

SUPPORTING INDUSTRIES THROUGH TRUSTING PARTNERSHIPS

伙伴協作



OPTIMISING PERFORMANCE AND COMPETITIVENESS OF INDUSTRIES

優化業績 提升競爭力

The Vocational Training Council (VTC) is industry's trusted collaborator. Over the years, our industry partners have relied on us to develop a diverse array of pre-employment and in-service training programmes at every level and designed to meet their specific human resources and training needs. We also contribute to their success by providing them with consultancy, corporate training and specialised industrial services.

Our programmes respond to the rapid changes in the economy and the needs of emerging industries. Besides Hong Kong's traditional industries, we seek to ensure the city's long-term competitiveness by striving to expedite the development of new economic sectors in which it enjoys clear advantages.

We have been offering a host of testing and certification courses to provide manpower for the high growth industries in areas such as food technology, pharmaceutical technology, biomedical science, nutritional science, textiles, electrical engineering and automobiles. To take further our mission, we established a unit to promote the development of testing and certification in the VTC in September 2010. More than 1,000 industry professionals have participated in the seminars and workshops organised by the VTC about the latest trends in technology and regulatory requirements during the past year.

職業訓練局 (VTC) 是業界的可靠伙伴，多年來我們為業界開辦各級程度、林林總總的職前和在職專業教育培訓課程，以滿足各行各業的人力與培訓需求；我們亦提供顧問諮詢、企業培訓和專業服務，推動業界成功發展。

我們的課程配合經濟環境的急速轉變，和滿足新興行業的需求。為協助增強香港長遠的競爭力，除了傳統行業，我們亦支持具發展優勢的新經濟行業，驅動其發展步伐。

我們現已開辦多個檢測與認證課程，為食品科技、製藥及配藥、生物科技、營養科學、紡織、電機工程、汽車等增長迅速的行業培訓人才。為進一步推動行業發展，我們於2010年9月成立檢測及認證辦事處，並於去年舉辦了多個研討會和工作坊，討論業內最新的科技發展趨勢及監管要求，出席的業界人士逾1,000名。



The HKDI helps drive the Region's creative industries by supporting their quality manpower development. It offers pre-employment programmes and in-service training opportunities for corporations and professionals. They include professional diploma and certificate courses covering various design topics, as well as seminars and workshops on the latest trends in the industry.

To support Hong Kong's mega-infrastructure projects, we conduct building and construction pre-employment and in-service training courses. The number of full-time places in these has recently been increased to meet the industry's growing needs.

在協助推動亞太區創意產業發展方面，香港知專設計學院 (HKDI) 致力栽培創意人才，除職前課程，更為企業和專業人員提供在職培訓機會，包括專業文憑和專業證書課程，包羅多個設計課題，又舉辦研討會和工作坊，探討業內最新動向。

本港大型基建項目陸續上馬，VTC 特別開辦屋宇及建造業的職前與在職培訓課程，同時增加全日制課程名額，以滿足業界近年持續遞增的人力需求。

SETTING BENCHMARKS AND DEVELOPING SKILLS EXCELLENCE

訂立基準 創優求進



The formulation of Specifications of Competency Standards (SCS) under the Qualifications Framework (QF) sets competency benchmarks and assessment guidelines for a range of skills, and they are applicable to a number of industries. To help practitioners obtain recognised qualifications that are in line with the SCS, we have developed a structured and formal system of vocational assessments for key trades. We also introduced pilot vocational assessments for the automobile, beauty care and hairdressing industries in 2010/11. More than 4,500 VTC students underwent these assessments at various QF levels during this period.

As the assessment agency for the Recognition of Prior Learning mechanism, the VTC helps to verify the skill levels of veteran workers in the industries that it covers.

Promoting and Developing Skills Excellence

The VTC supports activities that encourage recognition of skill standards and the importance of skills enhancement. We are represented on the biennial Youth Skills Competition that promotes vocational skills excellence among local youths. A team including VTC students and graduates took part in the 2010 competition, which covered 24 trades and offered outstanding participants the chance to represent Hong Kong in the 6th Guangzhou/Hong Kong/Macao/Chengdu Youth Skills Competition in Macao. Our team clinched Gold Medals for Window Display and Refrigeration. We will also once again represent Hong Kong at the WorldSkills competition in London in October 2011.



在資歷架構框架下，政府為多個行業訂立《能力標準說明》，列明各級資歷的技能標準與評核指引。我們已為多個主要行業制定一套以《能力標準說明》為基礎及有系統的專業能力評估機制，協助從業員取得不同等級的認可資歷。2010/11年，我們便為汽車、美容及美髮業試行這套評估機制，超過4,500名 VTC 學生接受不同資歷級別的能力評估。

VTC 亦擔任「過往資歷認可」機制的評估機構，協助特定行業的資深從業員核證技能級別。

技能比賽 提拔菁英

社會各界對技能標準和技能增值的認同非常重要，VTC 十分支持有關的推廣活動。兩年一度的全港青年技能比賽，旨在提升本地青年的專業技能，我們派出 VTC 學生及畢業生組隊參加2010年的賽事。比賽共設有24個項目，勝出者有機會代表香港往澳門參加第六屆穗港澳蓉青年技能競賽。在澳門的賽事中，VTC 的代表最終於櫥窗佈置及演示和空調安裝兩個項目中勇奪冠軍。2011年10月，我們將再次代表香港出戰倫敦的世界技能大賽。

TAILORING TRAINING AND CONSULTANCY SOLUTIONS FOR INDUSTRIES AND GOVERNMENT

培訓諮詢服務 廣及公私機構

The VTC continued to reinforce close partnerships with Hong Kong's major chambers, trade associations, professional bodies and prominent industry players. The collaboration platform facilitated the establishment of a knowledge bank of case studies and success stories in business management that provides real-life examples of best practices and daily business management.

Drawing on our wealth of corporate management expertise, the VTC works with enterprises of every size to identify and enhance their strengths. The tailor-made training programmes we deliver range from management development to front-line staff training, sales and marketing, as well as China trade, and they help to advance the business and operations of our industry clients.

Consultancy and Joint Projects with Government and Industry Practitioners

Decades of experience in consultancy for the private and public sectors enable us to offer services and solutions that support the development of organisations and enterprises and enhance the quality of their products and services, as well as their competitiveness.

A Memorandum of Understanding was signed for the establishment of the VTC-Tao Miao Institute for the professional development of the catering industry with donations from the Tao Heung Group. The Institute will be operated in partnership with the donor as well as the Hong Kong Quality Assurance Agency, Occupational Safety and Health Council and Institution of Dining Art.

年內，VTC 繼續加強與香港各大商會、同業公會、專業團體及業界精英的緊密聯繫。強大的協作平台有利我們匯集商管個案及成功故事，成立「企業智庫」，讓各行各業人士交流及分享業務管理心得和值得借鑑的成功企管實例。

我們憑累積的企管知識和經驗，協助大小企業識別優勢，增強實力。我們積極為業界開辦度身訂造的培訓課程，範圍廣泛，由管理專業發展、前線員工培訓、銷售與市場推廣，以至中國貿易等，令客戶的業務營運更得心應手。

與政府業界攜手 開展顧問及聯辦項目

VTC 數十年來為公私營機構提供顧問服務，積累寶貴經驗，讓我們可為不同的機構及企業，建議業務方案，提升他們的產品服務質素和競爭力。

為推動香港餐飲業邁向專業化，我們與稻香集團簽訂備忘錄，成立 VTC 稻苗學院。學院得稻香集團捐助，並由 VTC 聯同贊助商稻香集團，以及香港品質保證局、職業安全健康局和稻苗學會攜手營辦。



SCOPE OF INDUSTRY-BASED TRAINING

行業培訓 切合需要

The VTC has administered a number of industry-wide training schemes to support various industries and help them to upgrade their employees' skills.

The Apprenticeship Scheme is an effective way for young people to receive systematic on-the-job training to become qualified and skilled personnel. We continued to revitalise the Scheme during 2010/11 in order to attract more young people and employers to participate in it. Some 3,300 apprentices in 116 trades received training to become qualified skilled workers under the Scheme. In the coming years, we will focus on developing training schemes for the service industries such as hairdressing and beauty care.

Meanwhile, the Engineering Graduate Training Scheme provides university engineering graduates with structured training that is recognised by the Hong Kong Institution of Engineers and which will lead to professional engineer status. In 2010/11, 270 new trainees participated in the Scheme.

The VTC manages the New Technology Training Scheme, which encourages Hong Kong companies to send staff members for training in new technologies to enhance the quality and productivity of their services. During the year, we approved 539 applications for overseas and local training under this programme.

VTC 執行多項行業訓練計劃，協助業界提升僱員的技能。

學徒訓練計劃是一項卓有成效的培訓計劃，讓年輕人接受有系統的在職訓練，成為合格的技術人員。我們於2010/11年內革新計劃的內容，以吸引更多年輕人及僱主參加。年內，約3,300名從事116個不同工種的學徒參加計劃接受培訓。

工科畢業生訓練計劃為大學工程科畢業生提供有系統的訓練。這項計劃獲香港工程師學會認可，學員培訓期滿可取得工程師的專業資格。2010/11年度，共有270名新學員參與此項計劃。

VTC 亦負責推行新科技培訓計劃，鼓勵本地公司派員接受新科技培訓，提升服務質素，促進生產力。年內，共有539份海外及本地的培訓申請獲審核批准。



A collaboration agreement was also signed with Catering ICFA – Institut Consulaire de Formation en Alternance (Bordeaux), France on food and wine pairing training in Asian cuisine.

Our extensive expertise has been applied in projects ranging from Web page design for the Hong Kong-Zhuhai-Macao Bridge and the reconstruction of kindergartens that were damaged during the Sichuan earthquake. Other consultancy projects cover areas including PR and corporate identity development, food testing, kitchen inspections and microbiological testing.

In addition, our Pro-Act Training and Development Centre (Precision Engineering), with its state-of-the-art facilities, helped to produce the main plate for a standard-setting mechanical watch movement project spearheaded by the Hong Kong Watch Manufacturers Association and the Federation of Hong Kong Watch Trades and Industries.

We have established the Applied Research Office to develop our applied research competence further. The research it is overseeing includes an intelligent home project and an online navigation system for people with disabilities, which are supported by public funds.

另一方面，我們與法國廚藝學校 Catering ICFA 簽訂合作協議，推動亞洲美食及餐酒配搭的培訓。

我們又把專業經驗應用於多個項目，例如為港珠澳大橋基建項目設計網頁，協助重建四川地震災區的幼兒園等；其他顧問項目亦涵蓋多個範疇，包括公共關係與企業品牌發展、食品測試、廚房巡視及微生物測試等。

此外，卓越培訓發展中心（精密工程業）亦參與由香港表廠商會及香港鐘表業總會領導的機械錶芯標準規格項目，以先進設施協助製造鐘錶的金屬主板。

為進一步提升應用研究實力，VTC 已成立應用研發辦公室，參與的研發項目包括智能家居研究，以及為殘疾人士而設的網絡導向系統研究；兩個項目均由政府出資進行。



INDUSTRY REPRESENTATION ON VTC TRAINING BOARDS AND COMMITTEES 訓練委員會匯集 廣納業界意見



The VTC places great emphasis on industry's input and support, which helps to ensure the relevance and timeliness of our programmes and services.

Our corporate structure includes 21 training boards and five general committees. Their members include industry stakeholders from all Hong Kong's major economic sectors. These bodies oversee an array of key functions that include identifying the human resources and training requirements of the business sector they represent; and they offer strategic advice to ensure these needs are satisfied.

The training boards conduct regular surveys to collect updated information on the manpower situation in their respective industry. This enables them to forecast the growth and training needs of employers, and thereby formulate advice on how education and training providers can meet the demand. They also play an important advisory role on the strategic goals of the VTC's programmes.

Apart from training boards at the macro level, we have industry networks in place at the institutional and professional levels, to ensure we gather comprehensive input for our curricula.

VTC 為確保能提供適時適切的課程和服務，對業界的參與和支持極為重視。

VTC 架構下共有21個訓練委員會及五個一般委員會，成員包括來自本港各個主要經濟界別的業界持份者。委員會監察指導多項重要職能，包括確定所屬行業的人力資源與培訓需求，並提出配合業內需求的策略建議。

訓練委員會定期進行調查，蒐集行業的最新人力資訊，從而預測行業的發展情況，以及僱主的培訓需求，並針對需求制訂建議，供教育及培訓機構參考。此外，委員會的意見對 VTC 制訂課程策略目標亦很重要。

在宏觀層面，VTC 得各委員會鼎力相助；在院校及專業層面，VTC 亦建立業界網絡，確保全面聆聽業界對課程的意見。



EXTENSIVE INDUSTRY RECOGNITION 業界廣泛認同

Throughout the year, we maintained our proactive networking and engagement endeavours in order to connect with various industry players and organisations. While we made great efforts to forge closer links with industries in order to deliver better services, the industrial sector has also given us its unfailing support. The attachment training opportunities, sponsorships and numerous scholarships we have received are brilliant examples of this. The most recent among them has been The Disney Scholarship, which is valued at HK\$1 million and sponsored by Hong Kong Disneyland for VTC students who are pursuing courses in hospitality, catering and tourism, design and creative media and entertainment. The company will also offer workplace attachments and exchange activities to scholarship recipients and members of our teaching staff.

As a tribute to the VTC's work, the Hong Kong Chamber of Small and Medium Business this year presented us with its SME Best Partner Award.

過去一年，VTC 繼續積極擴闊業界網絡，參與不同項目，加強與業界人士和團體之間的溝通協作。一方面，局方與業界建立更緊密的聯繫，從而提升服務質素；另一方面，業界伙伴亦從不間斷地給予我們不懈支持，他們所提供的實習培訓機會、各類贊助與獎學金等，均是鮮明例子。最近，香港迪士尼樂園亦加入贊助行列，向就讀酒店款接、餐飲及旅遊、設計，以及創意媒體及娛樂課程的 VTC 學生頒發迪士尼獎學金，總金額達港幣一百萬元。該公司更特別為獎學金得主和本局教學人員安排工作實習及交流機會。

為表揚 VTC 的貢獻，香港中小企業商會於本年度向我們頒發「中小企業最佳拍檔獎」。



RECOGNITION OF EXEMPLARY CONTRIBUTIONS

頒授榮銜 表揚傑出人士



The highest honour the VTC confers is the title of Honorary Fellow. Every academic year we award it to outstanding individuals who have made exceptional contributions to the development of vocational education and training or to the entire community of Hong Kong.

VTC Honorary Fellows have made enormous contributions in terms of their leadership in our training and advisory boards, their partnerships in industrial attachment programmes, and the strong support they have given to the development of our infrastructure, experience sharing and industry networking.

This honorary title was conferred on eight prominent persons from various industrial and business sectors during the 2010 VTC Graduation Ceremony. They were:

- Mr. Felix BIEGER
Adviser at The Hongkong & Shanghai Hotels, Limited
- Mr. Patrick BRUCE
Director at The Oval Partnership Limited
CEO at INTEGER China Limited

VTC 每一學年均頒授榮譽院士。這項局內最高規格的榮銜旨在表彰傑出人士對專業教育培訓，以至整體社會發展的重大貢獻。

榮譽院士在領導 VTC 訓練及顧問委員會、協辦學生工作實習計劃、支援局內建設發展、豐富經驗交流、鞏固業界網絡等方面貢獻良多。

2010年畢業典禮上，局方向以下八位工商界翹楚頒授榮譽院士榮銜：

- 畢腓力先生
香港上海大酒店有限公司顧問
- 布路施先生
歐華爾顧問公司執行董事
IN的家(中國)公司行政總裁

- Ms. May CHAN Suk-mei, BBS, JP
Director of News and Public Affairs at Hong Kong Commercial Broadcasting Company Limited
- Mrs. Margaret CHENG LAW Wai-fun
Head of Corporate Human Resources at The Hong Kong and China Gas Company Limited
- Mr. Paul CHONG Kin-lit, MH
Managing Director at the Southa Group
- Mr. Herman HUI Chung-shing, BBS, MH, JP
Director at Glorious Sun Enterprises Limited
Consultant Solicitor at Wong Hui & Co., Solicitors
- Mr. Michael LI Hon-shing, BBS, JP
Executive Director at The Federation of Hong Kong Hotel Owners
- Dr. Elizabeth WANG Ming-chun, DLitt, SBS
Chairlady at The Chinese Artists Association of Hong Kong

- 陳淑薇女士, BBS, JP
香港商業電台新聞及公共事務行政總監
- 鄭羅惠芬女士
香港中華煤氣有限公司企業人力資源總監
- 莊堅烈先生, MH
南龍集團董事總經理
- 許宗盛先生, BBS, MH, JP
旭日企業有限公司董事
黃許律師行顧問律師
- 李漢城先生, BBS, JP
香港酒店業主聯會執行總幹事
- 汪明荃博士, DLitt, SBS
香港八和會館理事會主席