

資歷架構並非遙不可及

Qualifications Framework not a pipe dream

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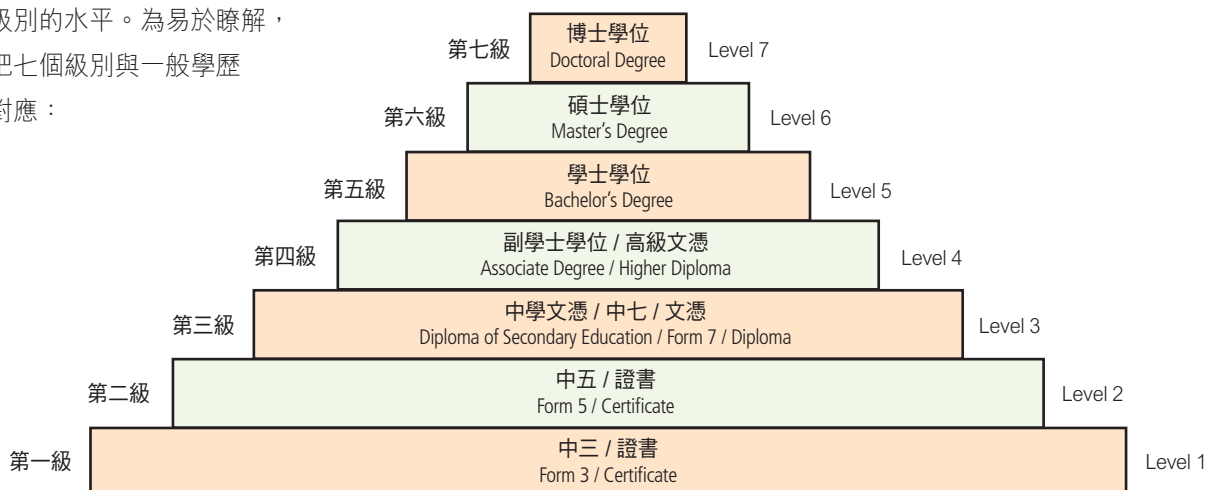
對於旅遊業的從業員來說，「資歷架構」可能是一個陌生的概念，但其實自從《學術及職業資歷評審條例》於二零零八年五月生效之後，至今已有多個行業推行了本身的資歷架構或快將推行了。這些行業包括：汽車業、美容業、中式飲食業、美髮業、進出口業、保險業、珠寶業、印刷及出版業、物業管理業、零售業等等。

那麼多行業決定推行資歷架構，證明這個「新鮮」的事物必定有吸引人之處，而且應當會有利於那些行業的發展吧。那麼，旅遊業應否見賢思齊？

甚麼是資歷架構？

資歷架構由教育局推行，旨在協助香港人確立持續進修的明確目標和方向，從而取得有質素保證的資歷。資歷架構是一個資歷等級制度，涵蓋主流教育、職業培訓及持續教育等不同界別的資歷，促使行業制訂業內需要的能力要求及成效標準，以便培訓機構憑藉那些能力標準設計合適的課程，配合行業的發展。

資歷架構有七個級別，以通用的指標界定每個級別的水平。為易於瞭解，下圖把七個級別與一般學歷加以對應：



For practitioners of the travel industry, the Qualifications Framework (QF) may be an unfamiliar concept, but in fact since the Accreditation of Academic and Vocational Qualifications Ordinance came into force in May 2008, over a dozen industries have already implemented, or have been on their way to implementing, their own QFs. These industries include automotive, beauty, Chinese catering, hairdressing, import and export, insurance, jewellery, printing and publishing, property management, retail, etc.

Given that so many industries have decided to put a QF in place, such a "fresh" idea must have its attractiveness and should bring about favourable development for these industries. As such, should the travel industry emulate these good examples?

What is QF?

Launched by the Education Bureau, the QF aims to help Hong Kong people set clear goals and directions for continuous learning in order to obtain quality-assured qualifications. **The QF is a hierarchy of qualifications which covers the qualifications of academic, vocational and continuing education, and which promotes the formulation of industry-specific competency requirements and outcome standards. Training institutes may tailor-make programmes by making reference to these competency standards in order that the programmes are relevant to the development of the industries.**

The QF has seven levels and makes use of generic criteria to define the attainments of each level. For easy understanding, the following diagram matches each level with ordinary academic qualifications:

資歷架構認可的資歷和培訓課程，都必須經過評審，以保證質素。這些資歷和課程，會上載到一個網上資料庫：「資歷名冊」，免費給市民查閱。

推行資歷架構有甚麼好處？

行業推行了資歷架構後，僱主主要招聘人手時，只要求職者持有資歷架構認可的資歷，那就表示求職者的資歷已有質素保證，而且不同求職者的技能水平也可輕易比較，方便僱主聘請最切合需要的員工。

至於對有經驗的從業員來說，他們可通過公正而公開的機制，使自己的經驗、知識和技能得到正式確認，那樣繼續進修時就無須重複受訓或重新開始了。

All qualifications and learning programmes recognised under the QF are accredited to assure their quality. Information on these qualifications and programmes is then uploaded to an online database, the Qualifications Register, to which the public has free access.

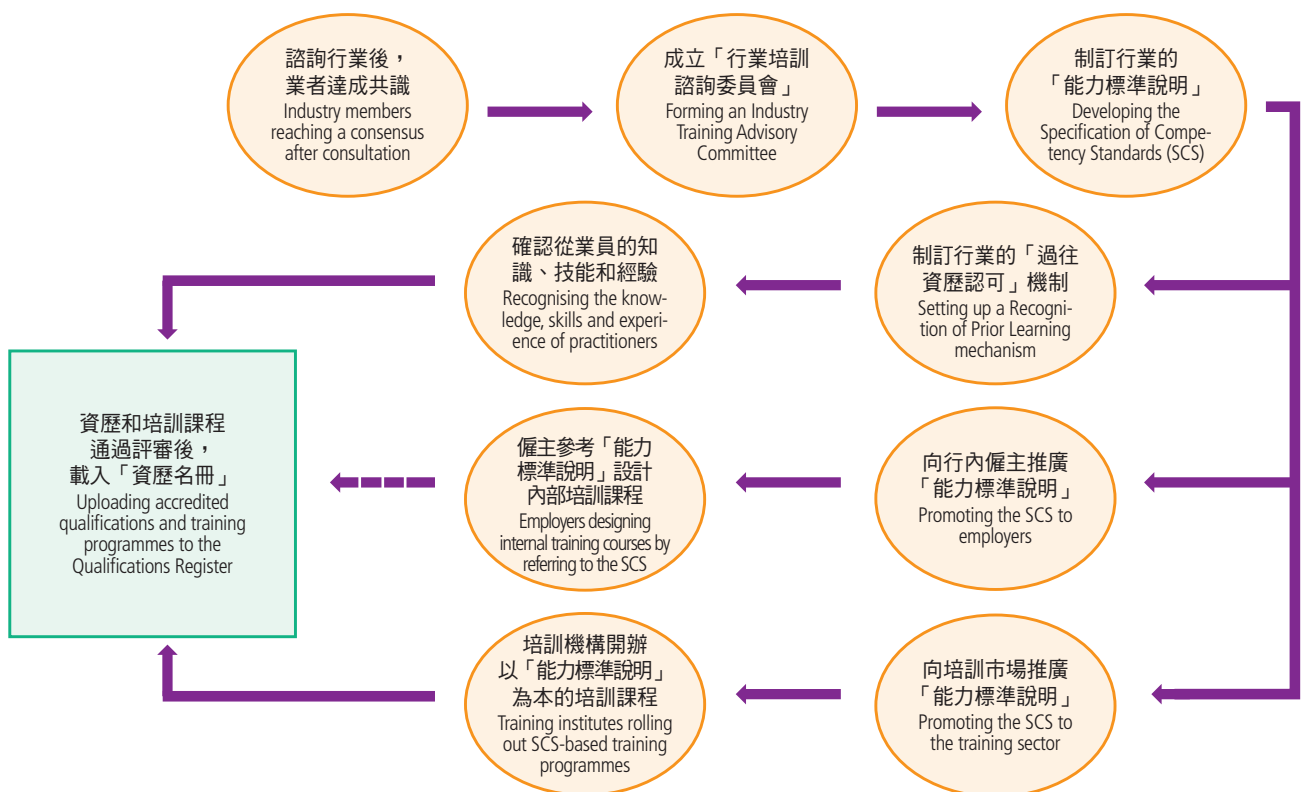
What can be gained from launching QF?

If an industry has implemented a QF, the employers, when recruiting staff, can rest assured that the qualifications recognised under the QF and held by applicants are up to standard and can easily compare the skill levels of different applicants. In such a way, the employers can conveniently recruit staff most suited to their needs.

As for experienced practitioners of the industry, they can have their experience, knowledge and skills formally recognised through an impartial and transparent mechanism in order for them to pursue further learning without having to repeat training or start from scratch.

What steps are needed to launch QF?

推行資歷架構有甚麼步驟？



讀者看到這裡，應該知道推行資歷架構並不是一件易事。旅遊業今後會不會推行資歷架構？這個問題只有業者才能回答，因為業界的共識是推行資歷架構的必要條件。關於資歷架構的詳情，請瀏覽：www.hkqf.gov.hk；至於資歷名冊，則請瀏覽：www.hkqr.gov.hk。

Readers who have read so far should realise that launching a QF is no easy task. **Will the travel industry implement one in the future? This question can only be answered by its practitioners because their consensus is the necessary condition for carrying the work forward.** For details of the QF, please browse: www.hkqf.gov.hk; and for the Qualifications Register, please go to: www.hkqr.gov.hk.