

Major Uses of SCS

Employers

- Identify skill gaps and training needs
- Design in-house training programmes
- Enhance the effectiveness of human resources management

Employees

- Encourage lifelong learning
- Wider choice of suitable learning programmes
- Recognize prior experience and competency

Training Providers

- Design training programmes to meet the needs of the industry
- Develop SCS-based courses
- Enhance the quality of courses to align with QF development



Industry Consultation

Period : Mid June to mid September 2009

Objective : To solicit views of the industry stakeholders on QF and the draft SCS

Target Groups : Trade Associations, Unions, Professional Bodies, Employers, Employees and other concerned individuals

Your participation is most welcome

- Fill in the questionnaire and send it back to us in your own capacity or on behalf of your organization
- Attend seminars and express your views
- Consultation details:
http://www.hkqf.gov.hk/guie/SCS_Consult_banking.asp

For information on **SCS and QF**, please visit : www.hkqf.gov.hk

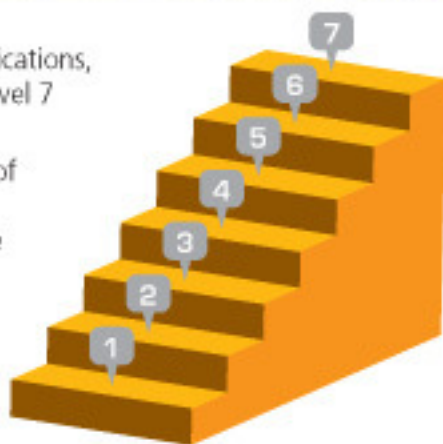
For information on **QF-recognized qualifications and learning programmes**, please visit : www.hkqr.gov.hk

Qualifications Framework for the Banking Industry

As an international financial centre, the business environment of the banking industry in Hong Kong is changing rapidly. It owes much of its success to innovation and diversity in products and services. The industry needs a workforce with a wealth of professional knowledge and industry experience in order to maintain its competitiveness. The Education Bureau assists the industry to implement the Qualifications Framework (QF) with the objective of providing a platform for banking practitioners to pursue continuous and lifelong learning, thereby enhancing their competences and service standards. The benefits of QF implementation will only pay off when the employers and employees of the banking industry render their forthcoming support and collaboration.

What is Qualifications Framework (QF)

- QF is a **seven-level** hierarchy of qualifications, ranging from Level 1 (the lowest) to Level 7 (the highest)
- QF levels are defined in terms of a set of generic level descriptors (**GLD**) which specifies the characteristics of outcome standards of each level
- QF covers the **academic, vocational, continuing education and training** sectors



Specification of Competency Standards (SCS)
List out the industry's competency standards



SCS-based Courses
Fulfill the requirements of industry or companies



Qualifications Register (QR)
A free online database of QF-recognized qualifications and learning programmes

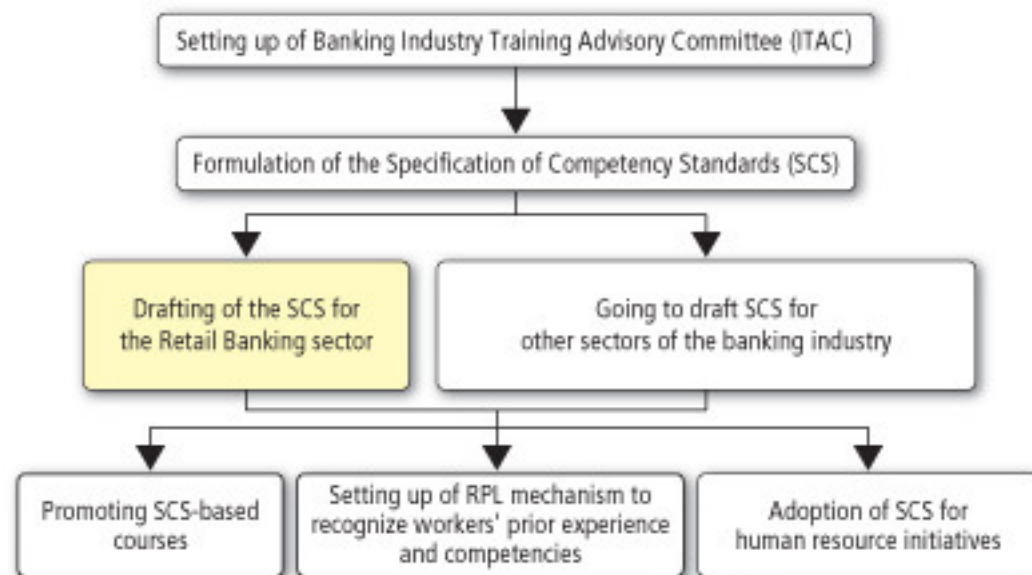


Recognition of Prior Learning (RPL)
Recognize workers' prior experience and competencies

Why QF

- To formulate the competency and performance standards for further development of the industry
- To promote the opportunities for further learning and articulation
- To improve the quality of learning programmes
- To recognize workers' prior experience and competency

Workflow of QF Implementation



SCS for the Retail Banking sector

- SCS represents a compilation of key competency requirements and outcome standards (broken down into units of competency) of the Retail Banking sector in its different functional areas at various QF levels
- SCS of the Retail Banking sector has 10 functional areas:

