

22 October 2015

## **CLP Power Hosts Inaugural Career Day to Attract New Talent for the Power Industry**

Electricity is vital to our everyday lives. With the launch of major infrastructure projects and the continuing growth of Hong Kong's population, there is a constant and pressing need for new talent in the power industry.

CLP Power Hong Kong Limited (CLP Power) today hosted its first Career Day to provide an all-in-one platform for students and job seekers interested in joining the industry, offering them key information about job requirements, recruitment channels and career prospects. The event aimed to encourage young people and talented engineers to join the power industry and play a role in Hong Kong's future development.

The CLP Career Day was held in the InnoCentre in Kowloon Tong. With the theme of "Powering Your Future – Energy for Life", it featured five exhibition zones to introduce a wide range of information on CLP Power's career opportunities, on-the-job training, promotion opportunities and industry development, including training programmes for secondary school students and students on diploma programmes and in universities. There were displays of cables and equipment for power generation, transmission and distribution facilities, allowing visitors to learn more about the power industry.

Besides exhibition and displays, more than 10 seminars and workshops were held with an overwhelming response from over 1,100 secondary and university students, as well as industry practitioner participated in the activities. The career talk on employers' expectations from interviewees, the effective writing of CVs, and interview skills was particularly popular among students. CLP Power Managing Director Mr Paul Poon's talk on his career development as an engineer in the session titled "Dialogue with CLP Power Managing Director" attracted a full house.

Mr Poon said in order to equip the students with better knowledge on power industry, CLP Power has teamed up with the Vocational Training Council to launch a new Applied Learning course for the senior secondary curriculum, titled Electrical and Energy Engineering. The new programme is one of the elective subjects for the Hong Kong Diploma of Secondary Education Examination (HKDSE). Examination results from the course will be recorded in the HKDSE certificates, helping students with their further studies and career choices.

The two-year course aims to encourage learning through a variety of activities, including project learning, experiments and visits to facilities, enabling secondary five students to have a better understanding of electrical engineering. Schools can flexibly arrange classes either in school or at the Vocational Training Council, according to the numbers of students enrolled

and the facilities and equipment needed. Sixty students from 28 secondary schools have enrolled on the course, among them the China Holiness Church Living Spirit College which has arranged their classes in school. CLP Power also offers scholarships and summer internship opportunities for students.

Mr Poon described how the power industry was closely tied to social development not only in Hong Kong but globally. “Nurturing talents is critical for CLP Power. The power industry is unique and requires a high level of expertise and the ability to pass that expertise down from one generation to the next,” he said.

“We are proud to have a reliable and safe electricity supply in Hong Kong but there are still 1.3 billion people around the world who have no electricity. Through the years, the power industry has played a key role in helping Hong Kong’s economic development and making it a world city.”

Secretary for Labour and Welfare Mr Matthew Cheung Kin-chung, who officiated at the opening ceremony, applauded CLP Power for its dedication to youth employment and its emphasis on training. “People development is essential for social development,” he said. “CLP Power not only fuels Hong Kong's economic growth: It also energises local talent development and raises standards in the industry. CLP Power established its own training school 60 years ago and since then it has helped pass expert knowledge from one generation to the next.”

CLP Power has worked closely with tertiary institutions and other education organisations to nurture talented young people. The company has this year recruited around 70 new graduates through Trainees and Apprentices Programmes and has provided nearly 70 internship vacancies, helping to nurture a talent pipeline and provide a new generation of engineers for the industry. CLP Power provides a number of scholarships every year to outstanding students in tertiary institutions studying engineering related subjects. This year, a total of 26 students from six institutions have been granted scholarships, with some of the students given the chance to study in overseas universities to develop their potential and broaden their international perspective.

CLP Power also provides systematic on-the-job training opportunities and offers a structured career ladder to employees so that professional knowledge and expertise of the power industry can be passed on. The company established its own training school in 1966, which has since developed into two sizeable training schools – the Power Academy and the Generation Academy – offering quality training for engineering employees to enhance their professional knowledge. CLP Power has also set up an Energy Retailer Academy to train customer service employees and consistently upgrade their skills and knowledge.

Appendix: Introduction to CLP Power’s people development initiatives

### **About CLP Power Hong Kong Limited**

CLP Power Hong Kong Limited (“CLP Power”) is the Hong Kong utility subsidiary wholly owned by CLP Holdings Limited, a company listed on the Hong Kong Stock Exchange and one of the largest investor-owned power businesses in Asia. CLP Power operates a vertically integrated electricity supply business in Hong Kong, and provides a highly reliable supply of electricity and excellent customer service to 5.8 million people in its supply area.

**Photos Captions:**

(Photo 1)



CLP Power Managing Director Mr Paul Poon says the power industry is unique and requires a high level of expertise and the ability to pass that expertise down from one generation to the next.

(Photo 2)



Secretary for Labour and Welfare Mr Matthew Cheung applauds CLP Power for its dedication in supporting youth employment and its emphasis on training.

(Photo 3 & 4)



Secretary for Labour and Welfare Mr Matthew Cheung, Member of Legislative Council (Engineering) Ir Dr Lo Wai-kwok and CLP Power Managing Director Mr Paul Poon officiate at the opening ceremony of the CLP Career Day, and pose for a photo with Chief Operating Officer Mr Chow Tang Fai and Corporate Development Director Ms Quince Chong.

(Photo 5)



CLP young engineering talents share their working experience with participating guests and students.

(Photo 6)



CLP Power Managing Director Mr Paul Poon (middle), Director of Electrical and Mechanical Services Mr Frank Chan (first left) and Dean of Engineering, The University of Hong Kong Professor Norman Tien (second right), take photo with student awardees of "Powering a Sustainable Generation Scholarship".

(Photo 7)



CLP Power hosts its first Career Day to provide an all-in-one platform for students and job seekers interested in joining the industry.

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## **People First: How CLP Power Nurtures Talents and Helps Employees Achieve their Career Goals**

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- CLP Power places great emphasis on people development, and has a well-established and long-term company policy in place to encourage it at all levels. The company provides comprehensive, structural on-the-job training and a variety of other training programmes which help employees to enhance the professional proficiency and realise their full potential. More than 95% of senior management job vacancies are filled by internal promotion.
- CLP Power employs around 3,800 people, of whom 65% are engineering and technical employees. In 2014, each employee attended an average of 6.95 days of training compared to a market average of 2.2 days as estimated by the Hong Kong Institute of Human Resource Management.
- The power industry is unique and requires a high level of expertise and the ability to pass that expertise down from one generation to the next. CLP Power works closely with tertiary institutions to provide a range of education and training programmes for secondary school students, and students in universities and on diploma programmes.

### **Nurturing Young Talents**

- Electricity is vital to our everyday lives. With the launch of major infrastructure projects and the continuing growth of Hong Kong’s population, there is a constant and pressing need for new talents in the power industry. CLP Power recruits talented young people and recent graduates through trainees and apprentices programmes every year to create a talent pipeline and to build a new generation of outstanding engineers for the power industry.
- Trainees and apprentices receive training from the Power Academy and Generation Academy where they learn engineering knowledge and skills from expert mentors. They also take part in rotations and attachments across the key business units to learn about the company’s frontline operations in a practical way.
- Through their professional training, the trainees are given a solid foundation of skills, knowledge and practical experience. Many of them are promoted to managerial positions and even senior management posts within the company.
- The table below shows the requirements and structure of the trainees and apprentices programmes at CLP Power:

<b>Programmes</b>	<b>Eligibility</b>	<b>Training Duration</b>
Graduate Trainee Programme	Fresh or recent university graduates who majored in Electrical, Electronics, Mechanical or Energy Engineering.	2 years

Technician Trainee Programme	Graduates who obtained a Higher Diploma or Diploma majoring in either Electrical, Electronics, Mechanical Engineering or related disciplines.	2 years (High Diploma) 3 years (Diploma)
Apprentice Training Programme	<ul style="list-style-type: none"> <li>• Trainees must possess either Basic Craft Certificate in Electrical Engineering; or complete the first year programme of the three-year Diploma of Vocational Education Programme (Electrical Engineering); or one-year diploma in Vocational Education Programme (Electrical Engineering) from training institutes managed under Vocational Training Council; or</li> <li>• Achieve a pass in Basic Craft Course in Electrical Installation organised by Construction Industry Council Training Academy</li> </ul>	3 to 4 years

### **Partnerships That Help Young People Succeed**

- CLP Power has built long-term partnerships with tertiary institutions by offering a variety of programmes for students from secondary schools to universities, helping the company identify and nurture talents from an early age.

#### **a. Electrical and Energy Engineering Applied Learning course:**

- Starting from the 2015/16 academic year, CLP Power has teamed up with the Vocational Training Council to launch a new Applied Learning course for the senior secondary curriculum, titled Electrical and Energy Engineering. The course enables secondary 5 and 6 students to have a better understanding of electrical engineering.
- This two-year programme has been approved by the Education Bureau as one of the elective subjects of Category B Applied Learning. The examination results are reported as *Attained* and *Attained with Distinction*. *Attained* is comparable to level 2 of the Hong Kong Diploma of Secondary Education (HKDSE), while *Attained with Distinction* is comparable to level 3. Results from the course will be recorded in the HKDSE certificates.
- Through a range of learning activities including visits to power company facilities, experiments and case studies, students will learn the theories and practical skills of the electrical and energy engineering industry. The programme also covers the latest technology in the industry such as Smart Grid and renewable energy and is an excellent choice for students eager to explore the possibility of a career in engineering.
- Outstanding students are given the chance to take part in CLP Summer Internship Scheme and gain hands-on operation experience, putting their new skills into practice in a workplace environment. CLP Power also provides scholarships to outstanding students.

#### **b. CLP Internship Programme**

- CLP Power has provided nearly 70 full-time internship vacancies a year for students studying different disciplines, either during their summer holidays or throughout the year. Outstanding engineering interns are given the CLP Engineering Studies Award,

which provides sponsorship and mentorship for their final year studies and offers them the chance to later join CLP Power as graduate trainees.

**c. CLP Scholarships**

- CLP Power offers a range of scholarships and partners with the University of Hong Kong, the Hong Kong Polytechnic University, the Chinese University of Hong Kong, the Hong Kong University of Science and Technology, the City University of Hong Kong and the Vocational Training Council to award outstanding students of Bachelor Degree, High Diploma and Diploma Programmes who major in engineering. Students can also join the CLP Internship Programme to get first-hand experience of an engineer's work.
- CLP Power and the University of Hong Kong's Faculty of Engineering launched a 10- year alliance titled *Powering a Sustainable Generation Scholarship* in 2013, helping undergraduate engineering students develop an international perspective through one semester of study in a prestigious overseas university.
- This year, a total of 26 students from six tertiary institutions are granted scholarships by CLP Power.

**Schools of Excellence to Pass On Expertise**

- Established in 1966, our world-class **Power Academy** (formerly known as the CLP Training School) trains engineers and operational employees for power transmission and distribution. A second training base – the **Generation Academy** – trains power generation employees and contractors.
- Through the two academies and with a forward-looking training strategy, CLP Power equips engineering employees with the knowledge and skills to operate the power systems and facilities, ensuring all engineering departments have adequate engineering staff to support their business development.
- In 2014, an **Energy Retailer Academy** was launched to provide professional and in-depth training for our customer service team with an aim to enhancing their professional skills, knowledge and customer service standards.
- CLP Power also provides a range of training programmes to cater for the different development needs of the employees in different positions and at different levels, aimed at equipping them with leadership and managerial skills. Employees are given the opportunity to take part in job rotations with different business groups both in Hong Kong and overseas, broadening their horizons and giving them the experience they need to help their career progression and realise their full professional potential.