

LEGISLATIVE COUNCIL BRIEF

Employees Retraining Ordinance
(Chapter 423)

EMPLOYEES RETRAINING ORDINANCE (AMENDMENT OF SCHEDULE 2) NOTICE 2010

INTRODUCTION

In accordance with Section 31(2) of the Employees Retraining Ordinance (Chapter 423) (ERO), the Employees Retraining Board (ERB) has made the Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2010 (Notice), at **Annex**, to amend Schedule 2 of the ERO by adding 14 organisations to the list of training bodies in the Schedule which may provide training courses for the ERB's service targets.

JUSTIFICATIONS

2. The ERB, in collaboration with its training bodies, now offers some 500 courses, covering about 30 industries with good potential for career development, under the "Manpower Development Scheme". Coupled with provision of training on personal attributes and foundation skills (vocational Chinese, English, Putonghua, numeracy and application of information technology), the ERB aims to improve the competitiveness of the local labour force and their continuous employment by offering suitable training and services, which in turn will help enhance the economic and social development of Hong Kong. To support the development of the "Manpower Development Scheme", the ERB needs to collaborate with more training providers with different specialisation and background in order to meet the diversified training needs of different service targets.

3. To help the local labour force to become multi-skilled through upgrading their skills level and encouraging them to pursue continuous development, as well as to provide training to employees seeking to change job, the ERB introduced the “Skills Upgrading Scheme Plus” (“SUS Plus”) in July 2009. Under the “SUS Plus”, the ERB offers industry specific courses pitched at Levels 1 to 4 of the Qualifications Framework (QF) by phases. In support of the development of the “SUS Plus”, the ERB needs to have organisations with rich experience in industry specific training to become its appointed “Training Bodies of Specific Service Areas” to provide the employed and people seeking to change job with industry specific skills upgrading courses.

4. The ERB is also devoted to serving people with special training needs, including the disabled, those rehabilitating from industrial accidents, rehabilitated offenders, new arrivals, non-engaged youths, ethnic minorities, etc.. To help unleash their potential, the ERB provides them with appropriate vocational training through its appointed “Training Bodies of Specific Service Areas” which possess ample relevant experience and have established networks with these quarters of the community.

5. On this occasion, the ERB amends Schedule 2 to the ERO by adding 14 appointed “Training Bodies of Specific Service Areas”. The participation of new training bodies will help the ERB offer more diversified training services.

Criteria and Procedures for Vetting and Approving Applications to become Appointed Training Bodies and Quality Assurance

6. The ERB vets and approves applications to become appointed “Training Bodies of Specific Service Areas” on the basis of the following criteria –

- (a) background and governance of the organisation;
- (b) experience in youth/adult education and vocational training;
- (c) availability of employers’ networks and capability in providing

- placement services (applicable only to training providers who offer placement-tied courses);
- (d) quality of instructors and training facilities;
 - (e) location of training venues; and
 - (f) contribution to the ERB’s “Manpower Development Scheme”.

7. After compiling and analysing the applications, the Executive Office of the ERB will make submission on the applications to the “Quality Assurance and Review Committee” of the ERB for vetting and approval. The Committee’s decision will have to be confirmed by the full Board of the ERB. The ERB will then, by notice in the Gazette, announce the appointment of the new training bodies by amending Schedule 2 to the ERO. Upon completion of the relevant statutory procedures, these approved training bodies will become the ERB’s appointed “Training Bodies of Specific Service Areas” and may thereafter take part in the tendering exercises for organising courses of designated industry(ies) at assigned QF level(s), or other courses specified by the ERB.

8. To ensure the quality of courses and services, all appointed training bodies of the ERB are required to comply with a set of administrative guidelines on the proper delivery of ERB courses and services. Key performance indicators have been set for assessing the performance of the appointed training bodies. Quality assurance measures including on-site audits, surprise inspections, class visits by teaching advisors, observation of assessment by technical advisors, training of instructors, accreditation of courses, standardised practical skill assessments, etc. are also in place.

Appointed Training Bodies set out in the Notice

New Training Bodies Eligible to offer “SUS Plus” Courses

9. The ERB is of the view that the following 13 training providers possess extensive experience in adult education and vocational training in specific industries. They have met the vetting criteria of the ERB with regard to the training centres, qualifications of instructors and quality

assurance, etc.. The ERB has decided to accept the following training providers to become its appointed “Training Bodies of Specific Service Areas”, which may offer non-placement-tied training courses of designated industries at assigned QF levels under the “SUS Plus” –

- (a) Pivot Point College...Hong Kong (Beauty and Hairdressing);
- (b) Leo Hair & Beauty Training Centre (Beauty and Hairdressing);
- (c) Asia Pacific Hairdresser & Cosmetologist Association (APHCA) (Beauty and Hairdressing);
- (d) Jenny Beauty College (Beauty);
- (e) Oasis Beauty School (Beauty);
- (f) Electronic Communication Technical Staff Union (Electrical and Mechanical Services);
- (g) Fire and Security Engineering Employees Association (Electrical and Mechanical Services);
- (h) Union of Hong Kong Electrical and Mechanical Engineering Assistants (Electrical and Mechanical Services);
- (i) Hong Kong Electrical & Mechanical College (Evening School) (Electrical and Mechanical Services);
- (j) The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions (Electrical and Mechanical Services);
- (k) Hong Kong Air-conditioning and Refrigerating Trade Workers General Union (Electrical and Mechanical Services);
- (l) Industrial Centre, The Hong Kong Polytechnic University (Electrical and Mechanical Services); and
- (m) Kaplan Language Training (HK) Limited (Putonghua Courses for the Import and Export Industry).

New Training Body Eligible to offer Courses under the “Youth Training Programme”

10. The ERB is of the view that the aim of Youth Outreach, which is to play an active role in providing services and assistance to the youths in need, fits with the objectives of the ERB’s “Youth Training Programme” designed to help the non-engaged youths aged between 15 and 20 with education level below Secondary 5. With extensive experience in youth training, coupled with its ability in meeting the vetting criteria of the ERB on the training centre, qualifications of instructors and quality assurance,

etc., the ERB has decided to accept Youth Outreach to become its appointed “Training Body of Specific Service Areas”, which may offer training courses under the ERB’s “Youth Training Programme” to help trainees understand their aspirations, and seek employment or pursue further studies after the training.

THE NOTICE

11. The Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2010, at **Annex**, amends Schedule 2 to the ERO by adding 14 organisations to the list of training bodies which may provide or conduct training courses for the purpose of the ERO.

LEGISLATIVE TIMETABLE

12. The legislative timetable is as follows –

Publication in the Gazette	4 June 2010
Tabling at the Legislative Council for negative vetting	9 June 2010

BACKGROUND

13. The ERB is an independent statutory body established in 1992 under the ERO. ERB courses are market-driven and employment-oriented. To respond flexibly to changes in the job market, the ERB provides courses and services with market demand through coordinating, allocating resources to and monitoring its appointed training bodies. At present, there are 76 appointed training bodies which operate over 350 training centres across the territory.

14. In December 2007, the service targets of the ERB were extended to cover persons aged 15 or above with education level at sub-degree or below. In mid-2008, the ERB re-positioned itself and

launched the “Manpower Development Scheme”. The ERB incorporates elements of sustainable development in its courses, and aims to help its trainees obtain recognised and professional qualifications for career progression.

ENQUIRIES

15. For enquiries on this brief, please contact Ms Patricia Tam, Deputy Executive Director (Quality Assurance) of the ERB at 3129 1105.

Employees Retraining Board Executive Office
1 June 2010

**EMPLOYEES RETRAINING ORDINANCE
(AMENDMENT OF SCHEDULE 2)
NOTICE 2010**

(Made by the Employees Retraining Board under section 31(2) of the
Employees Retraining Ordinance (Cap. 423))

1. Training bodies

Schedule 2 to the Employees Retraining Ordinance (Cap. 423) is amended
by adding –

- “ 94. Pivot Point College...Hong Kong
- 95. Leo Hair & Beauty Training Centre
- 96. Asia Pacific Hairdresser & Cosmetologist Association (APHCA)
- 97. Jenny Beauty College
- 98. Oasis Beauty School
- 99. Youth Outreach
- 100. Electronic Communication Technical Staff Union
- 101. Fire and Security Engineering Employees Association
- 102. Union of Hong Kong Electrical and Mechanical Engineering
Assistants
- 103. Hong Kong Electrical & Mechanical College (Evening School)
- 104. The Federation of Hong Kong Electrical & Mechanical Industries
Trade Unions
- 105. Hong Kong Air-conditioning and Refrigerating Trades Workers
General Union
- 106. Industrial Centre, The Hong Kong Polytechnic University
- 107. Kaplan Language Training (HK) Limited”.



Chairman,
Employees Retraining Board

May 19, 2010

Explanatory Note

Schedule 2 to the Employees Retraining Ordinance (Cap. 423) contains a list of training bodies that may provide or conduct retraining courses for the purposes of that Ordinance. This Notice adds 14 organizations to the list.