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Factsheet for Graduate Applicants

Design Graduates Employment Supporting Scheme

Background

Talent is the most important asset of design industry. For the sustainable development of design industry, it is desirable for fresh graduates with relevant trainings to find the right jobs in the industry shortly after graduations, so that they can continue to build up their design knowledge and skills. In this connection, Hong Kong Designers Association organizes the Design Graduates Employment Supporting Scheme (DGESS), with the aim to nurture more fresh blood for the local design industry.

Hong Kong Designers Association (HKDA, the Organizer) is the first organization to organize and launch similar graduate supporting scheme for Hong Kong's design industry back in 2009. With staunch support and generous sponsorship from Create Hong Kong (CreateHK) of the Government of the Hong Kong Special Administrative Region again, the DGESS 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 for Graduate Applicants

The current edition of the DGESS is conducted in two program years, namely 2018 and 2019 program year. The eligible applying graduates (Graduate Applicants) should be:

- Permanent residents of Hong Kong;
- 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 related subjects, such as advertising design, communication design, environment and interior design, product design, social design, interactive media, interaction

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design, etc.; and

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

Other Requirements for Graduate Employees

1. Graduate Applicants who are employed under the DGESS (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 Employee render his/her resignation or the employment is terminated by the Employing Company before completion of the one-year employment period of its Graduate Employee concerned (both referred to as terminating party), 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 DGESS 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 in and be trained by the Employing Companies in each program year. A total of 40 graduates will thus be benefitted directly under the two program years of the DGESS with full-time employments and on-the-job trainings. The activities below will be organized and resources will be provided to assist interested graduates to better understand their career prospects in the design industry, and to apply for the jobs that are available under the DGESS:

1. On-the-job training by Employing Companies

Graduate Employees under the DGESS 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 their 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.

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An online platform at the DGESS's website is specially designed for registered graduates to upload their CVs and e-portfolios of creative works for applying for the job positions offered by the Employing Companies. All job applications under the DGESS 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 Graduate Employees and other interested parties.

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 Graduate Applicants could register at the DGESS's website (www.dgess.hk) and submit their CVs and e-portfolios to the DGESS via the online platform for consideration by Employing Companies.
- ◆ Available jobs and related information will be posted on the DGESS's website from time to time, and email alerts will be sent to register Graduates Applicants whenever new jobs are posted.
- ◆ Registered Graduate Applicants will be assigned respective user passwords which will enable them to submit applications for their interested jobs directly through the online platform once the job information is posted.
- ◆ Shortlisted Graduate Applicants may be invited for job interview (if any), and employment notices will be sent directly by Employing Companies to the selected Graduate Applicants.

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

Online platform for registration by eligible graduates and for submission of their CVs and e-portfolios of creative works	Available Now
2nd Career Talk	June 2019
2nd Master Talk	June – December 2019
Open for registered Graduate Applicants to apply for jobs offered by Employing Companies for 2019 program year with job information posted onto online platform <i>Note: Registered Graduate Applicants will receive email alerts whenever information on new jobs is posted and they can apply for the interested jobs by logging in the DGESS's website</i>	End of June 2019
Offer of employment by Employing Companies for 2019 program year <i>Note: Employing Companies may require Graduate Applicants to attend job interviews. Interviewees will receive notifications from the Employing Companies directly.</i>	July – December 2019

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