

# 提高行業地位此其時矣

## It is time to raise status of industry

本刊記者 Staff reporter

資歷架構推行與否，由旅行社自行決定。

**It is up to travel agents to decide whether they want a Qualifications Framework or not.**

三年前議會曾向業界介紹資歷架構，但因為當時業界的反應並不積極，所以沒有推行下去。現在三年過去了，業界又怎樣呢？資歷架構究竟又是甚麼呢？

資歷架構於二零零八年正式實行，是一個分為七級的資歷級別制度，涵蓋學術、職業培訓及持續教育等不同界別，由教育局負責，現在已有二十個行業或界別正在推行或已經設立資歷架構。

### 人人都可受惠

旅行社行業如推行資歷架構，對行業、對僱主、對僱員都有好處。首先，當入行資格及不同資歷有了明晰的準則後，行業的專業地位和形象將可大為提升。其次，有了資歷架構後，旅行社在招聘、培訓和評核員工等方面，都可參考有客觀準則的「能力標準說明」，這樣就可節省管理人員的時間。再次，設立了資歷架構後，從業員可以通過「過往資歷認可」機制，使從工作累積得來的經驗得到認可，並且藉著修讀資歷架構認可的培訓課程，提高競爭力。

議會理事會在今年十月的會議上，認為應該再次向業界推廣資歷架構，務求旅行社行業在專業化的路上可以再邁出重大的一步。因此，訓練委員會現在正和資歷架構秘書處合作，向業者收集意見。假如業界有了初步共識，認為應該設立資歷架構，委員會就會草擬詳細的計劃書供理事會考慮。不過，假如業界仍然意見紛紜，那就表示目前還不宜設立資歷架構，因為業者的共識是開展工作的先決條件。關於資歷架構的詳情，請瀏覽：[www.hkqf.gov.hk](http://www.hkqf.gov.hk)。

Three years ago the TIC tried to introduce the Qualifications Framework (QF) to the industry, but since the response was lukewarm, nothing came to pass. Now three years have passed, what does the industry think? What actually is a QF?

The QF, officially implemented in 2008 by the Education Bureau, is a seven-level hierarchy of qualifications covering the academic, vocational and continuing education sectors. There are now 20 industries or sectors which have implemented or about to implement their own QFs.

### All can benefit

Should the travel agent industry implement a QF, the industry and its employers and employees will all stand to benefit from it. First, if there are clearly laid down criteria for entry to and different qualifications in the industry, its professional status and image will be greatly enhanced. Second, once there is a QF, travel agents can refer to its Specification of Competency Standards, which is objectively decided, in recruiting, training and assessing staff, thereby saving the time of their managers. Third, practitioners of the industry may make use of the Recognition of Prior Learning mechanism under a QF to enable their experience gradually acquired through work to be recognised, and may also enrol in QF-recognised training courses in order to raise their competitiveness.

At its meeting in October this year, the TIC Board of Directors believed that it was time to promote the QF to traders again in order for the industry to take another major step on its road to professionalisation. The Training Committee therefore is now working with the QF secretariat to collect views from members of the industry. **Should the industry reach a preliminary consensus that there should be a QF, the Committee would draft a detailed proposal for the Board to consider. If, on the other hand, the industry still has a wide range of views, that means the time is not ripe for a QF because the prerequisite for preparatory work is for a consensus to be reached.** For details of the QF, please visit [www.hkqf.gov.hk](http://www.hkqf.gov.hk).