



## Learning and Development

At EMSD, we recognise the need to continually enhance the capabilities and competitive strengths of our people in order to build a capable and progressive workforce. As such, we fully support our employees in pursuing learning and development opportunities that will eventually enhance their contribution to the organisation. We are committed to promoting a continuous learning environment to develop a motivated and competent workforce through effective management and continuous development of our human resources. Our Training and Development Committee, chaired by the Director of Electrical and Mechanical Services and comprising Heads of Departmental Grades as well as senior managers of General and Common Grades, meets regularly to review our training programmes and initiatives.

### Graduate Training Scheme

Since its inception in the 1960s, our Engineering Graduate Training Programme has attracted more than 640 graduate participants. The programme has long been considered one of the best on-the-job training schemes in the engineering profession in Hong Kong and has contributed to the provision of trained engineers to meet the needs of the local profession. In 2007, we recruited 19 engineering graduates specialising in electrical, mechanical, electronic, building services, information technology and biomedical engineering.



Engineering Graduates



Technician and Craft Apprentice Training

### Apprentice Training Scheme

Another key training programme is our Technician and Craft Apprentice Training Scheme which aims to provide systematic training of good standard to satisfy the present and future needs of EMSD as well as the community in a wide variety of occupations. The long-standing scheme has been running for over 50 years, successfully training more than 4,500 apprentices for the profession.

### Training Targets

In 2007/08, we achieved 5.67 training days per staff per year on average, far exceeding the 4.5 days target set for the year. We continue to encourage and provide training relevant to enhancing our services and developing new business, and to facilitate employees' personal growth.

### On-line Training Needs Survey

In order to collect the training needs of staff in a more effective way, we launched an on-line training needs survey platform in November 2007 for staff to express their training needs on-line for the coming year. Staff can thus create a personalised training needs profile. The survey data also gives individual division valuable information for overall planning and compilation of their divisional training plans.