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The Hongkong Electric Co., Ltd.

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HK Electric's Talent Development Strategy Proves Successful As Engineering Trainees Shine in Industry Awards

Dynamic teams of talented individuals have been driving HK Electric to long-term success in delivering a stable and reliable electricity supply to Hong Kong. The Company's extensive training opportunities and diverse career pathways nurture generations of outstanding electrical professionals, from technicians to project managers and beyond.

Recently, three of HK Electric's engineering trainees were honoured with prestigious industry awards from the Hong Kong Institution of Engineers (HKIE) and the Sir Edward Youde Memorial Fund, in recognition of their proactive learning attitudes and outstanding performance.

HK Electric Managing Director, Mr. Francis C.Y. Cheng, commended the three colleagues on their outstanding performance and dedication to the power industry. He stated, "While colleagues join HK Electric at different starting points, those with ambition, curiosity, and attentiveness — the key traits for success — will undoubtedly find suitable and professional training programmes, as well as fitting promotion pathways. The Company supports those aspiring to excel in the electrical industry, enabling them to shine and contribute to, amongst other things, providing a safe and reliable electricity supply to its customers."

Mr. Cheng remarked that the award-winning colleagues exemplify the three principal avenues through which HK Electric attracts and cultivates talent, showcasing the substantial achievements of the Company's diverse talent development programmes.

Mr. Ivan Ip, winner of the first prize in the HKIE Trainee of the Year Award 2024, joined HK Electric as a **Graduate Trainee**. During his Electronic Engineering studies at university, he developed a strong interest in network communication and signal systems. After completing a two-year graduate-

trainee programme, he joined the Communication Section of the Transmission and Distribution Division and has now been promoted to Engineer II.

Ivan is responsible for maintaining the internal communication systems of the Company's power network. He recently participated in upgrade projects to enhance network visibility and monitoring by installing sensors and other equipment in main substations. This advancement allows the System Control Centre of the Company, which operates round-the-clock, to have more comprehensive and real-time monitoring of power equipment status, ensuring a more stable and reliable power supply. In addition to his dedication to continuous learning, Ivan actively contributes to environmental education. He mentored secondary students in HK Electric's Happy Green Campaign, helping them bring their green energy projects to life.

He believed that HK Electric's investment in knowledge transfer and employee training has been crucial in developing and passing on in-house competence, skills and knowledge necessary to maintain the Company's world-class reliability in power supply.

Mr. Zion Yung joined the Transmission and Distribution Division of HK Electric in 2021 through the **“Trainee Technician II” programme**. He currently serves as an Assistant Technician and was recently awarded a Sir Edward Youde Memorial Outstanding Apprentice Award. From a young age, Zion enjoyed repairing electrical appliances at home, and now he is responsible for inspecting and maintaining switchgears in substations, turning his interest into his profession. He stated that electrical work of the Company often involves racing against time to minimise customer impact, which gives him a sense of accomplishment and mission. His future goal is to qualify as an engineer.

Zion recalled a memorable experience at HK Electric during the unprecedented rainstorms in September 2023, when he and his colleagues had to go to over 20 substations affected by flooding for inspection and repair. He mentioned that they had to traverse muddy slopes to enter the substations and quickly inspect and maintain the new flood monitoring system. Thanks to the extensive safety and teamwork training he received at HK Electric, his ability to respond effectively was greatly enhanced, allowing him and his team to successfully complete the task.

In addition to internal training programmes, HK Electric has recently collaborated with the Employees Retraining Board (ERB) to offer "**Tailor-made Programme**", providing training and job opportunities for individuals interested in joining the power industry. Mr. Mike Tse, who switched careers after over 20 years in pool management, joined HK Electric through this programme in 2022. He currently works as a Trainee Technician in the Electrical Maintenance Section of Lamma Power Station.

Mike was awarded the Sir Edward Youde Memorial Awards for Self-improvement for Working Adults for 2024. He recalled that the COVID-19 pandemic prompted him to change careers in his 40s. After putting down his books for over 20 years, Mike admitted that he faced many challenges at the beginning of the ERB programme. While younger classmates used digital tools for learning, he relied on handwritten notes and engineering records. Despite the difficulties, he firmly believes that continuous effort leads to success. Mike has currently taken up the study for a Bachelor's degree in Electrical Engineering. He is grateful to HK Electric for providing the opportunity to pursue his "electrical dream".

HK Electric has long placed great emphasis on on-the-job training and maintaining the core competence of the company. The HK Electric Institute was established to nurture engineering experts, delivering 13 professional courses in 2024, in addition to lectures for MSc courses at local universities. The Company also recruits graduates from local universities and tertiary institutions to join the Graduate Trainee and Trainee Technician programmes every year.

HK Electric's Graduate Trainee programme is recognised by HKIE as a structured training scheme for engineering graduates, and the Trainee Technician programme is the first to be accredited by the Associate Membership Scheme of HKIE. In recent years, HK Electric has also collaborated with ERB to offer tailor-made programmes, providing opportunities for people aspiring to join the power industry.

Photo Captions:



Mr. Ivan Ip (2nd from right in the first photo), winner of the first prize in HKIE Trainee of the Year Award 2024, is responsible for the maintenance and upgrade of internal communication systems of HK Electric's power network.



Mr. Zion Yung (middle) and Mr. Mike Tse (2nd from left) receive the Outstanding Apprentice Award and Award for Self-improvement for Working Adults of the Sir Edward Youde Memorial Fund respectively.



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