

Proceedings

Sino-British Seminar on National Vocational
Qualifications System

(November, 1995, Chongqing)

中英职业资格证书制度 研讨会文集

(1995. 11, 重庆)

Department of Occupational Skill
Development, Ministry of Labour,
People's Republic of China

中华人民共和国劳动部职业技能开发司

Cultural and Education Section
British Embassy

英国大使馆文化教育处



China Labour Press

中国劳动出版社

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劳动部职业技能开发司楼炳光副司长 在开幕式上的讲话

(1995年11月20日)

女士们、先生们：

大家好！

在秋菊竞放的季节，大家来到嘉陵江畔的锦绣山城——重庆市，参加中英职业资格证书制度研讨会，这是一次非常难得的机会。在此让我代表劳动部，向英国驻华使馆官员及不远万里而来的英国专家表示热忱欢迎和诚挚谢意！向来自国内有关行业部门和地方的官员与专家以及所有与会的女士们、先生们表示热烈欢迎！向重庆市领导和市劳动局领导及同志们对会议的热情接待与大力支持致以衷心感谢！大家辛苦了！

正当中国政府实施“科教兴国”战略，制定“九五”规划和2010年远景目标，贯彻实施《劳动法》，大力加强职业技能开发工作，进一步完善我国职业资格证书制度之际，召开中英职业资格证书制度研讨会，这对学习借鉴英国等市场经济发达国家的职业资格证书制度，完善我国职业资格证书制度将具有重要意义。

改革开放以来，我国与日本、德国、英国、加拿大等市场经济发达国家及国际劳工组织等的交流与合作日益增多，这些国家的成功经验对我们有很重要的启发和借鉴意义。在我国由计划经济体制向市场经济体制转轨的过程中，建立和完善具有中国特色的职业资格证书制度，需要不断学习与借鉴英国等市场经济发达国家的经验。英国政府从1986年开始推行国家职业资格证书制度，形成了较为完备的法律法规制度、系统的理论体系和规范的工作程序，值得我们很好地学习。因此，通过中英交流与合作，将推动

中国职业资格证书制度的进一步完善。

这次研讨会是1995年中英合作的重要内容之一，既是对已经开展的交流合作工作的总结，又将对今后进一步发展合作作出安排。研讨会在中英双方有关人员彼此考察了解的基础上，将就中英现行的职业资格证书制度的有关问题进行对比研讨，以达到进一步相互了解，加强合作的目的。

这次到会的有英国驻华使馆柴士杰博士及5位英国专家，他们分别是英国国家职业资格委员会国际事务负责人大卫·亨得利，英国工程培训机构顾问乔治·爱德华兹，伦敦城市与行业协会国家质量标准经理乔治·巴尔及赫德斯菲尔德大学高级讲师彼得·富兰克林，诺丁汉大学高级讲师约翰·沃利斯。他们为我们带来了有关英国职业资格证书制度的详实而丰富的材料，并将以国家职业资格标准与质量控制、标准制定、证书机构等为中心议题作报告。中国方面也有几名有关的专业人员发言，共同对中英两国职业资格证书制度进行深入细致的研究和探讨，认真切磋论证未来的发展问题。

女士们、先生们，山城重庆为我们提供了幽静的环境，安排了丰富多彩的会议形式和内容。让我们在热忱友好的气氛中，畅所欲言，各抒己见，相互学习，增进了解与友谊，为完善中国职业资格证书制度献计献策。

最后祝研讨会取得丰硕成果，圆满成功！愿中英职业资格证书领域的合作前景广阔，成效斐然！祝英国驻华使馆一秘柴士杰博士及各位专家在中国尤其在重庆期间健康快乐，留下美好的重庆回忆！祝女士们、先生们健康愉快！

**Speech by Mr. Lou Bingguang,
Deputy Director—General of the
Department of Occupational Skill
Development of the Ministry
of Labour**

Ladies and Gentlemen,

In the enchanting autumn full of flowering chrysanthemum, we are here in the beautiful mountain city Chongqing to attend the Sino-British Seminar on Vocational Qualification. Hereby, on behalf of the Ministry of Labour, I would like to extend a warm welcome to the official from British Embassy in China, British experts coming from afar, officials and experts from relevant domestic departments and different provinces, and all the ladies and gentlemen attending this seminar. I would also like to express our sincere thanks to the officials from Chongqing Municipal Government and the Municipal Labour Bureau for their cordial reception and great help.

At present, the Chinese government is implementing the strategy of “revitalizing the nation with science

and technology”, formulating the “ninth five-year plan” and the strategic objectives for 2010, carrying out the Labour Law, promoting vigorously the development of vocational skills, and further improving China’s vocational qualification certificate system. We think the convention of the Sino-British Seminar on Vocation Qualification at this occasion will be of great significance in drawing the good experiences of Britain and other economically developed countries to perfect China’s vocational qualification certificate system.

Since the enforcement of the policy of reform and open-up to the outside world, China has increased exchange and cooperation with the International Labour Organization, the Great Britain, Japan, Canada and other developed countries in the field of Vocational Qualification system. Their successful experience is very instructive and can be used as reference in our work. China is in the transition period from planned economy to market economy. In order to set up and improve our vocational qualification certificate system, we need to draw lessons continuously from Britain and other developed countries. The British government began to carry out the National Vocational Qualification system as early as in 1986. It has developed fairly perfect legal system, systematic theory and standardized procedures in this

field. All these are worth of our studying. So the exchange and cooperation between China and Britain will surely promote the development of China's vocational qualification certificate system.

This seminar is one of the important Sino-British cooperation projects in 1995. It is a summing-up of our past exchange and cooperation and it is also a preparation for our future cooperation. In order to facilitate and promote our cooperation, the experts from China and Britain will make some researches on and comparisons between the present Chinese and British vocational qualification certificate systems on the basis of mutual understanding and the study tours conducted in the two countries.

British guests attending this seminar are Dr. Chakravarti from the British Embassy in China, Mr. David Handley, Head of International Affairs of the National Council for Vocation Qualifications, Mr. George Edwards from the Engineering Training Authority, Dr. George Barr, Quality Services Manager of City and Guilds of London Institute, Mr. Peter Frankland, Principal Lecturer from the University of Huddersfield, and Mr. John Wallis, Director of the Centre for Research into the Education of Adults of the University of Nottingham. They have brought us rich materials and data

about British vocational qualifications and they will also give us excellent lectures on NVQ standards and quality assurance, the formulation of standards, and other aspects of the NVQ system. Some Chinese experts will also give lectures at the seminar. All these experts will make thoroughgoing research on the NVQ system and serious discussion about the future development of the system.

Ladies and gentlemen, the mountain city Chongqing has provided beautiful and quiet environment and arranged rich and colourful programmes for our seminar. Let's pour out all our ideas in the cordial and friendly atmosphere, learn from each other, improve our understanding and friendship, and contribute to the development of China's vocational qualification certificate system.

In conclusion, I wish this seminar be fruitful and of great success. I wish the Sino-British cooperation in the field of vocational qualification be of significant achievements. I wish Dr. Chakravarti and the other British experts enjoy their stay in China, especially in Chongqing and have a happy memory of the beautiful mountain city. I wish all the ladies and gentlemen here happy and healthy.

**Speech by Dr. Bhaskar Chakravarti,
First Secretary with the
Cultural and Education Section,
British Embassy in China.**

Distinguished guests, experts, ladies and gentlemen,

It is a great pleasure to be with you in the beautiful city of Chongqing for the opening of this Sino-British Seminar on National Vocational Qualifications (NVQs).

Britain was the birthplace of the Industrial Revolution. We therefore have a longer history of vocational education and training than any other country. Our current system combines the strengths of this tradition with continual innovation and development, and is amongst the most modern and effective in the world.

The Cultural and Education Section of the British Embassy and the British Council have been very pleased, over the past two years, to have been working with the Ministry of Labour to develop Sino-British co-operation in the areas of vocational training and skills assessment. This cooperation has involved the exchange of information and ideas about the two countries' systems, and the identification of areas of mutual interest and benefit for practical collaboration.

Three aspects of Britain's recent NVQ experience strike me as being particularly relevant to China's programme of rapid economic reform and development.

- The first is the importance of establishing strong links between employers and trainers. Our modern NVQ system has at its heart a network of such relationships between providers of training, the bodies which award qualifications, and employers' organisations.
- The second is the need to maintain a balance between specialised skills training for a particular occupation, and general education to equip members of the workforce for the increasingly wide range of jobs which they will fulfil over their working lives. This need is currently met in Britain through the development of NVQs and GNVQs (General NVQs).
- The third is the need to establish a national system of vocational qualifications in which employers and members of the workforce have confidence, yet still leave sufficient flexibility for local initiatives and developments relevant to particular sectors. Britain's modern NVQ system has been successful in bringing a high degree of systematisation to the country's wide range of

vocational qualifications, without squeezing out the diversity and innovative energy on which its continuing relevance and development depend.

During the coming week's Seminar there will be many opportunities for the assembled experts from China and Britain to examine these and many other aspects. There are important lessons to be learned from the proven success of the NVQ experience, and also from aspects which continue to present challenges to employers and trainers. I am confident that the Seminar will not only develop our shared understanding of each other's vocational training experience, but will also result in specific recommendations for further Sino-British collaborative action in the field of NVQ development.

In conclusion may I, on behalf of the British Embassy and the British Council, express my gratitude to the many organisations and individuals who have made such significant contributions to its organisation. These include in particular our hosts the Chongqing City Government, our partners the Ministry of Labour and the Sichuan Province Labour Bureau, the many Chinese experts who have travelled from all over the country to participate in the seminar, and, not least, the British experts who have come to China for this event and collaborated in its preparation.

I wish the Seminar every success.

英国驻华使馆文化教育处一等秘书 柴士杰博士在开幕式上的讲话

(1995年11月20日)

尊敬的各位来宾，专家们，女士们，先生们：

我非常高兴能够在重庆这座美丽的城市与各位一起参加中英职业资格证书制度研讨会的开幕式。

英国是工业革命的发源地，因而我们的职业教育与培训的历史比其他任何国家都要悠久。我们现行的国家职业资格证书制度在加强这种传统的同时，也不断进行着革新与发展，成为当今世界上最现代化与最有效的制度之一。

在过去的两年中，英国驻华使馆文化处与英国文化委员会一直非常高兴地与劳动部共同致力于中英在职业培训和技能评估领域的合作。这种合作包括双方就两国职业资格证书制度进行的信息与想法的交流，以及为实际合作确定那些双方有着共同兴趣和利益的领域。

我认为英国近年来的职业资格证书制度在以下三个方面的经验对中国飞速的经济改革和发展计划有着重要意义：

第一个方面即重视在雇主与培训人员之间建立强有力的联系。我们现代的职业资格证书制度的核心即是在培训部门、颁发证书的机构和雇主组织之间建立这样的联系网络。

第二个方面是必须在两种不同类型的职业教育中保持平衡性，即在为某一特定职业而设计的专门技能培训和为劳动者在今后工作生涯中将从事到的越来越多的工作而设计的普通教育之间保持平衡性。英国通过国家职业资格证书制度和普通国家职业资格证书制度的发展，目前在这方面已经达到了要求。

第三个方面即是需要建立一个职业资格证书制度的全国体系。这个体系不仅为雇主和劳动者所信任,并且仍旧对各个地区的创新力和涉及特定行业的发展留有足够的灵活性。英国现代的职业资格证书制度在使国家具有广泛范围的职业资格达到高度系统化方面一直做得非常成功,但它并不排斥保持它持续的重要性和不断地发展所依赖的多样性和革新力量。

在未来这个星期的研讨会中,聚集在这里的中英专家们将有许多机会来研究这些问题和许多其他方面的问题。从已被证明是成功的 NVQ 的经验中,以及从那些仍旧对雇主和培训人员提出挑战的方面,我们将学到重要的经验教训。我深信,这个研讨会不仅能够使中英双方增进对彼此职业培训经验的了解,而且还将对今后中英两国在发展 NVQ 领域中的合作提出具体建议。

最后,请允许我代表英国驻华使馆和英国文化委员会对这么多为这个研讨会的举办作出重要贡献的组织及个人表示感谢。特别是要感谢我们的东道主重庆市政府,我们的合作伙伴劳动部和四川省劳动局,以及来自全国各地的中国专家们。另外也要特别感谢来参加这个会议并为这个会议的准备工作作出贡献的英方专家们。

预祝研讨会圆满成功。

NVQs and the Reform of Vocational Qualifications in the United Kingdom

by David Handley,
Manager, International
Services, NCVQ, London

Section One-background to the reform of vocational qualifications in the UK

Since the mid-1980s, sweeping changes have been made to the system of vocational qualifications in the UK which have revolutionised the nation's vocational education and training system. The changes followed a Review of Vocational Qualifications in 1985/86 and led to the establishment of the National Council for Vocational Qualifications (NCVQ) in October 1986 with a remit to bring about the necessary reforms in England, Wales and Northern Ireland. ^①

Most of the reasons for reform were not unique to the UK. Britain's traditional vocational qualifications were not inherently worse than those of most other countries and, in many cases, enjoyed a high international reputation. There was much that was good in