

Pilot Programme to Enhance Talent Training for the Insurance Sector

# 提升保險業人才培訓先導計劃



Work and Learn Programme – Insurance Industry

## 保險業 - 「進修實習計劃」



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To enhance the professional competence and expand the pool of talents of the insurance sector, the HKSAR Government has launched a three-year pilot programme to promote talent training for the insurance sector. Among the initiatives, Work and Learn Programme (“WLP”) aims to provide Degree holders or Higher Diploma holders the opportunity to understand the basic know-how, skills and knowledge of the insurance industry, especially in functional areas of insurance business.

Through class-room training and hands-on work experience, we aim to increase WLP participants’ (“student-workers”) awareness of the wide range of career opportunities and the career paths in the insurance industry. As one of the most open insurance centres in the world, Hong Kong insurance industry currently employs more than 100,000 people, ranging from frontline intermediaries to back office professionals including general insurance, professional brokerage, life insurance underwriting, claims management, legal, compliance and policy operation, risk management, actuary, marketing and customer services etc.

At present, there are more than 150 authorised insurers, with 14 of the world’s top 20 insurers conducting business in Hong Kong. Our insurance industry has experienced continued growth in the past five years, with an average annual growth of 12.3%. The total gross premiums of Hong Kong insurance industry amounted to over HK\$320 billion in 2015, offering plenty of opportunities for career advancement and progression.



Student-workers will receive monthly remuneration from and tuition fee sponsorship by employers, as well as monthly allowance from the Government.

為培訓人才及發展保險業，香港特別行政區政府推出一項為期三年的提升保險業人才培訓先導計劃，當中的保險業「進修實習計劃」旨在為學位及高級文憑持有人提供一個可同時學習專業保險知識及技巧，尤其是業界中功能層面工作的機會。

我們希望透過進修實習計劃，令學員認識保險業中的各類工作及發展機遇。作為全球最開放的保險業中心之一，從前線中介人到後勤支援人員，業界僱用超過100,000名從業員，職務包括一般保險、專業經紀服務、人壽保險承保、賠償、法例及法規、風險管理、精算、市場推廣和客戶服務等。

現時香港共有超過150間獲授權的保險公司，當中14間頂尖保險公司在香港經營業務。香港保險業過去五年有12.3%的平均年增長率，2015年的毛保費總額超過3,200億港元，前景理想而且提供大量晉升機會。

透過參與進修實習計劃，學員可獲取薪酬、政府每月津貼以及接受課堂培訓。





## Programme Feature 計劃特色

Structured Programme	Work 4 days and study 1 day a week
Allowance and Sponsorship for Programme	<ul style="list-style-type: none"> <li>• Receive \$28,800 tuition fee sponsorship from participating employer<sup>#</sup></li> <li>• Receive no less than \$10,000 monthly remuneration from participating employer</li> <li>• Receive \$2,500 monthly allowance from the Government</li> </ul>
Income upon Graduation	Receive a monthly remuneration of no less than \$12,500 from participating employer <sup>~</sup>
Recognised Qualification	Awarded with Professional Diploma in Insurance* (recognised under the Qualifications Framework at Level 4) <sup>^</sup>
Professional Development	<ul style="list-style-type: none"> <li>• Eligible for Senior Associate Membership of the Australian and New Zealand Institute of Insurance and Finance (ANZIIF)</li> <li>• Awarded up to a maximum of 120 credits for Chartered Insurance Institute (CII)<sup>+</sup> insurance qualification</li> </ul>
Overseas Exposure	Top performing student-workers to attend a 2-week intensive immersion programme in overseas insurance institutions

有系統培訓	每周四天工作，一天上課
計劃津貼及資助	<ul style="list-style-type: none"> <li>• 僱主資助課程學費共\$28,800<sup>#</sup></li> <li>• 每月不少於\$10,000薪酬</li> <li>• 每月\$2,500政府津貼</li> </ul>
穩定入息	完成計劃之學員如繼續受僱於培訓期間的同一僱主，月入將不少於\$12,500 <sup>~</sup>
學歷具認受性	完成計劃之學員將會獲頒保險學專業文憑*，學歷級別達到本港資歷架構第四級 <sup>^</sup>
專業發展階梯	獲澳大利亞及新西蘭保險與金融學會 (ANZIIF) 頒發高級會員資格，及英國特許保險學院 (CII) 保險學歷最多120學分 <sup>+</sup>
海外進修機會	表現傑出之學員將有機會到海外參與為期兩星期的進修課程

**For more details and terms and conditions of the programme, please refer to “Programme Information” at the Pilot Programme website ([www.instalent.org.hk](http://www.instalent.org.hk))**

**更多計劃資料和條款及細則，請參考先導計劃網頁 ([www.instalent.org.hk](http://www.instalent.org.hk)) 內的「計劃詳情」**

<sup>#</sup> Information as at November 2016  
資料截至2016年11月

<sup>~</sup> The remuneration comprises basic salary and other allowances such as meal allowance and transportation allowance (Applicable to student-workers employed by the same participating employer upon WLP completion)  
酬金包括基本薪金和膳食津貼、交通津貼等其他津貼(適用於繼續受僱於培訓期間的同一僱主的學員)

<sup>\*</sup> The qualification is awarded by the Institute of Professional Education And Knowledge (PEAK) under the Vocational Training Council (VTC)  
學歷由職業訓練局轄下之高峰進修學院頒授

<sup>^</sup> QR registration no.: 14/002698/L4, validity period: From 1 April 2014 to 31 March 2018  
課程資歷已獲評定為達到資歷架構第4級編號：14/002698/L4，有效期為2014年4月1日至2018年3月31日

<sup>+</sup> Details please refer to notes to student at PEAK website ([www.peak.edu.hk/course/PDI.html](http://www.peak.edu.hk/course/PDI.html))  
詳情請參考高峰進修學院網頁 ([www.peak.edu.hk/course/PDI.html](http://www.peak.edu.hk/course/PDI.html)) 之學生備註

## Career Path 開展事業路

No Work Experience 沒有工作經驗	2 - 4 Years Work Experience 2-4年工作經驗	More than 5 Years Work Experience 5年工作經驗或以上
Trainee 實習生 \$12,500 - \$15,000	Assistant Officer 助理主任 Officer 主任 \$13,000 - \$34,000	Senior Officer 高級主任 Assistant Manager 助理經理 Manager 經理 \$16,000 - \$50,000

Professional Positions in an Insurance Company 保險公司專業職位：

Underwriter 核保師、Claims Manager 理賠師、Risk Manager 風險管理師、Actuarial Analyst 精算分析師

*Note: Examples given above apply to Degree holder.*

註：以上例子適用於學士學位畢業生

## Eligibility 申請資格

- A resident of the HKSAR and lawfully employable in Hong Kong; and
- Bachelor Degree holder; or
- Higher Diploma holder with more than 1 year work experience

*Note: Experienced candidates who do not meet the academic requirements will be considered on a case by case basis.*

- 香港特別行政區居民並可在香港合法受僱；及
- 學士學位畢業生；或
- 高級文憑畢業生並具有一年以上工作經驗

註：擁有相關工作經驗但未能符合學歷要求的申請人，會按個別情況考慮

## How to apply 如何申請

- Please read the programme details and download the application form at [www.instalent.org.hk](http://www.instalent.org.hk)
- The completed application form together with supporting documents should be submitted to:  
The Secretariat of the Pilot Programme to Enhance Talent Training for the Insurance Sector  
9/F, VTC Tower, 27 Wood Road, Wanchai, Hong Kong
- VTC may invite applicants for an interview with participating employer(s) and / or academic admission interview conducted by VTC
- 請於 [www.instalent.org.hk](http://www.instalent.org.hk) 瀏覽計劃詳情及下載報名表格
- 填妥表格後連同所須文件寄回：  
提升保險業人才培訓先導計劃秘書處  
香港灣仔活道27號職業訓練局大樓9樓
- 申請人或需出席參與公司的入職面試及/或由職業訓練局安排的入學面試

## Enquiries 查詢

The Secretariat of the Pilot Programme to Enhance Talent Training for the Insurance Sector  
提升保險業人才培訓先導計劃秘書處

Tel 電話：3974 3669

Email 電郵： [instalent@vtc.edu.hk](mailto:instalent@vtc.edu.hk)

Website 網址： [www.instalent.org.hk](http://www.instalent.org.hk)