

ITP



LINK

The Newsletter for Members of the Institute of Training Professionals

Visit to Fire and Ambulance Services Academy

By Angela LEE, MITP

It was a very hot summer Saturday afternoon on 19 August 2017. About 30 participants joined us to visit the Fire and Ambulance Services Academy (FASA) which is situated at No. 11 Pak Shing Kok Road,, Tsueng Kwan O. It was commissioned in January 2016.



Group Photo of All Participants

FASA is well-equipped to offer a wide range of training from foundation fire and ambulance training to advanced techniques of dealing with

major disasters. It is a breeding ground for firefighters, and personnel of ambulance, mobilizing and communications and workshop streams who will be better trained to serve the community.

With an area of about 158,000 square metres, FASA provides over 500 residential training places. It mainly provides foundation training for new fire and ambulance recruits and in-service training courses for various grades of serving members. FASA also provides training courses relating to fire and ambulance services for other government departments, private sectors, and its local and overseas counterparts.

The specialized training facilities mainly cover possible emergency situations which are relatively complicated and large-scale,

including incidents related to buildings, transportation, marine and water, gas plant, aircraft, hazardous materials and structural collapse. The simulators enable fire and ambulance personnel to receive realistic training in a safe simulated setting, so that they can be better equipped with firefighting and rescue techniques to achieve high efficiency in operations.



Rescue Training Tower

The Rescue Training Tower is a ten-storey building in which an array of settings, including shopping centre, old residential building, public housing estate, factory and commercial building with curtain wall, are simulated on different floors and at the building façade. Trainees can practise strategies and techniques of firefighting, rescue and causality

handling in various kinds of building.

One of the advantages of pooling the Ambulance Services Training facilities in this area is that trainees can go through a simulated process that starts from responding to an ambulance call, carrying out patient assessment, administering medical treatment, handing over a patient to conducting disinfection in one go.

There are also other training items including Compartment Fire Behaviour Training, Traffic Incident Training, Fuel Tank and Petrol Filling Station Incident Training, Aquatic Incident Training, Aircraft Incident Training, HazMat Training, Urban Search and Rescue Training, High Angle Rescue Training and Driving Training.



FASA Staff & ITP Excom Members

It was a fruitful visit that did widen our scope and deepen our understanding towards the challenging jobs of the fire and ambulance services practitioners.

(Remarks: The above contents are summarized from the public booklet introducing the Fire and Ambulance Services Academy. More visiting photos can be viewed in the Gallery of ITP website.)

ITP – VTC Mentorship Program

By Alex Yuen, One of the Mentees

一年時光轉眼即逝，導師計劃也即將告終。在這一年間，經歷實在不少，現在回頭一看，感到依依不捨的同時，亦深感戰戰兢兢。一年之前，我無意之間在學校的網上系統留意到導師計劃的存在，我那時並不感興趣，不過在老師的極力推薦下，我最後還是參加了這個計劃。

VTC 與 ITP 合辦的導師計劃為學生提供了一個良好的學習平台，導師會與學生定期見面保持聯繫，學生透過計劃不但可以學習更多專業的知識，而且可以得到導師有關職業和學業上的指導，更有機會到公司實習，獲得寶貴的實戰經驗，對學生而言，是非常難得的體驗和學習。

參加了這個計劃的同學亦表示獲益良多，其中有同學獲邀參與模擬培訓，並擔當著課程設計者的角色，到導師的公司為員工進工培訓，其後更從員工中得到對培訓的評價，明確地知道怎樣可以令培訓課程變得更有效和生動有趣，以上種種，都不能單靠書本上的知識學習到，重要的是親身的體驗，而導

師計劃正正提供了這個優良的平台。

直到今天，一年制的導師計劃走到尾聲，然而計劃的結束，並不代表我們之間的關係結束。我很慶幸當初能參與導師計劃，並認識到我的導師—關先生，他不但教導了我很多關於人力資源的知識，還告訴我不少人生的道理，並在升學路途中，提供了我很具體的方向，使我不再迷惘。我定必遵從這位人生導師的教誨，在未來將知識繼續傳承下去。



Mentee, Mr. Alex Yuen, presented a souvenir to his mentor, Mr. Fred Kwan.

ITP's Mentoring Program (re-run) supporting IVE is on again.

By Alfred Ho, FITP

ITP has been supporting IVE's HRM graduates-to-be since 2016. Seasoned HR developers and managers who are members or closely associated with ITP have contributed much to make this initiative a great success. The kick-off ceremony of this year's program was held on 13th October at IVE's Tsing Yi campus. Close to forty IVE students, faculty staff members, ITP exco members and Mentors participated in this event.

Ken Wong, Head of Department of Business Administration, IVE Chai Wan & Kwai Chung, started off the evening's session welcoming all attendants. He pointed out that HRM world is changing fast, complexity and scope are both expanding quickly. To get up-to-date with these emerging challenges, the best way to abreast is to be closely associated with practitioners in the field, and the Mentoring Program is particularly valuable in filling this gap. He took the opportunity to express his appreciation towards the Institute and the contributing Mentors for their heart despite their already heavy work commitments. Ken also encouraged participating students not to be shy, be proactive, and "make the best use" of their Mentors for their own learning benefits.

In her reciprocating address ITP Chairlady Dr. Eleanor Cheung introduced the audience to the Institute's history and predecessor (as the HK branch of UK Institute of Personnel & Development, IPD) prior to its localization move in 1996. She advised student-mentees to

take a "5P approach" (Purposeful – focused on a few mutually agreed areas; Proactive; Perspective-taking – be open minded/receptive to different ideas; Perspective-challenging – be confident to query; and be Prepared) in interacting with their Mentors to gain maximum effectiveness and learning benefits.



Prof. Alfred Ho chatted with the mentees.

This year's "hand-holding", or getting-to-know each other part adopted a game approach. Participating students were given up to three minutes to identify their assigned Mentors through talking with the Mentors present and checking against the bio-data & activity profiles that were provided by IVE beforehand (e.g. about their interests/hobbies). Once the matching was successfully done, the Mentor-Mentee pairs sat down around tables and started their initial introductions and work out the subsequent meeting arrangements & schedules. Refreshments were provided as the event was held during dinner time, and this also offered a more relaxing and informal setting for

this first rendezvous. As some Mentors were unable to attend due to work and other prior commitments, ITP exco members attending played the “interim” role engaging their assigned Mentees. Besides establishing direct contacts and agreeing on future meeting arrangements, student-mentees also presented to their respective Mentors each a small memento as well a Certificate of Appreciation on behalf of their Department.

This collaborative session was concluded by Dr. Ida Chiu, Head of Department of Business Administration, IVE (Tsing Yi), pointing out that student-mentees should treasure much this one-on-one, truly in good faith, and yet free advisory service offered by these HRM

veterans. Her concluding remark for the students was that to “learn” from their Mentors, they must actively “ask” (先要「問」而後始能有所「學」) .

The function finally came to its “formal” closure at around 8:35p.m., after all attendants having taken group photos of the event.

ITP look forward to another fruitful round benefiting all the participating students.

(For members’ prior information, ITP and Lingnan University are currently planning for the re-launch of their very popular mentoring program that runs from January to December in 2018.)

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Happy New Year!

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