

Testing and Certification Manpower Development Award Scheme 2021-22 2021-22年度檢測認證人力發展嘉許計劃

Information Session 22 June 2021





Rundown

- Part I. Overview of Award Scheme
 - ◆ Introduction
 - Award Categories
 - Eligibility and Awards
 - Assessment Criteria
 - Application Submission and Timeline
- Part II. Walkthrough of Application Forms
 - Corporate Award
 - Professional Award



Introduction

- First award scheme of such nature for the T&C sector
- Recognise T&C bodies which attach great importance to talent training and manpower development
- Encourage T&C practitioners to strive for improvement and professional development
- Demonstrate to the community that talent is much treasured by the T&C sector
- Help attract and retain talent in the T&C sector



Award Categories



- I. Testing and Certification Manpower Development Corporate Award 檢測認證人力發展機構獎
- Recognise T&C bodies' achievements in manpower and professional development of T&C practitioners
- II. Excellent Testing and Certification Professional Award 卓越檢測認證專業人員獎
- Commend T&C practitioners who have demonstrated excellence
 - Continuous enhancement in professional competence through active pursuance of further studies/training
 - Outstanding contribution to improving service quality/productivity

T&C practitioners:

Employees whose major duty is to carry out testing, calibration, inspection and/or certification service. Non-technical employees working in supporting functions such as administration, sales and marketing, etc. are not included.

Corporate Award - Eligibility



- Open to accredited T&C bodies of all sizes/business areas
 - Commercial T&C bodies
 - In-house laboratories
 - Laboratories in government departments, public organisations and universities/tertiary institutions
- Applicant should be
 - Accredited by HKAS or MRA partners
 - Located in HK with T&C services provided locally

Testing/calibration/inspection/certification services

Corporate Award - Eligibility



- Applicant may include T&C bodies of the same group in application if such T&C body(ies) is/are -
 - Accredited by HKAS or MRA partners
 - Located in HK with T&C services provided locally
 - Under the same management with policy applicable among all specified T&C bodies
- Information provided should cover all specified T&C bodies
- Application will be assessed holistically based on same activities and achievements made by all specified T&C bodies

Corporate Award - Awards



- Awardees will be -
 - Presented with an Award Certificate
 - Entitled to use the Corporate Award Logo on websites / promotional materials [Guidelines at Annex of Guidance Notes]
- Awardees who have demonstrated exceptional achievements in specific aspect may receive special commendation
- No limit on number of awardees



Corporate Award – Assessment Criteria



Assessment covers 4 Areas, each with 6 Criteria

Area A

Commitment to T&C
Practitioners' Training and
Development (T&D)



Area B

Enhance T&C Practitioners'

Competence and

Professionalism

Area C
Caring for T&C
practitioners

Area D
Communication with
T&C practitioners





Area A: Commitment to T&C Practitioners' Training and Development

- 1. Senior management gave full support in promoting a learning culture
- 2. Offered structured T&D programmes
- 3. Reviewed regularly the effectiveness of T&D programmes
- Encouraged T&C practitioners to attend local work-related training/seminars/conferences/workshops
- Arranged T&C practitioners to pursue structured work-related training or job/experience exchange programmes outside Hong Kong
- 6. Committed in attracting and nurturing new talent

Corporate Award – Assessment Criteria



<u>Area B: Corporate Support to Enhance T&C Practitioners' Competence</u> and Professionalism

- Incorporated T&C related higher/professional qualifications in human resource management
- 2. Gave due recognition and provided incentive to T&C practitioners who obtained higher/professional T&C qualification
- Built a working environment conducive to continuous learning and professional development
- 4. Offered support for T&C practitioners to pursue higher academic degrees
- Offered support for T&C practitioners to apply for vocational/professional qualifications
- 6. Encouraged and supported T&C practitioners to participate in external award schemes

Corporate Award – Assessment Criteria



Area C: Caring for T&C Practitioners

- 1. Provided medical benefits above statutory requirements
- 2. Offered leave entitlements above statutory requirements
- 3. Provided special leave to enable T&C practitioners to take care of personal or family matters when required
- Provided support policies and practices for betterment and wellness of T&C practitioner
- 5. Provided support to promote T&C practitioners' mental wellness
- Provided support/subsidies to promote T&C practitioners' work-life balance





Area D: Communication with T&C Practitioners

- 1. Offered orientation for newly joined T&C practitioners
- 2. Organised mentoring scheme
- Held regular staff meetings that enable T&C practitioners to understand company/organisation policies/culture
- 4. Organised staff consultation activities
- Offered well-established two-way communication between employer and employees
- 6. Conducted exit surveys

Corporate Award – Assessment Criteria



- To qualify for the award
 - Fulfill at least 3 out of 6 Criteria under each Area
- Only those activities carried out and achievements made during
 2020 up to the date of application will be considered
- Applicant need to provide supporting documents <u>for each</u>
 <u>Criteria</u> fulfilled
- Supporting documents may be acknowledgement letters, internal office memos, photographs, staff manuals, emails, receipts, corporate publications, posters, certificate copies, etc.

Professional Award - Eligibility



- Two subgroups:
 - ◆ Junior Professional joined T&C sector ≥ 1 year and in a junior / entry rank position
 - Middle Management –
 joined T&C sector ≥ 5 years and in a managerial position
- Applicant should be
 - Nominated by T&C bodies accredited by HKAS or MRA partners
 - ◆ Employee of the nominating T&C body for at least 1 year
 - Located in HK with major duty to carry out testing/calibration/ inspection/certification services

Professional Award - Awards



- Awardees will be -
 - Presented with Trophy and Award Certificate
 - Covered in media advertorials
- No restriction on number of employees nominated by a T&C body
- No fixed number of awardees



Professional Award – Assessment Criteria



- Based on merits of each application -
 - Commitment to continuous learning and professional development by acquiring new skills, capabilities as well as relevant academic and professional qualifications after joining the T&C sector
 - Impact / significance of contributions made to improving service quality or productivity of the nominating T&C body (e.g. adopting innovation / new technology in service delivery)
- Applicant and nominating T&C bodies to complete application form and provide supporting documents

Application Submission



- Application Form
 - ◆ Testing and Certification Manpower Development Corporate Award : Form T&C MP01
 - Excellent Testing and Certification Professional Award : Form T&C MP02
- Submit completed application form and supporting documents to HKCTC Secretariat by post, fax, email or in person

hkctc.gov.hk/ mpaward



Application Deadline: 31 August 2021, 6:00 pm





	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Corporate Award	Submit application			 HKCTC Secretariat to check and verify applications Assessment Panel to consider awardees 		Announce	Award
Professional Award				■ HKCTC Secretariat to check and preliminary screen applications	 Assessment Panel to interview shortlisted applicants and consider awardees 	award results	presentation Ceremony

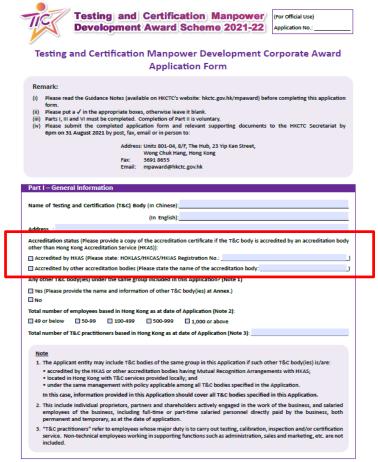
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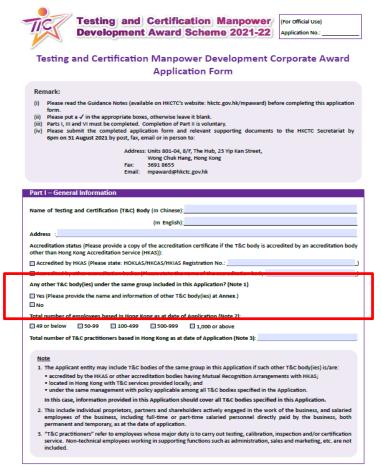


- Part I: General Information
- Part II: Overview of Manpower Resources
- Part III: Assessment Details
- Part IV: Declaration
- Part V: Personal Information Collection Statement
- Part VI: Contact Details and Signature
- Annex: List of Testing and Certification Bodies Included in Application

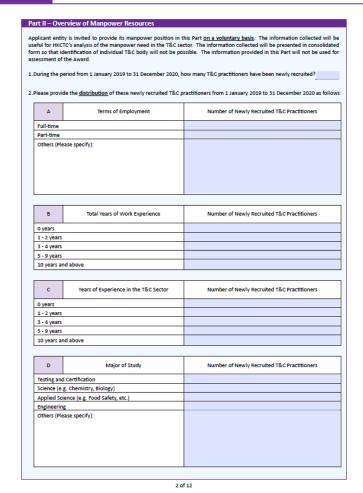
- Part I: General Information
 - Accreditation Status
 - ✓ Accredited by HKAS
 - → Input HOKLAS/HKIAS/HKCAS Registration No.
 - Accredited by other Accreditation Body (AB)
 - State the name of AB and provide copy of accreditation certificate



- Part I: General Information
 - ◆ Include other T&C bodies under the same group in application
 - ✓ Yes
 - Provide information of the T&C bodies at Annex



- Part II: Overview of Manpower Resources
 - No. of T&C practitioners newly recruited and their distribution, turnover rate
 - For analysis of manpower need in T&C sector
 - Completion is voluntary; information collected will only be presented in consolidated form
 - Information will not be used for award assessment

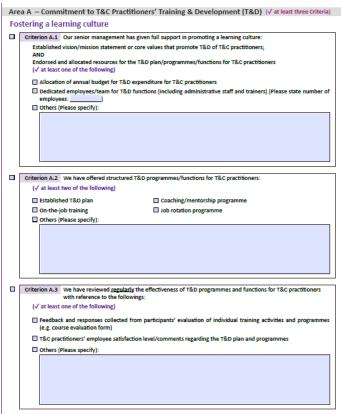


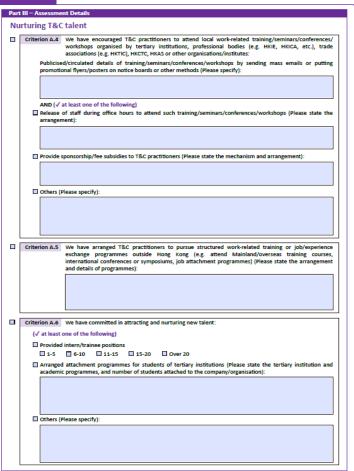
- Part III: Assessment Details
 - Tick the Criteria fulfilled
 - Input supplementary information as requested
 - Provide evidence/supporting documents / examples for each checked Criteria

Part	t III – Assessment Details						
Area	The part is for assessing Applicant entities' efforts and achievements put into manpower development. The assessment covers four Areas (A-D), each with six Criteria. Applicant entities which <u>fulfil a minimum of three Criteria under each Area</u> would be qualified for the Award, subject to the provision of valid and credible supporting documents.						
Only those activities carried out and achievements made <u>during the period from 1 January 2020</u> up to the date of Application would be considered for the Award. <u>Evidence/supporting document(s)/example(s) should be provided to verify each of the checked (y') Criteria.</u>							
Are	ea A – Commitment to T&C Practitioners' Training & Development (T&D) (✓ at least three Criteria)						
Fostering a learning culture							
	Criterion A.1 Our senior management has given full support in promoting a learning culture:						
	Established vision/mission statement or core values that promote T&D of T&C practitioners;						
	AND						
	Endorsed and allocated resources for the T&D plan/programmes/functions for T&C practitioners (\sqrt at least one of the following)						
	☐ Allocation of annual budget for T&D expenditure for T&C practitioners						
	☐ Dedicated employees/team for T&D functions (including administrative staff and trainers) (Please state number of						
	employees:)						
	Others (Please specify):						
	Criterion A.2 We have offered structured T&D programmes/functions for T&C practitioners:						
	(√ at least two of the following)						
	☐ Established T&D plan ☐ Coaching/mentorship programme						
	☐ On-the-job training ☐ Job rotation programme						
	Others (Please specify):						
_							
	Criterion A.3 We have reviewed <u>regularly</u> the effectiveness of T&D programmes and functions for T&C practitioners with reference to the followings:						
	(√ at least one of the following)						
	Feedback and responses collected from participants' evaluation of individual training activities and programmes (e.g. course evaluation form)						
	☐ T&C practitioners' employee satisfaction level/comments regarding the T&D plan and programmes						
	Others (Please specify):						

Part III: Assessment Details

▼ Tick at least 3 Criteria under each Area



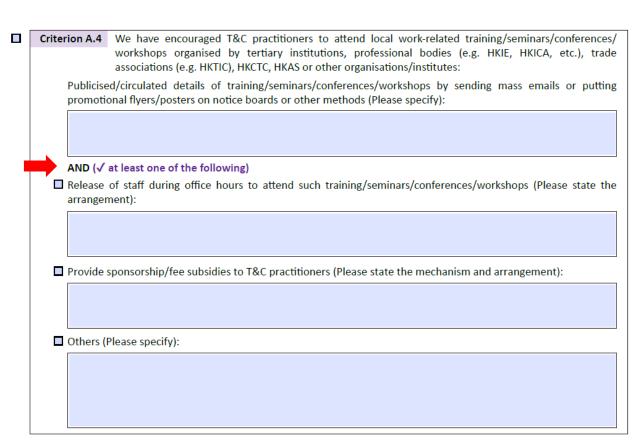


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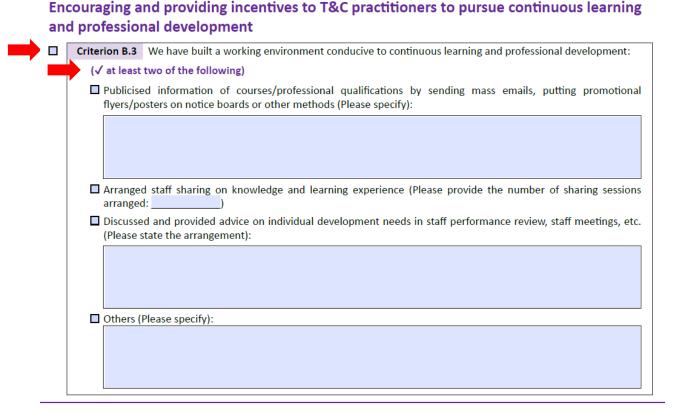
Part III: Assessment Details

◆ Example:

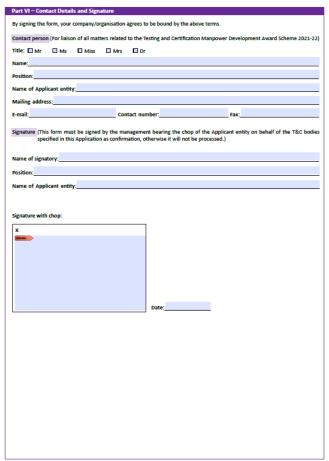
Criterion A.4



- Part III: Assessment Details
 - ◆ Example:
 - Criterion B.3



- Part VI: Contact Details and Signature
 - Provide contact person information
 - Authorised signature with company chop required



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- Part I: Particulars of T&C Practitioner Nominee
- Part II: Career Profile of T&C Practitioner Nominee
- Part III: Education and Qualifications of T&C Practitioner Nominee
- Part IV: Declaration of T&C Practitioner Nominee
- Part V: General Information of Nominating T&C Body
- Part VI: Nomination Details
- Part VII: Declaration of Nominating T&C Body
- Part VIII: Personal Information Collection Statement
- Part IX: Contact Details and Signature





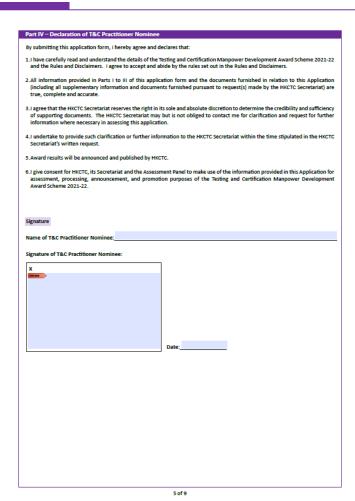
- Part I: Particulars of T&C Practitioner Nominee
- Part II: Career Profile
 - Year of Joining the T&C sector
 - Work history (in chronological order)



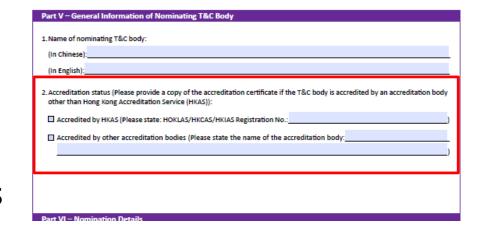
- Part III: Education and Qualifications
 - Qualifications obtained by education and training
 - Professional qualifications
 - Other qualifications / learning activities attended (e.g. international conference)



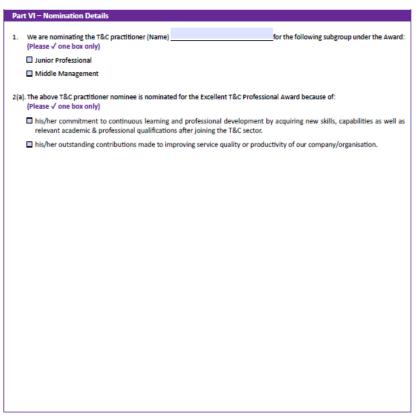
Part IV: Declaration and Signature by T&C Practitioner Nominee



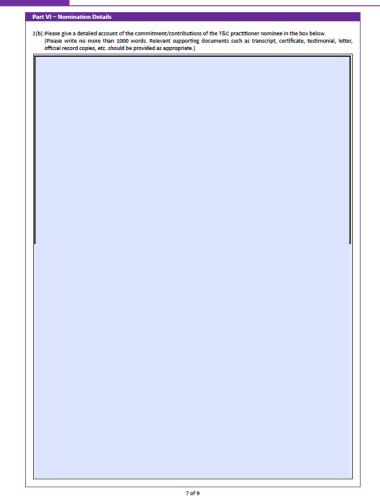
- Part V: General Information of Nominating T&C Body
 - Accreditation Status
 - Accredited by HKAS
 Input HOKLAS/HKIAS/HKCAS
 Registration No.
 - Accredited by other AB
 State the name of AB and
 provide copy of accreditation
 certificate



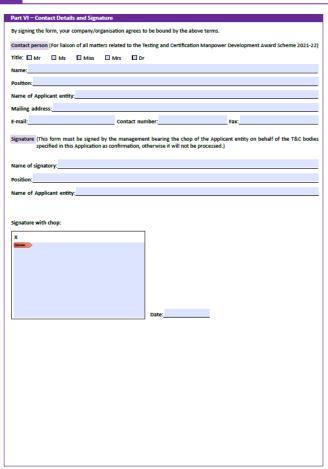
- Part VI: Nomination Details
 - Choose the Subgroup of Nominee
 - ▼ Junior Professional
 - ✓ Middle Management
 - ◆ Tick the nomination reason
 - Commitment to continuous learning & professional development
 - Contributions to improving service quality/productivity



- Part VI: Nomination Details
 - Detailed account of the commitment/contributions of the nominee
 - Write no more than 1,000 words
 - Provide relevant support documents (e.g. transcript, certificate, testimonial, letter, official record copies, etc.)



- Part IX: Contact Details and Signature
 - Provide contact person of nominating T&C body
 - Authorised signature with company chop required



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Apply Now and Receive the Recognition you Deserve!

More Details and Enquiries:

Please refer to the Guidance Notes

www.hkctc.gov.hk/mpaward





Tel: 2180 9101

Email: mpaward@hkctc.gov.hk