

## **Don't Hide Our Students' Competencies: The Importance to Establish the Hidden Competence**

Jonathan ML KWOK, Macy MC WONG & Peggy ML NG

*School of Professional Education and Executive Development, The Hong Kong Polytechnic University*

By reviewing the previous literature, this study integrated two main competence models from Delamare Le Deist and Winterton (2005) and Kim and Park (2014) to analyse the perceived acquired competencies and inadequate competencies from the view of graduating students of self-financing institutions. Three focus groups with participants from three main self-financing institutions in Hong Kong were conducted. Content analysis was adopted to identify the acquired or perceived inadequate competencies. Results showed that most of the competencies acquired are categorized as observed competence, which is easily learnt and useful for job performance. However, the perceived insufficient competence lies in the hidden aspect, for example, motivation and professionalisms. These are difficult to acquire but very critical to sustain one's career and job success. In view of this, some feasible recommendations were provided for the education policy makers or senior management of self-financing institutions to reform the current design of the programme curriculum.