

Graduate Environmental Training Scheme (GETS)

環境專業畢業生培訓計劃

Table of Contents

1. Overview of GETS.....	2
2. Progress Update on Development	3
3. Curriculum and Booklet Design.....	5
4. Recruitment of GETS Tutor/Recognition of Supervisor.....	6
5. Admission and Enrolment Process.....	8
6. Timeline of HKIQEP GETS Pilot Program	10
Appendix	12
Reference	16

1. Overview of GETS

The Graduate Environmental Training Scheme (GETS), a flagship initiative by the Hong Kong Institute of Qualified Environmental Professionals (HKIQEP), stands as a beacon of promise and opportunity for aspiring environmental graduates. GETS is more than just a training program; it's a meticulously designed pathway that paves the way for the progressive development of emerging environmental professionals.

At its core, GETS serves as a bridge that seamlessly connects these graduates with seasoned environmental industry professionals. This connection is a dynamic exchange platform where experiences are shared, knowledge is imparted, and insights are gained. This symbiotic relationship forms the cornerstone of the program, emphasizing the importance of mentorship, guidance, and support in nurturing environmental leaders.

The training program extends over a span of 3 years, offering a comprehensive training experience for graduate members. Throughout this journey, they receive invaluable mentorship from HKIQEP Professional Members and Fellows, individuals who have achieved eminence in the field of environmental professionalism. This mentorship is not merely a formality; it's a dedicated commitment to the growth and development of each graduate member.

But GETS doesn't stop at just training; it offers an additional year of professional management. This stage acts as a transition, a bridge between academic learning and professional application. It's during this phase that the knowledge gained, skills developed, and experiences acquired are put into action, ensuring that each graduate member is well-prepared for the demands of the environmental profession.

The primary goal of GETS is clear and resolute: to equip these young environmental professionals with the knowledge, skills, and ethical principles that define a qualified environmental professional. This multifaceted development encompasses the acquisition and application of environmental experiences and knowledge, heightened awareness of environmental policies, legislations, and current issues, as well as the development of management skills through hands-on engagement with systems, projects, and tasks. It is also a rigorous test of professional ethics and conduct, ensuring that every graduate member embodies the highest standards of the profession. Finally, GETS hones and refines communication skills, recognizing the pivotal role they play in the realm of environmental professionalism.

2. Progress Update on Development

The journey towards launching the Graduate Environmental Training Scheme (GETS) is progressing steadily, with a clear vision to nurture the next generation of environmental professionals. The development of this ambitious program is well underway, and a comprehensive update on its progress is essential to ensure transparency and alignment with the overarching goals.

Pilot Program's Inaugural Phase: A Glimpse into the Future:

The centrepiece of this development update is the forthcoming pilot program, which was launched on the 14th of November 2023. This pivotal milestone represents the initial step towards realizing the aspirations of GETS. The pilot program is poised to be an extraordinary opportunity for both aspiring environmental professionals and seasoned mentors, offering a dynamic platform for knowledge exchange, skill development, and hands-on experience.

Diverse Trainee Intake: Forging Pathways to Excellence:

In the year 2024, during the first quarter, the program will open its doors for aspiring graduate members. The inaugural intake will encompass up to three trainees from the esteemed Environmental Protection Department (EPD) and an additional eight trainees hailing from four private firms. This diverse intake signifies the inclusivity and adaptability of GETS, fostering collaboration between public and private sectors to bolster environmental professionalism.

Structured Training Under Expert Guidance: Preparing for Success:

The heart of GETS lies within its meticulously designed three-year training program, which will be conducted under the direct supervision of the EPD or in-house tutors and supervisors provided by private companies. These supervisors bring their wealth of experience and expertise, providing invaluable guidance to graduate members. Additionally, members of HKIQEP have taken on the role of supervisors, ensuring a holistic and well-rounded training experience. The program structure and GETS logbook, crucial components of this educational journey, have been thoughtfully prepared to offer a clear roadmap for success.

Seeking Resources for a Bright Future:

In line with the ambitious goals of GETS, efforts to secure funding and sponsorship are in progress. These resources are instrumental in providing a high-quality learning experience for graduate members, ensuring access to the best training materials, training facilities, and support networks. The program's dedication to resource mobilization underscores its commitment to shaping the environmental professionals of the future.

Quota-Based Recruitment: Fostering Inclusivity and Opportunity:

The Pilot GETS is designed to be an inclusive program that values diversity. Up to 13 "graduate members" are recruited from various organizations, each with a designated quota. This approach ensures that opportunities are extended widely and fairly, making it accessible to those who meet the program's criteria.

Unveiling the Future:

The pilot program's launch date of 14th November 2023 was a significant event on the horizon. This opens a door for young generation who would like to pursue a career path in environmental fields.

Setting the Stage for Excellence:

As part of the launch preparations, a dedicated event was held during the 8th HKIQEP Annual Dinner. It provides a platform to showcase the program's vision and goals, creating excitement and anticipation within the environmental professional community.

Collaboration and Coordination: The Key to Success:

The success of GETS is built on the foundation of collaboration. Up to five organizations and companies, including EPD, AECOM, Ramboll, AEC, and Gammon, have committed to being part of the pilot scheme. The GETS Committee is working closely with the supervisors in these organizations to ensure a harmonious and effective implementation.

3. Curriculum and Booklet Design

The Pilot GETS program is committed to equipping graduate members with an array of comprehensive training resources and materials, ensuring they receive a holistic and structured education that prepares them for success in the environmental profession. At the heart of this commitment lies the development of logbook templates, a fundamental tool for recording experiences, training outcomes, and overall progress.

Logbook Templates: A Cornerstone of Progress

The development of logbook templates is a significant milestone in the GETS program's commitment to the growth and development of graduate members. These meticulously designed templates serve as a cornerstone for documenting the practical experiences and training outcomes that graduate members will encounter during their journey. These templates are designed to be user-friendly, intuitive, and comprehensive, making it seamless for graduate members to log and reflect on their progress. These logbooks serve not only as a record-keeping tool but also as a platform for reflection, self-assessment, and goal setting. They will become an invaluable resource for graduate members as they track their professional development, providing a clear roadmap for their journey towards becoming Qualified Environmental Professionals.

Continuing Professional Development (CPD): Fostering Lifelong Learning

The GETS program is not just about the acquisition of knowledge during the training period; it's also about fostering a commitment to lifelong learning. To ensure that graduate members remain at the forefront of environmental professionalism, they will be required to fulfil Continuing Professional Development (CPD) requirements. This ongoing commitment to learning and development is a hallmark of dedicated professionals, and it's embedded within the program's ethos. The CPD requirements will encourage graduate members to engage in activities that broaden their knowledge, enhance their skills, and keep them updated on the latest developments and trends in the field.

Logbook Templates: An Essential Resource

As part of the comprehensive training resources, the GETS program provides graduate members with access to logbook templates that will be an essential part of their professional journey. These templates are a practical and convenient way for graduate members to document their experiences, track their training outcomes, and measure their progress. The logbooks also serve as a reflective tool, allowing graduate members to assess their growth, identify areas for improvement, and set goals for their professional development. This structured approach to record-keeping ensures that every step of the journey is documented and serves as a valuable reference for the future.

4. Recruitment of GETS Tutor/Recognition of Supervisor

One of the cornerstones of the GETS program's quality and effectiveness lies in the careful selection of tutors and the recognition of supervisors. This critical process ensures that every aspect of the program is geared towards fostering the development of the next generation of environmental professionals.

Supervisors: Guiding Lights of Knowledge and Experience

Supervisors within the GETS program are not just mentors; they are experienced, qualified environmental professionals with extensive expertise in specific environmental fields. These supervisors bring a wealth of knowledge and a minimum of 5 years of supervisory experience, underlining their capability to lead the candidate effectively. The role of a supervisors extends beyond mere guidance; it encompasses assessment, evaluation, and a commitment to the growth of the graduate members. These supervisors play a pivotal role in shaping the future of the environmental profession, ensuring that every graduate member under their wing is well-equipped to meet the industry's demanding standards.

Tutors: The Bedrock of Hands-On Learning:

Tutors, an integral part of the GETS program, will be provided in-house by either the Environmental Protection Department (EPD) or private companies. These seasoned professionals serve as guiding lights for the graduate members, imparting not only knowledge but also wisdom garnered from years of practical experience. They serve as the bedrock of hands-on learning, ensuring that graduate members receive practical exposure to the real-world challenges and opportunities that the environmental profession offers. Their guidance is invaluable as it bridges the gap between theoretical knowledge and practical application, preparing graduate members for the rigors of professional practice.

Effective Communication and Evaluation:

The GETS program places a strong emphasis on effective communication, both physical and digital. Communication channels are established to facilitate information dissemination, collaboration, and reporting. An evaluation framework, complete with defined metrics and criteria for success, is designed to assess the progress and effectiveness of the pilot scheme. This framework ensures that the program is continuously refined and adapted to meet the evolving needs and expectations of graduate members.

The Support System:

To guarantee that every aspect of the program functions smoothly, support networks are established. Administrative staff oversee program logistics, scheduling, and record-keeping. Feedback mechanisms, both for candidates and tutors/supervisors, are integrated into the

program to gather ongoing insights and drive improvements. Regular meetings and check-ins ensure that program coordinators, mentors, tutors, and supervisors can assess progress and address challenges proactively. This ensures that the program remains a dynamic and responsive platform for professional growth.

In conclusion, the recruitment of GETS tutors and the recognition of supervisors are pivotal to the program's success. They represent the foundation upon which the program's excellence is built. The infrastructure supporting their work, effective communication, evaluation, and a robust support system collectively ensure that the GETS program achieves its mission of nurturing the next generation of environmental professionals.

5. Admission and Enrolment Process

The path to becoming a GETS graduate member is marked by a series of carefully designed criteria that ensure a robust and meaningful learning experience. Candidates embarking on this journey are expected to meet specific selection requirements, with each element serving as a crucial stepping stone toward achieving the coveted status of a GETS graduate member.

Academic Eligibility: Aspiring graduate members are required to have graduated from their respective academic institutions. This stipulation not only reflects the program's focus on nurturing fresh talent but also ensures that candidates bring a recent academic perspective to the environmental field. This academic currency is essential as it lays the foundation for building upon existing knowledge and keeping up with evolving industry standards.

Professional Assessment Achievement: A key benchmark in the selection process is the successful completion of Part I of the HKIQEP exam. This component evaluates the fundamental understanding of environmental principles and regulations, and it is an essential indicator of a candidate's commitment to advancing their environmental knowledge. Successful candidates in Part I not only demonstrate their dedication to the profession but also their readiness to undertake the rigorous training that GETS offers.

Competitive Selection: Within the selection process, there is an emphasis on fairness and equity. The allocation of candidate slots is made in such a way that ensures equal opportunity for all participating organizations. Each organization involved, whether from the public sector or private firms, is allocated a designated quota. This allocation is a strategic decision aimed at maintaining a balance among participants. It assures that each organization has the opportunity to contribute to and benefit from the program. Importantly, the competitive selection process prioritizes candidates based on their Part I Professional Assessment scores. This system rewards excellence, encouraging candidates to strive for top performance in their initial assessment.

Financial Considerations: While the program presents an incredible opportunity for professional growth, it is essential to address the financial aspects. There is a nominal graduate membership fee of \$750 per year. This fee is designed to cover administrative and operational costs, ensuring that the program continues to run smoothly. Additionally, organizations are required to make a company registration fee of \$5,000 per employee. This fee contributes to the sustainability of the program and enables the provision of high-quality training materials and resources to enrich the learning experience. These financial considerations underscore the commitment of both individual candidates and participating organizations to invest in their future as environmentally responsible professionals.

In summary, the process of becoming a GETS graduate member is designed to select candidates who bring a fresh academic perspective, a strong commitment to environmental knowledge, and a dedication to professional excellence. The program's competitive selection criteria emphasize equity, rewarding those who perform exceptionally well in their Part I Professional Assessment. Furthermore, the financial considerations ensure the sustainability of the program and underline the joint commitment of candidates and organizations to invest in their environmental careers.

6. Timeline of HKIQEP GETS Pilot Program

The timeline of the HKIQEP GETS pilot program has been meticulously planned to ensure a seamless and structured launch, with a series of key milestones and events that define the program's journey. This comprehensive timeline underscores the commitment to developing the next generation of environmental professionals.

Launch of GETS Pilot (2023 Q4):

The pilot phase of the GETS program was launched in the fourth quarter of 2023. This momentous occasion marks the beginning of an exciting journey aimed at nurturing and shaping the future of environmental professionals. The pilot phase provides invaluable insights and serve as the foundation for future program iterations.

Intake (2024 Q1):

In the first quarter of 2024, the program will open its doors to prospective graduate members. This intake process is a pivotal step that allows individuals to embark on their journey towards becoming Qualified Environmental Professionals. Organizations involved in the program will play a crucial role in nominating candidates, and HKIQEP will oversee the subsequent selection process, ensuring a fair and merit-based selection of participants.

Training Period (2024-2026):

The heart of the GETS program lies in the intensive 3-year training period. This phase is characterized by rigorous training and mentorship that will equip graduate members with the skills and knowledge needed to excel in the field of environmental professionalism. During this training period, graduate members will work diligently to align their skills and competencies with the program's objectives, demonstrating a commitment to excellence and professional growth.

1 Year of Professional Management:

Following the successful completion of the 3-year training period, graduate members will transition to a year of professional management. This phase marks the final stretch of their journey toward achieving professional environmental qualifications. It provides them with the opportunity to apply and further enhance their skills in a real-world professional setting, consolidating their readiness to take on the role of Qualified Environmental Professionals.

Professional Assessment Part 2 (2027):

A significant milestone in the journey of the graduate members is the completion of Part 2 of the Professional Assessment, scheduled for 2027. This step is pivotal in their progression towards becoming Qualified Environmental Professionals. It represents the culmination of their training and reflects their preparedness to undertake the responsibilities and challenges associated with the profession.

Logbook Submission:

Throughout the entire training period, graduate members will maintain comprehensive logbooks. These logbooks serve as a repository of their experiences, training outcomes, and overall progress. They play a critical role in documenting the practical knowledge and skills acquired during the training. Logbook submission is a continuous process that reflects the commitment of the graduate members to record and reflect on their journey.

In summary, the timeline of the HKIQEP GETS pilot program is carefully structured to guide participants through a transformative journey. It includes key milestones such as the program's launch, intake of participants, the intensive training period, the final Professional Assessment, continuous logbook submissions, and the transition to professional management. This comprehensive timeline reflects the program's commitment to preparing the next generation of environmental professionals for success.

Appendix
Record of Training outcomes and Logbook

THE HONG KONG INSTITUTION OF
QUALIFIED ENVIRONMENTAL PROFESSIONALS
RECORD OF TRAINING OUTCOMES



Environmental Integrity & Excellence

**Hong Kong Institute of
Qualified Environmental
Professionals
(HKIQEP)**

**Graduate Environmental
Training Scheme**

RECORD OF TRAINING OUTCOMES



**Hong Kong Institute of
Qualified
Environmental
Professionals
(HKIQEP)**

**Graduate
Environmental Training
Scheme**

Training Logbook

Selection Criteria of Tutors and Supervisors

Graduate Environmental Training Scheme (GETS) - Mentor/Tutor and Supervisor Selection Criteria

GETS Program Expectations:

The GETS program is a cornerstone of support for environmental graduates, providing them with the essential skills and knowledge required to ascend to the ranks of Qualified Environmental Professionals. Within this transformative journey, mentors, tutors, and supervisors assume pivotal roles, guiding and evaluating the progress of graduate members. This collaborative effort encompasses a structured timeline that encompasses a 3-year training period, followed by a one-year professional management phase.

Selection Criteria and Expectations for Tutors:

- Maintain a good working relationship with graduate members, preferably within the same office or department.
- Engage in regular monthly meetings with graduate members, where the focus is on assessing their monthly reports, offering constructive feedback, and ensuring that their training objectives are rigorously met.
- A minimum of 5 years of experience in a specific environmental field is a prerequisite for prospective tutors.
- Actively collaborate with graduate members to foster their development within the environmental profession.

Selection Criteria and Expectations for Supervisors:

- Supervisors play a pivotal role in providing continuous guidance and support to graduate members throughout their 3-year training journey.
- Their responsibilities encompass sharing valuable professional experiences, imparting knowledge, and actively participating in the development of essential skills necessary for success.
- A supervisor is required to have a minimum of 5 years of experience in a specific environmental field. This wealth of experience equips them to guide graduate members effectively.
- In addition to mentoring, supervisors are entrusted with the crucial task of evaluating and endorsing training outcomes as graduate members make progress in their journey.
- To ensure an in-depth and effective mentorship and assessment process, supervisors are expected to conduct quarterly one-to-one meetings with graduate members.
- Importantly, supervisors should also possess a minimum of 5 years of supervisory experience, which ensures they are well-equipped to provide the necessary guidance and oversight.

Mentors (similar to External “Supervisor”):

Selection Criteria of Graduate Members

Graduate Environmental Training Scheme (GETS) - Graduate Member Selection Criteria

Eligibility Criteria for Graduate Members:

- **Graduates:** Graduate members should be graduates with environmental related degrees.
- **Pass of HKIQEP Part 1 Professional assessment:** Candidates must have successfully passed Part I of the Professional Assessment conducted by the Hong Kong Institute of Qualified Environmental Professionals (HKIQEP). This indicates a foundational understanding of environmental principles and requirements.

Nomination Process:

- **Founding Companies:** In the pilot phase of GETS, each founding company can nominate up to 2 candidates. This nomination process is a testament to the commitment of these organizations to support the development of young environmental professionals.
- **Environmental Protection Department (EPD):** The EPD, a key partner in the GETS program, can nominate up to 3 candidates. Their involvement emphasizes the importance of training and nurturing the next generation of environmental experts.
- **Private Companies:** Private companies outside of the founding organizations can also participate by nominating up to 2 candidates. This inclusiveness broadens the reach of the program and ensures that multiple private entities can contribute to the development of environmental professionals.
- **Competitive Advantage:** Candidates with higher Part I Professional Assessment results receive an advantage during the nomination process. This recognizes their stronger foundation in environmental knowledge and principles.
- **Committee Evaluation:** After the initial nominations, the HKIQEP GETS committee takes on the essential role of further evaluating the nominated candidates. This evaluation ensures that candidates meet the eligibility criteria and possess the qualities and potential that make them suitable for participation in GETS.

Note: The objective is to select candidates who have the potential to benefit from the GETS program and contribute to their professional development.

Expectations for Graduate Members:

- **Completion of Logbook:** Graduate members are expected to maintain a detailed logbook that documents their environmental experiences and outcomes gained through on-the-job training. This logbook should align with the Professional Assessment (Part II) covered by the HKIQEP Qualification Process.
- **Proactive Mentoring/Tutoring:** Graduate members should actively seek out a suitable mentor and tutor from the pool of available HKIQEP members. This initiative demonstrates their commitment to learning and professional growth.
- **Alignment with Training Outcomes:** Graduate members are expected to work closely in alignment with the training outcomes defined by GETS. These outcomes include acquiring and applying environmental knowledge and experiences, developing management skills, testing professional ethics and conduct, enhancing communication skills, and increasing awareness of environmental policy, legislations, and current issues.
- **Commitment to Professional Growth:** Graduate members should actively participate in all aspects of the program and proactively seek opportunities to learn and grow within the environmental industry.

Note: The success of the GETS program relies on the active participation and dedication of graduate members. By fulfilling these expectations, they not only enhance their own professional development but also contribute to the growth and success of the environmental industry.

Reference

- GETS Webpage: <https://hkiqep.org/graduate-environmental-training-scheme/>
- GETS News and update: <https://hkiqep.org/gets-news/>