

# **The Development of Vocational Qualifications Pathway in the Elderly Care Service Industry**

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# Residential Care Service Industry

- 735 residential care homes for the elderly in Hong Kong
- About 60 000 residents



# Policy Initiatives

- The Chief Executive announced in the 2017 Policy Address that a series of measures will be implemented to continuously strengthen the monitoring of residential care homes for the elderly and persons with disabilities, and enhance their service quality.

The Chief Executive's  
2017 Policy Address

We Connect for  
Hope and Happiness

# 5-year Training Programme for Staff of Residential Care Homes

- The Social Welfare Department is going to launch a five-year scheme to provide full subsidies for home managers, health workers and care workers of all residential care homes for the elderly and persons with disabilities in the territory to enrol in QF-based training courses



# Staff of Residential Care Homes

- The Residential Care Homes (Elderly Persons) Regulation stipulates the staffing requirements of a residential care home, including 4 types of staff



Home  
Manager

Nurse or  
Health  
Worker

Care Worker

Ancillary  
Worker

# Staffing Requirements

Home  
Manager

Nurse or  
Health  
Worker

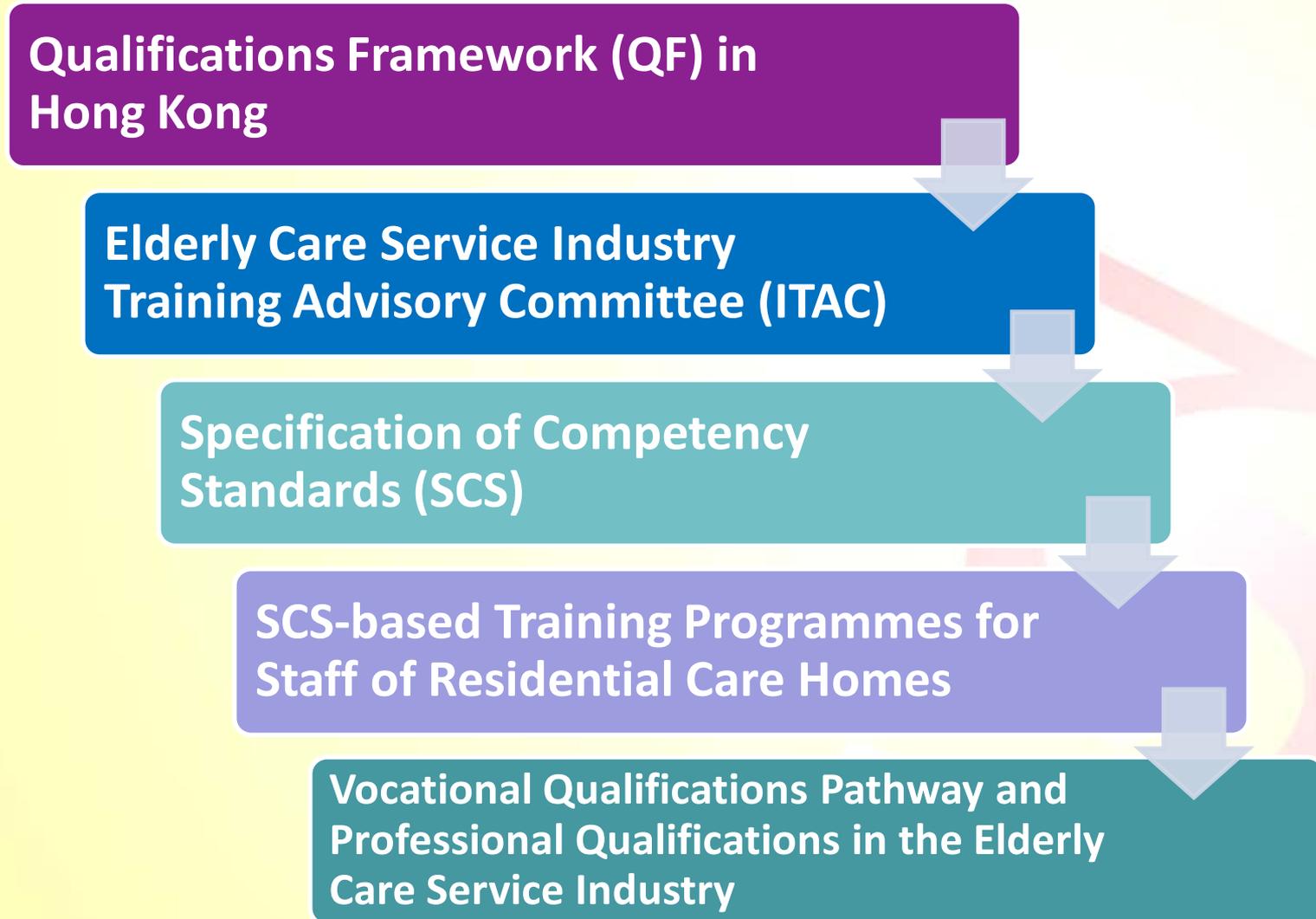
Care Worker

Ancillary  
Worker

A person must have completed a training course approved by the Social Welfare Department for attaining qualification for registration as a Health Worker



# Overview of the Application of QF in Elderly Care Service Industry



# Elderly Care Service Industry Training Advisory Committee (ITAC)

- ITAC was established in 2012 to serve as a platform for stakeholders -
  - to put the QF into implementation
  - to exchange views on the training needs and manpower development for the elderly service sector
- comprising representatives of the government, employees, professional bodies, private elderly home operators and non-governmental organisations operating elderly services



# Specification of Competency Standards (SCS)

- developed by ITAC in 2014
- setting out the skills, knowledge and competency standards required of the practitioners to perform various job functions effectively particularly for residential care homes
  - serve as reference for design of **training programmes**
  - form the basis of the **Recognition of Prior Learning (RPL) Mechanism.**



# Recognition of Prior Learning (RPL)

- **launched in 2015**
- **QF Level 1 to Level 4 RPL qualifications**
- **recognise work experience and competencies acquired at the workplace**
- **particularly useful to practitioners who do not possess high academic attainment but have acquired practical experience**



# Application of QF in Elderly Care Service

## SCS-based Training Courses

- accredited by the Hong Kong Council for the Accreditation of Academic & Vocational Qualifications (HKCAAVQ) **OR** through the internal vetting mechanism of the self-accrediting accredited institutes

## Recognition of Prior Learning (RPL)

- The RPL mechanism under the QF provides an **alternative route** for practitioners **to obtain QF-recognised qualifications** through **recognising work experiences and competencies** acquired by practitioners at the workplace

# Vocational Qualifications Pathway (VQP)

- Vocational Qualifications Pathway (VQP)
  - endorsed by Elderly Care Service ITAC and has implemented in 2018
  - comprises 3 VQP qualifications for 3 job positions in Residential Care Homes, i.e. Care Workers, Health Workers and Home Manager
  - 3 QF-recognized VQP courses developed for attainment of VQP qualifications



# VQP Courses

## Care Workers

- **Care Workers Training Course**
- Navigation Scheme for Young Persons in Care Services under the “First-Hire-Then-Train” approach
- **Certificate in Progression Training for Care Workers**

**QF Level 2**

## Health Workers

- **Health Worker Training Course (HWTC)** approved by the Social Welfare Department
- HWTC has been revamped into a SCS-based course at QF Level 3
- **Advanced Course for Health Workers**

**QF Level 3**

## Home Managers

- **Training Course for Home Managers** (without professional qualifications)
- **Training Course for Home Managers** (with relevant professional qualifications such as social workers, nurses, medical practitioners, physiotherapists, occupational therapists, pharmacists, etc.)

**QF Level 4**

# Benefits of QF to Elderly Care Service Industry

To provide a clear pathway for progression of **employees** in the industry



To facilitate **employers** to recruit suitable staff for different job functions

To give steer for **training Institutes** to provide a variety of training courses to meet the industry demand and training needs of the employees



*Thank You*