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資歷架構
Qualifications
Framework

「職業資歷階梯」
與行業發展及人才培訓應用分享會



Vocational Qualifications Pathway Paving the Way for Career Progression

With the launch of the “Vocational Qualifications Pathway” (VQP) in ten industries (including Automotive, Property Management, Banking, Elderly Care Service, Printing & Publishing, Insurance, ICT, Logistics, Retail, and Security Services), many enterprises, training institutions, and government departments have referred to the VQP as a standard for designing learning programmes or establishing their licensing criteria. Recognising that numerous organisations have accumulated considerable experience in applying the VQP, the Qualifications Framework Secretariat (QFS) held the “Sharing Session on the Applications of Vocational Qualification Pathway in Industry Development and Talent Training” on 7 November, 2023 to provide insights and share success stories with other organisations interested in adopting the VQP.

Experience Sharing by Stakeholders

Guest speakers who attended the sharing session included representatives from the Electrical & Mechanical Services Department (EMSD), the Social Welfare Department (SWD), Asia Airfreight Terminal (AAT), the Employees Retraining Board (ERB) and HKU School of Professional and Continuing Education (HKUSPACE). Ir. Gordon NG of EMSD and Ms. Pheon TSANG of SWD shared their



Industry stakeholders, employers, training institutions, and representatives from HKCAAVQ responded to the questions from participants.

experiences in applying the VQP to the Voluntary Registration Scheme for Vehicle Mechanics (VRSVM) and course accreditation in the Elderly Care Service industry respectively. Ir. NG remarked, “VQP helps to enhance the service level and professional image of practitioners. The four registration classifications within the VRSVM have been linked with the Recognition of Prior Learning (RPL) mechanism under the Qualifications Framework (QF), allowing technicians to convert their valuable experience into recognised qualifications within the QF.”





Ms. TSANG of SWD also shared, “The VQP can provide clear career progression paths and advancement opportunities for practitioners in the elderly care service industry. For example, care workers who have extensive work experience but lacking a local Form 5 secondary school qualification can be eligible to enroll in the Health Worker Training Courses after obtaining the Certificate in Advanced Training for Care Workers. Upon completion of the Health Worker Training Courses, they can apply to become registered health workers, allowing practitioners to enhance their vocational qualifications and professional skills, and therefore helps to attract more talents to join the industry.

Enterprises and training institutions shared their experiences in programme development

Mr. Timothy LEUNG of AAT shared his perspective from the angle of an enterprise, highlighting the benefits of applying the VQP in talent development within the logistics industry. Mr. Leung stated, “The VQP is an excellent toolkit to enhance employees’ competitiveness. After completing the VQP courses, employees can acquire qualifications relevant to their job positions, helping them to progress to higher-level qualifications.” AAT applies the VQP in

human resource management and training, and actively develops internal training programmes based on the VQP. This serves as an excellent example for other industries that currently do not have licensing requirements.

Furthermore, Mr. Patrick PANG of ERB and Ms. Elite NG of HKUSPACE also shared their experiences in developing the VQP courses and their future directions. Mr. Pang shared, “Since the launch of the VQP courses, they have been beneficial to a wide range of individuals. The courses adopt Units of Competency (UoCs) from the Specification of Competency Standards and are in line with market needs. They enable practitioners to acquire the necessary job skills in their respective industries and pave ways for their career advancement. It is encouraging to witness the increasing participation of various industries in the development of the VQP.”

Ms. Ng shared that HKUSPACE has launched the “Certificate for Module (Train-the-trainer for Security Services)” programme to meet industry needs. “When designing the course, we referred to the curriculum requirements of the VQP. The UoCs and assessment guidelines in the VQP are clear and detailed, which facilitated the development of course content by training providers.”



Inauguration Ceremony for the Application of Recognition of Prior Learning in Voluntary Registration Scheme for Vehicle Mechanics



Group photo of Mr. Raymond POON, Deputy Director (Regulatory Services) of Electrical & Mechanical Services Department (front row, fifth from left), Mr. Edward MAK, Deputy Secretary of Transport and Logistics Bureau (front row, sixth from left), Mr. PANG Yiu Hung, Director of Electrical & Mechanical Services Department (middle in the front row), Mr. Esmond LEE, Deputy Secretary of Education Bureau (front row, sixth from right), Mr. Steve LAI, General Manager of Qualifications Framework Secretariat (front row, fifth from right), Dr. Ringo LEE, Chairman of Automotive ITAC (front row, fourth from left) and members of Automotive ITAC.

The inauguration ceremony for the application of Recognition of Prior Learning (RPL) for Voluntary Registration Scheme for Vehicle Mechanics (VRSVM) was held on 17 November, 2023. The Government launched the VRSVM in 2007 to enable experienced vehicle mechanics to obtain registration through the scheme, thereby recognising their qualifications and professional skills.

This year, in order to further enhance the professional level of licensed vehicle mechanics and meet the industry's development needs, the Electrical & Mechanical Services Department (EMSD), Qualifications Framework Secretariat (QFS), Vehicle Maintenance Technical Advisory Committee, and Vocational Training Council (VTC) have collaborated to apply the RPL mechanism within the VRSVM. This not only allows licensed mechanics to obtain the QF Level 3

qualification, but also enables experienced vehicle mechanics to participate in the VRSVM through the RPL mechanism, thereby raising the overall professional level of the industry and encouraging continuous professional development within the sector.

During his speech at the inauguration ceremony, Mr. Edward MAK, Deputy Secretary of Transport and Logistics Bureau, expressed, "I am delighted to witness the collaboration between the VRSVM and the RPL mechanism. I believe that this partnership can propel the industry's training to a new stage. It is hoped that this can enhance the professional level of the vehicle maintenance industry and achieve sustainable professional development within the framework of the vocational pathway."



"Voluntary Registration Scheme for Vehicle Mechanics" Registration Classifications	Qualifications Framework RPL Qualifications
Mechanical Services [M]	Vehicle Servicing (Mechanical Services) (Level 3)
Electrical Services [E]	Vehicle Servicing (Electrical Services) (Level 3)
Body Repair Services [B1]	Vehicle Servicing (Body Repair) (Level 3)
Body Painting Services [B2]	Vehicle Servicing (Body Painting) (Level 3)



Recognition of Prior Learning in the Elderly Care Service Industry Expanded to include “Community Care and Support”.



(From left) Mr. Steve LAI, General Manager of Qualifications Framework Secretariat, Dr. Henry SHIE, Vice-Chairman of Elderly Care Service ITAC and Convenor of RPL Subcommittee, Dr. Edward LEUNG, President of Hong Kong Association of Gerontology, Mr. Kasper NG, Principal Assistant Secretary (Further Education) of Education Bureau, Dr. the Honourable LAM Ching-choi, SBS, JP, Chairman of Elderly Care Service ITAC, Ms. Jackie LAU, Chief Social Work Officer (Elderly) of Social Welfare Department, Ms. Alice CHAN, Principal of Haven of Hope Professional Training Institute, and Mr. Jim HOE, Officer (Family and Community Service) of The Hong Kong Council of Social Service officiated at the launching ceremony.

Starting from 1 September, 2023, the scope of application for Recognition of Prior Learning (RPL) in the elderly care service industry has been expanded from “Residential Care” to include “Community Care and Support”. This enables practitioners who have been working in both “residential care” and “community care and support” services to apply for recognition. Certain RPL qualifications are also available to carers who may not have formal work experience in elderly care services.

To celebrate this new chapter of implementing the RPL in the elderly care service industry, the Elderly Care Service Industry Training Advisory Committee (ITAC), in collaboration with the Qualifications Framework Secretariat (QFS) and Hong Kong Association of Gerontology (HKAG), which serves as the Assessment Agency of RPL for the elderly care service industry, co-organised an inauguration ceremony on 18 October, 2023. During the ceremony, representatives from QFS and HKAG introduced the

latest developments and application details of RPL in the elderly care service industry. Furthermore, 20 organisations became partnering institutions, pledging their support for RPL and receiving cooperation certificates from HKAG. The event attracted nearly 100 attendees from the industry, professional bodies, training institutions, and relevant government departments.

There are currently 45 qualifications available for application under RPL. Some of these qualifications have a five-year transitional period (from 1 September, 2023 to 31 August, 2028), during which practitioners can submit their applications by providing documentary proof of their work experience.

In addition, individuals who do not have formal work experience in elderly care (such as those who have cared for elderly family members or volunteered) can also contact the assessment agency, HKAG, to apply for the following eight qualifications.

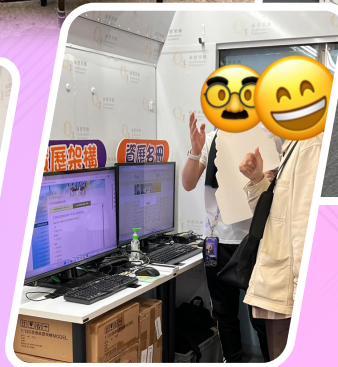


Representatives from 20 collaborating organisations took a group photo with Dr. Edward LEUNG.

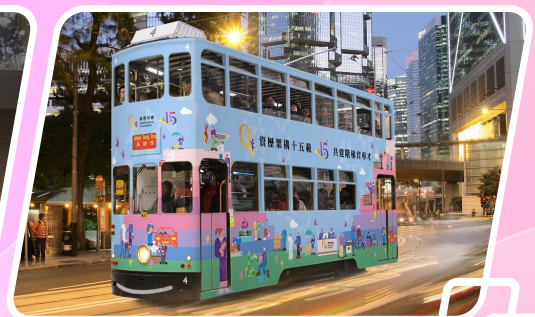
Qualification title	QF Level
Keeping the Environment Tidy, Clean, Comfortable and Safe	1
Implementation of Occupational Safety and Health	1
General Home Care	2
General Care in Outdoor Activities	2
Assisted Living Activities	2
Infection Control	2
Prevention of Psychological, Social and Spiritual Risk	2
Communication with Service Users	2

QF · QR Promotional truck meets residents in various districts

To celebrate the 15th anniversary of the implementation of the Qualifications Framework (QF), Qualifications Framework Secretariat and Hong Kong Council for Accreditation of Academic and Vocational Qualifications jointly arranged for a promotional truck and a team to visit Tseung Kwan O, Kwai Tsing, Tuen Mun and Causeway Bay from 26 to 29 July, 2023. The promotional team introduced the benefits of the QF and demonstrated the application of the Qualifications Register (QR) to the public using display boards, computers, promotional videos, and interactive games.



QF 15th Anniversary Bus and Tram



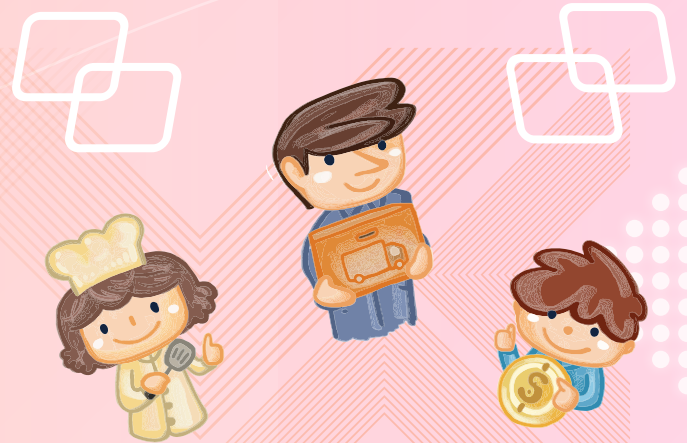
In addition to the interactive promotional truck, several "QF 15th Anniversary Special Vehicles" were also deployed from September to December 2023 to drive around various locations in Hong Kong and Kowloon, promoting the importance of lifelong learning and manpower development to the public.



Award Scheme for Learning Experiences Application Soon to be Accepted **2024**

The Award Scheme for Learning Experiences (Award Scheme) is organised by the Industry Training Advisory Committees (ITACs) of their respective industries with funding support from the Education Bureau. Each year, outstanding practitioners who have demonstrated a commitment to continuous learning are selected and awarded a monetary prize, allowing them to participate in learning activities held worldwide, including competitions, seminars, study visits, etc. Not only does this broaden their horizon, it also allows them to learn more about the latest developments in their respective industries and build local and international partnership networks. ITACs aim for the awardees to become lifelong learning role models in their respective industries, which will help attract more young talent to join their industries, and promote the concept of "Becoming Master of Trade through Divergent Pathways"

The application period for this year's Award Scheme will begin in March. Detailed information will be announced on the QF website.



Interaction with Industries

Get to know HRM sector with QF: Career City - HR Kaleidoscope

The Human Resource Management Cross-Industry Training Advisory Committee (HRM CITAC) organised the "Career City - HR Kaleidoscope" activity in July 2023, drawing the participation of nearly 800 senior secondary students. Through a series of interactive activities set in diverse simulated occupational settings, the event provided participants with hands-on experiences in various human resource management functions, including conducting job interviews and organising employee engagement activities. Moreover, the event aimed to deepen their understanding of the role played by HKQF in their career development and lifelong learning pathways.



Students gained experience in human resource management by simulating interviews with job seekers.



Celebration of the 10th Anniversary of the Establishment of the Security Services Industry Training Advisory Committee cum Hong Kong Security Personnel Day



Members of the Security Services ITAC and guests jointly hosted an inauguration ceremony to celebrate the 10th anniversary of participation in the QF.

Celebration of the 10th Anniversary of the Establishment of the Security Services Industry Training Advisory Committee (ITAC) cum Hong Kong Security Personnel Day was successfully held on 24 July, 2023. Over 60 industry practitioners attended the ceremony. At the ceremony, the ITAC presented souvenirs to training institutions, companies and supporting organisations that have been supportive of the implementation of the QF in the security services industry. The awards for the Award Scheme for Learning Experiences 2021 and 2022 were also presented at the ceremony. Finally, the ITAC took the opportunity to celebrate the Hong Kong Security Personnel Day with the industry.

IE Chit-chat Café: SMEs Meet AI

“IE Chit-chat Café: SMEs Meet AI” is a Youtube live streaming programme which was produced by the Import & Export ITAC and was hosted by various personnel from the industry. The wave of artificial intelligence (AI) applications is sweeping across the globe, with its wide array of uses spanning from simple data collection to intricate tasks such as graphic design and video editing. On 21 August, 2023, the programme invited Mr. Michael LI, Convenor of the Promotion and Consultation Subcommittee under the Import & Export ITAC to join its host Ms. Fiona LEE (Member of Import & Export ITAC), to discuss how SMEs in the Import and Export industry can effectively utilise AI in their businesses. They also introduced several practical AI applications, and discussed how the QF can aid practitioners to equip themselves to embrace the exciting new era of AI.



Programme Catchup





QF Commendation Ceremony cum Sharing Session for Fashion Industry

The Fashion Industry Training Advisory Committee (ITAC) has organised the "QF Commendation Ceremony cum Sharing Session for Fashion Industry" during the Fashion Summit (HK) 2023 at the Xiqu Centre on 12 October, 2023. The ceremony aimed to recognise the active promotion of the QF by industry stakeholders and further promote the Recognition of Prior Learning (RPL) mechanism to the industry. Representatives from the Education Bureau and the ITAC presented certificates of commendation to industry employers, trade associations and trade unions for their continual and proactive support to the QF. Over 80 industry practitioners attended the event and witnessed the achievements of the industry's efforts in promoting the QF.

In addition to the commendation session, several representatives of industry stakeholders, including employers, practitioners, and training provider, were invited to share their experiences in applying the QF to drive developments in the industry. Practitioners also shared the experiences and takeaways that they have gained through their participation in the RPL for QF certification and the Award Scheme for Learning Experiences.



Employers, training providers, and practitioners shared the benefits of adopting various QF tools and related measures.



Promotion Day and Briefing Session on "Recognition of Prior Learning" at Cathay Cargo Terminal

On 8 November, 2023, Cathay Cargo Terminal organised the Recognition of Prior Learning (RPL) Promotion Day and a briefing session to introduce the RPL mechanism and the development of QF in the logistics industry to their staff, and to assist on-site RPL application.

Representatives from the QFS, HKUSPACE (Assessment Agency of Logistics RPL) and Chartered Institute of Logistics and Transport in Hong Kong (CILTHK) introduced the RPL and its benefits during the briefing session. HKUSPACE representatives also addressed inquiries related to RPL applications and provided assistance in filling out application forms. Several employees attended the briefing session on that day.



Cathay Cargo Terminal assisted employees to apply for RPL on the spot during the Promotion Day.

