



1969

Vocational training in Hong Kong

Dan Waters

HK Institute of Vocational Education (Morrison Hill), Vocational Training Council

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5th August, 1969

THE PEAK

WEEKLY BULLETIN OF THE ROTARY CLUB OF HONG KONG

VOCATIONAL TRAINING IN HONG KONG

We were privileged to have as our Speaker today, Rtn. D. D. Waters, Member of the Rotary Club of Kowloon and Principal, Morrison Hill Technical Institute.

Rtn. Waters said:

"President Henry, Fellow Rotarians and Guests: I'm very pleased that you have invited me here to talk to you on an important subject—a subject which we often see mentioned in the press and hear discussed over the radio and television.

Vocational training is, at the present time, in Hong Kong and, in fact, all over the world an "in" subject; and rightly so.

Today, I come here, as you know, wearing two hats. My first hat is that of the Principal, of the Morrison Hill Technical Institute, a Hong Kong government educational institution.

The second hat is that of a Rotarian. I am a member of the Kowloon Rotary Club, as you have already been told. I have, in fact, met some of you at our meetings at the Peninsula Hotel at Thursday lunch time. This makes my coming here today a double pleasure.

Vocational training, industrial training or occupational training, which-

ever we like to call it, is a "bandwagon" upon which many people, at the present time, like to climb. The present age could well be styled the "age of the training revolution". The importance of training has, in fact, just been realised.

Here we are not just talking about training mechanics, carpenters and other craftsmen, but training for any occupation whatsoever; from clerical workers to workers on the factory floor, from agricultural labourers to road sweepers. Some people pay only lip service to the subject. Some people and some organizations are prepared to give positive assistance.

The Rotary Club of Hong Kong comes into the latter category.

During the 1968 to 1969 scholastic year, your club, gentlemen, aided 25 craft students who were undergoing full-time craft training at the Hong Kong Technical College. Each scholarship, as you know, was worth \$200. This covered \$120 tuition fees and \$80 for books, tools, overalls, and other incidental expenses.

This means that last year you donated \$5,000, from your club funds. This certainly shows that your club is prepared to give positive assistance to such forms of training.



Rtn. Waters addressing Our Meeting Today

I understand from the Principal of the Technical College, who has had discussions with members of your club recently, that you intend to continue your support by renewing these scholarships in the coming session.

May I add here that as from September, 1969, these craft courses are being transferred from the Technical College to the Morrison Hill Technical Institute. On behalf of the Morrison

NEXT WEEK'S PROGRAM

Tuesday, 12 August, 1969

Speaker: Judge A. A. Huggins

Subject: Trial by Jury in Criminal Cases

M E N U

Scotch Broth
Chicken Curry Bombay
Green Garden Beans

Creole Rice
Meringue Suchard

Coffee
Petits Fours



Hill Technical Institute and all members of staff and students, may I say a sincere "thank you" to you, President Henry, and all rotarians of this club for your very generous support. I assure you it is greatly appreciated, and we hope it will be possible to continue it in future years.

When I was first approached and asked to speak to your club, I realised that the topic on which I was asked to speak was a very wide one.

It is generally recognised that there are four main levels of technical personnel. The first level is that of "technologist". This is the highest level. Such persons usually have university degrees and/or recognised professional qualifications.

The second level is that of technician which is equivalent to middle manpower level. A technician works under the direction of a technologist and plans and supervises the work of the craftsmen.

The third is craftsman level. In the way of training, a boy normally becomes an apprentice or undertakes some form of institutional training.

The last level is that of "operative". Operatives are semi-skilled workers, or they may perhaps be highly skilled but over a narrow field or performing perhaps one single operation; say assembly work in an electronics factory.

The main work of the Morrison Hill Technical Institute will consist of the training of craftsmen. As I said before, all the pre-apprentice and craft courses will be transferred from the Technical College to the Morrison Hill Technical Institute and this will allow the Hong Kong Technical College to concentrate on high-level work.

In addition to the courses transferred from the Technical College, new craft courses will start. The Technical Institute will also run courses at technician level and will also cater for commercial courses as well as courses for technical teachers and workshop instructors.

In Hong Kong, the responsibility of training craftsmen rests with both government and with industry. The government organizes institutional craft training, such as the courses planned

for the Morrison Hill Technical Institute. Industry on the other hand is expected to organize its own apprenticeship schemes as well as properly planned "on-the-job" training. Such training is irreplaceable. Craft training is, in other word, in Hong Kong, a shared responsibility.

The Morrison Hill Technical Institute has been made possible by a generous donation of seven million dollars by the Royal Hong Kong Jockey Club. Of this figure, approximately three million will go to the purchasing of equipment and tools. After the building has been erected, Hong Kong Government will be responsible for the recurrent expenditure.

This is unlike the United Kingdom, for example, where a training levy is imposed on most industrial firms and this levy is used to finance all forms of industrial training. This means that in the United Kingdom, the cost of training is borne almost entirely, at the present time, by industry.

The Morrison Hill Technical Institute will consist of six departments. These departments are: Business Studies, Construction, Electrical, Mechanical, Preliminary and General Studies as well as Technical Teacher and Workshop Instructor Training.

At the present time, the building at Morrison Hill is under construction. It is on the site of an old stone quarry adjacent to Victoria Technical School in Wood Road, Wanchai. It is expected that, if the present rate of progress continues, the building will be completed in April, 1970.

In the meantime, it is planned to start courses, in the name of the Morrison Hill Technical Institute, in September of this year, in Hong Kong Technical College premises at Hung Hom.

A number of teaching staff and key personnel are being transferred from the Hong Kong Technical College and the remainder of the staff will be newly recruited.

When the Morrison Hill Technical Institute is developed to its full capacity—which will take approximately three years—it is expected that it will house about 1,300 full-time students or its

equivalent in block-release and/or part-time, day-release students.

In addition, it will be responsible for running a wide variety of evening courses, some of which will be transferred from the Technical College. A number of these courses will be run in various centres around the Colony. It is expected that evening students will number approximately 8,000, and part-time evening lecturers will number approximately 400.

In the past, in Hong Kong, almost all young people have been educated for academic and commercial callings despite the fact that the majority will not be able to pursue or find work in either of these lines. At the same time, in local eyes, skilled employment in industry tends to lack social status and dignity. There is no doubt that such views still persist, nevertheless, they are changing even though the change is not as rapid as some of us would hope.

A boy, today, has far more to learn than did his grandfather. It is interesting to know that knowledge has increased eight fold during the present century. A person who wishes to be well informed today has to learn eight times as much as he would have been expected to know at the beginning of the century.

Over the years, the frontiers between education and training have been shifting and in many cases are disappearing altogether. When planning the courses for the Morrison Hill Technical Institute, the importance of integrating technical education and training, in basic broad-based courses, has been fully appreciated. All full-time courses have been designed to fully integrate both practical training with related theory.

Advanced craft training will be on the module pattern. That is self-contained "packages" of training. A number of modules may, of course, be linked together to form a cohesive group. The basic "tools" of the technician and craftsmen, including such subjects as communications, calculations and science, will be taught in direct relationship to the syllabuses. The theme of safe working practice will run throughout all courses.

At the same time, efforts will be made to introduce liberal studies and extra-curricular activities, for the full development of the individual as a person, so that his education and training for work and life are as complete as possible. In this way, the usefulness of a student, on leaving the Institute, to take up employment, will be increased, and at the same time, he will have more to contribute as a useful member of society. Juvenile delinquency, in this way, is averted and a useful social purpose is served.

Throughout all spheres of human activity, as well as in industry, there is now developing what has been called a "Technology of Training". It becomes increasingly important that teachers and educationalists who are concerned with industrial training should be aware of the new and improved "tools of training" which are available to achieve their purpose. It is important that "Technology of Training" should develop in the most effective way. The Technical Institute will make use of Programmed Learning and other "aids" in various fields. Every effort will be made to simulate actual work experience and to provide contact with instructors, who have had sound industrial experience.

The acid test of any vocational training is, after all, whether or not the training is of real practical use to a person. If it is not, then it is better forgotten. It is not an unheard of thing, for example, for a man who has a diploma in business administration for his business to go bankrupt. On the other hand, we also hear of the manager, with a thriving business, who has had no theoretical management training whatsoever. Such cases are, indeed, food for thought.

It is realized that there is a shortage, not only in Hong Kong, but all over the world, of technical teachers. A large number of vacancies exist at the Technical College, and difficulties are being experienced, and will continue to be experienced in the future, in recruiting suitable staff for the Technical Institute.

It is unfortunate that there has always been, in the past, a traditional gap between scholars and doers. Between those who generate and transmit knowledge and those who act to use such knowledge for the benefit of profit in industry and commerce. It is unfortunate that so called "practical men" will often show scorn, especially in the western world, for the academic.

The reverse also applies and we see in the academic world, that profit is often regarded as something rather obscene. A great deal needs to be done in order to change these attitudes so that the gap between the practical man in industry and the academic in the teaching institution can be narrowed.

In the United Kingdom, the Industrial Training Act was passed in 1964. This has initiated a revolution both in thinking and in practice in the field of training. Previous to this Act, the United Kingdom had lagged far behind most other highly developed industrial countries. The United Kingdom is now taking its place in the forefront, and it is interesting to see that many countries are now looking to Britain for a lead in the field of industrial training.

While it is appreciated that we cannot transplant the U.K. system of training to Hong Kong, in its entirety, in fact, it does appear that we are able to learn a number of very useful things from the present U.K. system.

In Hong Kong, we have the Industrial Training Advisory Committee which as you perhaps already know, is a non-statutory committee set up by His Excellency the Governor in 1965. It replaced the Standing Committee on Technical Education and Vocational Training.

The composition of the committee includes eminent industrialists, persons experienced in technical education and industrial training as well as government servants. The secretariat for the committee is provided by the Department of Labour.

This committee has done sterling work and has produced a number of valuable reports on various industries.

It is upon these I.T.A.C. recommendations that, in the main, new courses are being started at the Morrison Hill Technical Institute. In this way, industry will get the courses that it wants and industry will be able to give the courses at the Morrison Hill Technical Institute their full support.

His Excellency the Governor, early this year, formed an I.T.A.C. Functional Committee on Technical Institutes to investigate the requirements of industry and to consider the planning of additional technical institutes on the lines of the one at Morrison Hill. I am sure you will agree that this is a very worthwhile assignment.

Those of us who have lived in Hong Kong for any length of time know that things are changing rapidly and changing for the better. This is indeed an age of change in the field of technology. The "cats-whisker" has made way for coloured television. The sedan chair went out a few years ago. Old fashioned, crude, out-moded methods must be replaced by up-to-date technology as well as by modern industrial training techniques.

Hong Kong has a wonderful opportunity with approximately half its population under the age of twenty. Such young people can be a wonderful asset to Hong Kong if they are sufficiently well educated, technically trained and sensibly directed to make full use of their potential.

The wealth of any country lies in its technically trained personnel, the training of whom should be geared to the socio-cultural background and the economy.

In Hong Kong, as you know, rapid developments have been and are taking place in the field of technical education and industrial training. We who are connected with this profession have a heavy responsibility. Today, few other professions provide so many challenges."

When thanking Rtn. Waters for his speech, Rtn. Wilfred Wong Jr., said recommendations had been made to the Board to increase our scholarships from 25 to 30 for full time craft training at the Hong Kong Technical College.

ABOUT THE SPEAKER

NAME:

Deric Daniel Waters (Rtn. Dan)
Fellow Institute of Building
Fellow Royal Society of Health
Associate Member, British Institute of Management
Fellow Institute Scientific Business

AGE: 48

EDUCATION: Thetford Grammar School, Norwich City College & Art School, Portsmouth College of Technology.

INDUSTRIAL EXPERIENCE: Joined family construction firm which was established by great grandfather in

1853 and, apart from war service, worked with the firm until 1954 when he was Managing Director. After teaching at Norwich City College & Art School, joined the Hong Kong Education Department, at the end of 1954, as an Education Officer, (Technical); made Head of the Department of Building, Surveying & Structural Engineering, Technical College, 1963. Acted as Vice-principal, Technical College in 1967, made Principal, Morrison Hill Technical Institute, 1968.

LITERARY WORKS: A number of articles and papers on construction,

management, technical education and vocational training which have been published in the United Kingdom as well as in Hong Kong.

WAR SERVICE: Served with the Royal Engineers and saw 4½ years of active service in the desert as well as in Italy where he was mentioned in despatches.

STUDY TOURS: Has visited technical and vocational training institutions in a number of countries including, Japan, U.S.A., France, Belgium, Holland and the U.S.S.R.

ROTARY TO DAY

As of July 10, 1969, there were 13,855 Rotary clubs and an estimated 654,500 Rotarians in 146 countries and geographical regions. New clubs organized since 1 July, 1969, total 2 in 2 countries.

OUR THANKS TO . . .

P.P. Bob Choa, who introduced the Speaker and to Rtn. Wilfred Wong, Jr., who thanked the Speaker on behalf of the Club.

Interact, Rotaract To Pay Dues, Fees

New procedures for the financing of Interact and Rotaract clubs were established by the R.I. board of directors to defray partially administrative costs of these programs.

As of 2 July, 1969, each sponsoring Rotary club is required to pay \$10 (U.S.) admission fee to R.I. when applying for a certificate for a new Interact or Rotaract club.

Each Interact club will pay annually to its sponsoring Rotary club the equivalent of 50 cents (U.S.) for each member for transmittal to Rotary International not later than 31 December. Annual dues for each Rotaract club member are \$1.00 (U.S.) Dues will be based on membership as of 1 November.

CLUB SERVICE

We thank the below Rotarians for their support of our Club Bulletin by new advertising in the Business Directory:

- Pres. Henry Tseng
- V-P Peter Scales
- P.D.G. John L. Marden
- Sgt.-at-Arms Bill Blaauw
- Rtn. Lau Chan Kwok
- Rtn. M. Hiranand
- Rtn. L. P. Kwok
- Rtn. S. H. Chow
- Rtn. Lawrence Fung
- Rtn. Ron Mander
- Rtn. Leo Fiella

We need still more advertisers and hope they will be forthcoming.

Where To Make Up

WEDNESDAY

- * Rotary Club of H.K. Island East
Coffe House, Lee Gardens, Hysan Ave.
- * Rotary Club of Kowloon West
Miramar Hotel

THURSDAY

- * Rotary Club of Kowloon
Peninsula Hotel
- * Rotary Club of Macau
Estoril Hotel 8:00 p.m.

FRIDAY

- * Rotary Club of Kowloon North
Carlton Hotel, Taipo Road
- * Rotary Club of H.K. Island West
Hong Kong Hilton

WANTED

The Program Committee is anxious to obtain the names of Rotarians who will assist in introducing/thanking the speaker during the current Rotary Year.

They are especially keen to obtain the assistance of new Rotarians.

Please give your support by contacting Rtn. Ted Drew without delay.

MEMBERSHIP

The Board of Directors have given final approval to the following membership proposal:—

Mr. Balkrishna Kimatrai Wadhvani of The United Commercial Bank in the Classification "BANKING, Industrial" (AA) proposed by Rtn. N. N. Vasa.

Any objections should be notified to the Hon. Secretary within ten days of publication.

WELCOME BACK TO . . .

- P.P. Bob Choa
- Rtn. Wen Hsiung-Lai
- „ C. S. Shum
- „ C. S. Lam

BON VOYAGE TO . . .

- Rtn. L. C. Wickersham
9 Aug. — 7 Sept.
- „ Ramesh Ramchandani
7 Aug. — 31 Dec.
- „ Ram Jagtiani
31 July — 15 Sept.
- „ Alex S. C. Wu
5 Aug. — 18 Oct.