

# Graduate Environmental Training Scheme (GETS)

## 環境專業畢業生培訓計劃

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## 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 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 is tentatively scheduled for launch 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 (2026 Update)**

In 2026, the Graduate Environmental Training Scheme (GETS) expands significantly to welcome up to 20 trainees. The program is now open to all aspiring graduates in environmental and related disciplines, eliminating previous quotas and embracing broader inclusivity. Priority will be given to candidates from pledging companies and organizations that previously participated, with placements allocated on a first-come, first-served basis. This enhanced approach continues to strengthen collaboration across public, private, and professional sectors, building a robust pipeline of environmental professionals for Hong Kong's sustainability future.

### **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 mentors, 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:**

GETS is designed to be an inclusive program that values diversity. Thirteen "graduate members" will be 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.

### **Preparing for Launch: Unveiling the Future:**

The pilot program's tentative launch date of 14th November 2023 is a significant event on the horizon. The team is dedicated to ensuring that all necessary preparations and resource allocations are in place to facilitate a seamless launch.

### **Setting the Stage for Excellence - A Launch Event with Impact:**

As part of the launch preparations, a dedicated event will be held during the 8th HKIQEP Annual Dinner. This event will serve as an introduction to the pilot scheme, presenting the program to potential candidates and supervisors/tutors. It will provide 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 the Graduate Environmental Training Scheme (GETS) continues to be built on strong collaboration and coordination across the environmental sector. Since the pilot launch in late 2023 and initial commitments starting in 2024, organizations such as the Environmental Protection Department (EPD), AECOM, Ramboll, AEC, and Gammon—among others—have actively participated by providing supervisors and hosting trainees.

In 2026, as the program expands, we now welcome even more applicants from pledging companies and organizations previously joined the scheme. This priority access supports broader industry involvement while maintaining the program's focus on nurturing qualified environmental professionals through structured mentorship and on-the-job development.

Interested companies and organizations are encouraged to submit [application form](#) or update their supervisors' Expressions of Interest [via online form](#) and participate further. This collaborative spirit remains central to GETS's growth and its role in strengthening Hong Kong's environmental expertise.

### 3. Curriculum and Booklet Design

The 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 fulfill 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 (2026 Update)

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 for the Graduate Environmental Training Scheme (GETS) must hold a degree from an environmental-related program and have graduated within the past three years. This requirement underscores the program's focus on nurturing fresh talent and ensuring candidates contribute current academic perspectives to Hong Kong's environmental field. Graduates from HKIQEP-accredited programs ([undergraduate](#) or [postgraduate](#) levels) receive additional priority in selection, as their education aligns closely with HKIQEP's professional standards and demonstrates strong preparation for the scheme.

**Professional Assessment Achievement: A Key Benchmark in the Selection Process (2026 Update)** The GETS continues to value strong foundational knowledge in environmental principles and regulations, with successful completion of Part I of the HKIQEP Professional Assessment serving as a highly regarded indicator of a candidate's dedication and readiness for the program's rigorous training. In 2026, Part I is no longer mandatory for all applicants to promote wider participation. This tiered recognition rewards excellence while expanding access to the scheme.

**Competitive Selection:** The GETS selection process maintains fairness and equal opportunity across public and private sector participants, now accommodating an expanded intake of up to 20 trainees in 2026 and opening applications to all eligible graduates. Places are allocated through a tiered priority system: first to candidates nominated by pledging companies and previously joined organizations, followed by graduates from HKIQEP-accredited programs, and finally to other applicants on a first-come, first-served basis. This structured approach balances recognition of professional preparation and excellence with inclusivity, encourages strong performance in assessments, supports graduates from recognized programs, ensures balanced organizational participation, and strengthens the pipeline of qualified environmental professionals for Hong Kong's sustainable future.

**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 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 and Intake of the Graduate Environmental Training Scheme (GETS):**

The Graduate Environmental Training Scheme (GETS) was successfully launched with a pilot phase in the fourth quarter of 2023, marking the start of a structured initiative to nurture and develop the next generation of environmental professionals in Hong Kong. The pilot intake commenced in the first quarter of 2024, welcoming 8 graduate members through nominations from participating organizations. This initial phase provided essential insights and laid the groundwork for program refinement and expansion. From 2026 onwards, the scheme has scaled to an annual intake of 20 trainees each year, remaining open to all eligible graduates while prioritizing candidates who have passed Professional Assessment Part I and those from HKIQEP-accredited programs, with remaining places allocated on a first-come, first-served basis among qualified applicants. This growth reflects GETS's commitment to broadening access, rewarding excellence and professional preparation, and building a robust pipeline of qualified environmental professionals to support Hong Kong's long-term sustainability goals.

### **Structured Training and Experience Pathway (3+1 Years):**

The Graduate Environmental Training Scheme (GETS) follows a 3+1 year pathway, with the first 3 years designated as the Training Period. This intensive phase begins in the month when the candidate receives graduate membership status and focuses on structured on-the-job training under the supervision of HKIQEP Fellows or Professional Members, supported by tutors and mentors as required. During the Training Period, graduate members perform practical environmental work, maintain detailed training logbooks (with entries typically signed off quarterly; retrospective entries allowed up to 6 months before graduate membership confirmation to recognize prior relevant experience), and develop core competencies in environmental policy, project management, ethics, communication, and technical skills. This foundational stage builds the essential practical expertise and professional mindset needed to advance in Hong Kong's sustainability sector.

### **1 Year of Professional Management:**

Following the 3-year Training Period, GETS graduate members enter a 1-year Professional Management Phase focused on acquiring managerial or responsible experience with decision-making responsibilities in environmental practice. Under appropriate supervision, participants apply and strengthen competencies in project leadership, strategic planning, ethical judgment, and stakeholder engagement within real-world settings. This phase consolidates professional maturity and serves as the critical final step toward eligibility for Part II of the HKIQEP Professional Assessment and attainment of Qualified Environmental Professional status.

## **Professional Assessment Part II Eligibility**

Upon successful completion of Part I and accumulation of at least 4 years of relevant professional experience—including the formal 3-year Training Period and the subsequent 1 year of managerial or responsible experience involving decision-making responsibilities—graduate members are eligible to apply for Part II of the Professional Assessment in the fourth year of the GETS pathway. This accelerated route recognises the structured, supervised training and progressive responsibility built into the scheme.

Professional Assessment Part II evaluates comprehensive professional competence, encompassing technical expertise, ethical decision-making, project leadership, and readiness for independent practice. It constitutes a mandatory requirement for attaining Qualified Environmental Professional status. For individuals who have not participated in the GETS scheme, eligibility to apply for Part II generally requires a minimum of 5 years of relevant experience, and often up to 8 years, depending on the depth and scope of their professional practice. This distinction ensures that all candidates, whether following the GETS accelerated pathway or the standard route, demonstrate the necessary maturity and capability to address complex environmental challenges in Hong Kong.

### **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



**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 and Record of CPD*

## 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 (2026 Update)

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

#### **Eligibility Criteria for Graduate Members**

- Hold a degree in an environmental-related discipline or a closely allied field
- Have graduated within the past three years

#### **Selection Priorities**

- Graduates from **HKIQEP-accredited programmes** (undergraduate or postgraduate level)
- Allocated on a first-come, first-served basis among qualified applicants

#### **Nomination and Selection Process**

- Nominations are submitted by participating organisations, including:
  - **Environmental Protection Department (EPD)**
  - **Pledging companies**
  - Other Environmental related organizations
- Pledging companies and organisations that have previously participated may nominate up to **four candidates** each year
- All other participating organisations may nominate up to **two candidates** each year
- The HKIQEP GETS Committee evaluates all nominated candidates to confirm they meet the eligibility criteria, demonstrate strong potential, and align with programme objectives
- Final allocation follows a fair and merit-based approach, guided by the selection priorities above
- From 2026 onwards, the annual intake of the program is 20 trainees

*Note: The objective is to select candidates who have the potential to benefit from the GETS program*

## Reference

- GETS Webpage: <https://hkiqep.org/graduate-environmental-training-scheme/>