



資歷架構
Qualifications
Framework



Fashion
Industry Training Advisory Committee

Fashion Industry

Vocational Qualifications Pathway

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Extracted from Fashion Industry Specification of Competency Standards (Third Edition).
The full version is available for viewing and download on the Fashion Industry webpage of
the Qualifications Framework website: <https://hkqf.gov.hk/fashion/en/scs>

The Vocational Qualifications Pathway (VQP) are developed by the Fashion Industry
Training Advisory Committee (ITAC) with the support of the Qualifications Framework
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Chapter 5 Vocational Qualifications Pathway (VQP) for Fashion Industry

To support the professionalisation of the industry and the continuous development of practitioners, the Fashion Industry Training Advisory Committee (ITAC) and the Education & Training (E&T) Subcommittee have established the **Vocational Qualifications Pathway (VQP)** under the Hong Kong Qualifications Framework (HKQF). The VQP provides a clear, transparent and work-aligned roadmap for professional development across industries. The VQP is built upon key job roles within an industry, specifying the competencies required for each role alongside the relevant Units of Competency. This enables practitioners to select appropriate learning and qualification pathways in accordance with their career stages, while strengthening the direct linkage between learning outcomes and workplace requirements.

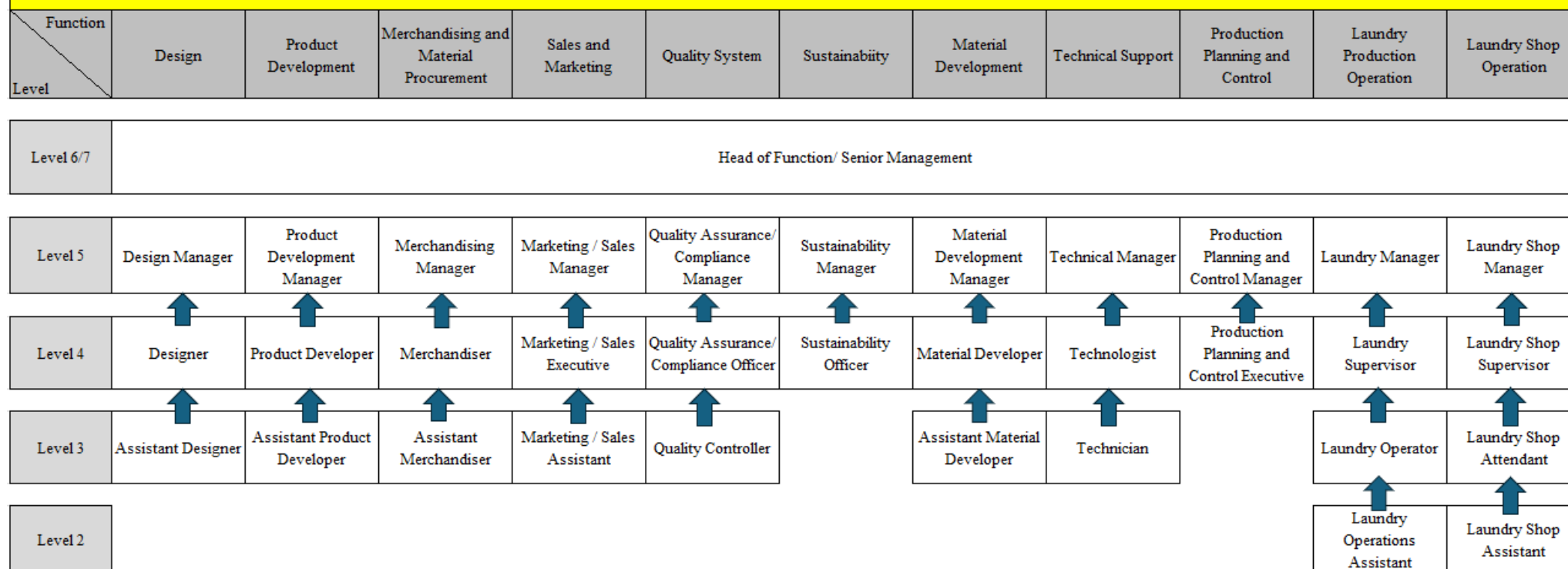
Through this work-based, competency-driven approach, the VQP facilitates new entrants, in-service practitioners, and career changers in acquiring the knowledge and skills required to perform specific functions. At the same time, it supports enterprises in applying a unified set of competency standards in recruitment, training, and promotion systems, thereby further enhancing talent development and elevating the overall professional standards of the industry.

Fashion Industry Training Advisor Committee (ITAC) has established a Vocational Qualifications Pathway (VQP) featuring 11 progression pathways covering the following functional areas:

- Design
- Product Development
- Merchandising & Material Procurement
- Sales & Marketing
- Quality System
- Sustainability
- Material Development
- Technical Support
- Production Planning and Control
- Laundry Production Operation
- Laundry Shop Operation

Education and training providers may make reference to the Specification of Competency Standards (SCS) in designing relevant competency-based programmes, as well as the Vocational Qualifications Pathway (VQP) to design "Vocational Pathway Courses" that meet the requirements of related job roles in the industry.

Typical Progression Pathways in the Hong Kong Fashion Industry*



* Job roles, job titles and progression pathways may vary among different companies.

5.1 Clusters for Progression Pathway in Design

Functional Area:			
The creation of design concepts and specifications, encompassing trend research, client needs and requirements, the development of design concepts, and the planning and development of design specifications. Design specifications include both written descriptions and drawings, with the aim of fulfilling design requirements.			
Job Position	Assistant Designer	Designer	Design Manager
Cluster Names	Intellectual Property (Level 2)	Intellectual Property (Level 4)	Intellectual Property (Level 4)
	Design drawing (Level 3)	Fashion trend research (Level 4)	Fashion trend research (Level 5)
	Promotional material development (Level 3)	Design conceptualisation (Level 4)	Design presentation (Level 5)
	Sample communication (Level 3)	Design development (Level 4)	Design development (Level 5)
		Design presentation (Level 4)	Design evaluation (Level 5)
			Design management (Level 5)
			Design team management (Level 5)
			Staff training (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.1.1: Units of Competency for Assistant Designer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual Property (Level 2)	111526L2	Assist in protecting intellectual property (IP)	2	1
Design drawing (Level 3)	110210L3	Develop drawings to communicate ideas	3	3
	110379L3	Apply computer aided design tools	3	2
	110211L3	Produce fashion trade drawings (production sketches)	3	2
Promotional material development (Level 3)	108104L4	Plan production of promotional materials	4	2
	108105L3	Produce promotional materials	3	2
	110379L3	Apply computer aided design tools	3	2
	108075L3	Communicate design issues	3	3
Sample communication (Level 3)	108118L3	Communicate sample specifications to related parties	3	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated person	2	1
Creative communication	111523L3	Use creative storytelling skills to reinforce messages	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.1.2: Units of Competency for Designer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual property (Level 4)	111634L4	Facilitate protection and use of intellectual property	4	3
Fashion trend research (Level 4)	110377L4	Plan and conduct fashion trend research	4	3
	110378L4	Plan and conduct material trend research	4	2
	111611L4	Evaluating fashion industry innovations and practices	4	2
	108077L4	Identify client's brand strategy	4	3
	108079L4	Identify potential market demand for design work	4	3
	110208L4	Report research findings	4	2
Design conceptualisation (Level 4)	108083L4	Identify design requirements	4	3
	108082L4	Generate design concepts	4	3
	108084L4	Illustrate design concepts	4	3
	108100L4	Identify body fit	4	3
Design development (Level 4)	108083L4	Identify design requirements	4	3
	108089L4	Identify and source materials for fashion design	4	3
	108094L4	Specify fashion product design details	4	2
	108093L4	Specify fashion product construction details	4	2
	108088L4	Explore the use of colour for fashion range	4	3
	108099L4	Finalise design	4	2
Design presentation (Level 4)	108102L4	Organise design presentation in a fashion show	4	5
	108103L4	Organise design presentation in a showroom	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1
Creative	111524L4	Use imagery to explain ideas/concepts	4	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
communication				

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.1.3: Units of Competency Design Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual property (Level 4)	111634L4	Facilitate protection and use of intellectual property	4	3
Fashion trend research (Level 5)	110374L5	Analyse and interpret fashion trend research findings	5	4
	110376L5	Analyse and interpret material trend research findings	5	3
Design presentation (Level 5)	108090L4	Present fashion range	4	3
	108101L5	Plan a design presentation in a fashion show / showroom	5	4
Design development (Level 5)	110209L5	Develop fashion design	5	5
	108086L5	Develop fashion range	5	5
Design evaluation (Level 5)	108076L5	Evaluate market opportunities for design work	5	3
	108098L5	Evaluate technical viability of fashion design	5	3
	108096L5	Evaluate commercial viability of fashion design	5	3
	108097L5	Evaluate sample	5	3
Design management (Level 5)	108076L5	Evaluate market opportunities for design work	5	3
	110206L6	Formulate strategic design direction	6	4
	108081L5	Review design concept	5	3
	108087L5	Review fashion range	5	3
	108069L5	Plan design project	5	4
	108074L4	Implement design project	4	3
	108070L5	Review design project	5	4

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
	110207L5	Solve problems (fashion design)	5	4
Design team management (Level 5)	108071L5	Set up design team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1
Creative communication	111525L5	Master workplace communication skills that resonate and inspire actions	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.2 Clusters for Progression Pathway in Product Development

Functional Area:

Product development involves the transformation of two-dimensional design specifications into three-dimensional garment products. It aims to evaluate whether the product (prototype/sample) meets design specifications and is technically feasible. It encompasses material sourcing, the preparation of detailed sample production documentation (such as specification sheets and technical sheets), coordination of the sample development process, and cost calculation.

Job Position	Assistant Product Developer	Product Developer	Product Development Manager
Cluster Names	Intellectual property (Level 2)	Intellectual property (Level 2)	Intellectual property (Level 4)
	Coordination of sample making (Level 2)	Coordination of sample making (Level 4)	Fashion market research (Level 4)
	Coordination of sample making (Level 3)	Material development (Level 4)	Costing (Level 4)
		Team management (Level 4)	Product development management (Level 5)
			Team management (Level 5)
			Staff training (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.2.1: Units of Competency for Assistant Product Developer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual property (Level 2)	111526L2	Assist in protecting intellectual property (IP)	2	1
Coordination of sample making (Level 2)	108119L2	Arrange sample delivery	2	2
	108120L2	Maintain sample records	2	2
Coordination of sample making (Level 3)	108118L3	Communicate sample specifications to related parties	3	3
	108289L3	Coordinate sample making	3	3
	110220L3	Follow up on sample adjustments	3	3
	108288L3	Arrange materials for sample making	3	2

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.2.2: Units of Competency for Product Developer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual property (Level 2)	111526L2	Assist in protecting intellectual property (IP)	2	1
Coordination of sample making (Level 4)	108116L4	Identify requirements for sample	4	4
	108285L4	Develop sample specifications	4	3
	110217L4	Plan sample making	4	4
	108287L4	Identify and source materials for sample development	4	4
	108115L4	Identify and select vendors for sample making	4	4
	110216L4	Monitor sample making progress	4	3
	108291L4	Coordinate sample evaluation	4	3
	108073L4	Create and maintain sample library	4	3
Material development (Level 4)	108113L4	Identify requirements for material development	4	3
	108111L4	Develop material specifications	4	3
	108284L4	Coordinate new material development	4	3
	108112L4	Estimate cost for materials	4	3
	108114L4	Coordinate to evaluate material performance for product development	4	3
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

UoC Code	UoC Name	UoC Level	UoC Credit

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.2.3: Units of Competency for Product Development Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual property (Level 4)	111634L4	Facilitate protection and use of intellectual property	4	3
Fashion market research (Level 4)	110381L4	Plan and conduct market research	4	3
	110208L4	Report research findings	4	2
Costing (Level 4)	108290L4	Estimate product costs	4	3
	108292L4	Plan for collection of cost data	4	3
	108293L4	Calculate costs	4	3
	108295L4	Quote price	4	3
Product development management (Level 5)	110213L5	Plan product development process	5	4
	110212L5	Plan product development budgeting	5	4
	108108L5	Review product development process	5	4
	110215L4	Control product development process	4	3
	110383L5	Identify potential production risks	5	3
	110214L5	Solve problems (fashion product development)	5	4
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.3 Clusters for Progression Pathway in Merchandising & Material Procurement

Functional Area:			
Merchandising coordinates different units across the supply chain, from product conception through to the delivery of finished goods to customers. It encompasses planning, development, sourcing of materials and production, as well as the arrangement of garment product delivery.			
Job Position	Assistant Merchandiser	Merchandiser	Merchandising Manager
Cluster Names	Coordination of sample making (Level 3)	Coordination of sample making (Level 4)	Fashion market research (Level 4)
	Client service (Level 3)	Client service (Level 4)	Production sourcing (Level 4)
	Order processing (Level 3)	Order processing (Level 4)	Customer research (Level 5)
	Costing (Level 3)	Costing (Level 4)	Client relationship (Level 5)
	Material sourcing (Level 3)	Material sourcing (Level 4)	Costing (Level 4)
		Supplier / Vendor communication (Level 4)	Supplier / Vendor management (Level 5)
		Supply chain (Level 4)	Sourcing strategy (Level 5)
		Team management (Level 4)	Merchandising management (Level 5)
			Team management (Level 5)
			Staff training (Level 5)

			Supply chain (Level 6)
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* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.3.1: Units of Competency for Assistant Merchandiser

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Coordination of sample making (Level 3)	108118L3	Communicate sample specifications to related parties	3	3
	108289L3	Coordinate sample making	3	3
	110220L3	Follow up on sample adjustments	3	3
	108288L3	Arrange materials for sample making	3	2
Client service (Level 3)	110227L3	Collect clients' feedback	3	2
	108162L3	Follow up on clients' feedback	3	3
	110228L3	Handle clients' enquiries	3	2
Order processing (Level 3)	108150L3	Coordinate pre-production activities	3	3
	108151L3	Handle trading and shipping documents	3	3
	111528L3	Assist in tracking production order status	3	3
Costing (Level 3)	111529L3	Assist in preparing price quotations	3	2
	111530L3	Assist in cost calculation	3	2
Material sourcing (Level 3)	108144L2	Check material order received	2	2
	111531L3	Assist in material sourcing and specification documentation	3	2

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1

UoC Code	UoC Name	UoC Level	UoC Credit
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understandin	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target	3	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.3.2: Units of Competency for Merchandiser

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Coordination of sample making (Level 4)	108116L4	Identify requirements for sample	4	4
	108285L4	Develop sample specifications	4	3
	108287L4	Identify and source materials for sample development	4	4
	108115L4	Identify and select vendors for sample making	4	4
	110216L4	Monitor sample making progress	4	3
	108291L4	Coordinate sample evaluation	4	3
Client service (Level 4)	110386L4	Establish effective communication with clients	4	3
Order processing (Level 4)	108148L4	Finalise production	4	2
	108150L3	Coordinate pre-production activities	3	3
	108147L4	Develop production specifications	4	3
	110225L4	Monitor production order	4	3
	108151L3	Handle trading and shipping documents	3	3
Costing (Level 4)	108290L4	Estimate product costs	4	3
	108292L4	Plan for collection of cost data	4	3
	108293L4	Calculate costs	4	3
	108295L4	Quote price	4	3
Material sourcing (Level 4)	108142L4	Identify and specify requirements for bulk materials (production)	4	4
	108141L4	Identify and select suppliers / vendors	4	4
	108296L4	Negotiate order with supplier / vendor	4	3
	110224L4	Monitor material order	4	3
	108140L4	Finalise material purchasing	4	2
Supply chain Communication (Level 4)	108154L4	Establish effective communication with suppliers and vendors	4	3

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Supply chain (Level 4)	108131L4	Work with supply chains	4	4
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.3.3: Units of Competency for Merchandising Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Fashion market research (Level 4)	110381L4	Plan and conduct market research	4	3
	110208L4	Report research findings	4	2
Production sourcing (Level 4)	108141L4	Identify and select suppliers / vendors	4	4
	108296L4	Negotiate order with supplier / vendor	4	3
	108148L4	Finalise production	4	2
	111540L4	Evaluate the impact of manufacturing and sourcing countries on garment product costs	4	3
Customer research (Level 5)	108282L4	Plan and conduct customer research	4	3
	110384L5	Analyse and interpret customer research findings	5	4
Client relationship (Level 5)	108300L5	Build client relationships	5	4
	108159L4	Maintain client relationships	4	2
	108157L5	Review client relationships	5	3
	108158L5	Review clients' feedback	5	3
	110385L5	Identify clients' needs	5	3
	108298L5	Track clients' business performance	5	4
	108155L5	Build international business networks	5	3
Costing (Level 5)	108294L5	Conduct cost analysis	5	4
Supplier / Vendor management (Level 5)	108137L5	Build inventory of qualified suppliers / vendors	5	3
	108139L5	Review performance of suppliers / vendors	5	3
	108146L5	Allocate orders to vendors	5	3
	108152L5	Develop and maintain relationships with suppliers and vendors	5	3
	110226L5	Develop capability of suppliers and vendors	5	4

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Sourcing strategy (Level 5)	110223L5	Implement a sourcing strategy	5	4
Merchandising management (Level 5)	108132L5	Plan merchandising process	5	4
	108133L5	Review merchandising process	5	4
	110222L4	Control merchandising process	4	3
	110221L5	Solve problems (fashion merchandising)	5	4
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3
Supply chain (Level 6)	108129L6	Plan supply chains	6	4
	108130L6	Review supply chains	6	3
	108128L6	Establish supply chain processes	6	4
	108145L6	Assess potential risks in the fashion supply chain	6	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.4 Clusters for Progression Pathway in Sales & Marketing

Functional Area:

Sales and marketing connect customers and the market to drive business development. It encompasses market research, sales analysis, the formulation of marketing plans, and the execution of marketing and sales activities. Sales activities include customer communication, product range presentation, pricing, as well as the promotion of product collections and brand loyalty.

Job Position	Marketing / Sales Assistant	Marketing / Sales Executive	Marketing / Sales Manager
Cluster Names	Social media (Level 3)	Social media (Level 3)	Social media (Level 4)
	Marketing (Level 3)	Advertising media (Level 4)	Advertising media (Level 5)
	Sales (Level 3)	Marketing (Level 4)	Marketing (Level 5)
		Sales (Level 4)	Sales (Level 5)
		Client account (Level 4)	Client relationship strategy (Level 5)
		Costing (Level 4)	Costing (Level 5)
		Fashion market research (Level 4)	Fashion market research (Level 5)
		Team management (Level 4)	Customer research (Level 5)
			Marketing team management (Level 5)
			Sales team management (Level 5)

			Staff training (Level 5)
			Business analyse (Level 5)
			Business development (Level 6)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.4.1: Units of Competency for Marketing / Sales Assistant

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Social media (Level 3)	111532L3	Assist in executing social media content publishing	3	2
Marketing (Level 3)	108166L3	Collect consumer behaviour data	3	2
	108202L2	Deliver products and services	2	2
	111612L3	Report on product sales	3	2
Sales (Level 3)	108299L3	Organise sales meetings with clients	3	2
	108200L3	Process sales order	3	2
	108199L3	Process payment documentation	3	2
	111612L3	Report on product sales	3	2
	108202L2	Deliver products and services	2	2

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated person	2	1
Creative communication	111523L3	Use creative storytelling skills to reinforce messages	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.4.2: Units of Competency for Marketing / Sales Executive

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Social media (Level 3)	111532L3	Assist in executing social media content publishing	3	2
Advertising media (Level 4)	108186L4	Implement a media plan for advertising	4	3
Marketing (Level 4)	108185L4	Implement a marketing plan	4	3
	110229L4	Promote products and services	4	2
	108188L4	Monitor marketing activities	4	3
Sales (Level 4)	108196L4	Implement a sales plan	4	3
	108207L4	Explore new clients	4	3
	108195L4	Identify sales prospects	4	2
	108198L4	Sell products at trade fairs or exhibitions	4	3
	108160L4	Propose new designs/products	4	2
	108194L4	Finalise sales orders	4	2
Client account (Level 4)	108208L4	Manage clients' accounts	4	3
	110386L4	Establish effective communication with clients	4	3
Costing (Level 4)	108290L4	Estimate product costs	4	3
	108292L4	Plan for collection of cost data	4	3
	108293L4	Calculate costs	4	3
	108295L4	Quote price	4	3
Fashion market research (Level 4)	110381L4	Plan and conduct market research	4	3
	110208L4	Report research findings	4	2
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Creative communication	111524L4	Use imagery to explain ideas/concepts	4	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.4.3: Units of Competency for Marketing / Sales Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Social media (Level 4)	111533L4	Coordinate and implement social media marketing campaigns	4	3
Advertising media (Level 5)	108182L5	Formulate a media plan for advertising	5	3
Marketing (Level 5)	108181L5	Formulate a marketing plan	5	3
	108180L5	Develop and implement marketing activities	5	3
	108184L5	Implement a fashion marketing strategy	5	4
	108183L5	Implement a fashion brand strategy	5	4
	108165L5	Analyse and interpret consumer behaviour	5	4
	110230L5	Solve problems (fashion sales and marketing)	5	4
Sales (Level 5)	108191L5	Forecast sales performance	5	4
	108192L5	Formulate a sales plan	5	3
	108193L5	Implement a fashion sales strategy	5	4
	110230L5	Solve problems (fashion sales and marketing)	5	4
Client relationship strategy (Level 5)	108204L5	Implement a client relationship strategy	5	4
	108206L5	Understand clients' business	5	3
	108298L5	Track clients' business performance	5	4
	108300L5	Build client relationships	5	4
Costing (Level 5)	108294L5	Conduct cost analysis	5	4
Fashion market research (Level 5)	110375L5	Analyse and interpret market research findings	5	4
Customer research (Level 5)	108282L4	Plan and conduct customer research	4	3
	110384L5	Analyse and interpret customer research	5	4

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
		findings		
Marketing team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	108274L4	Provide work skill instruction	4	3
	108187L4	Lead and manage a marketing team	4	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Sales team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	108274L4	Provide work skill instruction	4	3
	108197L4	Lead and manage a sales team	4	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3
Business analyse (Level 5)	108175L5	Monitor business performance	5	3
	108176L5	Review business performance	5	3
Business development (Level 6)	108171L6	Formulate a business plan	6	4
	108174L5	Implement a business plan	5	3
	108168L6	Develop and maintain business networks	6	3
	108177L5	Select and use business technology	5	3
	108170L6	Explore business opportunities	6	4
	110387L6	Develop business opportunities	6	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1
Creative communication	111525L5	Master workplace communication skills that resonate and inspire actions	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.5 Clusters for Progression Pathway in Quality System

Functional Area:			
Quality systems ensure that the operational performance of business entities complies with established standards. It encompasses quality-related planning, evaluation (including testing and inspection), control, improvement, and assurance.			
Job Position	Quality Controller	Quality Assurance / Compliance Officer	Quality Assurance / Compliance Manager
Cluster Names	Inspection (Level 3)	Quality assurance (Level 4)	Quality assurance (Level 5)
	Pre-inspection preparation (Level 3)	Compliance audit (Level 4)	Compliance audit (Level 5)
	Post-inspection follow-up (Level 3)	Quality testing (Level 4)	Quality standard (Level 5)
		Team management (Level 4)	Quality improvement (Level 5)
			Quality team management (Level 5)
			Training for quality (Level 5)
			Quality management (Level 5)
			Factory Evaluation (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.5.1: Units of Competency for Quality Controller

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Inspection (Level 3)	108233L4	Plan inspection process	4	3
	110233L3	Conduct incoming material inspection	3	2
	110234L3	Conduct product inspection	3	2
	110235L3	Report inspection results	3	2
Pre-inspection preparation (Level 3)	111637L3	Prepare pre-inspection reference standards and requirements	3	3
Post-inspection follow-up (Level 3)	111638L3	Follow-up on corrective actions	3	3
	111639L3	Maintain post-inspection quality records	3	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.5.2: Units of Competency for Quality Assurance / Compliance Officer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Quality assurance (Level 4)	108227L4	Implement quality assurance processes	4	2
	108229L4	Monitor the production processes to ensure conformance	4	4
	108226L4	Communicate with stakeholders about quality-related issues	4	4
Compliance audit (Level 4)	111616L4	Conduct external compliance audit	4	3
	111617L4	Conduct internal compliance audit	4	3
	111618L4	Report compliance audit results	4	3
Quality testing (Level 4)	111615L4	Coordinate for testing	4	2
	108232L4	Interpret test results	4	3
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system too	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.5.3: Units of Competency for Quality Assurance / Compliance Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Quality assurance (Level 5)	111614L5	Identify and interpret quality assurance standards	5	2
	108220L5	Plan quality assurance processes	5	3
	108224L5	Set quality assurance processes	5	2
	108221L5	Review quality assurance processes	5	3
Compliance audit (Level 5)	108248L5	Plan compliance audit	5	4
	108249L5	Review compliance audit results	5	4
Quality standard (Level 5)	108213L6	Set quality assurance standards	6	3
	108225L5	Set standard operating procedures	5	2
	108223L5	Set product quality standards	5	3
	108222L5	Set material quality standards	5	3
	108215L5	Develop compliance requirements	5	3
Quality improvement (Level 5)	110232L5	Review product quality reports	5	3
	108241L5	Apply planning tools for improvement projects	5	3
	108242L5	Apply quality tools to troubleshoot issues related to quality	5	3
	108238L5	Apply cost-benefit analysis in work practices	5	3
	108239L5	Apply design of experiments for quality improvement	5	3
	108243L5	Facilitate incremental improvements	5	3
Quality team management (level 5)	108244L5	Set up quality improvement team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
	108273L4	Improve team coordination and performance	4	2
	110371L5	Assign jobs to team	5	3
	110372L5	Plan and allocate resources	5	3
	110388L5	Coordinate between departments	5	3
Training for quality (Level 5)	108246L5	Plan and identify staff training and development for quality	5	3
	108245L5	Design and implement training programmes for quality	5	3
	108247L5	Review and reinforce training outcomes for quality	5	3
Quality management (Level 5)	108216L5	Develop a quality management plan	5	3
	108228L4	Implement a quality management plan	4	3
	108217L5	Establish and maintain quality documentation system	5	2
	111633L6	Plan quality system	6	3
	111613L6	Set quality system	6	2
	108219L5	Implement quality system	5	3
Factory Evaluation (Level 5)	110246L5	Evaluate factory capability and capacity	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1

UoC Code	UoC Name	UoC Level	UoC Credit
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.6 Clusters for Progression Pathway in Sustainability

Functional Area:

Sustainability encompasses enhancing the social and environmental performance of the fashion supply chain, as well as promoting the management and implementation of Environmental, Social and Governance (ESG) practices at the organisational level, including requirements for the preparation of relevant reports.

Job Position	Sustainability Officer	Sustainability Manager
Cluster Names	Organisational Environmental, Social, and Governance (ESG) (Level 2)	Organisational Environmental, Social, and Governance (ESG) (Level 5)
	Circular economy (Level 2)	Product sustainability (Level 5)
	Organisational Environmental, Social, and Governance (ESG) (Level 3)	Sustainability management system (Level 5)
	Organisational Environmental, Social, and Governance (ESG) (Level 4)	Team management (Level 5)
	Product sustainability (Level 4)	Staff training (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.6.1: Units of Competency for Sustainability Officer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Organisational Environmental, Social, and Governance (ESG) (Level 2)	111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
Circular Economy (Level 2)	111643L2	Fundamental principles of circular economy	2	1
Organisational Environmental, Social, and Governance (ESG) (Level 3)	111535L3	Implement Environmental, Social, and Governance (ESG) practice plans within the organisation	3	2
Organisational Environmental, Social, and Governance (ESG) (Level 4)	111536L4	Organise Environmental, Social, and Governance (ESG) reports	4	6
Product sustainability (Level 4)	111630L4	Implement a sustainability management plan	4	4
	111632L3	Collect sustainability data	3	2
	111631L4	Report sustainability results	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target	3	1
	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1
	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.6.2: Units of Competency for Sustainability Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Organisational Environmental, Social, and Governance (ESG) (Level 5)	111537L5	Managing of Environmental, Social, and Governance (ESG) practices within the organisation	5	4
	111538L5	Plan and implement Environmental, Social and Governance (ESG) training within the organisation	5	4
Product sustainability (Level 5)	111621L5	Analyse sustainability data	5	3
	111629L5	Review sustainability reports	5	4
	111624L5	Identify and interpret sustainability standards	5	3
	111623L5	Develop a sustainability management plan	5	4
	111644L5	Manage sustainable supply chain	5	3
	111620L6	Facilitate sustainability improvements	6	4
Sustainability management system (Level 5)	111627L5	Implement social responsibility management system	5	3
	111626L5	Implement environmental management system	5	3
	111625L5	Implement chemical management system	5	3
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5

	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111622L5	Design sustainable products or processes	5	4
111628L5	Improve product life cycle for sustainability	5	3

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.7 Clusters for Progression Pathway in Material Development

Functional Area:

Materials development involves the testing of textile materials to enhance the functionality or aesthetics of garment products. It is based on existing science and technology, including processes related to the creation of new yarns, fabrics, trims, or chemical finishes. This function encompasses concept development, identification of material trends and needs, interaction with users, buyers, and suppliers, sample development and evaluation, as well as the presentation of new materials.

Job Position	Assistant Material Developer	Material Developer	Material Development Manager
Cluster Names	Intellectual property (Level 2)	Intellectual property (Level 2)	Intellectual property (Level 4)
	New material development (Level 3)	New material development (Level 4)	Material development research (Level 5)
		Material development research (Level 4)	Feasibility study (Level 5)
		Concept generation (Level 4)	Material development management (Level 5)
		Team management (Level 4)	Material quality Standard (Level 5)
			Material quality Improvement (Level 5)
			Team management (Level 5)
			Staff training (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.7.1: Units of Competency for Assistant Material Developer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual Property (Level 2)	111526L2	Assist in protecting intellectual property (IP)	2	1
New material development (Level 3)	110280L2	Prepare new materials for promotion	2	2
	110279L3	Develop material prototypes	3	3
	110278L3	Collect feedback on new materials	3	2

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.7.2: Units of Competency for Material Developer

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual property (Level 2)	111526L2	Assist in protecting intellectual property (IP)	2	1
New material development (Level 4)	110274L4	Identify and select suppliers for material development	4	4
	111635L4	Identify requirements for new materials	4	3
	110272L4	Develop new material specifications	4	3
	110276L4	Monitor development of material prototype	4	3
	110277L4	Present new materials	4	3
	110273L4	Evaluate performance of new materials	4	3
Material development research (Level 4)	110381L4	Plan and conduct market research	4	3
	110378L4	Plan and conduct material trend research	4	2
	110208L4	Report research findings	4	2
Concept generation (Level 4)	110270L4	Identify market opportunities for material development	4	3
	110268L4	Generate ideas for material development	4	3
	110269L4	Generate new material concepts	4	3
	110271L4	Present new material concepts	4	3
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.7.3: Units of Competency for Material Development Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Intellectual Property (Level 4)	111634L4	Facilitate protection and use of intellectual property	4	3
Material development research (Level 5)	110375L5	Analyse and interpret market research findings	5	4
	110376L5	Analyse and interpret material trend research findings	5	3
	110265L5	Explore development in material technology	5	4
Feasibility study (Level 5)	110267L5	Evaluate technical viability of new materials	5	3
	110266L5	Evaluate commercial viability of new materials	5	3
Material development management (level 5)	110260L5	Plan material development process	5	4
	110259L5	Plan material development budgeting	5	4
	110263L4	Control material development process	4	3
	110261L5	Review material development process	5	4
	110262L5	Solve problems (material development)	5	4
Material Quality Standard (Level 5)	108225L5	Set standard operating procedures	5	2
	108222L5	Set material quality standards	5	3
Material Quality Improvement (Level 5)	111539L5	Review material quality reports	5	3
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111521L4	Deal with different critical scenarios	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.8 Clusters for Progression Pathway in Technical Support

Functional Area:

Technical support provides technical services for garment product development and production, helping to resolve issues, assess risks, and enhance performance. It may also include product approval (such as sample-making techniques, fit, construction, and size set specifications) as well as factory evaluation.

Job Position	Technician	Technologist	Technical Manager
Cluster Names	Sample checking (Level 2)	Sample evaluation (Level 3)	Sample approval (Level 4)
	Technical specification (Level 3)	Technical support (Level 3)	Technical advice (Level 5)
		Technical specification (Level 4)	Factory evaluation (Level 5)
		Team management (Level 4)	Guideline (Level 5)
			Team management (Level 5)
			Staff training (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.8.1: Units of Competency for Technician

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Sample checking (Level 2)	110240L3	Interpret technical specifications	3	2
	110242L2	Check sample materials	2	2
	110243L2	Check sample measurements	2	2
	110244L2	Check sample style and construction	2	2
	110245L2	Prepare for sample fitting	2	1
Technical specification (Level 3)	110252L3	Compile technical specifications	3	2
	111636L3	Apply computer-aided design tools	3	2
	108118L3	Communicate sample specifications to related parties	3	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110362L1	Sew components	1	3
110361L2	Sew simple garments	2	3
110360L3	Sew complex garments	3	4
110369L2	Make patterns for simple garment style	2	3
110365L3	Make patterns for complex garment style	3	4
110367L3	Perform draping	3	3
110368L2	Lay and cut fabrics	2	3

UoC Code	UoC Name	UoC Level	UoC Credit
110366L3	Measure, lay and cut materials for tailored garment	3	5
110359L3	Produce tailored garments	3	9
110218L3	Interpret sample specifications	3	2
110219L2	Prepare for sample making	2	3
110382L3	Produce fashion samples	3	6
110317L2	Perform garment repair	2	2
110318L2	Perform simple garment alteration	2	3
110310L3	Perform complex garment alteration	3	4
108124L2	Embellish fashion samples	2	3
110363L3	Grade patterns	3	3
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.8.2: Units of Competency for Technologist

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Sample evaluation (Level 3)	110240L3	Interpret technical specifications	3	2
	110238L4	Evaluate the suitability of materials for fashion product	4	3
	110239L3	Assess sample workmanship	3	2
	110237L4	Evaluate sample fit	4	3
	110241L3	Report sample evaluation results	3	2
Technical support (Level 3)	110250L3	Communicate pre-production issues	3	3
	110257L3	Communicate established guidelines and standards	3	3
	110258L3	Maintain records of guidelines and standards	3	2
Technical specification (Level 4)	110379L3	Apply computer aided design tools	3	2
	110251L4	Develop technical specifications	4	3
	110249L4	Verify full size measurements	4	3
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.8.3: Units of Competency for Technical Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Sample approval (Level 4)	110236L4	Approve sample	4	3
Technical advice (Level 5)	110247L5	Provide product development related advice	5	4
	110248L5	Provide production related advice	5	4
	110383L5	Identify potential production risks	5	3
Factory evaluation (Level 5)	110246L5	Evaluate factory capability and capacity	5	3
Guideline (Level 5)	110256L4	Develop grade rule	4	4
	110255L5	Develop guidelines for the use of trims	5	4
	110253L5	Develop guidelines for garment construction	5	4
	110254L5	Develop guidelines for measurement	5	4
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D)	5	5

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
		programmes		
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1
Critical	111521L4	Proactively communicate with stakeholders to	4	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
scenario/crisis communication		resolve crises or mitigate risks		
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.9 Clusters for Progression Pathway in Production Planning and Control (PPC)

Functional Area:

Production involves the manufacture of garment products in compliance with required specifications. Production planning and control encompass the planning, preparation, coordination, and control of all manufacturing activities and machine deployment.

Job Position	PPC executive	➔	PPC manager
Cluster Names	Production planning (Level 4)		Production planning (Level 5)
	Production capacity (Level 4)		Production capacity (Level 5)
	Material management (Level 4)		Material management (Level 5)
	Production management (Level 4)		Production management (Level 5)
	Team management (Level 4)		Production strategy (Level 5)
			Team management (Level 5)
			Staff training (Level 5)

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.9.1: Units of Competency for Production Planning and Control Executive

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Production planning (Level 4)	110295L3	Collect data for production planning and control	3	2
	110289L4	Identify production resources requirements	4	3
	110290L4	Implement a production plan	4	3
Production capacity (Level 4)	110293L4	Allocate production capacity	4	3
	110299L4	Monitor capacity utilisation	4	3
Material management (Level 4)	110294L4	Allocate production materials	4	3
	110300L4	Monitor material utilisation	4	3
Production management (Level 4)	110288L4	Develop a production schedule	4	3
	110301L4	Monitor production progress	4	3
	110302L3	Report production progress	3	2
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110364L3	Make markers	3	3
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1

UoC Code	UoC Name	UoC Level	UoC Credit
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication	3	1
	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1
	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.9.2: Units of Competency for Production Planning and Control Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Production planning (Level 5)	110284L5	Formulate a master production schedule	5	4
	110286L5	Formulate a production plan	5	3
	110298L5	Review production performance	5	3
Production capacity (Level 5)	110283L5	Formulate a capacity requirements plan	5	3
	110296L5	Review capacity utilisation	5	3
	110292L5	Solve problems (production planning and control)	5	4
Material management (Level 5)	110285L5	Formulate a material requirements plan	5	3
	110297L5	Review material utilisation	5	3
	110292L5	Solve problems (production planning and control)	5	4
Production management (Level 5)	110291L5	Allocate orders to factories	5	3
	108240L5	Apply lean approach to improve efficiency	5	3
	110292L5	Solve problems (production planning and control)	5	4
Production strategy (Level 5)	110282L5	Estimate product demand	5	3
	110281L6	Formulate a production strategy	6	4
	110287L5	Implement a production strategy	5	4
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training	107008L5	Conduct training needs analysis	5	5

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
(Level 5)	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
110380L2	Apply system tool	2	2
111640L2	Secure use of information systems	2	2
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111515L5	Negotiate to reach agreements	5	2
Digital communication	111518L4	Conduct video conferences	4	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.10 Clusters for Progression Pathway in Laundry Production

Operation

Functional Area:				
Laundry production focuses on the cleaning treatment of textile products, including processes such as laundering and dry cleaning. It covers tasks such as selecting appropriate cleaning methods, operating laundry equipment, and handling garments made of different materials. It also ensures that cleaning processes comply with quality and safety standards, with the aim of enhancing the durability and maintaining the appearance of garment products.				
Job Position	Laundry Operations Assistant	Laundry Operator	Laundry Supervisor	Laundry Manager
Cluster Names	Dry-cleaning (Level 1)	Inspecting results of cleaning and finishing (Level 2)	Laundering (Continuous batch washer) (Level 3)	Laundry production management (Level 5)
	Laundering (Washing machine) (Level 1)	Maintaining laundry workplace (Level 2)	Laundry workplace safety and maintenance (Level 3)	Auto-Laundry Production Management (Level 5)
	Ironing (Form finisher) (Level 1)	Ironing (Iron) (Level 3)	Pre-cleaning preparation (Level 4)	Laundry business (Level 5)
	Ironing (Tunnel finisher) (Level 1)	Ironing (Pressing machine) (Level 3)	Laundry machine control system (Level 4)	Team management (Level 5)
	Ironing (Calender) (Level 1)	Stain removal (Level 4)	Laundry production management (Level 4)	Staff training (Level 5)
	Folding (Level 1)		Team management (Level 4)	Laundry workplace safety and maintenance (Level 5)
	Pre-cleaning preparation (Level 2)			

	Laundering (Continuous batch washer) (Level 2)			
	Hand-washing (Level 2)			
	Non-machine drying (Level 2)			
	Inspecting results of cleaning and finishing (Level 2)			
	Packaging (Level 2)			
	Maintaining laundry workplace (Level 2)			

* Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.10.1: Units of Competency for Laundry Operations Assistant

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Dry-cleaning (Level 1)	110323L1	Operate dry-cleaning machine	1	2
Laundering (Washing machine) (Level 1)	110327L1	Operate washing machine	1	2
	110324L1	Operate dryer	1	2
Ironing (Form finisher) (Level 1)	110325L1	Operate form finisher for ironing works	1	2
Ironing (Tunnel finisher) (Level 1)	110326L1	Operate tunnel finisher for ironing works	1	2
Ironing (Calender) (Level 1)	110322L1	Operate calender for ironing works	1	2
Folding (Level 1)	110328L1	Perform folding works	1	1
Pre-cleaning preparation (Level 2)	110321L2	Receive and check items	2	1
	110320L2	Prepare items for cleaning	2	2
Laundering (Continuous batch washer) (Level 2)	110315L2	Operate continuous batch washer	2	3
	110324L1	Operate dryer	1	2
Hand-washing (Level 2)	110312L2	Carry out hand-washing	2	2

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Non-machine drying (Level 2)	110313L2	Carry out non-machine drying procedures	2	2
Packaging (Level 2)	110319L2	Pick and assemble items	2	1
	110316L2	Package and prepare items for storage and despatch	2	2
Inspecting results of cleaning and finishing (Level 2)	110314L2	Inspect results of cleaning and finishing	2	3
Maintaining laundry workplace (Level 2)	110340L2	Maintain workplace environment and facilities	2	2

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.10.2: Units of Competency for Laundry Operator

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Inspecting results of cleaning and finishing (Level 2)	110314L2	Inspect results of cleaning and finishing	2	3
Maintaining laundry workplace (Level 2)	110340L2	Maintain workplace environment and facilities	2	2
Ironing (Iron) (Level 3)	110307L3	Apply iron for ironing works	3	3
Ironing (Pressing machine) (Level 3)	110308L3	Apply pressing machine for ironing works	3	3
Stain removal (Level 4)	110305L4	Identify stain removal methods	4	4
	110311L3	Perform stain removal	3	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.10.3: Units of Competency for Laundry Supervisor

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Laundering (Continuous batch washer) (Level 3)	110306L3	Apply continuous batch washing system	3	4
Laundry workplace safety and maintenance (Level 3)	110355L3	Implement facility maintenance	3	3
	110331L3	Implement workplace safety procedures	3	3
Pre-cleaning preparation (Level 4)	110309L3	Classify items	3	2
	110304L4	Identify cleaning and finishing processes required	4	3
Laundry machine control system (Level 4)	110303L4	Set laundry machine control system	4	3
Laundry production management (Level 4)	110333L3	Process orders	3	2
	110352L4	Develop a laundry production schedule	4	3
	110354L4	Monitor laundry production progress	4	3
	110356L3	Report laundry production progress	3	2
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1
	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.10.4: Units of Competency for Laundry Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Laundry production management (Level 5)	110345L5	Formulate a laundry production plan	5	3
	110388L5	Coordinate between departments	5	3
	110347L5	Improve process efficiency	5	3
	110348L5	Review laundry production performance	5	3
	110351L5	Solve problems (Laundry services)	5	4
Auto-laundry production management (Level 5)	111541L5	Optimise laundry production performance of automated laundry machinery	5	4
Laundry business (Level 5)	110385L5	Identify clients' needs	5	3
	110387L6	Develop business opportunities	6	3
	110358L5	Develop service proposals	5	4
	110357L5	Develop contracts	5	3
	110342L5	Develop budgets	5	4
	110341L5	Control costs	5	3
Laundry workplace safety and maintenance (Level 5)	110346L5	Formulate a safety plan	5	3
	110343L5	Establish occupational safety and health guidelines	5	3
	110344L5	Formulate a facility maintenance plan	5	3
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training	107008L5	Conduct training needs analysis	5	5

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
(Level 5)	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
	111515L5	Negotiate to reach agreements	5	2
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
	111518L4	Conduct video conferences	4	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.11 Clusters for Progression Pathway in Laundry Shop Operation

Functional Area:

Laundry shop operations involve the operation and support of laundry services provided to individual consumers or corporate clients. This functional area covers tasks such as receiving and inspecting garments, labelling and record-keeping, communicating with customers, arranging pick-up and delivery, and completing transactions. It also ensures the smooth operation of the overall service process to enhance customer experience and satisfaction.

Job Position	Laundry Shop Assistant	Laundry Shop Attendant	Laundry Shop Supervisor	Laundry Shop Manager
Cluster Names	Laundering (Washing machine) (Level 1)	Laundry shop operation (Level 2)	Laundry Order Processing (Level 3)	Laundry E-commerce Order (Level 4)
	Dry-cleaning (Level 1)	洗衣推廣 (Level 2)	Laundry promotion (Level 3)	Reviewing laundry sales performance (Level 5)
	Folding (Level 1)	Maintaining laundry workplace (Level 2)	Laundry E-commerce Order (Level 3)	Reviewing laundry service performance (Level 5)
	Laundry storage (Level 2)	Laundry customer services (Level 3)	Laundry workplace safety and maintenance (Level 3)	Laundry workplace safety and maintenance (Level 5)
	Pre-cleaning preparation (Level 2)	Ironing (Iron) (Level 3)	Pre-cleaning preparation (Level 4)	Team management (Level 5)
	Non-machine drying (Level 2)	Laundry storage (Level 3)	Stain removal (Level 4)	Staff training (Level 5)
	Inspecting results of cleaning and finishing (Level 2)	Laundry e-commerce order (Level 3)	Laundry customer services (Level 4)	
	Packaging (Level 2)		Team management (Level 4)	

	Laundry promotion (Level 2)			
	Laundry E-commerce Order (Level 2)			
	Maintaining laundry workplace (Level 2)			

* * Other Units of Competency related to the Fashion Industry, together with Generic Units of Competency on Communication Skills, are provided for reference. Please refer to the table below.

5.11.1: Units of Competency for Laundry Shop Assistant

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Laundering (Washing machine) (Level 1)	110327L1	Operate washing machine	1	2
	110324L1	Operate dryer	1	2
Dry-cleaning (Level 1)	110323L1	Operate dry-cleaning machine	1	2
Folding (Level 1)	110328L1	Perform folding works	1	1
Laundry storage (Level 2)	110337L2	Handle order pickups	2	2
Pre-cleaning preparation (Level 2)	110321L2	Receive and check items	2	1
	110320L2	Prepare items for cleaning	2	2
Non-machine drying (Level 2)	110313L2	Carry out non-machine drying procedures	2	2
Inspecting results of cleaning and finishing (Level 2)	110314L2	Inspect results of cleaning and finishing	2	3
Packaging (Level 2)	110319L2	Pick and assemble items	2	1
	110316L2	Package and prepare items for storage and despatch	2	2
Laundry promotion (Level 2)	110339L2	Implement promotional activities	2	2
Laundry E-commerce Order (Level 2)	111641L2	Follow up e-commerce order transactions	2	3
Maintaining laundry workplace (Level 2)	110340L2	Maintain workplace environment and facilities	2	2

Other Units of Competency related to the Fashion Industry

UoC UCode	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken messages	3	1
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.11.2: Units of Competency for Laundry Shop Attendant

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Laundry shop operation (Level 2)	110332L3	Issue orders	3	2
	110338L2	Handle transaction payments	2	3
	110335L2	Apply the laundry retail sales system	2	3
	105119L2	Perform retail sales system clearing	2	3
Laundry promotion (Level 2)	110339L2	Implement promotional activities	2	2
Maintaining laundry workplace (Level 2)	110340L2	Maintain workplace environment and facilities	2	2
Laundry customer services (Level 3)	110336L2	Collect customer feedback	2	2
	110334L3	Provide support and advice to customers (including self-service laundry business)	3	3
	110329L3	Build and maintain customer relationships	3	3
Ironing (Iron) (Level 3)	110307L3	Apply iron for ironing works	3	3
Laundry storage (Level 3)	110330L3	Implement laundry storage and organisation	3	2
Laundry e-commerce order (Level 3)	111642L3	Process e-commerce order transactions	3	4

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111500L2	Communicate information clearly to ensure mutual understanding	2	1
	111501L2	Participate in discussions through active listening	2	1
	111502L3	Practise body language to reinforce spoken	3	1

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
		messages		
	111504L3	Apply social etiquette and skills to interact	3	1
Team communication	111507L2	Communicate with the target audience through interactive presentations	2	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
Critical scenario/crisis communication	111519L2	Respond to and/or share verified information with designated persons	2	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.11.3: Units of Competency for Laundry Shop Supervisor

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Laundry Order Processing (Level 3)	110333L3	Process orders	3	2
Laundry promotion (Level 3)	105055L4	Manage goods promotional activities	4	6
Laundry E-commerce Order (Level 3)	111642L3	Process e-commerce order transactions	3	4
Laundry workplace safety and maintenance (Level 3)	110355L3	Implement facility maintenance	3	3
	110331L3	Implement workplace safety procedures	3	3
Pre-cleaning preparation (Level 4)	110309L3	Classify items	3	2
	110304L4	Identify cleaning and finishing processes required	4	3
Stain removal (Level 4)	110305L4	Identify stain removal methods	4	4
	110311L3	Perform stain removal	3	3
Laundry customer services (Level 4)	110353L4	Handle customer complaints	4	3
	110386L4	Establish effective communication with clients	4	3
Team management (Level 4)	108275L4	Supervise team members	4	3
	108274L4	Provide work skill instruction	4	3
	110373L4	Track work progress of team	4	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111503L3	Identify emotions and express empathy	3	1
	111505L4	Provide constructive feedback	4	1
Team communication	111508L4	Apply meeting skills to enhance consensus and collaboration	4	1
	111509L4	Influence and persuade others to achieve defined objectives	4	1
Organisational communication	111511L2	Demonstrate an appropriate multicultural communication approach	2	1
	111512L3	Select appropriate workplace communication channels to convey messages to the target audience	3	1
Digital communication	111516L3	Write social media or electronic messages to communicate with the target audience	3	2
	111517L4	Use multimedia and multimodal presentations to convey messages	4	2
	111518L4	Conduct video conferences	4	1
Critical scenario/crisis communication	111520L3	Deal with different critical scenarios	3	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.11.4: Units of Competency for Laundry Shop Manager

Core Units of Competency for the Fashion Industry

Cluster	UoC Code	UoC Name	UoC Level	UoC Credit
Laundry E-commerce Order (Level 4)	111543L4	Manage e-commerce order transactions	4	5
Reviewing laundry sales performance (Level 5)	110349L5	Review sales performance	5	3
Reviewing laundry service performance (Level 5)	110350L5	Review service performance	5	3
Laundry workplace safety and maintenance (Level 5)	110346L5	Formulate a safety plan	5	3
	110343L5	Establish occupational safety and health guidelines	5	3
	110344L5	Formulate a facility maintenance plan	5	3
Team management (Level 5)	108272L5	Set up team	5	3
	108268L5	Build alignment among different team members to work towards a unified goal	5	2
	110370L5	Appraise performance of team members	5	2
	110372L5	Plan and allocate resources	5	3
	110371L5	Assign jobs to team	5	3
	108273L4	Improve team coordination and performance	4	2
	110388L5	Coordinate between departments	5	3
Staff training (Level 5)	107008L5	Conduct training needs analysis	5	5
	107009L5	Develop learning and development (L&D) programmes	5	5
	107010L4	Organise and deliver learning and development (L&D) programmes	4	5
	108271L5	Review training outcomes	5	3

Other Units of Competency related to the Fashion Industry

UoC Code	UoC Name	UoC Level	UoC Credit
111534L2	Recognise and apply the foundational principles and importance of Environmental, Social, and Governance (ESG)	2	1
111643L2	Fundamental principles of circular economy	2	1

Other Generic Units of Competency on Communication Skills

Domain	UoC Code	UoC Name	UoC Level	UoC Credit
Interpersonal communication	111506L5	Apply questioning skills to improve communication quality and problem-solving	5	1
Team communication	111510L5	Manage differences and conflicts	5	2
Organisational communication	111514L4	Compile business documents to meet defined communication purposes	4	2
	111513L4	Advocate the positive messages regarding the organisation's strategic direction	4	1
	111515L5	Negotiate to reach agreements	5	2
Critical scenario/crisis communication	111521L4	Proactively communicate with stakeholders to resolve crises or mitigate risks	4	1
	111522L5	Manage with different critical scenarios	5	1

* For details of the Specification of Generic Competencies (SGC) on “Communication Skills”, please visit the Hong Kong Qualifications Framework website (www.hkqf.gov.hk).

5.12 Reference on Advanced Units of Competency (Levels 6 to 7 not included in the Fashion Industry VQP Job-Role Mapping)

Functional Areas	UoC Code	UoC Name	UoC Level	UoC Credit
Merchandising & Material Procurement	108136L6	Formulate a sourcing strategy	6	4
	108145L6	Assess potential risks in the fashion supply chain	6	3
Sales & Marketing	108164L6	Forecast market and business needs	6	4
	108167L7	Formulate a business strategy	7	4
	108172L6	Identify and implement business innovation	6	3
	108173L6	Implement a business strategy	6	4
	108178L6	Formulate a fashion brand strategy	6	4
	108179L6	Formulate a fashion marketing strategy	6	4
	108190L6	Formulate a fashion sales strategy	6	4
	108203L6	Formulate a client relationship strategy	6	4
Quality System & Sustainability	108209L7	Formulate strategic objectives for quality	7	3
	108210L6	Conduct risk assessment for quality assurance	6	4
	108212L6	Review quality system	6	3
	108237L6	Facilitate breakthrough improvements	6	4
	111619L7	Formulate sustainability strategy objectives	7	4
	111645L6	Enhance organisational sustainability reputation	6	3