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Factsheet for Graduate Applicants

4th Hong Kong Digital Entertainment Industry Fresh Graduate Support Scheme

Background

As one of the core sectors of Hong Kong's vibrant creative industries, the digital entertainment (DE) industry has been changing rapidly in the past few years. DE companies are more and more technology driven. The prevalence of social media and mobile platforms has driven new ways of operation and development. It has been a challenge for DE companies to recruit new talent who have limited relevant trade experience to meet the DE industry's technical needs and cope with the new business environment.

The Hong Kong Digital Entertainment Association (HKDEA, the Organizer) is pleased to organize the 4th Hong Kong Digital Entertainment Industry Fresh Graduate Support 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 DE 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 DE industry; and
- ◆ To foster the development of the DE industry with more abundant supply of digital talent working in the industry

Eligibility

The 4th Support Scheme is conducted in two phases, namely the 2020 Program Year and the 2021 Program Year. The eligible applying graduates (Graduate Applicants) should be:

- Permanent residents of Hong Kong;
- Students graduated in 2018 to 2020 should apply for 2020 Program Year and students graduated in 2019 to 2021 should apply for 2021 Program Year;
- Graduates of full time courses in universities and institutes (local and overseas) in

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related subjects, i.e. digital entertainment, mobile software development, game development, digital creative media, design (multi-media, game, graphic, 2D or 3D, etc.), multi-media production or communications, interaction design, programming, etc.; and

- With no full-time working experience in the DE industry prior to the application (the prior internship and summer job experience would not be counted as full-time working experience).

Other Requirements

1. Graduate Applicants 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 their Employing Companies before completion of the one-year employment period, the Employing Companies is required to provide reason(s) for the termination in writing to the Organizer within 1 month after the employment is terminated.

Scheme Outline

The Support Scheme is designed to provide a platform to facilitate fresh graduates to start a career in the DE industry. Up to 25 graduates will be subsidized to work and be trained in the Employing Companies in each program year. A total of 50 graduates will thus be benefitted directly under the two program years of the 4th 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 DE 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 DE 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.

2. Online Platform

An online platform at the Support Scheme's website is set up 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 under the Support Scheme. Applications for all the jobs under the Support Scheme should be completed via this online platform. Graduate Applicants could submit their applications for any jobs under the Support Scheme that they are interested in through the online platform, while Employing Companies could also access the same online platform to search for suitable Graduate Applicants who could meet their requirements. This could help minimize the time and efforts by both sides in the matching process.

3. Career and CEO/Master Talks

The Career and CEO Master Talks organized under the Support Scheme will invite senior managers/CEOs/industry experts from the DE industry as speakers with the aim to update the attending Graduate Employees on the current market trends and business environment of different sectors of the industry.

4. Professional Talk on New Technologies

The Professional Talk organized under the Support Scheme aims to enrich the participants' knowledge of the up-to-date DE technologies. Such knowledge includes the emerging skills, techniques and software that could help enhance production efficiency and quality in DE companies. Local or overseas expert(s) from DE technology provider(s) or adopter(s) will be invited to share their professional knowledge and valuable experience.

5. Study Tour to SIGGRAPH Asia

A Study tour to the SIGGRAPH Asia 2020 will be organized under the Support Scheme. Graduates successfully registered in the 1st to 4th editions of the Support Scheme and other students of the DE related subjects graduated between 2018 and 2021 are eligible to apply. A vetting committee meeting will be held to select the suitable graduates.

Application Procedures

- ◆ Eligible graduates could register at the Support Scheme's website (<http://www.gradsupport.hk>) (registered graduates) and submit their CVs and

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e-portfolios to the online platform for consideration by Employing Companies.

- ◆ Information on available jobs will be posted on the Support Scheme's website from time to time, and email alerts will be sent to the registered graduates whenever information on new jobs are posted.
- ◆ Registered graduates will be assigned with their own user password for them to submit applications for their interested jobs directly through the Support Scheme's website upon information on the jobs is posted.
- ◆ Registered graduates shortlisted by Employing Companies may be invited for job interviews (if any), and employment notices will be sent directly by the Employing Companies to the selected graduates.

Important dates to note

Online platform for registration by eligible graduates and for submission of their CVs and e-portfolios of digital creative works	Available now
1 st Career and CEO Master Talk	Mar – Dec 2020
Open for registered graduates to apply for 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 can apply for the interested jobs by logging in the Support Scheme's website.	End of May 2020
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 – Dec 2020
1 st Professional Talk on New Technologies	Jun – Dec 2020
Visit to SIGGRAPH Asia 2020 (Daegu, Korea)	Nov 2020

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