

LEGISLATIVE COUNCIL BRIEF

Employees Retraining Ordinance
(Chapter 423)

EMPLOYEES RETRAINING ORDINANCE (AMENDMENT OF SCHEDULE 2) NOTICE 2013

INTRODUCTION

In accordance with Section 31(2) of the Employees Retraining Ordinance (ERO) (Chapter 423), the Employees Retraining Board (ERB) has made the Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2013 (Notice), at **Annex**, to amend Schedule 2 of the ERO by including three organisations as the appointed training bodies of the ERB, removing 15 training bodies from the schedule and amending the name of one training body.

JUSTIFICATIONS

2. The ERB, in collaboration with its training bodies, now offers over 800 courses, straddling some 30 industries with employment potential, 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 of different backgrounds 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 potential, 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” to provide all types of training courses under the “Manpower Development Scheme”, or “Training Bodies of Specific Service Areas” to provide courses of specified categories.

4. On this occasion, the ERB amends Schedule 2 to the ERO by adding two appointed “Training Bodies of General Service Areas” and one appointed “Training Body of Specific Service Areas”. Expanding the network of 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) organization information and governance;
- (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 offering 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 of 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

Training Bodies of General Service Areas

8. The ERB is of the view that Hong Kong Manpower Development Centre Limited and the Association of Electrical and Mechanical Engineering (Hong Kong) Limited have experience in adult education, and possess established employers' networks as well as 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 both of them to become its appointed "Training Bodies of General Service Areas".

Training Body of Specific Service Areas

9. The ERB is of the view that Silence Limited has experience in providing training and placement services for the hearing-impaired. 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 (Courses for people with disabilities and people recovered from work injuries)”, which may offer placement-tied and non-placement-tied training courses for the hearing-impaired.

Other Items covered in the Notice

Removal of Appointed Training Bodies

10. With regard to various factors including the business considerations of the training bodies, the following 15 appointed training bodies are to be removed from the list of appointed training bodies -

- (a) The Cantonese Opera Academy of Hong Kong Limited;
- (b) Hong Kong Massage & Physiotherapy Professional General Union;
- (c) Kwun Tong Vocational Training Centre;
- (d) Hong Kong College of Chinese Medicinal Nursing Limited;
- (e) Hospitals, Clinics and Nursing Workers Union;
- (f) PA Company Limited;
- (g) Chinese & Western Food Workers Union;
- (h) Hong Kong Eco-tourism & Travels Professional Training Centre;
- (i) British & American Floral Art School;
- (j) Hong Kong Jewelry Manufacturers' Association Limited;
- (k) Hong Kong Productivity Council - Hong Kong Watch & Clock Technology Centre;
- (l) Norray Enterprise (HK) Limited;
- (m) Graphic Arts Association of Hong Kong Limited;
- (n) Vcare Information Centre; and
- (o) Social Resources Development Institute.

Change of name of a Training Body

11. The English and Chinese names of a training body, namely “Hong Kong Outlying Islands Women's Association Limited” and “香港離島婦女聯會有限公司”, are to be amended as “OIWA Limited” and “離島婦聯有限公司” respectively.

THE NOTICE

12. The Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2013, at **Annex**, amends Schedule 2 of the ERO by including three organisations as the appointed training bodies of the ERB, removing 15 training bodies from the schedule and amending the name of one training body.

LEGISLATIVE TIMETABLE

13. The legislative timetable is as follows –

Publication in the Gazette	3 May 2013
Tabling at the Legislative Council for negative vetting	8 May 2013

BACKGROUND

14. 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 126 appointed training bodies which operate over 420 training centres across the territory to provide convenient and suitable training courses and services to the public.

15. 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 has incorporated elements of sustainable development in its courses. Through accreditation by the HKCAAVQ, ERB courses are recognised by the Qualifications Framework 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

16. For enquiries on this brief, please contact Mr. Chak Shui Hang, Deputy Executive Director (Quality Assurance) of the ERB, at 3129 1105.

Employees Retraining Board Executive Office

29 April 2013

Employees Retraining Ordinance (Amendment of Schedule 2) Notice 2013

(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 (training bodies)

- (1) Schedule 2, item 83—

Repeal

“Hong Kong Outlying Islands Women’s Association Limited”

Substitute

“OIWA Limited”.

- (2) Schedule 2—

Repeal items 109, 110, 111 and 112.

- (3) Schedule 2—

Repeal items 120, 121 and 122.

- (4) Schedule 2—

Repeal item 125.

- (5) Schedule 2—

Repeal item 127.

- (6) Schedule 2—

Repeal item 133.

- (7) Schedule 2—

Repeal items 140, 141 and 142.

- (8) Schedule 2—

Repeal item 144.

- (9) Schedule 2—

Repeal item 146.

- (10) Schedule 2, after item 153—

Add

“154. Hong Kong Manpower Development Centre Limited

155. Silence Limited

156. The Association of Electrical and Mechanical Engineering (Hong Kong) Limited”.


Chairman,
Employees Retraining Board

29 April 2013

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.

2. This Notice amends that Schedule by—
 - (a) adding 3 training bodies to the list;
 - (b) deleting 15 training bodies from the list; and
 - (c) revising the name of 1 training body in the list.