

LEGISLATIVE COUNCIL BRIEF

Employees Retraining Ordinance
(Chapter 423)

EMPLOYEES RETRAINING ORDINANCE (AMENDMENT OF SCHEDULE 2) (No. 4) 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) (No. 4) Notice 2010 (Notice), at **Annex**, to amend Schedule 2 of the ERO by including 36 organisations as the appointed training bodies of the ERB, removing four training bodies from the schedule and amending the English name of one training body.

JUSTIFICATIONS

2. The ERB, in collaboration with its training bodies, now offers around 580 courses, straddling some 30 industries with employment potentials, under the “Manpower Development Scheme”. The ERB also organises training courses on personal attributes and foundation skills (vocational Chinese, English, Putonghua, 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 relevant experience and have established close networks with these quarters of the community.

4. To help the local labour force 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 launched the “Skills Upgrading Scheme Plus” (“SUS Plus”) in July 2009. Under “SUS Plus”, the ERB offers industry-specific skills upgrading training courses pitched at Levels 1 to 4 of the Qualifications Framework (QF). In support of the development of the “SUS Plus”, the ERB welcomes organisations with rich experience in industry-specific training, including those which have offered courses under the “Skills Upgrading Scheme”, to become its appointed “Training Bodies of Specific Service Areas” to provide the industry-specific courses.

5. On this occasion, the ERB amends Schedule 2 to the ERO by adding five appointed “Training Bodies of General Service Areas” and 31 appointed “Training Bodies 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

6. 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”.

7. 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.

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 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

New Training Bodies Eligible to Offer All ERB Courses

9. The ERB is of the view that the following five training providers have extensive experience in youth/adult education, and possess established employers’ networks and experience in placement services. They have met the vetting criteria of the ERB with regard to training facilities, qualifications of instructors and quality assurance, etc.. They have obtained the initial evaluation status from the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) and fulfill other basic requirements of the ERB on “Training Bodies of

General Service Areas”. The ERB has decided to accept them to become its appointed “Training Bodies of General Service Areas”, which may offer placement-tied and non-placement-tied training courses under the “Manpower Development Scheme” –

- (a) Pui Ching Academy;
- (b) HKMA College of Further Education;
- (c) Royal International College;
- (d) Knowledge Education Centre; and
- (e) Hongkong School of Commerce.

New Training Bodies Eligible to Offer “SUS Plus” Courses

10. The ERB is of the view that the following 31 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 training facilities, qualifications of instructors and quality assurance, etc.. The ERB has decided to accept them to become its appointed “Training Bodies of Specific Service Areas”, which may offer suitable non-placement-tied training courses of designated industries under the “SUS Plus” –

- (a) Tiptop Consultants Limited (Beauty Therapy);
- (b) Hong Kong College of Chinese Medicinal Nursing Limited (Chinese Healthcare);
- (c) Hospitals, Clinics and Nursing Workers Union (Healthcare Services);
- (d) PA Company Limited (Healthcare Services);
- (e) The Hong Kong Marble & Granite Merchants Association, Limited (Construction & Renovation);
- (f) Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School (Chinese Catering);
- (g) Chinese & Western Food Workers Union (Chinese Catering);
- (h) Eating Establishment Employees General Union (Chinese Catering);
- (i) Hong Kong Eco-tourism & Travels Professional Training Centre (Tourism);
- (j) Hong Kong Association of Registered Tour Co-ordinators Limited (Tourism);

- (k) Hong Kong Tour Guides General Union (Tourism);
- (l) The Hong Kong Association of Hair Design (Hairdressing);
- (m) Ming Salon Limited (Hairdressing);
- (n) Xianggang Putonghua Yanxishe (Putonghua Courses for the Real Estate Agency Industry);
- (o) British & American Floral Art School (Environmental Services);
- (p) Asia Tree Preservation Limited (Environmental Services);
- (q) Physical Fitness Association of Hong Kong, China Limited (Recreation & Sports);
- (r) Li Fai Centre of Wushu (Recreation & Sports);
- (s) Asian Academy for Sports and Fitness Professionals Limited (Recreation & Sports);
- (t) Hong Kong Ballroom Dancing Council Limited (Recreation & Sports);
- (u) Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union (Jewellery);
- (v) Hong Kong Jewelry Manufacturers' Association Limited (Jewellery);
- (w) Hong Kong Productivity Council – Hong Kong Watch & Clock Technology Centre (Watch & Clock);
- (x) Norray Enterprise (HK) Limited (Garment);
- (y) Advanced Printing Technology Centre Limited (Printing);
- (z) Graphic Arts Association of Hong Kong Limited (Printing);
- (aa) The Hong Kong School of Motoring Limited (Transportation & Support Services);
- (bb) Vcare Information Centre (Transportation & Support Services);
- (cc) Reach Profession Training Skills Development Centre (Transportation & Support Services);
- (dd) Hong Kong Storehouses, Transportation & Logistics Staff Association (Logistics); and
- (ee) Logistics Cargo Supervisors Association (Logistics).

Other Items covered in the Notice

Removal of Appointed Training Bodies

11. Based on their business considerations, the following four training bodies have requested the ERB to remove them from its list of

appointed training bodies –

- (a) CityU Professional Services Limited;
- (b) The Hong Kong Society for the Deaf;
- (c) School of Continuing Education, Hong Kong Baptist University;
and
- (d) The Chinese University of Hong Kong – Tung Wah Group of
Hospitals Community College.

Change of English Name of a Training Body

12. The English name of “Hong Kong Federation of Women’s Centre” is to be amended as “Hong Kong Federation of Women’s Centres”.

THE NOTICE

13. The Employees Retraining Ordinance (Amendment of Schedule 2) (No. 4) Notice 2010, at **Annex**, amends Schedule 2 to the ERO by including 36 organisations as the appointed training bodies of the ERB, removing four training bodies from the schedule and amending the English name of one training body.

LEGISLATIVE TIMETABLE

14. The legislative timetable is as follows –

Publication in the Gazette	24 December 2010
Tabling at the Legislative Council for negative vetting	5 January 2011

BACKGROUND

15. 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 95 appointed training bodies which operate about 370 training centres across the territory to provide convenient and suitable training courses and services to the public.

16. 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

17. 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
17 December 2010

Employees Retraining Ordinance (Amendment of Schedule 2) (No. 4) Notice 2010

(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 30.

(2) Schedule 2—

Repeal item 41.

(3) Schedule 2, English text, item 50—

Repeal

“Hong Kong Federation of Women’s Centre”

Substitute

“Hong Kong Federation of Women’s Centres”.

(4) Schedule 2—

Repeal item 75.

(5) Schedule 2—

Repeal item 81.

(6) Schedule 2, after item 113—

Add

“114. Pui Ching Academy

115. HKMA College of Further Education

- 116. Royal International College
- 117. Knowledge Education Centre
- 118. Hongkong School of Commerce
- 119. Tiptop Consultants Limited
- 120. Hong Kong College of Chinese Medicinal Nursing Limited
- 121. Hospitals, Clinics and Nursing Workers Union
- 122. PA Company Limited
- 123. The Hong Kong Marble & Granite Merchants Association, Limited
- 124. Hong Kong & Kowloon Restaurant & Cafe Workers General Union Vocational (Day / Night) School
- 125. Chinese & Western Food Workers Union
- 126. Eating Establishment Employees General Union
- 127. Hong Kong Eco-tourism & Travels Professional Training Centre
- 128. Hong Kong Association of Registered Tour Co-ordinators Limited
- 129. Hong Kong Tour Guides General Union
- 130. The Hong Kong Association of Hair Design
- 131. Ming Salon Limited
- 132. Xianggang Putonghua Yanxishe
- 133. British & American Floral Art School
- 134. Asia-Tree Preservation Limited
- 135. Physical Fitness Association of Hong Kong, China Limited

136. Li Fai Centre of Wushu
137. Asian Academy for Sports and Fitness Professionals Limited
138. Hong Kong Ballroom Dancing Council Limited
139. Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union
140. Hong Kong Jewelry Manufacturers' Association Limited
141. Hong Kong Productivity Council – Hong Kong Watch & Clock Technology Centre
142. Norray Enterprise (HK) Limited
143. Advanced Printing Technology Centre Limited
144. Graphic Arts Association of Hong Kong Limited
145. The Hong Kong School of Motoring Limited
146. Vcare Information Centre
147. Reach Profession Training Skills Development Centre
148. Hong Kong Storehouses, Transportation & Logistics Staff Association
149. Logistics Cargo Supervisors Association”.



Chairman,
Employees Retraining Board

17 December 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 36 training bodies to and deletes 4 training bodies from the list. It also amends the English name of a training body in the list to reflect the change of the English name.