



Member of the International Federation of  
Training and Development Organizations



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# ITP

# LINK

The Newsletter for Members of the Institute of Training Professionals

## 澳門訪問

一直以來，學會都希望能擴闊我們的網絡。繼兩年前，我們在廣州推廣會務後，今年我們有計劃向澳門及深圳擴展會務，使我們的網絡可以伸展得更遠。

在 11 月 25 日，學會會長、兩位副會長何世柏先生及周鎮 先生及和資深會員邢宏彬先生一行四人前赴探訪澳門管理專業協會及澳門管理學院，與協會和學院院長鄭慶雲先生及總幹事陸佩琪小姐會面。其間，雙方交換兩地培訓經驗及心得，介紹會務的發展，及討論到將來合作的機會。

經過是次探訪後，我們都覺得港澳兩地的培訓人員應作更多的溝通及交流，互相支援；而學

會之培訓證書及文憑課程，更是澳門培訓從業人員的進修之選。我們期望不久之將來學會能在澳門開展服務及吸納會員。

會長  
關祐發



## 政府建議設立資歷架構

教育統籌局於 2002 年 5 月委聘顧問，就香港設立資歷架構及質素保證機制進行研究。

建議的資歷架構會涵蓋主流教育、職業教育及持續教育界別內中三至博士程度的學歷。架構共分為八層，最低一層為不設任何具體學歷指標的進階，其餘各層的學歷均有明確的學習成果及評核準則，以說明獲得該學歷的標準。為確保所頒學歷的質素，所有課程必須通過質素保證機制才可納入資歷架構內。顧問建議由香港學術評審局負責這項質素保證的工作。

資歷架構及相關質素保證的設立，是提升香港的人力質素的重要一環。資歷架構提供清晰的進修途徑，讓市民可自行制定進修藍圖，提升本身的技能及終身學習。透過僱主的積極參

與，資歷架構可確保其所涵蓋的資歷獲廣泛承認。這個架構亦可鼓勵培訓機構開辦更多有質素的課程，以迎合社會及業界的需要。

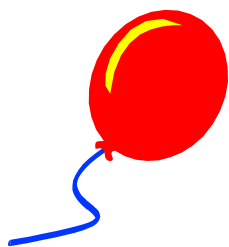
資歷架構是用以整理和編排學歷、促進和提倡終身學習的擬訂架構或體系。

資歷架構共有七個級別，在第一級別之下是一個未有既定入學要求而範圍廣泛的初階級別。這七個級別均以通用指標加以說明，這些指標包括：批判性思考能力，解決問題能力，溝通能力，運用資訊科技能力和運算能力。這些通用指標可用來釐定資歷架構內屬於不同級別的資歷。

這七個級別加上初階級別可涵蓋專上教育的各種學歷。

資歷架構內還有一系列擬設學銜。這些學銜必

須簡明清晰，並符合香港的實際慣例。學銜和學歷所屬級別一同構成學歷的「縱度」，而學歷的「深度」則由累計學分顯示。



每一學歷均有其相應學分。每一學分相當於 10 個學時，這是一般學員取得成效的所需時間。學時的概念包括用於自學、資料搜集、網上習作、實地練習和相關學習環節的所需時間，因此比課堂時間的概念更為廣泛。

如學歷的所屬課程內含多個獨立部分（課程單元），各部分均有其所屬級別和學分。

日後，學術資格均可以「學銜 + 級別 + 學分」予以表達。例如：青少年輔導證書，第二

級，80 學分。

級別	學銜
7	博士學位
6	碩士學位、研究生文憑/證書
5	學士學位
4	副學士學位、高級文憑
3	文憑
2	證書
1	證書
0	初階



## 學會展望

為籌備及計劃學會新一年度之各項事務及新動向，關會長在 7 月份之行政會議上建議於 8 月 31 日集合行政會議各成員到長洲一天，商談來年學會將會推行之各項活動及事務，周副會長負責統籌當日之行程及活動，莊司庫則負責安排場地。

各成員於中午十二時許到長洲一酒家集合一

起用午飯，約一時許乘坐遊艇到澄碧，會議在二時由關會長講解是次活動目的，並由周副會長帶領各會員利用腦震盪及心智圖法，集合各會員對會務不同構思及想法。

由於各行會成員過於踴躍提供意見，經過一輪邀烈辯論後，現確立來年之大計如下：

1. 香港、澳門及國內舉辦培訓課程（如澳門管理學會）
2. 聯同大專院校建立培訓指數
3. 加強向外界推廣及介紹學會
4. 在互聯網上開設談論區給會員發問及交流培訓知識及意見
5. 與其它海外學會聯系交流培訓知識及心得
6. 來年之參觀機構建議（如空運貨站、郵輪碼頭、黃埔軍校）

有關事務會長已分發給各行政會議成員跟進，並會透過電郵、信件及會刊通知各會員。

## ITP Launches Its Professional Diploma in Collaboration with HKPC

The 7<sup>th</sup> of December 2002 marked a new page of ITP history. The Professional Diploma in Training Excellence program, jointly organized by ITP and the Hong Kong Productivity Council (HKPC), held its first session on that day. Officiating the grand opening of this 1-year long program, Fred Kwan, Chairman of ITP, briefed participants on the background of this development initiative and the history of the Institute.



The program consists of two half-year terms, each with four serial modules, spreading over a span of six months. Sessions are held on Saturday afternoons throughout the year (with a few breaks), each lasting for four hours. At the end of each term there is a written examination. To qualify for the award of the joint Professional Diploma a participant would need to gain passing marks in both examinations as well as submitting a research/project paper meeting prescribed quality standards. Five senior (in terms of professional experience) members of the Institute, namely, Fred Kwan, Denny Chow, Robbie Chan, K. L. Poon and Alfred Ho (who is also acting as Program Director) serve as module and project tutors of this program. Members

and other HRD practitioners will be invited to share their experience with the class as and when appropriate (volunteers are most welcome). The program is advised by Kenneth Chao, Assistant Professor of the Open University of Hong Kong and Dr. Randy Chiu, Head/Associate Professor of the Hong Kong Baptist University.

Designed for non-HR executives and professionals who wish to embark on a career in T&D; HR/training executives who would like to enhance their professionalism in T&D; and managers, supervisors, and professionals who need to train and coach their subordinates, the program was able to attract double-digit applicants despite the sluggish economy and the continuous workload built-up. Among the participants, all of which are well qualified, many are already seasoned trainers or HR practitioners. Coming from different sectors: banking, insurance, professional service, civil service, IT and logistics, participants themselves already form a rich mix for experience sharing and mutual learning. Tutors are all enthusiastic for being involved, as they believe through class preparation and facilitation they also benefit from the process.

HKPC, the Institute's strategic partner, is also encouraged by the response and commitment demonstrated by both participants and the tutors, and are now in the process of planning for the second intake. Hopefully by the next issue of LINK, we would be in a position to clearly advise you in advance of the starting dates.

Professional Diploma in Training Excellence – Program Structure

1. Training and development: concepts, strategies and practices
2. Contemporary concepts and issues in adult learning, continuing education and continuing professional development
3. Theories and practices of training needs analysis
4. Instructional design and learning methodologies

*Term Examination*

5. Delivery skills and program management
6. Theories and techniques in training evaluation and validation
7. Organization development theories and processes
8. Human resource development and performance management policies and approaches

*Term Examination*

Research/Project Paper Presentation

## Annual Fee Waiver

At the Executive Committee meeting held on 12 December 2002, the Committee has agreed to waive the membership fee for another year. The Institute would like to take this opportunity to greet everyone one of you for a prosperous and fruitful year.



*ITP LINK Editor : Sunny Chan*

## 培訓專業學會

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