

# Different parties' view to the RPL



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Chairman, the Federation of Hong Kong and Kowloon Labour Unions

As most practitioners have considerable work experience but lack academic qualifications, it was suggested that prior qualifications of practitioners in different trades should be recognized in tandem with the implementation of the QF. The SAR Government adopted the suggestion and devised the RPL mechanism. The mechanism helps the practitioners a lot as it enables their experiences and skills to be recognized, and makes it easier for them to pursue further learning.

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Director, Vocational Training Committee of the Hong Kong Federation of Trade Unions

Previously, the working folk could not gain any socially recognized qualifications for their work experiences and competence, however impressive they might be. But now under the RPL mechanism, these are recognized as formal qualifications, on the basis of which they could then work out plans for further learning and improve their competitiveness.



## What is QF?

The Qualifications Framework (QF) launched by the Education Bureau (EDB) aims to help Hong Kong people set clear goals and directions for continuous learning to obtain quality-assured qualifications. In the long run, it will help enhance the overall quality and competitiveness of the local workforce.

The Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) is empowered to be the Accreditation Authority and Qualifications Register Authority for the quality assurance of qualifications (except those awarded by self-accrediting institutions) to underpin the QF and for administering the Qualifications Register (QR). All programmes that are uploaded to the QR are quality-assured and recognised under the QF.

For further information about the QF, please visit [www.hkqf.gov.hk](http://www.hkqf.gov.hk).



**Hon LEE Cheuk-yan**

General Secretary, Hong Kong Confederation of Trade Unions

The QF benefits both employees and employers as it provides the former with clear pathways to pursuing further learning and enhances the quality of human resources. The RPL mechanism widens the career paths of practitioners who started as apprentices without any academic qualifications. It empowers them to shape their own future.

The Government of the Hong Kong  
Special Administrative Region  
Education Bureau



## Recognition of Prior Learning (RPL) Mechanism

Through the **Recognition of Prior Learning (RPL) mechanism**, an employee could seek formal recognition for the experience, knowledge and skills he/she has acquired from the workplace. Building from the RPL qualification so attained, the individual could proceed to pursue further training and life-long learning, without having to repeat training or starting from scratch.

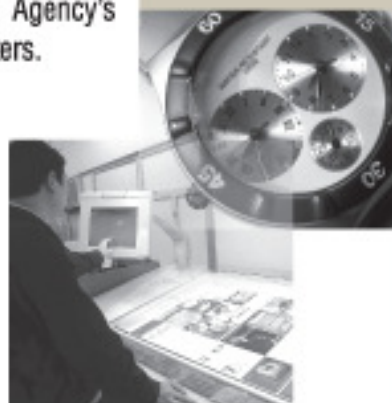
# Highlights of the Recognition of Prior Learning (RPL) mechanism

Under Qualifications Framework (QF), the qualifications awarded under RPL mechanism is recognized on the basis of **"Unit of Competency Clusters"** (UoC Clusters). A UoC Cluster represents a major job function of a particular industry, which is composed of a group of "Units of Competency" (UoCs) under a set of "Specification of Competency Standards" (SCS) for that industry. In this sense, the RPL mechanism is built upon the industry's SCS.

An employee could gauge the experience, knowledge and skills attained, and get the competence recognized under one or more UoCs. A **Statement of Attainment** would be issued to the RPL applicant who has passed through the Assessment Agency's verification or assessment in respect of those UoC Clusters.

RPL applicants should have the required number of **Years of Service and Relevant Working Experience**.

1, 3, 5 and 6 Years of Services are set for QF Levels 1 to 4 respectively; while the Relevant Working Experience required varies with individual UoC Clusters being applied for.



## Recognition of Prior Learning (RPL) mechanism in operation

In mid 2008, a 2-year RPL pilot scheme was introduced to 3 pioneering industries - **Hairdressing, Printing and Publishing, and Watch and Clock**, which have completed drafting of their SCSs and conducted extensive industry consultation. The Vocational Training Council (VTC) has been appointed as the Assessment Agency (AA) for the first 3 industries covered in the Pilot Scheme. The **Year of Service and Relevant Working Experience** required for each UoC Cluster of these industries are made available at <http://rpl.vtc.edu.hk>.



Subject to the needs of different trades, the RPL mechanism will be extended to other industries with a set of completed SCS. Information on appointed AA(s) and the recognized RPL qualifications are also shown on the "Qualifications Register (QR)" ([www.hkqr.gov.hk](http://www.hkqr.gov.hk)).