

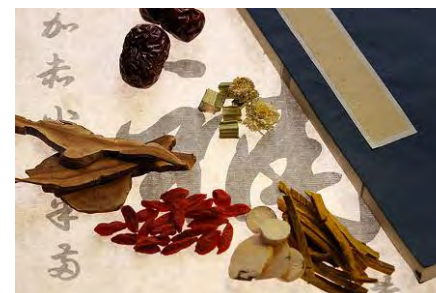
# <Professional Certification Scheme for Testing Personnel : *Why and Who needs it*>

**Dominic Lam, General Committee Member  
Hong Kong Association of Testing, Inspection and  
Certification**



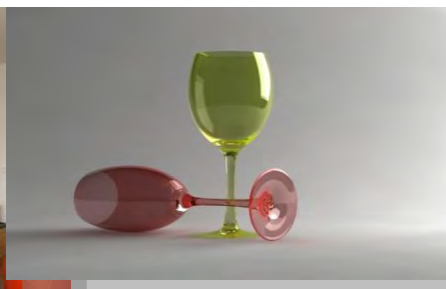
# Presentation Outline

- ▶ Industry Overview
- ▶ Professional Certification Scheme for Testing Personnel (PCSTP)
- ▶ Why?
- ▶ Who needs it?



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# Industry overview



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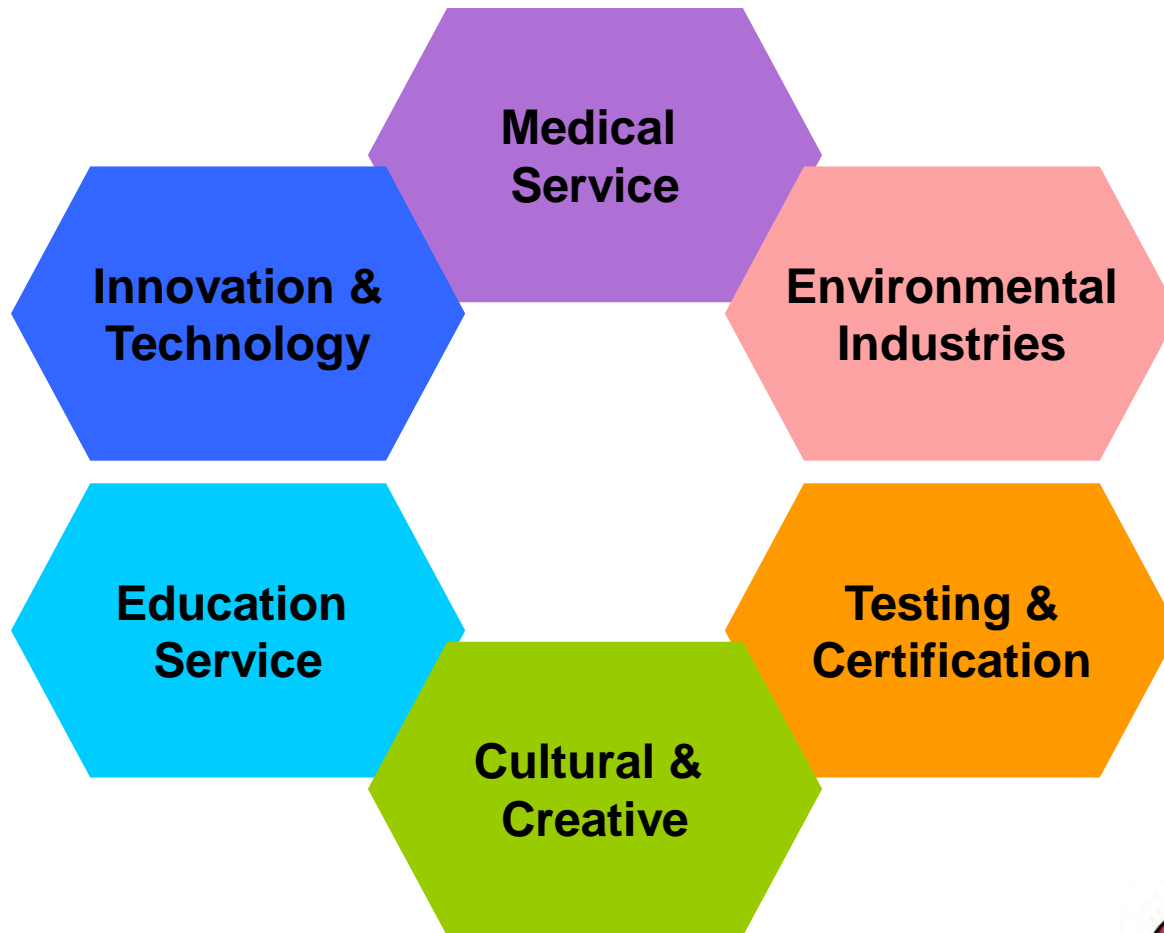


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# Industry overview

## The Task Force on Economic Challenges (2009)

- Six industries where HK enjoys clear advantages



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# Industry Profile

## Testing & Certification Industry, 2011<sup>1</sup>

- Total business receipts (Private independent establishments) ~ **\$10.78 billion**
- Total number of persons engaged (Private independent establishments) ~ **About 13,000**
- About **600 private independent establishments**
- About **94%** or 570 establishments were SME (i.e., < 50 persons)
- Around **40 establishments (>50 persons)**, accounted for about **70% of the persons engaged & around 76% of business receipts**

Ref: <sup>1</sup> Hong Kong Council for Testing and Certification <[http://www.hkctc.gov.hk/en/role\\_of\\_the\\_industry.html](http://www.hkctc.gov.hk/en/role_of_the_industry.html)>

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# Industry Profile

- ▶ Breakdown of the industry's business receipts (by type of service<sup>1</sup>) :

Type of Service	Year 2011(HK\$ Mn)
<b>Testing</b>	
(a) Textiles, clothing and footwear	1,436
(b) Toys and games	1,640
(c) Medical	1,394
(d) Electrical products	887
(e) Others	1,372
<b>Subtotal</b>	<b>6,729 (62%)</b>
<b>Inspection</b>	<b>1,656 (15%)</b>
<b>Certification</b>	<b>395 (4%)</b>
<b>Others</b>	<b>2,000 (19%)</b>
<b>Total</b>	<b>10,780 (100%)</b>

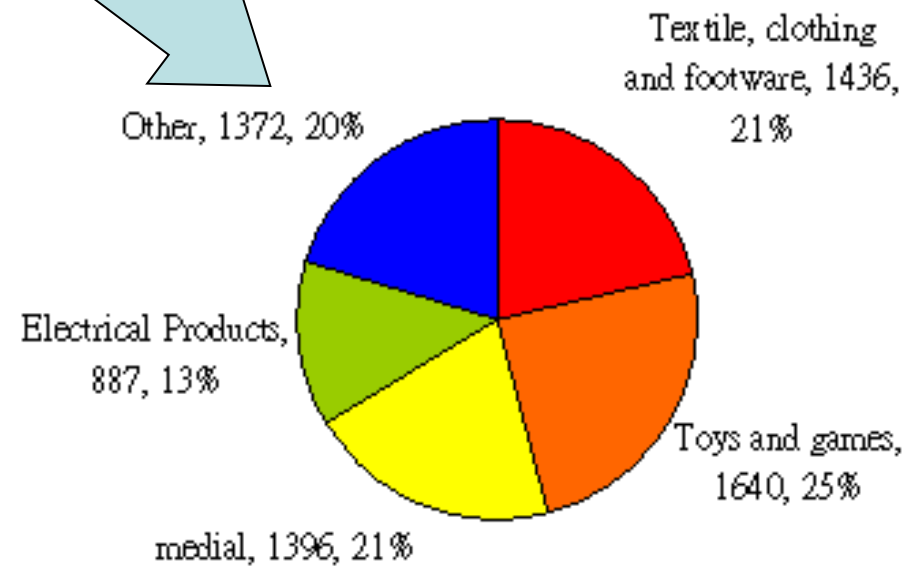
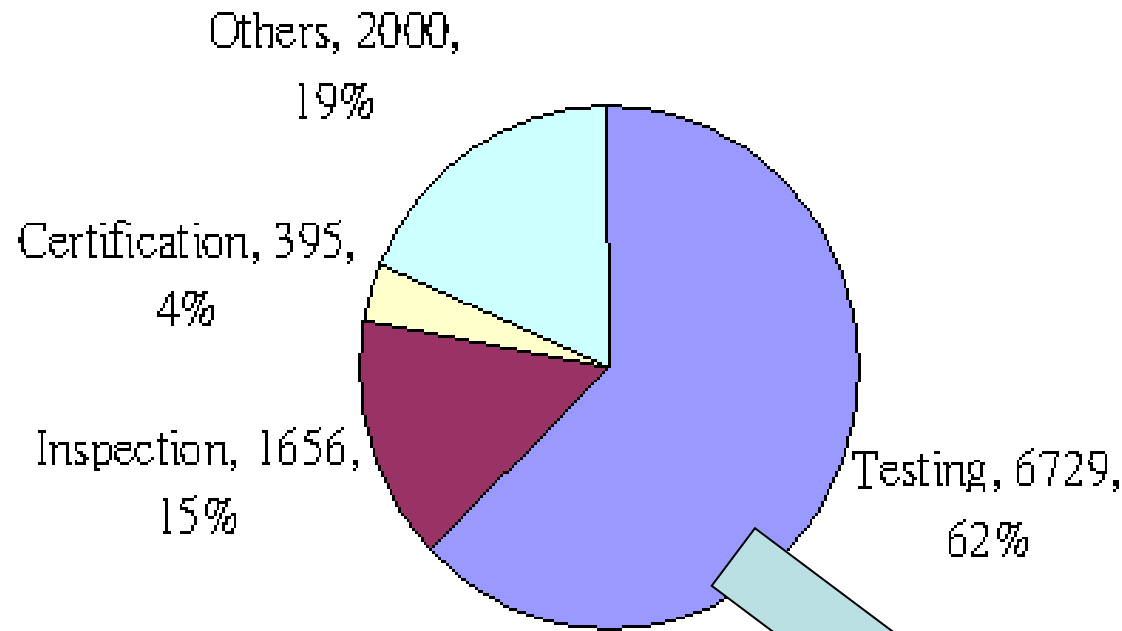
Ref: <sup>1</sup> Hong Kong Council for Testing and Certification <[http://www.hkctc.gov.hk/en/role\\_of\\_the\\_industry.html](http://www.hkctc.gov.hk/en/role_of_the_industry.html)>

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## Breakdown of the industry's business receipts



# Role of the industry

- ▶ **Direct Economic Contribution**
- ▶ **Supports manufacturing, export & other service industries**
- ▶ **Important role in daily life** of the Hong Kong community
  - e.g., Private laboratories → supporting the food industry/ Government (Quality Assurance/ food samples testing)
- ▶ **Supports Hong Kong's external trade**
  - Provide high volume of testing and inspection services for consumer products manufactured in **Hong Kong** and the **Pearl River Delta Region** (e.g., Toys, Electronic goods, Textiles & Garments).
- ▶ **Provides Quality Management System** certification service



# Promotion of the industry

- ▶ **Annual manpower supply**
  - 450 -500 Higher Dip. + 10000 Degree graduate
  - Applied science, engineering, science, fashion & textile disciplines (VTC + universities)
- ▶ **Career talks, career fairs, Education & Careers Expo & more internship opportunities**

## Career Talks/Fairs

The Council has been co-ordinating speakers for career talks and participating in fairs in local post-secondary educational institutes to promote the career prospects of the testing and certification industry to students.



Career Fair at the University of Hong Kong



Career Talk at the University of Hong Kong

**Hong Kong Council for Testing and Certification**  
The Government of the Hong Kong Special Administrative Region

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Tested in Hong Kong  
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Supports to the Industry > Manpower Development

**Manpower Development**

- Overview
- Qualifications Framework
- Academic Programme in Local Post-Secondary Educational Institutes
- Attracting Talents and Enhancing Professionalism of Practitioners

**a. Overview**

Hong Kong's testing and certification industry is built upon a workforce of professionals with high integrity and technical expertise that gives confidence to users of the industry's services. The Council conducted an assessment of the demand and supply of manpower in the industry in 2009. Since then, the Council has also updated some of the figures.

# What's next...

What is Testing and certification professionals looking for?

A declaration of an individual's **Professional Competence**

**i.e., Personnel Certification**

**(Professional Certification Scheme for Testing Personnel)**

# PCSTP

- ▶ Developed and operated by *Hong Kong Association for Testing, Inspection and Certification Limited (HKTIC)*
- ▶ Provides certification of individuals seeking to demonstrate their **KNOWLEDGE** and/or **COMPETENCE** in their field of testing
- ▶ **Affirms the knowledge and experience** of the practitioners in a particular testing field to their **employers, customers and the public**
- ▶ **Declaration** of an individual's professional **competence**



# PCSTP

DISPLINE	SUB-CATEGORIES			
<b>EXISTING DISCIPLINES</b>				
Chemical	Elemental		Organic	
Construction Material	Building diagnostic	Construction material	Foundation	Welding nondestructive
Electrical Product	Safety	Electromagnetic Compatibility		Green
Microbiological	Microbiological			
Textile and Garment	Color Fastness and Care Performance	Construction and Physical Performance	Fibre Analysis	Flammability Safety
Toys and Hardlines	Toys and Children's Product		Hardlines	
<b>NEW DISCIPLINES (Launched on 19 Jun 2013)</b>				
Calibration	Calibration			
Environmental	Inorganic		Organic	
Food	Labelling		Contamination	
Quality Assurance	Quality Assurance			

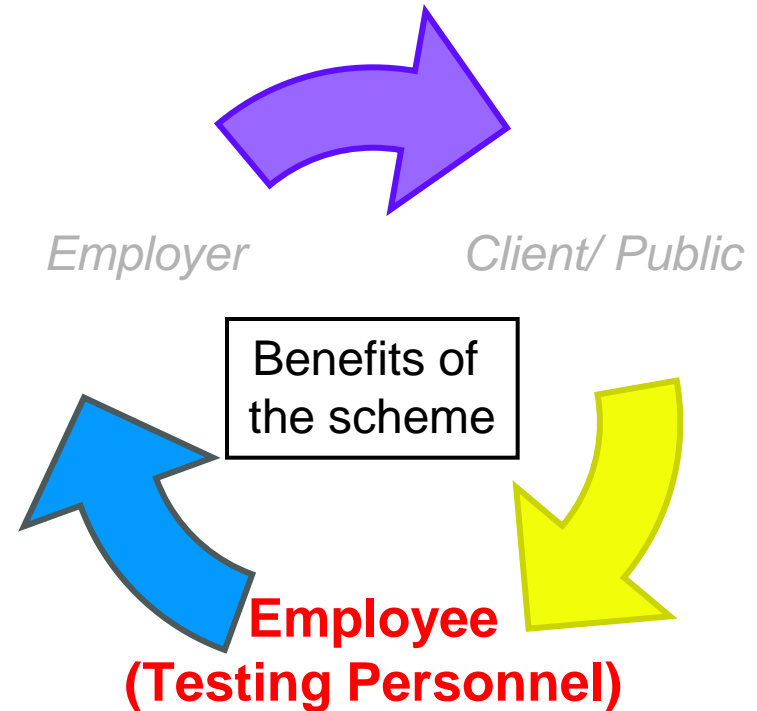
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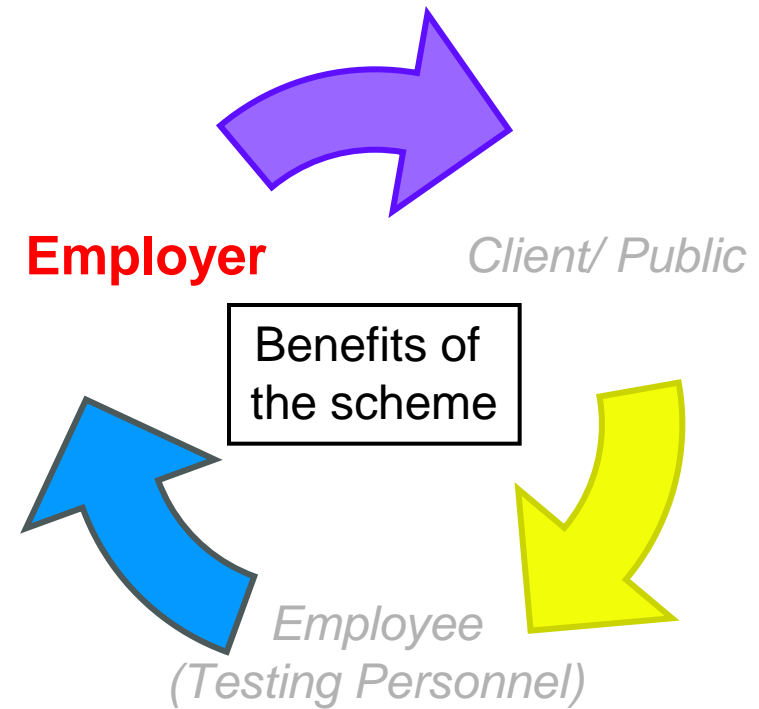
# Who needs it?

Testing Personnel
Recognition & Prestige
Competitive advantage (over non-certified individuals)
Professional image
Employment opportunities



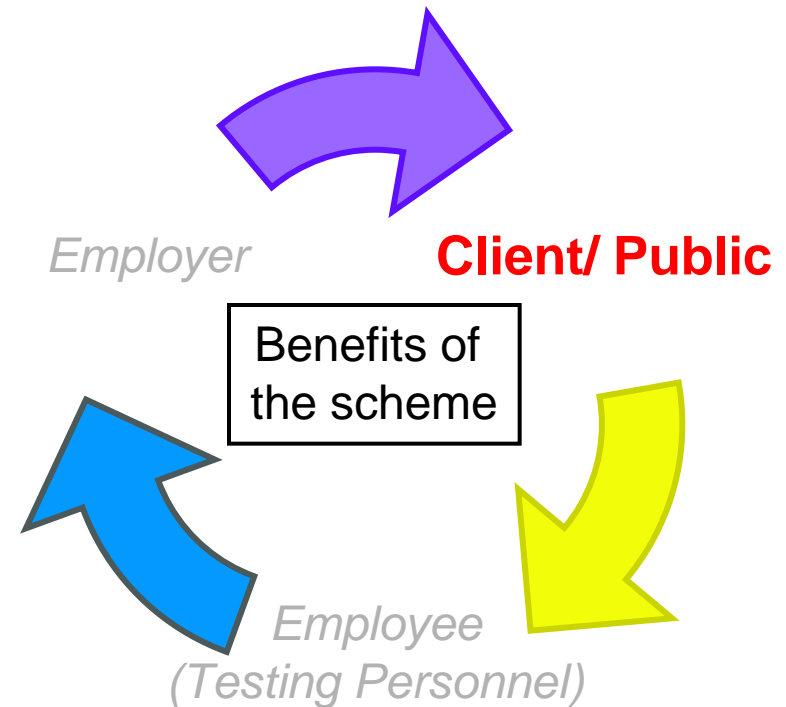
# Who needs it?

Employer
Informative recruitment decision
Productive & well-trained workforce
Professionalism



# Who needs it?

General Public
Identification of qualified providers
Protect from using incompetent & unfit practitioners
Accuracy and validity of testing results



# What's more...

- ▶ In addition to the potential benefits, the scheme also encourages....

Continuous Improvement



# Certification Process

Certification Process		
	Certified Testing Technician (CTT)	Certified Testing Professional (CTP)
Decision of certification	Review of applicant's compliance with the certification criteria and decide on the acceptability by the Certification Board	
Register of certification	Register of certified testing personnel will be uploaded on Scheme website. Certificate of certification will be issued to the successful candidate for record	
<b>Re-certification (3 years)* (Encourage continue improvement!)</b>	Submission of Log Form on attainment of <b>continuous professional development</b> in terms of the accumulation of <b>continuing professional development units (CPDUs)</b>	
	30 PDUs per year cycle	60 PDUs per 3 year cycle

# Continuous Professional Development

## ▶ CPDUs<sup>1</sup> (PCSTP071)

Activities	CPDUs
Training course, seminar or workshop on relevant topics (Internal training and workshops on relevant topics)	1 CPDUs for candidate attending workshops or seminars which involve each contact hour.
Author or co-author of an article published in a refereed journal	30 CPDUs per article (author) 20 CPDUs per article (co-author)
Author or co-author of an article published in a non-refereed journal	15 CPDUs per article (author) 10 CPDUs per article (co-author)
Lecturer/Speaker on relevant topics at a conference, seminar or formal course.	10 CPDUs per activity
Member or moderator on relevant topics at a conference, symposium, workshop or formal course.	5 CPDUs per activity

Ref: <sup>1</sup> Hong Kong Association of Testing, Inspection and Certification <<http://www.hktic.org/template?series=15>>

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# Continuous Professional Development

## ▶ CPDUs<sup>1</sup>

Activities	CPDUs
Author or co-author of textbook on relevant field	40 CPDUs (author)/ 20 CPDUs (co-author)
Developer of content for a testing learning courseware	10 CPDUs per new course
Board or committee member of testing or certification organization	20 CPDUs (board) per annum 10 CPDUs (committee) per annum
Development of new international/regional test standard	30 CPDUs
Verification and implementation of new international/regional test standard	10CPDUs
Development of new accredited in-house method (limited to 3 developers)	15 CPDUs
Technical visit	1 CPDU per hour

Ref: <sup>1</sup> Hong Kong Association of Testing, Inspection and Certification <<http://www.hktic.org/template?series=15>>

# CEO vs. King of Hong Kong Style Milk Tea



Former CEO of KBR –  
Albert Jackson Stanley<sup>1</sup>

- ▶ Kellogg Brown & Root ( an USA engineering, construction, private military contracting company formerly a subsidiary of Halliburton)
- ▶ Paying "tens of millions of dollars" in bribes to Nigerian officials in → win government contracts
- ▶ Violate Foreign Corrupt Practices Act (FCPA)
- ▶ Sentenced to 30 months in prison via plea agreement.

- ▶ **Leung has two rules in tea making**
  - 「冲奶茶最緊要水滾，水滾就茶靚。」
  - 「冲茶水溫唔可以馬虎」
- ▶ Received training, started working as a trainee (水吧學徒) and now working as a master (水吧師傅) in about 10 years time
- ▶ Hong Kong Style Milk Tea winner of 2012 <金茶王大賽>

奶茶王 - 梁德酬<sup>2</sup>



Ref: 1. <http://news2.onlinenigeria.com/headline/43276-rakes-300b-from-Nigerian-corruption.html?print>  
2. <http://hk.apple.nextmedia.com/news/art/20120818/16615088>

# Queen of Hong Kong Style Milk Tea 2013



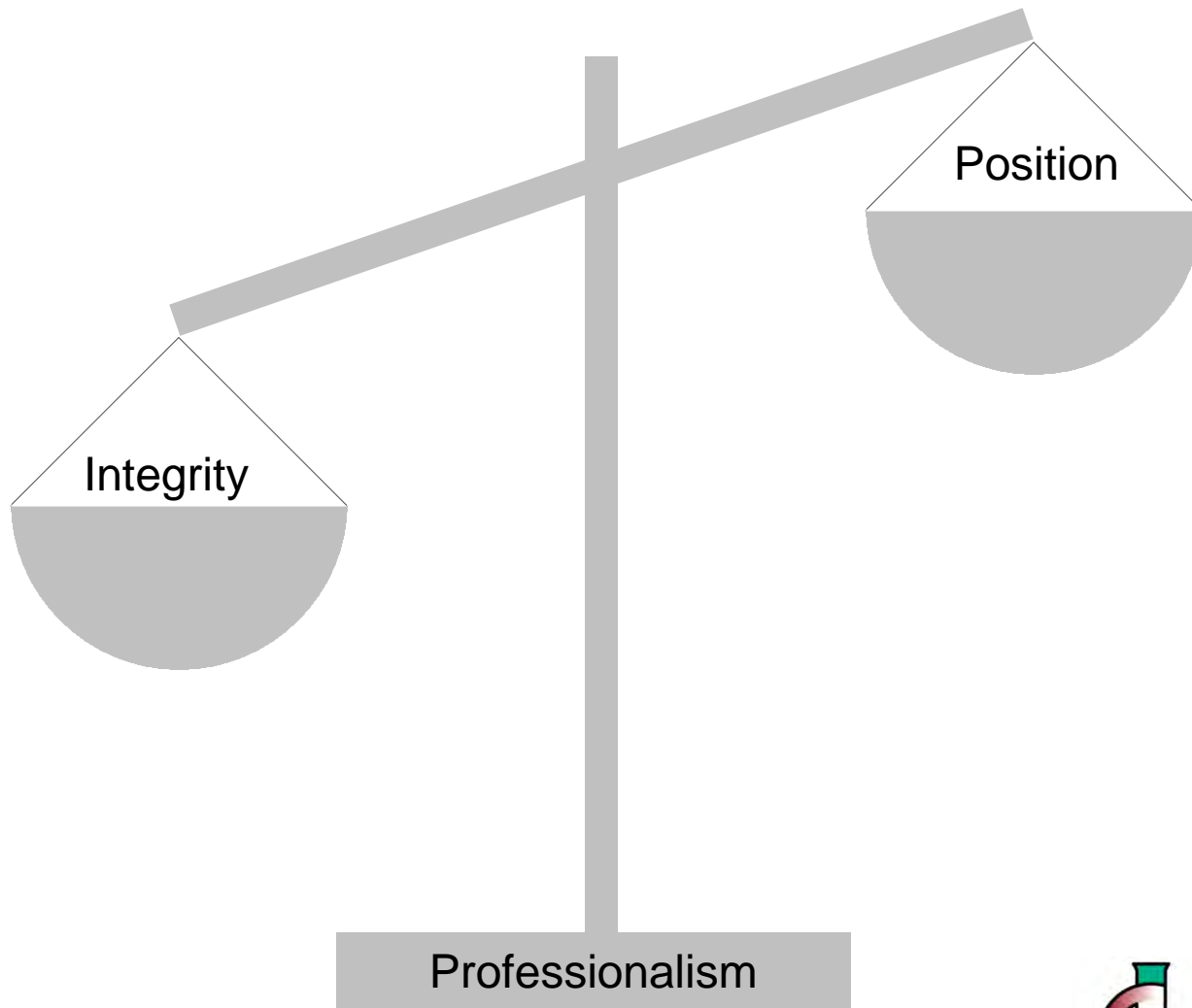
- ▶ A former primary school teacher – dismissed due to School Closures/ Curriculum Reform
- ▶ Practicing tea making for more than 16 years, keep on improving the formula of milk tea ingredients
- ▶ Secret of Mok's success, "Know thyself"
  - Learning from old masters
  - Learning from other experts
  - Learning from mistakes
- ▶ 「茶同奶從空中撞入杯內，讓空氣注入，它們就彈跳得愈厲害，好似有生命一樣。」
- ▶ 「最大滿足感不在於金錢的多少，而是顧客的讚賞」



2013女金茶王 -莫佩玲<sup>1</sup>



# CEO vs. King of Hong Kong Style Milk Tea



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# Conclusion

## ▶ PCSTP helps

- Maintaining complete **INTEGRITY & IMPARTIALITY** of personnel
- Retaining talents by providing **RECOGNITIONS** for their knowledge and competence
- Creating a **PROFESSIONAL IMAGE** for the Testing and Certification Industry
- Promoting the philosophy of **CONTINUOUS IMPROVEMENT** in the industry



# Thank you!

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