Recognition of Prior Learning (RPL) mechanism under the Hong Kong Qualifications Framework (HKQF)

Qualifications Framework Secretariat

6 October 2020
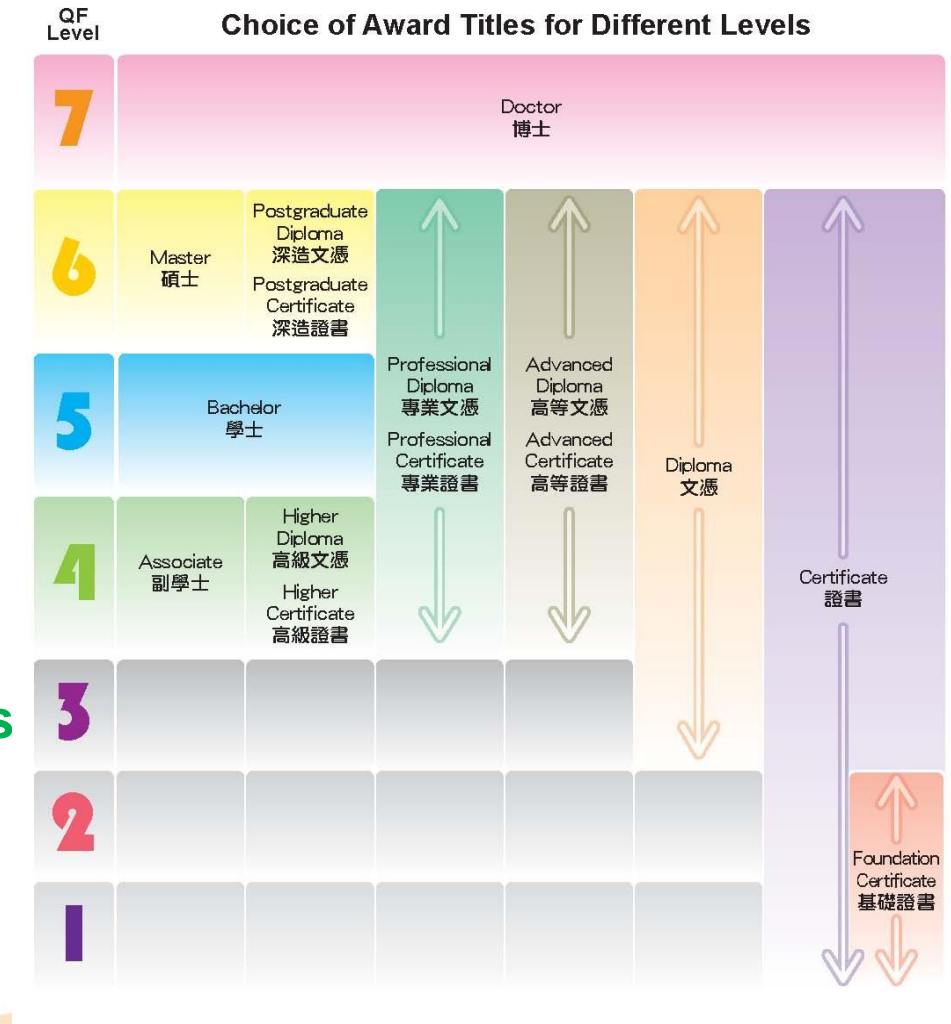
OVERVIEW OF HONG KONG QUALIFICATIONS FRAMEWORK (HKQF)

HKQF: Structure & Objective

➢ A **7-level hierarchy** to align with the education structure of Hong Kong

➢ A **unitary framework** covering academic, vocational and professional, and continuing education sectors

➢ To **support lifelong learning**, with a view to enhancing the **capability** and **competitiveness** of the HK workforce

QF Level — Choice of Award Titles for Different Levels

QF Level						
7	Doctor 博士					
6	Master 碩士	Postgraduate Diploma 深造文憑 / Postgraduate Certificate 深造證書	Professional Diploma 專業文憑 / Professional Certificate 專業證書	Advanced Diploma 高等文憑 / Advanced Certificate 高等證書	Diploma 文憑	Certificate 證書
5	Bachelor 學士					
4	Associate 副學士	Higher Diploma 高級文憑 / Higher Certificate 高級證書				
3						
2						Foundation Certificate 基礎證書
1						

HKQF: Governance Bodies

Government Department/ Organization	Roles and Responsibilities
Education Bureau (EDB) HKSAR Government	Overall policy direction and development of HKQF
Qualification Framework Secretariat	Executive arm to assist EDB in developing and implementing HKQF
Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ)	Principal quality assurance body underpinning HKQF

HKQF : Key Features

➢ Generic Level Descriptors

➢ Standardization of Credits and Award Titles

➢ A robust quality assurance system

➢ Competency standards for industrial training

ITACs and Competency Standards for Industries

➢ Education Bureau (EDB) sets up Industry Training Advisory Committees (ITACs) to implement Qualifications Framework in different industries

➢ ITACs consist of representatives of employers, employees, professional bodies and regulatory bodies

➢ ITACs specify the standard of the competencies (Specification of Competency Standards (SCS) required to perform a task at the workplace

➢ Competency standards are specified in terms of outcome standards with reference to the GLD (outcome-based approach)

➢ Development of Vocational Qualifications Pathway (VQP): a roadmap for progression in learning and employment in an industry, through the attainment of the required occupation-based qualifications.

➢ Application of the competency standards to vocational training and manpower development in industries

OVERVIEW OF RECOGNITION OF PRIOR LEARNING (RPL) MECHANISM

Why do we need RPL?

➢ Around 50% of workforce with education attainment at secondary or below

➢ Alternative route to obtain QF-recognised qualifications

skills

experience

knowledge

Recognition

Purpose of RPL

➢ Enable experienced employees to receive formal recognition of the Knowledge, Skills and Experience already acquired

➢ Help determine the starting point for learning & progression, thus reduce duplication in training for the same skills

➢ Promote and facilitate further training and lifelong learning

RPL : Who can benefit?

➢ Experienced industry practitioners without formal qualifications

➢ Practitioners who want to obtain an industry-based qualifications for further study or employment

➢ Employers who want to recruit capable candidates / formulate Job Descriptions

➢ Industries for sustainable development

資歷架構
Qualifications
Framework

IMPLEMENTATION PROCESS OF RECOGNITION OF PRIOR LEARNING (RPL) MECHANISM

Implementation strategy

- ➤ Industry-led

- ➤ Benchmarked with VQP and SCS

- ➤ RPL Subcommittee of the respective ITAC to take up the task and relevant discussions

- ➤ Appointment of an Assessment Agency (by Ordinance)

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RPL : QF Levels

QF levels	Qualifications obtained through	
	RPL	Education & Training
Level 7		✓
Level 6		✓
Level 5		✓
Level 4	✓	✓
Level 3	✓	✓
Level 2	✓	✓
Level 1	✓	✓

RPL : Recognition Criteria

> Within 5-year transitional period

➢ Benchmarked with Unit of Competency (UoC) Clusters （major job functions）

➢ By Years of Service and Relevant Working Experience

Levels	Min. Yr. of Service	Relevant Working Experience	Assessment
Level 4	6 Years	Depends on the requirement of individual clusters	MUST
Level 3	5 Years		Optional
Level 2	3 Years		
Level 1	1 Year		

RPL : Recognition Criteria

1 to 5 years of experience

+

Documentary Proof
AND
Assessment
(after 5-year transitional period)

=

Levels 1 - 3 Statement of Attainment

6+ years of experience

+

Documentary Proof
AND
Assessment

=

Level 4 Statement of Attainment

Application process

Application form

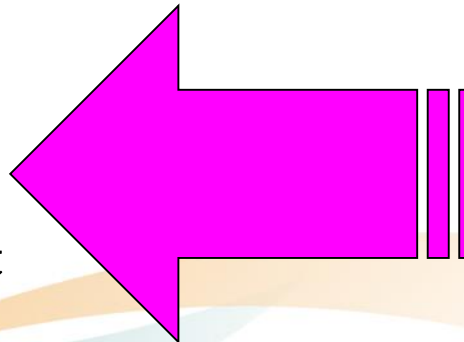**Working evidence**

Assessment Agency
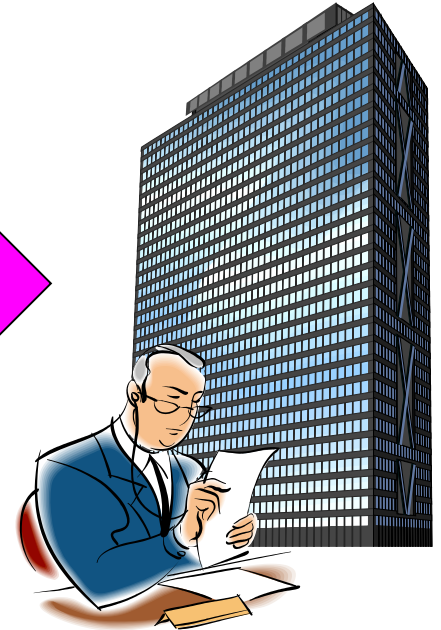
Assessment fees
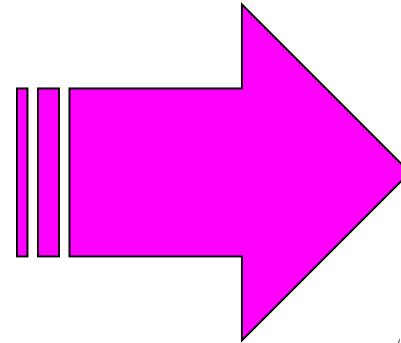
Statement of Attainment (SoA)
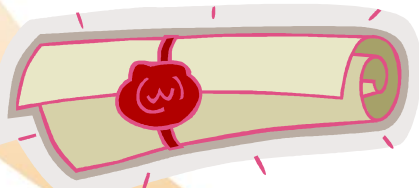
Documentary Proof and Assessment

RPL : Assessment Fees

Levels	Assessment Fees (no Assessment)	Assessment Fees (with Assessment)
Levels 1 to 3	HK$290 (1 Cluster)	If applicant opts for assessment, the fee is subject to the assessment method of the applied cluster
	HK$490 (2 Clusters)	
	HK$690 (3 Clusters)	
	HK$890 (more than 4 clusters)	
Level 4	N/A	HK$890 or above per cluster depends on the assessment method of the applied cluster)

Incentive to Industry Practitioners: Reimbursement of RPL Assessment Fees

Effective from 1 Dec 2019

Successful Completion of RPL assessment ➤ **Reimbursement of 100% of assessment fees**

All applications should be submitted <u>within two years</u> from the date of issuance of Statement of Attainment (SOA).

Support Scheme for AAAs

Support Scheme	Accreditation grant/Assessment fee to AAs /collaborating organisations (Successful accreditation by HKCAAVQ)	Start-up grant to AAs	Annual Maintenance Grant to AAs	Subsidy to AAs
Level of Subsidy	100% of accreditation / re-accreditation and assessment fee for RPL AAs and collaborating organisations	Up to HK$500,000 per agency per industry for the actual expenditure for each phase of RPL implementation	Up to HK$300,000 per agency per industry for the actual expenditure	HK$600 for each new application of RPL cluster processed

RPL Assessment Agency

- ➢ Recommended by respective industry and Industry Training Advisory Committee (ITAC)

- ➢ Completion of accreditation by QA body (HKCAAVQ)

- ➢ Appointment by the Secretary for Education as the Appointed Assessment Agency (AAA)

- ➢ To encourage the participation of the industry, trade association/union are welcomed to serve as a Collaborating Organization

Progress to date

Industry	Implementation Date	Existing AAA
Printing & Publishing; Hairdressing; Watch & Clock	June 2008	VTC
Property Management	March 2011	VTC
Automotive; Jewellery	November 2011	VTC
Logistics	March 2012	HKUSPACE
Catering (Chinese Cuisine)	January 2013	VTC
Beauty	July 2014	CICE
Retail	December 2014	VTC
Elderly Care Service	September 2015	HKAG
Import & Export	September 2015	HKUSPACE
Testing, Inspection & Certification	November 2015	OUHK
Electrical & Mechanical Services	December 2015	VTC
Manufacturing Technology (Tooling, Metals & Plastics)	March 2017	HKPC

RPL Applications

➢ RPL mechanism has been launched in **15 industries**, with over **34,000 applicants** obtaining over **75,000 "Statement of Attainments"**.

➢ **6 different RPL Assessment Agencies** appointed by the Secretary for Education

RPL: Statement of Attainment

➢ **I**ssued by AAA

➢ Specific job functions (Clusters)

➢ Quality-assured

➢ QF Level

➢ Listed in QR

RPL Certificate
Version on 6 Apr 2011

資歷架構
Qualifications
Framework

VTC

Statement of Attainment
資 歷 證 明 書

This is to certify that

KO Chi Lik

has satisfied the requirements under the Recognition of Prior Learning mechanism

(Property Management Industry)

by Vocational Training Council for the following award in

Management of Security Operational Works (Level 4)

茲證明

高資歷

符合過往資歷認可機制（**物業管理業**）之要求

並由職業訓練局照章頒發下列資歷

保安工作管理（四級）

Seal of Trade
Test Registry

Signature of ED

Dr. Carrie Willis, Executive Director
Vocational Training Council
職業訓練局執行幹事邱霜梅博士

Collaborating organisation:
協作機構：

THE HONG KONG ASSOCIATION OF
PROPERTY MANAGEMENT COMPANIES
香 港 物 業 管 理 公 司 協 會

Date of issue: 15 April 2010
發出日期：2010年4月15日

RPL10000000

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Recognition of RPL qualification

➤ Training providers to consider as one of the criteria for admission/modules exemption

➤ Professional bodies to consider as one of the criteria for membership/fellowship

➤ Enterprises to consider as relevant and preferable qualifications in staff recruitment/promotion and encourage and support their staff to apply for RPL and pursue further studies

➤ Licensing Authorities to consider as one of the criteria for licensing requirements

➤ Government departments to consider as one of the personnel requirement of contractor in outsourcing contract services

➤ ITAC to consider as alternate route for fulfillment of competency requirements of VQP

Examples – criteria for admission/modules exemption

Transfer credits granted by OUHK for recognition of RPL credits can be applied towards the free choice requirements of a bachelor's degree programme up to a maximum of 20 credits

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Recognition of Prior Studies

What is Advanced Standing?

Eligibility and Maximum Entitlement

General Credit Transfer (GCT)

Specific Credit Transfer (SCT)

Block Credit Transfer (BCT)

Advanced Standing Based on OUHK Awards

Recognition of Prior Learning

Application for Advanced Standing

Home > Registry > Advanced Standing (Part-time Programmes & Postgraduate Programmes) > Recognition of Prior Learning

Recognition of Prior Learning

Recognition of Prior Learning

Credits obtained under the "Recognition of Prior Learning" (RPL) mechanism of the Qualifications Framework (QF) may be recognized for advanced standing.

Credits to be recognized must be obtained from Unit(s) of Competency (UoC) at QF Level 4 or above and assessed in cluster(s) at QF Level 4 or above. Each UoC will only be recognized once for advanced standing based on its QF credit value. The UoCs can be obtained from more than one industry/sector.

RPL credits to be recognized must be obtained via assessment rather than exemption.

Transfer credits granted by OUHK for recognition of RPL credits can be applied towards the free choice requirements of a bachelor's degree programme up to a maximum of 20 credits.*

Candidates may apply for advanced standing via the General Credit Transfer (GCT) Scheme.

* or the number of free choice credits allowed in a programme, whichever the lower.

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Examples – criteria for membership in Printing & Publishing industry

Honorary Fellow

Fellow (FIPP)

Entry requirement for those achieved the qualification awarded from Qualifications Framework or IPP Qualification Assessment

Senior Member (SIPP)

Level 6 (Master Degree) or through IPP Qualification Assessment

Consider RPL as equivalent Qualifications

Full Member (MIPP)

Level 5 (Degree) or through IPP Qualification Assessment

Graduate Member who has gained three years printin-grelated working experience can directly apply for Full Member.

Associate Member (AIPP)

Level 4 (Higher Diploma) & Level 3 (Diploma)

Junior Member (JIPP)

Level 2 (Certificate 2) & Level 1 (Certificate 1)

Graduate Member

Sponsor Member

Affiliate Member

Student Member

INSTITUTE OF PRINT-MEDIA PROFESSION
印 刷 媒 體 專 業 人 員 協

Examples – Recruitment (Jewellery industry)

Examples – Licensing criteria for Property Management industry

- Property Management Services Authority is the licensing authority for the Property Management industry. It regulates both the Property Management Companies and Property Management Practitioners in Hong Kong.

- Property Management Practitioner (PMP) License
  - The PMSA provides a two-tier licensing regime for property management practitioners, namely PMP (Tier 1) license and PMP (Tier 2) license.

PMP (Tier 2) licensing criteria

PMP (Tier 2) License	Route 1	Route 2	Route 3
Academic qualifications	Associate degree, diploma or equivalent academic qualification in property management	Degree or equivalent academic qualification	Other associate degree, diploma or equivalent academic qualification, or equivalent qualification

In considering whether a qualification is acceptable, the PMSA will consider all relevant factors, including the **qualifications obtained through the "Recognition of Prior Learning" mechanism under the Hong Kong Qualifications Framework.** Under that mechanism, qualifications that can be considered acceptable by the PMSA include five statements of attainment for the clusters of units of competency at Level 4 for the property management industry (one of the statements must be on "Management of Customer Services").

Examples – Outsourcing contract services in Testing, Inspection and Certification industry

Civil Engineering and Development Department (CEDD) recognized designated QF qualifications (including RPL) as fulfilling the personnel requirement of Contractor for the posts of "Laboratory Technician" under the "Concrete Testing Service Contract".

CEDD 建築材料 符合規格最重要

工務試驗所

——驗證

一個人能否勝任一份工作，重點在於他是否有真才實學；而高樓大廈、行車天橋等建築，也需要使用真材實料，才能穩如泰山。而為工務工程檢驗建築材料的重任，是由土木工程拓展署轄下的工務試驗所肩負。通過詳細專業的檢測化驗，為建材把關，確保樓宇及基建經得起風吹雨打，奠定一個穩固城市的基石。

▲ 工務區域試驗所會安排實地盤實地測試服務，包括土壤密度、馬路漆油的抗滑度和路面紋理深度及規律性等。

◀ 檢驗建築材料的重任，是由土木工程拓展署轄下的工務試驗所肩負。
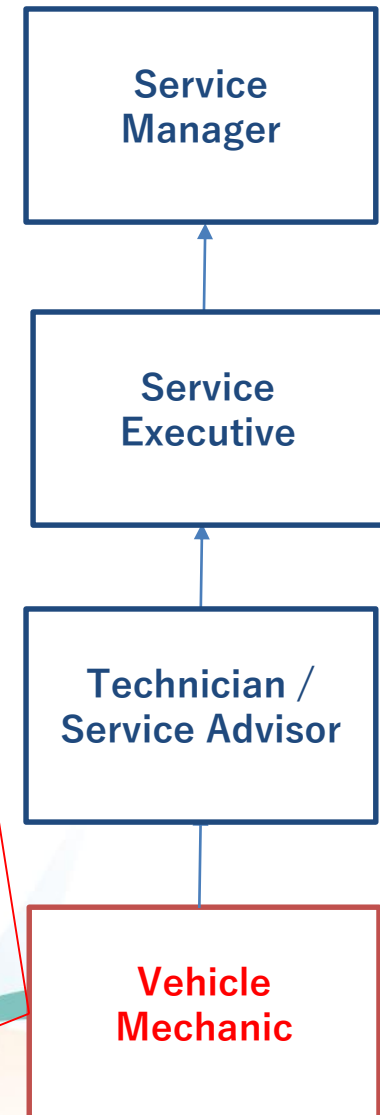
➤ 外判品質保證 技術員資歷要求

為提高服務效率，工務試驗所已將部份數量多的簡易常規試驗外判與私營試驗所，例如混凝土、鋼筋、化學物質、瀝青、岩石、土壤等之例行檢測試驗。為確保服務品質達標，工務試驗所會對承接政府外判合約的私營試驗所作出定期審查、核檢及安排平行測試，而在有關的外判合約中，對不同崗位的資歷亦有一定的要求。除了沿用的資歷外，工務試驗所亦新增接納 QF 第 3 級或以上與「檢測及認證業」相關的資歷，作為外判合約中對「技術員」及「高級技術員」兩個崗位的資歷要求，藉以吸納更多生力軍入行及進一步提升承接政府外判合約的私營試驗所的專業水平。

土木工程拓展署網頁

Examples – Fulfillment of competency requirements of VQP in Automotive industry

Competency Requirements for Vehicle Mechanic (Mechanical and Electrical) (QF Level 2)		
UoC No.	**Name of UoC**	**RPL Cluster**
108800L1	Identify typical dangerous chemicals and understand their characteristics	**Vehicle Mechanic (Mechanical) (Level 2)**
108638L1	Handle chemicals	
108647L2	Check and repair engines	
108649L2	Check and repair vehicle various types of vehicle braking systems	
108645L2	Use special tools and equipment for vehicle servicing	
"" ""	....	
"" ""	....	**Vehicle Mechanic (Electrical) (Level 2)**
"" ""	....	
"" ""	....	
"" ""	....	
"" ""	....	

Service Manager

↑

Service Executive

↑

Technician / Service Advisor

↑

Vehicle Mechanic

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Critical Success Factors

Participation of Employers, Employees and Professional Bodies

Recognition by Employers

Determination of individuals in further training & lifelong learning

Provision of various training opportunities for staff

Recognition from the industry and society

IMPLEMENTATION OF RPL MECHANISM IN ELDERLY CARE SERVICE INDUSTRY

Elderly Care Service :

Launched RPL in Sept 2015

Name of AAA: Hong Kong Association of Gerontology

Levels	Min. Yr. of Service	Relevant Working Experience	Assessment
Level 4	6 Years	Depends on the requirement of individual clusters	MUST
Level 3	5 Years		
Level 2	3 Years		
Level 1	1 Year		

Training Subsidy Scheme for Staff of Residential Care Homes, Social Welfare Department (SWD)

- Strengthen the monitoring and enhance the service quality of Residential Care Homes for the Elderly (RCHEs) and Residential Care Homes for Persons with Disabilities (RCHDs)

- Launch a five-year scheme to provide full subsidies for home managers, health workers and care workers of all RCHEs and RCHDs to enrol in Qualifications Framework (QF)-based training courses.

RPL Qualifications for Credit Exemption

Credit exemption for "Training for Home Managers" course if a student got the following RPL qualifications:

- Delivery of Quality Customer Service (L3)
- Handling of Crisis and Accidents (L4)

Training for Home Managers (Course A)	8 face-to-face hours (For professionals)
Training for Home Managers (Course B)	20 face-to-face hours (For non-professionals)

RPL for Composite Certificate

A Residential Care Worker Composite Certificate will be issued by Hong Kong Association of Gerontology.

Recognition of 7 RPL qualifications for fulfilling the training requirements of care workers:

	RPL Qualifications
1	Communication and Caring with Service Users (L2)
2	General Health Check (L2)
3	Assisted Living Activities (L2)
4	Assisting Elderly with Difficulties in Eating and/or Self-feeding (L2)
5	Elimination Care (L2)
6	Infection Control (L2)
7	Mouth, foot and Skin Care (L2)

Fulfilment of Years of Experience: Individual Portfolio

➢ **NO evidence of <u>Years of Service</u> and <u>Relevant Working Experience</u> could be provided, such as:**

◆ Family member as caregivers

◆ Community / Volunteer work

◆ Lost contact with the previous employer

◆ Self-Employed

Apply for Individual Portfolio

Fulfilment of Years of Experience: Individual Portfolio

- Evidences required for the "Individual Portfolio"
  - Having <u>relevant working experience</u> in the respective industry
  - Having the <u>right level of competency</u> to sit for the assessment concerned
  - e.g. award/certificate obtained in competitions, record of work, sample of work, etc
- QF Levels Applied
  - Applicable to the application of RPL qualifications at QF Levels 1 to 4
- Means of Assessment
  - must go through / take part in assessment* (e.g. Interview / Written Test / Practical Assessment).

Thank You

www.hkqf.gov.hk