

LEGISLATIVE COUNCIL BRIEF

Employees Retraining Ordinance
(Chapter 423)

EMPLOYEES RETRAINING ORDINANCE (AMENDMENT OF SCHEDULE 2) NOTICE 2012

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 2012 (Notice), at **Annex**, to amend Schedule 2 of the ERO by including two organisations as the appointed training bodies of the ERB and removing four training bodies from the schedule.

JUSTIFICATIONS

2. The ERB, in collaboration with its training bodies, now offers over 800 courses, straddling some 30 industries with employment potentials, under the “Manpower Development Scheme”. The ERB also organises training courses on personal attributes and generic skills (workplace Chinese, English, Putonghua, business numeracy and application of information technology). Through the provision of suitable training courses and services, the ERB aims to improve the competitiveness of the local labour force for sustainable employment, thereby contributing to the promotion of the economic and social development of Hong Kong. To fully implement the “Manpower Development Scheme”, the ERB needs to establish partnership with more training providers with different background and specialisation. Through its appointed “Training Bodies of General Service Areas”, the ERB offers training courses that meet the diversified training needs of

different service targets.

3. The ERB is also devoted to serving people with special training needs, including the disabled, people recovered from work injuries, rehabilitated offenders, new arrivals, ethnic minorities and non-engaged youths. To help unleash their potentials, the ERB provides them with appropriate vocational training through its appointed training bodies which possess ample related experience and have established close networks with these quarters of the community. For this purpose, the ERB welcomes relevant organisations to become its appointed “Training Bodies of General Service Areas” or “Training Bodies of Specific Service Areas” as appropriate to provide the courses.

4. On this occasion, the ERB amends Schedule 2 to the ERO by adding one appointed “Training Body of General Service Areas” and one appointed “Training Body of Specific Service Areas”. The participation of new training bodies will help the ERB offer more diversified training courses and services.

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

5. The ERB vets and approves applications to become its appointed training bodies 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 relevant employers’ networks and capability and experience in providing placement services (applicable only to training providers who offer placement-tied courses);
- (d) qualifications of instructors and quality of training facilities;
- (e) location of training centres; and
- (f) contribution to the “Manpower Development Scheme”.

6. After vetting the applications and supporting documents submitted by the training bodies, the Executive Office of the ERB will make recommendations to its “Quality Assurance and Review Committee” for approval. The Committee’s decision will have to be

endorsed 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 appointed training bodies may take part in the tendering exercises for organising ERB courses.

7. 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 formulated 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 assessments by technical advisors, training of instructors, accreditation of courses, conduct of standardised practical skill assessments, etc. have also been put in place.

Appointed Training Bodies set out in the Notice

8. The ERB is of the view that Fu Hong Society Training Department has extensive experience in youth and adult education, and possesses established employers' networks as well as experience in placement services. It has met the vetting criteria of the ERB with regard to training facilities, qualifications of instructors and quality assurance, etc.. It has obtained the initial evaluation status from the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) and fulfills other basic requirements of the ERB on "Training Bodies of General Service Areas". The ERB has decided to accept it to become its appointed "Training Body of General Service Areas", which may offer placement-tied and non-placement-tied training courses under the "Manpower Development Scheme".

9. The ERB is of the view that New Home Association Limited has experience in adult education, and possesses established employers' networks and experience in the provision of placement services to the new arrivals. It has met the vetting criteria of the ERB with regard to training facilities, qualifications of instructors and quality assurance, etc.. The ERB has decided to accept it to become its appointed "Training Body

of Specific Service Areas”, which may offer suitable placement-tied and non-placement-tied training courses for the new arrivals.

Other Items covered in the Notice

10. Based on their business considerations or requests, Management Society for Healthcare Professionals, Asia Pacific Hairdresser & Cosmetologist Association (APHCA), Oasis Beauty School and Kaplan Language Training (HK) Limited are removed from the list of appointed training bodies.

THE NOTICE

11. The Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2012, at **Annex**, amends Schedule 2 to the ERO by including two organisations as the appointed training bodies of the ERB and removing four training bodies from the schedule.

LEGISLATIVE TIMETABLE

12. The legislative timetable is as follows –

Publication in the Gazette	30 March 2012
Tabling at the Legislative Council for negative vetting	18 April 2012

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 the activities of, allocating resources to and monitoring the performance of its appointed training bodies. At present, there are 128 appointed

training bodies which operate about 415 training centres across the territory to provide convenient and suitable training courses and services to the public.

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. Through accreditation by the HKCAAVQ, ERB courses are recognised by the QF and uploaded onto the Qualifications Register. The ERB also offers courses leading to professional certification so as to help its trainees obtain professional qualifications for career progression.

ENQUIRIES

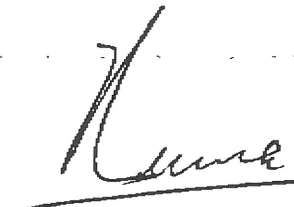
15. For enquiries on this brief, please contact Ms Patricia Tam, Deputy Executive Director (Quality Assurance) of the ERB at 3129 1105.

Employees Retraining Board Executive Office
27 March 2012

**Employees Retraining Ordinance (Amendment of
Schedule 2) Notice 2012**

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

1. **Employees Retraining Ordinance amended**
The Employees Retraining Ordinance (Cap. 423) is amended as set
out in section 2.
2. **Schedule 2 amended**
 - (1) Schedule 2—
Repeal item 48.
 - (2) Schedule 2—
Repeal item 96.
 - (3) Schedule 2—
Repeal item 98.
 - (4) Schedule 2—
Repeal item 107.
 - (5) Schedule 2, after item 151—
Add
 - “152. Fu Hong Society Training Department
 153. New Home Association Limited”.



Chairman,
Employees Retraining Board

27 March 2012

Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2012

Explanatory Note

Paragraph 1

3

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 the Ordinance. This Notice deletes 4 training bodies from the list, and also adds 2 further training bodies to the list.