

ITP



LINK

The Newsletter for Members of the Institute of Training Professionals

ITP's SME Seminar Series Won Great Success!

By Mr. Alfred Ho, FITP

To help local SME's and entrepreneurs enhance their human resource management skills and to gain wider public recognition, ITP launched its first SME Seminar Series jointly with the Trade and Industry Department (TID) this month. The seminar leader who kicked off this series was our General Manager, Dr. Denny Chow. The title of the first seminar, scheduled for June 14, Wednesday, was: "Effective Interviewing skills for Selecting the Right Talents" (提升企業績效錦囊系列: 掌握面談技巧。智選優秀人才). Responses to this series have been most encouraging. We were told that this event was already over-subscribed before noon the day the announcement was emailed to TID's SUCCESS registered users.

To rally support Chairman Fred Kwan and Exco Member Alfred Ho also turned up to meet with TID's officers and greet participants. Originally some 70 seats were set at the foyer besides TID's SUCCESS (Support and Consultation Centre for SMEs) Centre to accommodate the attendants. As the seats were quickly taken up by registered participants, a long queue of stand-by/walk-in's appeared. Ultimately additional rows of seats had to be added to satisfy all those coming. Through the good responsive efforts of TID staff on site the session with an audience of close to 90 got started just shortly past 3 p.m.



ITP GM Denny Chow greeting the audience



Partial view of the big audience at SUCCESS

After a short ritual of welcome, introduction and souvenir presentation, Denny started his session.

Different from most talks and seminars held at TID, Denny's session was filled with participant interaction, well illustrating the application of a wide spectrum of training approach options, as well as serving as a good role model that a professional institute of training and development (in fact Hong Kong's only one) can demonstrate to the public. Participants were asked to recall their past interviewing experience/incidents (interviewing job applicants as well as being interviewed) and share with people sitting adjacent to them in small groups. Their experiences were sampled (by inviting volunteers to come out to share their stories and views), and

from there concepts and good practices of job interviewing were extracted. There were also group topical discussions on job advertisements, preparation for interviews, and case sharing. At the end there was a Q&A session, and, as expected, the incessant series of questions from the floor made the seminar over-run. Finally the session ended around 5:15 p.m. with a great applause from the audience.

The next event is scheduled for coming September, and Exco Member Richard Lui would be ITP's seminar leader. LINK shall report to members on this by then.

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Visit to CLP Training School

By Ms Linda Kuang

Student Member from HK Institute of Education

Thanks to the ITP Chairman and other organizer's efforts, some student members studying at the Hong Kong Institute of Education got the chance to visit the China Light & Power (CLP) training school to learn about their training programs and training facilities, and to appreciate the training skills used.

The Training Manager first gave an excellent introduction about the company and its training facilities. After that, we had the opportunity to visit their workshops, witnessing the modern equipment set up for the training purpose. From there, we have a deeper understanding about CLP, CLP training school, and the training programs they provide.

apprentices, and the graduates the opportunities to receive intensive technical skill training such as electrical installation, electrical fitting, and cable joining and overhead line installation. Trainees have to attend workshops, receive on-job training, which also covers other soft skills. The programs also offer structured training in power network, system design, power generation process, operations and maintenance, protection and automation as well as knowledge in business strategy, marketing, project management skills, resources planning, health and safety, environment and quality control.



Through the visit, we were given to understand that CLP has powered Asia's dynamic and spectacular growth over the past hundred years. And now with its main operations in Hong Kong, it operates also in Mainland China, Australia, India, and Southeast Asia and Taiwan. The training school provides Technician Trainee Program, Apprentice Training Program, Training and Internship program, and Graduate Trainee Program. These programs give the trainees, the



During this visit, I get the views that the CLP training school provides hard skills and soft skills training through such methods as lecture, workshop, on-job learning, and video. Although I have little knowledge about power, electrical and the related projects, I have got the opportunity to see how the training theories and skills are used in the real life, particularly in modern industry. Their training programs mainly focus on the technology knowledge, skill, and operation, with little on the management training. I still have much to learn and digest after this visit.

環保教育活動

城門水塘菠蘿壩教育徑無污染旅行

張潔兒

Student Member from HK Institute of Education

2012年2月19日，一行二十多位康業同事以及親友，在培訓專業學會的遠足專家帶領下，於荃灣地鐵站集合後，便一同前往無污染之旅的起點——城門郊野公園。成立於一九七七年的城門郊野公園佔地達一千四百公頃，北起鉛礦坳，南至城門水塘道；西起大帽山，東至草山及針山。在城門郊野公園牌坊合影後，我們輕鬆地踏著菠蘿壩教育徑，不久便來到城門水塘的主霸。



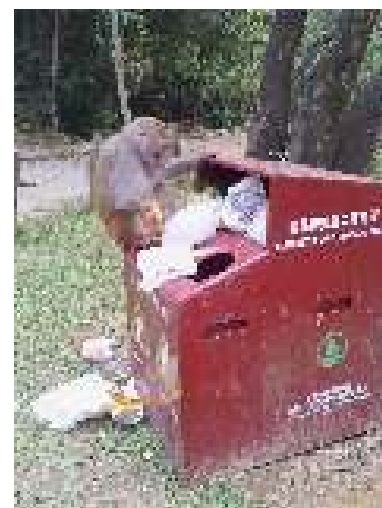
城門水塘位於大帽山東南山麓，群山環繞，風景秀麗，是香港著名的郊遊勝地。再沿著城門水塘畔而建的曲折小徑步行約兩小時，便到達半閒亭稍作休息。該地前身為城門谷老圍村，背靠風水林，由於地勢較高，現在便成為城門水塘北端交匯點的主要歇息站。

亭上對聯寫著：「林壑春風聞鳥語，午陰嘉樹看清園」，乃是出自中國著名園景大師陳從周的手筆，脫俗出塵，配合周邊的郊野氛圍，倍覺雅緻。當天，不但聽見柔柔的風聲和鳥聲，更遇見出來覓食的黃牛母子和美猴王，看見黃牛母子不斷追逐著遊人找尋食物，更不時出動

「特別武器」——用牛角頂撞我們，此起彼落的尖叫聲，讓人捧腹大笑，確實有偷得浮生半日閒的感覺。

沿著衛奕信徑繼續向上爬，既有高聳的樹林，亦有半懸於樹林中層的蔓藤，綠意盎然，令人豁然開朗。在鉛礦坳上，我們再次遇見一群美猴王，大家都表現得相當興奮，爭相

拿出手機來拍照，可惜美猴王卻有點羞澀，沒有像黃牛母子般到處「打劫」食物，只是默默在遠處的垃圾堆中「尋寶」。依稀記得當年在中國語文的



課本上看過，金山郊野公園的美猴王十分頑劣，不但經常搶掠遊人的物品，亦不時擺出滑稽的表情逗人發笑，也許是因為漁農自然護理處多年來的嚴格監管和遊人的自律，美猴王也變得乖巧起來。

經過4小時的步行，我們終於下山了！所謂上山容易，落山難，凹凸不平的斜路滿佈碎石，讓人步步為營，雙腳還有點不受控制、不知所措，但當向下遠眺，隱約看見腳下的高樓大廈時，那是多麼令人震奮的事情呀！我們知道終點不遠矣！最後，我們到達行程的最後一站——大埔街市大排檔，大吃大喝，慰勞雙腿，結束了今次無污染的旅程。

The ITP visit to the Fire Services Training School

By Mr. Sam Ying, FITP

The scenic site at Pak Heung on Fan Kam Highway is not a holiday resort; it is the infamous venue for the training of fire fighters and rescue

personnel in Hong Kong. With the words “Fire Services Training School” and small logos humbly engraved in the front gate, the narrow entrance driveway to the training campus does not lead to

any grand structures or conspicuous set ups. Established some forty years ago, the training school is the major and perhaps the only training

venue of fire fighting, and rescue services. It is not hard to imagine the difficult life of those devoted

young men and women, who are here to undergo a 26 long weeks of some kind of toughest and highly demanding knowledge, skill and physical training.

On 15 June 2012, the ITP delegation, led by our Chairman, Mr Fred Kwan, paid an afternoon visit to the Fire Services Training School to learn about the making of first class fight fighter officers and ambulance officers.

Greeted by three officers, the delegation was first given a briefing about the functions and works of the Fire Services Department. Apart from the

broadly known work in fire fighting and ambulance service, the department also covers fire prevention, fire safety and inspection, building inspection,

licensing, fireboat and diving service, and a number of special fire and hazard prevention services.



One of the officers introduced to the delegation the Special Rescue Squad (SRS) of the Department. The SRS, staffed by technically trained personnel provides special rescue service such as mountain rescue service, road traffic rescue service and high angle rescue service. In addition, we were also given to understand that there is a

USAR team (Urban Search and Rescue Team) whose special rescue functions extend to cases

that require search and rescue such as severe fire, building collapse, flooding, landslide, fire and collapse of aircraft, in tunnel, and on bridge, and severe traffic accident.



While going through the training compound, we witnessed teams of learner-fire fighters taking fire fighting and rescue training on three high-rise towers. Apart from the professional fire fighting and rescue skill and knowledge, it is also of great important for the trainees to learn to work in teams.

The afternoon visit ended at 5:30 pm when the Chairman, Mr Fred Kwan and the General Manager, Dr Denny Chow presented a souvenir to the Fire Service Training School. Before leaving the school, the delegation took a group photo with the officers. Here, the institute wishes to thank Mr Tommy Choy, Event Organizer, for his efforts in arranging this much valued visit for its members.

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