

VTC's Response to Population Policy Consultation Document
人口政策諮詢文件
職業訓練局的回應

Chapter Three – Enhancing the Quality of our Home-grown Talent
第三章 提升本地培育人才的質素

Diversifying our economic base 發展多元經濟基礎

- 3.7** ... the SCPP (*Steering Committee on Population Policy*) considers that we should develop a more elaborate manpower projection system to assess in a more timely and objective way, the types of talent and skill needed to grow and develop the four industry clusters (*transportation; convention and exhibition industries and tourism; manufacturing industries, innovative technology and cultural and creative industries; and professional services*)
- 督導委員會認為，首先我們應建立更詳細的人力資源推算系統，冀能更適時及客觀地評估，發展該四個行業羣所需的人才類別和技能。(航運業；會展及旅遊業；製造業、高新科技及文化創意產業；以及專業服務)

Shall we conduct more elaborate manpower projection studies to assess the types of talent/skill required, particularly for the four industry clusters identified, to drive the economy forward? 我們應否進行更詳細的人力資源推算研究，以評估所需的人才／技能類別，尤其是四個經識別了的行業羣，從而促進經濟發展？

VTC's Response 職訓局回應：

- *The Government has a role of advocacy and needs to clearly articulate the direction and focus of economic development, in particular the position of Hong Kong's longer term development, extending to the next decade and beyond. 政府應負起倡導角色，清楚釐定本港經濟發展的路徑和目標，特別是香港十數年和以後的長遠發展定位。*
- *In order to provide a holistic picture, the Government should disseminate comprehensive data to clarify, in addition to the four industry clusters mentioned in the Document, what are also considered as Hong Kong's strategic/pillar industry sectors. 為提供整體的圖像，除諮詢文件中所載的四個行業羣以外，政府應提供和發放其他認為是策略性*

/支柱行業的全面資訊和數據。

- *For the four industry clusters identified, talent acquisition and skills matching of the manpower required should be focused at the outset.* 政府應在開始時便聚焦於四個識別為具潛力的行業羣的”人才徵集”和”技術配對”。
- *The Government should take a holistic approach in facilitating cross-sectorial manpower planning, covering all economic sectors.* 政府應從整體規劃角度，為所有經濟組別推動跨行業的人力規劃。
- *Manpower surveys should be forward looking, useful for the planning purpose and the projection of industry trends. Other means to tap industry trends through forum with trade, industry gatherings could also be considered.* 人力調查應具前瞻性以利便政策的規劃和行業走勢的推測。調查亦應考慮使用其他方式（如商界聚會和行業論壇）作行業走勢的推測。
- *VTC should study whether there is scope in enhancing the methodology (including the grouping of trades) and shortening the lead time for the projections in consultation with industries and relevant government departments.* 職訓局應與業界和有關的政府部門，檢視現時的人力調查所採用的方法（包括行業的分組）和所需的時間是否有優化的空間。
- *The flexibility to conduct manpower surveys with different scope and scale should be considered to project the trends in manpower requirements, and the short, medium and longer term manpower needs in various industries.* 應考慮靈活處理，進行不同範疇及幅度的人力需求調查，以推算不同行業的人力的短、中、長期需求和走勢。
- *Additional resources may be required for conducting manpower surveys in the existing and emerging industry sectors, e.g. new manpower training to serve the silver hair market (wealth management, medical products and services, etc.) and environmental industry (e.g. recycling).* 或需額外資源為現有及新興行業，例如：服務銀髮市場（財富管理、醫療用品及服務等）和環保工業（例如：回收行業）的人力培訓而進行新的人力調查。
- *As the roles of the Industry Training Advisory Committees set up under the*

Qualifications Framework and the Training Boards of the VTC are quite distinct, separate support for these bodies should be given to further their objectives. 資歷架構下的行業培訓諮詢委員會和職業訓練局的訓練委員會有不同的角色。因此，這兩個架構應有個別的支援以執行其工作。

Post-secondary education 專上教育

3.9 – 3.12 ... the SCPP acknowledges the importance of liberal and broad-based education in preparing our young people for a knowledge-based economy. Yet it remains a challenge for the post-secondary sector to train up our young people with skills and knowledge that can meet the fast-changing economic needs. 督導委員會認同，通識及通才教育對為本港青年投身知識型經濟體系作好準備，非常重要。不過，對於如何訓練本港青年，使他們具備所需的技能及知識，俾能應付瞬息萬變的經濟需要，仍是本港專上教育界別須應對的挑戰。

How can we facilitate a closer alignment of post-secondary education with our economic needs through increased collaboration between employers and education institutions? 我們可如何透過加強僱主與教育機構之間的協作，使專上教育更能配合本港經濟的需要？

What more can be done to improve and sustain the quality of our post-secondary graduates, including graduates from sub-degree programmes? 我們如何可以提升和維持專上學院畢業生的質素，包括副學位課程的畢業生？

VTC's Response 職訓局回應：

- *The Training Boards are best placed to ensure that VET meets the needs of industries. They could also play a useful role in the recognition and promotion of the value of VET. Training Boards could take a proactive role to help in the formulation of progression pathways in the respective industries.* 訓練委員會是最合適的架構去確保職業教育培訓能配合行業的需求。訓練委員會並可協助認可及推廣職業教育培訓的價值。此外，訓練委員會可主動協助行業制定相關的進升階梯。

Consideration should be given to whether there is a need for providing additional resources to the Training Boards in order to harness greater industry support in programme design, best industry practices and attachment opportunities for VET. 應研究訓練委員會是否需要額外資源，爭取業界在課程設計、了解行業運作的最佳模式及實習機會方面的支持。

The Government should consider revising its present recruitment and procurement policies which focus on academic qualifications only. Vocational qualifications which are QF-recognised should be given an equal status in civil service appointment and procurement of professional services. 政府應考慮檢討現時側重學術資歷的人手招聘和招標政策。政府人手招聘和專業服務的招標時應給與資歷架構認可的職業培訓資歷同等的待遇。

- *Support from employers to provide industrial attachment opportunities should be solicited to provide students with more industrial experience before they start to work. Sandwich programme schemes with longer workplace experience built into classroom learning can be expanded.* 應爭取僱主支持為學生提供實習機會，以增加學生就業前的職場經驗。“廠校交替制”亦應推展，加重學習過程中在工作間體驗的時間。

Vocational education 職業教育

3.13 – 3.15 ...The SCPP considers that Hong Kong is in need of a fundamental change in mindset towards career options for the young generation. 督導委員會認為，香港要從根本上改變年青一代選擇職業的觀念。

...Vocational education and training offers an alternative to the traditional academic route and should not be regarded or perceived as a second-rate option. 職業教育及訓練是傳統學術課程升學途徑以外的一項選擇，不應被當作或視作次等的選擇。

...The existing apprenticeship scheme, a product of the 1970s, may need to be reviewed and enhanced... 現時的學徒訓練計劃產於上世紀七十年代並實行至今，似乎須作出

檢討及改良。

...There should be a stronger link between vocational courses, licensure in the trades and the Qualifications Framework to facilitate further education and career progression. 本地職業訓練課程的評審、各行各業的牌照簽發與資歷架構亦應有更強的聯繫，從而方便學生進修及發展事業。

...Students are in need of better educational and career advice as early as they are pursuing secondary education. 學生早於中學時期，便應獲得更好的升學及就業方面的意見。

What could be done to inspire interest and instil a change in mindset in relation to vocational education among young people and their parents? 我們如何可以啓發青少年及其家長對職業教育的興趣，並促使他們改變以往的觀念？

How can the Government and employers revive the value of vocational education and increase acceptance of technical and craftsmanship type of jobs in the community? 政府和僱主可如何重新確立職業教育的價值，並提高社會對技術和工藝技術工作的認受程度？

VTC's Response 職訓局回應：

Promotion of VET 推廣職業教育培訓

- *A community-wide public education and communication strategy, led by the Government, with active involvement of industries, training providers, and the community at large, will be required to inspire interest in VET among the young people and their parents.* 需要由政府領導、有行業、培訓機構和社區積極參與的全港性公眾教育和溝通策略，以提升青年人和家長對職業教育培訓的興趣。
- *The community-based public education and promotional campaign for VET can be done through many forums and channels, including APIs, TV programmes, social media and mobile platforms, skill competitions, etc.* 以社區為本的職業教育培訓的公眾教育和溝通活動，可以用不同形式和途徑推行（例如：政府廣告，電視節目、社交媒體和流動平台、技能比賽等）。
- *VET camps and visits to VET campuses could be arranged for students.*

Parents should also be engaged in these activities. 可為學生提供職業教育培訓體驗營和參觀職業教育機構。這些活動亦應有家長的參與。

- *Resources should be devoted to engaging newly graduated teachers at The Hong Kong Institute of Education, as well as principals and teachers in secondary schools, on understanding the value of VET. 應投放資源讓教育學院新畢業生和中學校長及老師了解職業教育培訓的價值。*
- *Support from the Government is required in terms of investment to VET provision, including fully subvented vocational degree programmes. 政府需要在職業教育培訓投放更多資源（包括全費資助職業技術學位課程）。*
- *There is a need to draw up a strategic campus development plan for the VTC to foster synergy having regard that the existing vocational education and training services are provided in 34 campuses diversely located at different parts of the territory. The experience of consolidating ITE's various campuses in Singapore under the government's 10-year master plan from ten campuses into three major regional campuses serves as a good reference. 有需要為職訓局現時 34 個散佈全港不同地區的校園制定策略性校園發展計劃，以提高協同效應。新加坡 ITE 在政府十年發展大綱下將十個分散的校園整合為三個主要地區性的校園可作參考。*
- *Provision of up-to-date, dignified campuses with state-of-the-art facilities on par with those in traditional academic tertiary sector is required to support VET. 提供現代化、令學生有自豪感及有先進設施的校舍，以確立職業教育其實與傳統專上教育應該看齊。*
- *Success stories of the professionals with VET qualifications should be promoted. Feature TV programmes in this regard should be considered. 應以擁有職業資歷人才的成功例子和故事推廣職業培訓。可考慮使用專題電視節目形式作推廣。*
- *Consideration should be given to seeking endorsement from large corporations to highlight the career prospects of VET graduates. This will help in attracting young people and parents in the selection of the VET pathway. 應考慮尋求大企業確認對職業教育培訓的畢業生的認可。從而吸引青年和家長選擇職業教育培訓。*

- *Reference can be made to training programmes organized by large corporations in the promotion of VET. An example is the 6-year “Pathway to Technology” programme organized by IBM in the US which focuses on the training of middle-level skilled labour under strong partnership among the company, school and parents.* 可參考大企業舉辦作推廣職業教育的培訓課程。IBM 在美國為中級技術人員推出的 6 年制特別課程“Pathway to Technology”是一成功例子。該課程有企業、學校和家長強大伙伴關係的特色。

Apprenticeship 學徒計劃

- *VTC welcomes the commitment in Policy Address of the new pilot training and support scheme for industries with keen demand for labour.* 職訓局歡迎施政報告中提出以先導形式，為人力需求殷切的行業，推行職業教育和就業支援計劃。
- *Based on the experience of the pilot scheme, VTC will explore the possibility of extension of the scheme to other industries.* 因應先導計劃的經驗，職訓局會探討把計劃推廣到其他行業的可行性。
- *Consideration should be given to attract more female apprentices in traditional technical industries, e.g. auto servicing. Promotion to attract ethnic minorities, of which language will not pose much problem, to take up apprenticeship should also be considered.* 應考慮吸引女性學徒加入傳統工科行業（例如：汽車維修）。也應有推廣活動吸引少數族裔參與較低語文障礙行業的學徒計劃。
- *There may be merit in shortening the apprenticeship period to enhance its attractiveness to young people, as well as employers.* 縮短學徒計劃的訓練期相信有助增加對青年和僱主的吸引力。
- *The Government should consider providing tax and financial incentives to employers for offering apprentice places.* 政府應考慮提供稅務和財務誘因，以鼓勵僱主聘請學徒。
- *VTC may consider whether the pilot traineeship scheme, currently targeted at beauty care, hairdressing, retail and elderly services, could be extended to cover service industries with manpower shortage.* 職訓局可考慮擴大現時為美容、美髮、零售和護老行業的見習員訓練計劃致其他有人手短缺的服務行業。

Stronger link between VET courses with licensure, QF 加強職業教育培訓與牌照和資歷架構的聯繫

- VET programmes should continue to develop links with QF and the licensing requirements, to enhance recognition of the competence level of VET graduates and their qualifications by professional bodies, employers and the community at large. 職業教育培訓課程需繼續與本地及外地專業團體聯繫，促進僱主及社會對能力水平的認可。
- Government should consider soliciting stronger support from professional bodies in embracing QF qualifications. For example, the Hong Kong Institute of Housing has introduced a new category of membership “Practitioner” which recognizes those with considerable operation experience and possessing specific qualification at QF Level 4 through recognition of prior learning (RPL). These members may advance to professional membership through CPD and accredited academic courses. 政府應考慮尋求專業團體支持應用及推廣資歷架構資歷。例如香港房屋經理學會已引進新的“實務會員”會員組別。“實務會員”需具有一定的實務經驗和“過往資歷認可”機制第四級的認可資歷。這組別的會員可經持續進修和完成認可課程而進階至專業會員組別。

Career advice 職學輔導

- Career counselling and guidance, including taster programmes (e.g. Singapore’s one-day mandatory visit to ITE), should be provided to students at the early stage, preferably at junior secondary level, to allow them to consider VET as an informed choice of valuable pathway. 應早日為學生提供導向課程（例如：新加坡強制學生到 ITE 作一天的參觀）。課程最好安排在初中，讓學生能充分考慮職業教育培訓作為具價值的前路。
- Overseas experience shows that workplace attachment/taster workshops for secondary school students would enhance confidence and competence level when they enter the labour market (Switzerland, Germany and Singapore). In some countries the arrangement is made mandatory, committing schools and industries to collaborate early. While there may be limitation for individual employers to provide sufficient work attachment opportunities, collaboration between industry and training providers to provide workplace experience, training and career guidance in real-life workplace environment should be encouraged. 海外經驗（瑞士、德國和新加坡）顯示為中學生提供工作間的實習或體驗工作坊亦會有所幫助。在部份

國家，這是一項強制的安排，讓學校與業界早日合作。雖然個別僱主未必能提供足夠的實習機會，但業界和培訓機構合作提供工作間的實習和在工作間提供職學輔導是值得鼓勵的。

- *Reference can be made to overseas best practices (e.g. Switzerland) whereby career and study planning is carried out by an independent body with objective professional tools.* 應參考海外的最佳做法(例如瑞士)，由獨立的機構，透過專業客觀的工具進行職學規劃。

Continuing learning, training and retraining 持續進修、培訓及再培訓

3.16 – 3.18 ... there should be better collaboration between course providers and employers on curriculum design and on providing recognition from the relevant trades. 在課程設計及資歷獲相關行業認可方面，課程提供者與僱主之間應有更緊密的合作。

How can we, building on the QF and CEF, further promote continuing learning? 我們可如何透過資歷架構和持續進修基金，進一步推廣持續進修。

VTC's Response 職訓局回應：

Continuing education 持續教育

- *Consideration should be given to providing more subvented part-time accredited diploma programmes at QF Level 3 for in-service workers in occupations with clear evidence of keen manpower demand. Such programmes should target at middle-aged in-service workers.* 應考慮為有明確人手短缺行業的在職人士提供資歷架構第3級的資助兼讀制認可文憑課程。該等課程的主要對象應為中年的在職人士。
- *Consideration should be given to providing financial incentives to employers to allow for the provision of study leave for their employees to upgrade their qualifications to enhance professionalism up to QF Level 3.* 應考慮為僱主提供財務誘因，鼓勵他們為僱員提供學習假期用以進修和提升資歷和專業水平達至資歷架構第3級。

OTHERS 其他

Chapter Four – Complementing our Existing Population and Workforce with New Source

第四章 以新來源補充現有人口及勞動力

Box- 4.2 Attracting non-local higher education students to Hong Kong **吸引高等教育程度的非本地學生來港**

...Non-local students of full-time, locally accredited programmes at degree level can stay in Hong Kong after graduation for up to a year to find jobs. 就讀全日制經評審學士學位或以上課程的非本地學生可從事與學科或課程有關的實習工作、校園兼職工作及暑期工作。在“非本地畢業生留港／回港就業安排”下，他們亦可於畢業後留港求職，最長一年。

VTC's Response 職訓局回應：

- *Consideration should be given to extending the same arrangement to allow non-local students at the sub-degree level to stay in Hong Kong after graduation for up to a year to find jobs, particularly to students whose study is relevant to industries with a severe shortage of manpower.* 應考慮向修讀副學位程度課程海外學生，提供相同的安排，特別是修讀的課程與面對人手短缺問題的行業相關的，讓他們在畢業後一年內留港求職。

Chapter Six – Embracing Opportunities in an Ageing Society

第六章 迎接高齡化社會帶來的機遇

Silver Hair Market 銀髮市場

What sort of products and services tailored for elderly people would you like to see in the market? How can the Government facilitate the development of the silver hair market? 你希望市場會提供哪類專為長者設計的產品和服務？政府可怎樣促進銀髮市場的發展。

VTC's Response 職訓局回應：

- *VTC is assisting the industry to develop the competency standards for elderly care services which serve as the basis for training and in-service practices. The Government should help drive the use of such industrial standards to enhance the image and professionalism of the practitioners.*
職訓局正為安老照顧業編寫能力標準，作培訓及作業之用。政府應協助業界採用這些標準以提高行業人士的專業水平和形象。
- *Consideration should be given to encouraging applied research for developing silver hair carer products that are targeted at those active aged people suffering from Alzheimer's disease; and re-engineering home help services to facilitate ageing in place. Focus could be placed on the wider application of technology to alleviate the obnoxious nature of personal care services and help attract the entry of younger employees into the elderly care industry.* 考慮進行應用性研究，為照顧患腦退化症但活躍長者的人士發展相關產品，以及改造家居設施服務，促進“在家安老”。研究可推行聚焦於科技的應用，以減低護理服務的厭惡性，吸引青年人投身老人護理服務行業。
- *Consideration should be given by the Government to driving industries to enhance silver hair services, e.g. elderly friendly hotel room, counter services, etc.* 政府應考慮推動業界改善長者服務，例如：酒店房間設施、柜位服務等。
- *The Government should enhance support for the collaboration of training providers with NGOs and social enterprises to train and remunerate retirees in order to tap this source of manpower for the elderly services industry.*
政府應考慮加強支援培訓機構與非政府組織和社會企業的合作，培訓及聘任退休人士，為長者服務行業提供人力資源。