

**For information
on 2 May 2019**

**Legislative Council Panel on Health Services and
Panel on Commerce and Industry**

**Joint Subcommittee on Issues Relating to the Regulation of Devices and
Development of Beauty Industry**

Implementation of Qualifications Framework in the Beauty Industry

Purpose

This paper briefs Members on the implementation of Qualifications Framework (QF) in the beauty industry.

Background

2. The QF is a voluntary system that defines clear and objective standards applicable to qualifications in the academic, vocational, professional, as well as continuing education sectors. The objective of establishing QF is to promote lifelong learning and establish qualifications pathways for progression in learning. Under the QF, Industry Training Advisory Committees (“ITACs”)¹ are set up to serve as a platform for stakeholders to implement the QF and to exchange views on the training needs and manpower development of the respective industries. Amongst other things, ITACs are tasked to draw up Specification of Competency Standards (“SCS”) for the industries, which set out the skills, knowledge and outcome standards required of employees in different functional areas of the respective industries to facilitate the formulation of training programmes for recognition under the QF. SCS are useful guides for the development of in-house training and human resources management, such as staff recruitment and performance assessment.

Implementation of QF in the Beauty Industry

3. The Beauty ITAC was set up in 2006, and was merged with the Hairdressing ITAC to become the Beauty and Hairdressing (“B&H”) ITAC in 2015. The B&H ITAC comprises representatives of employers, employees,

¹ At present, we have set up 22 ITACs for implementation of the QF.

trade associations, professional bodies and trade unions of the beauty and hairdressing industries.

4. The B&H ITAC has developed 239 beauty-related Units of Competency (“UoCs”) under the SCS to set out the skills, knowledge and competency standards required of the practitioners to perform various job functions in the beauty industry effectively. These UoCs are distributed in nine functional areas (namely Make-up; Nail, Hand and Foot Care; Health Care; Beauty Care; Body Care; Beauty Education and Training; Customer Services and Communication; Marketing and Sales; and Operation Management), ranging from QF levels 1 – 6². Among these UoCs, 18 of them are related to operation of beauty devices, ranging from QF levels 1 – 4. They are listed out at the **Annex**.

5. At present, there are more than 200 learning programmes in the beauty industry operated by over 60 operators (ranging from QF levels 1 – 5) which are recognised under QF and registered on the Qualifications Register (“QR”). Among these learning programmes, about 100 of them are SCS-based³ and 10 of them have adopted UoCs related to operation of beauty devices. Details of these 10 learning programmes are set out at the **Annex**.

6. QF enables formal recognition of the skills, knowledge and relevant experience acquired by practitioners in the workplace through the Recognition of Prior Learning (“RPL”) mechanism. RPL for the beauty industry was launched in 2014. 56 RPL qualifications covering the nine functional areas⁴ for the beauty industry have been developed, ranging from QF levels 1 to 4. More than 2 300 applications from practitioners in the beauty industry seeking assessment of their qualifications under the RPL mechanism were processed.

7. The Government established the QF Fund in 2014 to support initiatives for the sustainable development and implementation of the QF. “Designated Support Schemes for QF” under the QF Fund not only provides subsidies to programme operators (including programme accreditation fees, fees for developing SCS-based programmes, QR registration and hosting fees, etc.), but also full reimbursement of the RPL assessment fees to practitioners. Programme operators and practitioners in the beauty industry can also benefit

² The QF is a seven-level hierarchy. Each QF-recognised qualification is assigned a QF level in accordance with the outcome standards (knowledge and skills assessable and attainable) expected of the qualification. QF level 7 is the highest while QF level 1 is the lowest.

³ SCS-based learning programme means that the majority (over 60%) of the learning content of the course are drawn from SCS.

⁴ Examples of RPL qualifications are Statement of Attainment in Aromatherapy (Level 2), Statement of Attainment in Beauty Education and Training (Level 4), Statement of Attainment in Body Painting (Level 4), etc.

from the above initiatives.

8. The Award Scheme for Learning Experiences was introduced in 2013 to encourage outstanding or emerging practitioners to engage in learning activities in different places with a view to broadening their horizons and developing network with industry partners within or outside Hong Kong. Every year, three practitioners in the beauty industry are selected to receive an award from \$10,000 to \$30,000 for engaging in local or overseas learning activities.

Advice Sought

9. Members are invited to note the implementation of QF in the beauty industry as set out in the paper.

Education Bureau
April 2019

Specification of Competency Standards (SCS) in the Beauty Industry

**Units of Competency (UoCs) related to the Operation of Beauty Devices and
Learning Programmes which have adopted these UoCs**

	QF Level	UoCs related to the operation of beauty devices	SCS-based learning programmes which have adopted UoCs related to the operation of beauty devices	
1	4	Master the theories on the principles of cosmetic light therapy and equipment effect	<ul style="list-style-type: none"> Professional Certificate in Cosmetic Light Therapy (QF Level 4) (<u>Operator</u>: Council of Health and Beauty Limited) 	<ul style="list-style-type: none"> Certificate in Intense Pulsed Light Equipment Operation Certificate in Laser Equipment Operation Professional Certificate in Laser and Intense Pulsed Light Equipment Operation (QF Level 4) (<u>Operator</u>: Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong)
2	4	Master basic laser and intense pulsed light theory		
3	4	Master the hazards and precautions of laser and intense pulsed light		
4	4	Operate laser equipment for hair reduction		
5	4	Operate intense pulsed light equipment for hair reduction		
6	4	Operate intense pulsed light equipment for enhancing skin conditions (skin rejuvenation and lightening of pigmentation)		
7	4	Operate laser equipment for enhancing skin conditions (skin rejuvenation and lightening of pigmentation)		
8	3	Master the fundamental knowledge of cosmetic light therapy	<ul style="list-style-type: none"> Certificate in Theory of Cosmetic Light Therapy (QF Level 3) (<u>Operator</u>: Council of Health and Beauty Limited) 	
9	3	Operate and maintain various types of beauty equipment	<ul style="list-style-type: none"> Certificate in Facial Electrical Treatments (QF Level 3) (<u>Operator</u>: French Beauty Institutes Academy) 	<ul style="list-style-type: none"> Certificate in Beauty Electrical Treatment (QF Level 3) (<u>Operator</u>: Beauty Expert International Academy)
10	1	Apply codes of safety for general beauty-related electrical appliances		
11	2	Use of general beauty equipment		
12	3	Operate and maintain various types of body care equipment		
13	2	Use of general body care equipment		
14	3	Master nail airbrushing techniques	<ul style="list-style-type: none"> Certificate in Nail Technology (QF Level 3) (<u>Operator</u>: CMM Monita Academy Limited) 	

	QF Level	UoCs related to the operation of beauty devices	SCS-based learning programmes which have adopted UoCs related to the operation of beauty devices
15	2	Techniques of operating nail and hand/foot care instruments	<ul style="list-style-type: none"> • Certificate in Comprehensive Nail Technician (QF Level 2) (<u>Operator</u>: Jenny Beauty College)
16	4	Carry out electrical epilation	N/A
17	4	Master water quality and sterilization systems for various types of spa equipment	N/A
18	3	Master electric nail filing and inlaying techniques	N/A