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## Factsheet for Graduate Applicants

### Design Graduates Employment Supporting Scheme

#### Background

Although talent is the most important asset of design industry, it is usually difficult for fresh graduates to get the first job as normally they lack relevant practical experience which is the essential requirement for many employers. It is significant for fresh graduates with proper training to find a right job within 2-3 years after graduation; otherwise, the related discipline training will be wasted, indeed, that is a great loss for Hong Kong. Hong Kong Designers Association proposes to organize the Design Graduates Employment Supporting Scheme.

Hong Kong Designers Association (HKDA, the Organizer) is the first one to organize and launch the Design Graduates Employment Supporting Scheme (Support Scheme) with staunch support and generous sponsorship from Create Hong Kong (CreateHK) of the Government of the Hong Kong Special Administrative Region. The Support Scheme has the following objectives:

- ◆ To subsidize and encourage local design companies to employ and train fresh graduates and nurture the latter to become new blood of the industry;
- ◆ To pair up local fresh graduates and potential employers to facilitate the former to enter into the industry and be advised of the prospects in the design industry; and
- ◆ To foster the development of the design industry with more abundant supply of design talent working in the industry

#### Eligibility

The Design Graduates Employment Supporting Scheme is conducted in two phases, namely the 2018 program year and the 2019 program year. The eligible applying graduates (Graduate Applicants) should be:

- Permanent residents of Hong Kong;
- Students graduated in 2016 to 2018 should apply for 2018 program year and students graduated in 2017 to 2019 should apply for 2019 program year;
- Graduates of full time courses in universities and institutes (local and overseas) in

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related subjects, such as advertising design, communication design, environment and interior design, product design, social design, interactive media, interaction design, etc.; and

- Graduates with no full time working experience in the design industry prior to the application.

**Other Requirements**

1. Graduate Applicants who have been employed under the Support Scheme (Graduate Employees) are required to submit a brief report every half year during the one-year employment period to document their learning experience and works being assigned; and
2. In case Graduate Employees render their resignation or the employment is terminated by the Employing Company before completion of the one-year employment period, the terminating party is required to provide reason(s) for the termination in writing to the Organizer within 1 month from the date of the termination of the employment.

**Scheme Outline**

The Support Scheme is designed to provide a platform to facilitate graduates to start a career in the design industry. Up to 20 graduates will be subsidized to work and be trained in the Employing Companies in each program year. A total of 40 graduates will thus be benefitted directly under the two program years of the Support Scheme with full-time employment and on-the-job training. Below activities will be organized and resources will be provided to assist interested graduates to better understand the prospects of working in the design industry, and to apply for the jobs that are available under the Support Scheme:

1. On-the-job training by Employing Companies

Graduate Employees under the Support Scheme will be provided with a 12-month full-time employment with on-the-job training by their Employing Companies with a view to helping the Graduate Employees start developing a career in the design industry. During the employment period, each Graduate Employee will receive a monthly salary from the Employing Company, of which \$6,000 will be subsidized by CreateHK's CreateSmart Initiative. The subsidy will constitute not more than 50% of the Graduate Employee's monthly salary, while the remaining will be contributed by the Employing Company.

**Organizer:****Sponsor:****2. Online Platform**

An online platform at the Support Scheme's website is specially designed for registered graduates to upload their CVs and e-portfolios of digital creative works for applying for the job positions offered by the Employing Companies. All job applications under the Support Scheme shall be completed via this online platform. Graduate Applicants could submit their applications for any jobs that they are interested in through the online platform, while Employing Companies could also access the same online platform to search for suitable candidates who could meet their requirements. This could help minimize the time and efforts by both sides in the matching process.

**3. Career Talks**

Career talks will be organized for senior management of design companies to share their insights on the industry trends and career prospects with the graduates.

**4. Master Talks**

Master Talks will be organized as a continuous training to update the Graduate Employees on the latest development, working skills and best practices for working professionals in the design industry.

**Application Procedures**

- ◆ Eligible graduates could register at the Support Scheme's website ([www.dgess.hk](http://www.dgess.hk)) and submit their CVs and e-portfolios to the online platform for consideration by Employing Companies.
- ◆ Available jobs and related information will be posted on the Support Scheme's website from time to time, and email alerts will be sent to registered graduates whenever new jobs are posted.
- ◆ Registered graduates will be assigned with user password which will enable them to submit applications for their interested jobs directly through the Support Scheme's website upon the jobs are posted.
- ◆ Shortlisted graduates may be invited for job interview (if any), and employment notices will be sent directly by Employing Companies to selected graduates.

**Organizer:****Sponsor:****Timetable**

Open of online platform for registration by eligible graduates and for submission of their CVs and e-portfolios of digital creative works	End of May 2018
1 <sup>st</sup> Career Talk	Jun 2018
1 <sup>st</sup> Master Talk	July to October 2018
Open for application of jobs offered by Employing Companies with job information posted onto online platform Note: Registered graduates will receive email alerts whenever information on new jobs is posted and could apply for the interested jobs by logging in the Support Scheme's website.	End of Jun 2018
Offer of employment by Employing Companies Note: Employing Companies may require applying graduates to attend job interviews. Interviewees will receive notifications from the Employing Companies directly.	Jun to August 2018

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