

**SME Development Fund  
Final Report of Approved Project**

Project Title : To attract and retain quality professionals to join the Local Testing and  
(Reference No.) Certification Industry through the Development of a Professional  
Recognition Scheme for Testing, Inspection & Certification  
professionals  
(D10 001 008)

Period covered : From 1 Jan 2011 to 30 June 2012  
(dd/mm/yy) (dd/mm/yy)

## 1. Project Details

Please mark with "\*" if any of the following project details is different from that in the project proposal appended to the project agreement.

### Project Reference and Title

(D10 001 008) To attract and retain quality professionals to join the Local Testing and Certification Industry through the Development of a Professional Recognition Scheme for Testing, Inspection & Certification professionals

### Project Summary (in not more than 150 words)

The Chief Executive established the Task Force on Economic Challenges (TFEC) in October 2008 to monitor and assess the impact of the financial tsunami on local and global markets. The TFEC has identified the testing and certification industry amongst 5 others where Hong Kong enjoys clear advantages and has good potential for further development. To take forward the promotion of testing and certification industry, the Government established the Hong Kong Council for Testing and Certification (HKCTC) in September 2009. A number of HKTIC members are invited to sit in the newly formed HKCTC offering advice to Government on the way forward to promote this industry.

Being an industrial association formed by testing and certification bodies covering a wide range of testing and certification areas more than 30 years ago, the HKTIC considers that one of the major obstacles that has been dragging the development of the industry is the supply and retention of talented and skilful staff within the industry. Lacking the recognition of professional status of the experience and expertise such as engineers, doctors etc, the industry finds it hard to attract and retain young professionals to choose the career of testing and certification and thereby hindering the growth pace of the industry.

Keeping abreast of this issue, HKTIC has proactively formed a Task Force to review the situation and recommend the improvement measures. In June to Aug 2009, the Task Force commissioned an interview survey on eight testing laboratories to solicit their views on the need and structure of the professional recognition scheme. All the interviewed laboratories are supportive of developing a professional recognition scheme and that will be best started with testing area. The professional recognition scheme on the "Testing Personnel" should be split into two tiers, one for the "Professionals" and the other for the "Technicians". Upon demonstrating the compliance with the agreed qualification assessment criteria, the Applicant will be awarded an appropriate professional title such as the "Certified Testing Professionals" or "Certificated Testing Technician". The initiative qualification assessment criteria, subject to refinement and modification, will cover academic achievement, years of experience, demonstrated competencies in various areas including technical, management skills, communication, safety awareness and professional ethics.

This project proposal is developed to seek funding from Government to prepare, develop, promote and operate this professional recognition scheme. After which the scheme will be operated on self-financing basis through the annual subscriptions paid by the certified personnel.

It is anticipated that the implementation of this professional recognition scheme will contribute to attracting and securing a steady supply of talented and committed manpower to join this emerging industry in which Hong Kong has advantageous edge. In addition, the developed qualification assessment criteria will serve as an excellent benchmark and target for the existing more than 15,000 testing and certification personnel to aim for expertise upgrade.

### Project Objective(s) (in not more than 80 words)

This project will prepare, develop, promote, launch and operate the professional recognition scheme specifically developed for Testing Professionals and Technicians with the following objectives

- (a) To give professional recognition to the Testing practitioners so as to attract and retain talented and skilful personnels to enter into the T&C industry which is one of the six economic areas identified by TFEC where Hong Kong enjoys clear advantages and has good potential for further development;
- (b) To set benchmarks for the upgrade of expertise and technical knowledge of the T&C personnels;
- (c) To improve the professional image of Hong Kong T&C industry and contribute to the building up of brandname for Hong Kong T&C services

## Recipient/Collaborating/Implementation Organisation

Recipient Organisation : Hong Kong Association for Testing, Inspection and Certification Limited  
 Collaborating Organisation(s) : N/A  
 Implementation Agent(s) : N/A

## Key Personnel

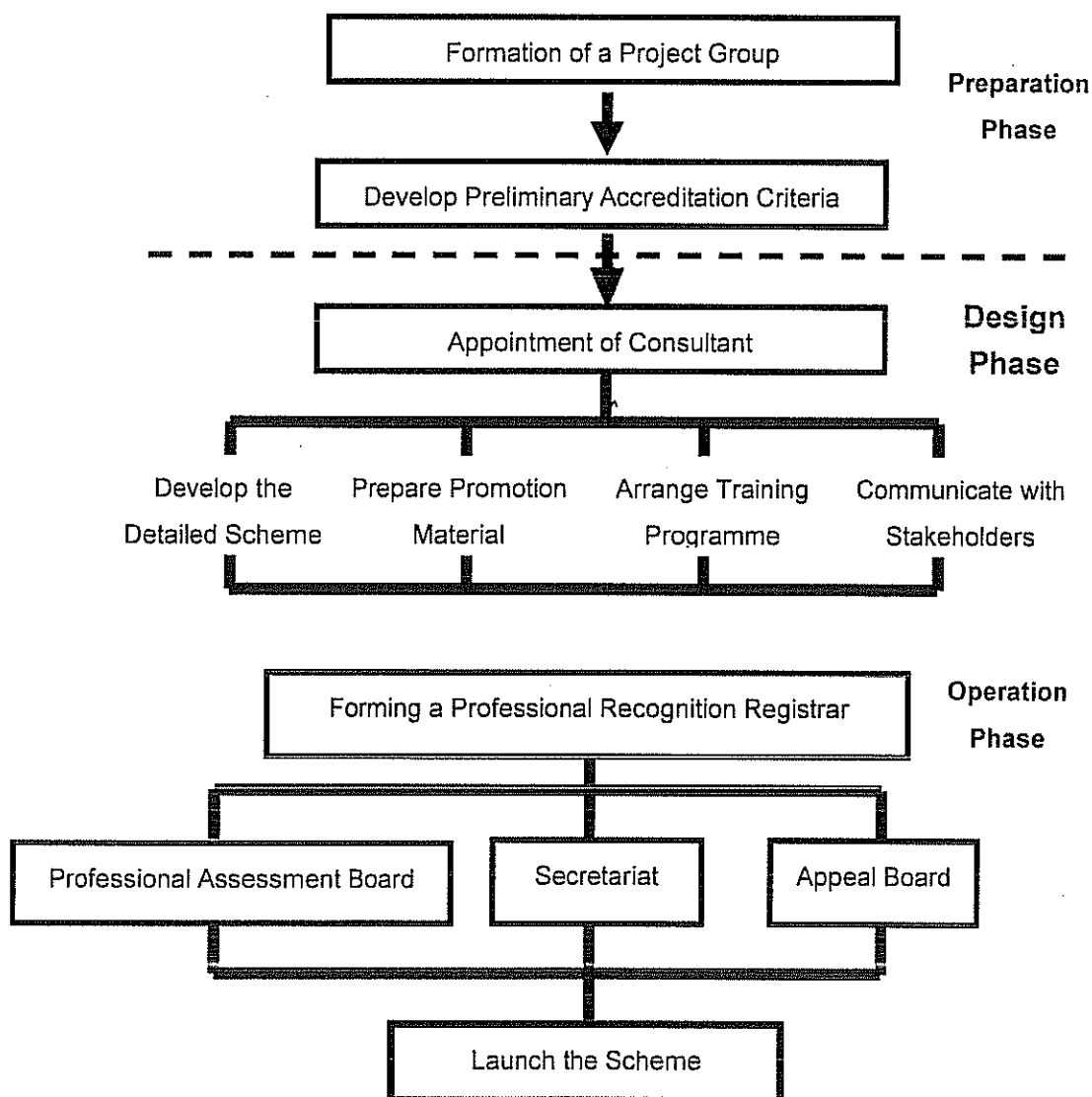
Please refer to Section 5

## Project Period

	<u>Commencement Date</u> (day/month/year)	<u>Completion Date</u> (day/month/year)	<u>Project Duration</u> (No. of months)
As stated in project agreement	<u>1 Jan 2011</u>	<u>30 June 2012</u>	<u>18 months</u>
Revised (if applicable)	<u></u>	<u></u>	<u></u>

## Methodology Employed

The implementation of this project will be split into three phases as shown in the flowchart.



## 2. Summary of Project Results

### Project Deliverables

Please list out the targeted project deliverables as stated in the project proposal appended to the project agreement and provide details of actual result achieved, including beneficiaries, for each of them.

1. A professional recognition scheme for practitioners in the testing and certification industry.
2. A launch ceremony and ten seminars to promote the scheme.

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### Actual Benefits to SMEs

Please indicate *in clear, specific, tangible and quantifiable terms* the benefits of the project and its contribution to enhancing the competitiveness of Hong Kong's SMEs in general or SMEs in specific sectors, in not more than 400 words.

Launching ceremony was held in last September as a kick off for the Scheme aiming to deliver to public the objective of the Scheme on the development and implementation of voluntary basis professional recognition scheme for Testing personnel covering both the professional and technicians aiming the growth of the Testing & Certification Industry (T&C) in long term. It is a landmark and a declaration by the T&C to the community of our commitment to professional excellence in testing. This is the first-of-its-kind large scale certification ever organized by testing industry with more than 700 applications and with about 500 candidates participated in a purposely designed examination. Below is snapshot on actual benefits to industry and SMEs:

#### Sep 11 to Jun 2012

- **One launching ceremony and 16 seminars were held aiming to promote the scheme**
  - 44 organisations attended the launching ceremony on 28 September 2011 with 17 organisations or 39% from SME on a total of 100 guests. News was published by 4 media.
  - 9 seminars were held. In November 2011 on introduction of the Scheme with 255 attendees from 37 organisations with 43% or 16 organizations from SME; February 2012 seminar was on examination related with 280 attendees from 27 organisations of which 30% or 8 organisations from SME;
  - Other than above 9 seminars, 6 in-house seminars were held in November 2012 with 186 attendees from 4 laboratories.
  - In June, experience sharing and certificate award seminar was held with 213 attendees from 50 organisations of which 28% or 14 organisations from SME.
  - Total attendees for 16 seminars were 934 and 100 guests for launching ceremony.
- 789 applications were received with 362 for Certified Testing Professional (CTP) and 427 Certified Testing Technicians (CTT) covering 38 organisations. 45% or 17 organisations came from SME. Candidates mainly came from testing industry or related field such as buying office or in-house laboratory of trading company.

#### Sep – Dec 2011

- 549 candidates applied for examination on 14 April 2012 with 170 CTP and 379 CTT covering 38 organisation. 45% or 17 organisations came from SME.

#### Apr – Jun 2012

- 428 candidates attended for examination on 14 April 2012 with 132 CTP and 296 CTT covering 38 organisations. 45% or 17 organisations came from SME.
- 285 certificates were issued with 183 CTP and 102 CTT covering 26 organisations. 27% or 7 organisations came from SME. 215 candidates attended interview for CTP covering 31 organisations with 35% or 11 organisations came from SME. All 285 certified testing personnel names with disciplines and category awarded were uploaded to HKTIC website as professional recognition and achievement to individual.

By the end of this Report, there are about 50 candidates awaiting either for forthcoming examination and interview.

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### Milestones (in chronological order)

# Please indicate if the milestone is completed (C), deferred (D) or not achieved (N). If it is deferred, please indicate the revised completion date. For those milestones which are deferred or not achieved, please also provide the reasons under item 2.4.

<u>Milestone</u> (as set out in the project proposal appended to the project agreement)	<u>Original target completion date</u>	<u>Revised target completion date</u> (if applicable)	<u>Status</u> (C/D/N) #
(a) <b><u>Preparation Phase</u></b> Project Kick-off and development of preliminary qualification recognition criteria	28 Feb 2011	C	
(b) Tender invitation of consultant	14 March 2011	C	
(c) Evaluation and award of tender	31 March 2011	C	
(d) <b><u>Design Phase</u></b> Working out of all the details of the scheme	30 June 2011	C	
(e) Formation of the Programme Secretariat, the Qualification Accreditation Board and the Appeal Board	31 July 2011	C	

### Marketing/Dissemination Activities (in chronological order)

Please provide details of all completed and on-going promotional and/or dissemination activities for each of the project deliverables. Such activities may include advertisements, seminars, workshops, etc.

<u>Date/Period</u>	<u>Description</u>	<u>No. of beneficiaries</u> (Please specify whether they are SMEs or not)
Jun-Jul 2011	To introduce the scheme by meeting 6 disciplines working committees with about 80 committee members and to get feedback from members on program design	NA
Aug-Oct 2011	Printing of promotional materials such as leaflets, posters for distribution to organisations and seminars. Banner and easyroll stands for display at ceremony and seminars:- <ul style="list-style-type: none"> <li>- 120 Information kits were sent to guests with leaflet and related information on launching ceremony.</li> <li>- 1,115 leaflets and 142 posters will be sent to 56 organisation (HKTIC members) in October for cascading to employees which comprising of more than 9,000 employees</li> <li>- Leaflets and posters will be sending to industry organization in October and followed by seminars</li> </ul>	21
Sep 2011	Guest invitation to organisation, accreditation association, government units and media invitation to Official Launching Ceremony on 28 September 2011	NA
28/09/2011	Official Launching Ceremony was held with more than 100 attendees from organisation, accreditation association, governments units and 6 media covering: <ul style="list-style-type: none"> <li>- Introduction of the Professional Certification Scheme for Testing Personnel</li> <li>- Briefing on scheme structure of the Professional Scheme for Testing Personnel</li> <li>- Question &amp; Answers and media time</li> </ul>	17

28/09/2011	Website setup with scheme details on certification criteria, examination and training course; to apply and to certify as Certified Testing Personnel and Certified Testing Professional www.hktic.org	50
29/09/2011	News on the scheme was posted by 4 media after 28 September 2011 Launching Ceremony, namely 星島日報、香港經濟日報、香港商報、文匯報	100
Nov 2011	9 seminars were held in the said period on introduction and briefing of the scheme content to public and laboratories as targeted candidates for the Scheme. Leaflets were distributed.	16
Feb-Mar 2012	6 seminars were held in the said period on delivery of examination requirements and eligibility. Leaflets were distributed.	8
Jun 2012	Seminar held on experience sharing and certificate presentation aiming to further promote and continuation of the Scheme. Leaflets were distributed.	14
Sep '12 to Jun '12	Seminars and updates information was constantly upload to website with "Frequent Ask Questions" as to help testing personnel to understand the Scheme.	50
Sep '12 to Jun '12	Mass e-mail was constantly sent to working committees, candidates on updates of Scheme information and requirements.	50
Total no. of beneficiaries - no. of SMEs		326
no. of companies which are <u>not</u> SMEs		600

### Future Plan for Promoting the Project Deliverables

N/A