Industry



The Catering ITAC is developing the VQP for the industry, covering more than 50 common positions in the food preparation and dining areas of Chinese and Western restaurants. An industry focus group was held on 8 July 2025 to discuss the framework.



### Beauty & Hairdressing Industry



The Beauty & Hairdressing ITAC organised a consultation session on Hairdressing SCS-based Training Package on 11 July 2025. The session covered details of the draft and gathered feedback from different stakeholders for refinement. The training package has now been finalised and officially launched.



### Fashion Industry



On 13 September 2025, Garment Fashion Practitioners' Association assisted industry practitioners in applying for RPL for the third time. The aim was to help them obtain recognition for the work experience and skills they gained in the workplace. This mechanism opens a new pathway by allowing them to prepare for further education and career advancement based on QF-recognised qualifications.



### Elderly Care Service Industry



The Elderly Care Service ITAC has completed the compilation of SCS-based training package on "Training for Care Workers". A Train-the-Trainer session was held on 20 November 2025, detailing the content, features, and applications of the training package. The training session was well-received, attracting over 40 representatives from the industry, training institutions, and relevant government departments.



# Interaction with Industries

## Industry-based Promotional Activities

### Logistics Industry



Labour Department invited representatives from QF Secretariat to attend the meeting of Tripartite Committee on Logistics Industry on 27 November 2025 to introduce the latest development of QF and discuss the importance of talent development and VQP in the logistics industry.



# Interaction with Industries

## School Projects and Industry-related Activities for Secondary Schools

### Beauty & Hairdressing Industry



Get to know Beauty Industry with QF - Enhancing Self-Image Through Beauty Care: Handmade Skin Care Products Workshop  
Date: 2 June 2025  
Venue: Caritas Institute of Community Education



### Travel Industry



The Travel ITAC piloted several "Backstage Tour of Travel Industry" sessions between October and November 2025, during which secondary school students in HKDSE Tourism and Hospitality Studies visited travel agencies (including China Travel Service (HK) Ltd, Corporate Travel Management Limited and Travel Circle International) to know about back-office operations and interact with industry members. These activities were aimed at helping students learn about development prospects and career ladder in the industry and plan their study and career directions.



Corporate Travel Management Limited

### Printing & Publishing Industry



Get to know Publishing Industry with QF - Activate your Creativity – Real Book and E-book Publishing Experience  
Date: 30 June 2025  
Venue: 3/F, Hong Kong Cultural Core, Mong Kok



Travel Circle International



China Travel Service (HK) Ltd

### Elderly Care Service Industry



Get to know Elderly Care Service Industry with QF - Navigation Plan for Elderly Care Service Industry  
Date: 7 November 2025  
Venue: Chinese YMCA Secondary School  
Date: 26 November 2025  
Venue: Woo Chung District Elderly Community Centre



Chinese YMCA Secondary School



Woo Chung District Elderly Community Centre