



**The Newsletter for Members of the Institute of Training Professionals**

**Sharing Session on AI & VR Applications**

Angela LEE  
MITP

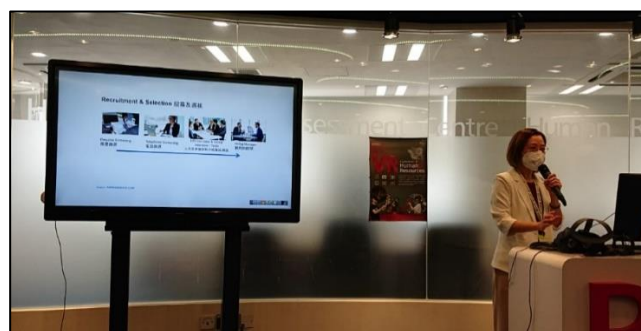
On 28 April 2023, I had an opportunity to join an interesting sharing session about the applications of VR and AI at the Kwun Tong campus of Hong Kong Institute of Vocational Education.



Firstly, Ms. Connie Ho, Lecturer from Department of Business, introduced the applications of Neufast Video Interview in the first round of interview. The advantages include:

- 1) Providing convenience to candidates in uploading videos within a certain period;

- 2) Assessing candidates based on fair criteria;
- 3) Saving time to screen out the suitable candidates;
- 4) Avoiding infection during pandemic;
- 5) Facilitating overseas candidates to participate;



*Ms. Connie Ho introduced the AI program.*

This system is widely adopted by large corporations, for example banks. Different languages can be used to ask the questions. Critical or specific competences can be pre-set for analysis. For example, the system is

capable of assessing the candidate's leadership potential and interpersonal relationship skill by analyzing his or her facial expression, eye movement and voice. Assessment reports can be generated and sent to the candidate for reference.

Afterwards, with the help of students who are studying HRM, we participated in a VR game to dismantle the bombs. This was my first time experiencing the fun of using VR. It seems like watching an interactive movie personally.



*Participating in VR Game*

Then, Mr. Pius Lam, Project and Program Development Manager from Hong Yip Service Company Limited, introduced the co-operative, tailor-made VR training program.



*Mr. Pius Lam explained the "ABC" of Leadership: Architect, Bridger & Catalyst*

With the help of a HRM student, Mr. Lam demonstrated how VR could equip the trainee, who might be a security guard or a customer service representative, to respond and to react appropriately in a scenario of handling crisis in a shopping mall and the carpark. Usually, only the person who is wearing the VR device can see the images. When the images are projected to a TV or a big screen, other trainees can observe and participate together. The advantages are to efficiently provide basic training to the participants at one time regardless of physical limitations and safety problems. Trainees can learn from mistakes and stay alert to avoid them in reality.



*Observing the Training by use of VR*

This sharing session was fresh to me and widened my scope towards the applications of technology in recruitment and training. I would like to express my gratitude to the organizers and the IVE students who contributed to arrange this interesting event.



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## 人才培育與創科應用雙軌並行配合國家發展方向

林敬樂  
培訓專業學會副會長

科技興則民族興，人才強則國家強。二十大報告指出：“必須堅持科技是第一生產力、人才是第一資源、創新是第一動力，深入實施科教興國戰略、人才強國戰略、創新驅動發展戰略，開闢發展新領域新賽道，不斷塑造發展新動能新優勢。”（來源：人民日報）

香港作為國家十四五規劃中「國內國際雙循環」的重要一員，面對中西多元人才匯聚的重大機遇，培訓從業員應集中於人才培育及創科應用方面大展拳腳。

有見及此，我作為「培訓專業學會」副會長及「康業服務有限公司」項目及課程發展經理，致力於課程發展及創科研發，如協

助康業達到以下指標：

- 成功籌辦第一個由業界舉辦的指明學歷牌照課程 – 綜合物業服務管理高等文憑（資歷架構第四級），課程內容包含法律、維修及保養、工作安全等物管能力單元；
- 成為行內第一間研發及應用虛擬實境（VR）、擴增實境（AR）培訓的物業管理公司，以虛擬大廈的形式讓學員就火警、水浸、交通意外、傷者等緊急事件處理進行模擬學習；
- 引入 AI 智能人力資源及發展專員，提供科學化及個人化的分析報告，有效地辨識員工的個人性格及職位勝任力，成為物管行業首間應用 AI 人工智能系統的公司。

公司及團隊成員於蔣世源博士的帶領之下，於 2022 年 12 月獲 CTGoodJobs「最佳人力資源獎項 2022」頒發多個獎項，包括下列與培訓有關的獎項，表彰在人力資源管理及發展的傑出表現，從而鼓勵不斷追求創新和卓越：



1. 「Employer of the Year – Grand Award 年度僱主-金獎」
2. 「Excellent HR Professional Award 傑出人力資源管理專才大獎」
3. 「Best L&D Technology Implementation Award – Grand Award 最佳培育及發展實踐大獎-金獎」
4. 「L&D Team Award of the Year 年度培訓及發展團隊大獎」



本人有幸獲頒發「傑出人力資源管理專才大獎」，本人將更投入培訓及發展工作，冀能為業界作出更多貢獻，分享在培訓領域上的工作經驗。在此鳴謝 CTGoodJobs 的肯定及讚揚。望各位從業員把握機會，配合國家發展政策，開創行業發展新路向。



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**ITP LINK Editors:**

**Angela LEE, MITP**

**Richard LUI, FITP**

**Don CHAN, MITP**

培訓專業學會

**INSTITUTE OF TRAINING PROFESSIONALS**

c/o Room 2212, Fortune Commercial Building, 362 Sha Tsui Road, Tsuen Wan, Hong Kong

Tel: 2811 9923

Website: [www.itp.org.hk](http://www.itp.org.hk)

Email: [info@itp.org.hk](mailto:info@itp.org.hk)

Facebook: [www.facebook.com/ITPHK](https://www.facebook.com/ITPHK)

Linkedin: [www.linkedin.com/in/instituteoftrainingprofessionals/](https://www.linkedin.com/in/instituteoftrainingprofessionals/)