

DIRECTORY

Mission to bring social change

After banks, desperate to fill back-office positions, complained that fresh graduates were only interested in investment banking positions and did not know what other jobs might be available at a lender, other industries and professions revealed similar problems.

This is not new. Almon Kwan, director of Fundamentum (FDMT), noticed this more than 10 years ago, and set up his human resources consulting company in 2003 to bridge the gap between fresh Generation Y graduates and companies.

"There are more than 130 professions available for university students, but many only know about five or six," Kwan says. "Over 7,000 employers from over 200 segments of 30 employer sectors have hired university students in the past three years, but most of the students are only aware of about 20 of these companies. The students and the employers suffer."

FDMT works with private companies and University Grant Committee-funded

Firm guides Gen Y graduates into the workforce

universities, presenting seminars focused on niche industries through employer-sponsored programmes.

The company trains students and helps recruit them for jobs, management trainee positions and internships.

"We hope to help the universities, students and employers by reforming the Gen Y job market," Kwan says. "We are concerned about profit but are not driven by profit. Our mission is to introduce social change as a private business."

Opening an office during the Sars crisis in 2003 was not easy and Kwan decided to join a Regus business centre, which offered a convenient location, prestigious address, nice office and complete flexibility.



As a consultant and trainer, he and his 20 full-time and part-time employees mostly visit clients and work in the client's offices. Today, he is still with Regus, based in the Times Square business centre, sharing desks when necessary and occasionally renting a meeting room

Joining a Regus business centre offers small businesses a range of benefits without the risk.

to get staff together. "The office is very stylish, and our Gen Y staff like this style," he says. "It helps to motivate them and make them more productive."

To keep filing and storage problems away, he also worked out a paperless system. Apart from the accounting and

contracts, which companies have to keep for seven years, everything is in the cloud and easily available. "We are very flexible, and I think this will remain our working mode in the future," he says.

Kwan is looking for ways to expand in Hong Kong and internationally, and finds the Businessworld membership good for that purpose, using its in-house platform to expose his company to Regus' tenants.

Staying in Singapore for a week recently, he was able to use the Regus business centres there. It is also useful in Hong Kong. Since he visits clients most days, after a visit he goes to a Regus business centre nearby and has a rest, a coffee or follow-up on the meeting.

He feels he also benefits from the good influence Regus' young office employees have on his own staff.

"I see how Regus trains up fresh graduates - it has an indirect good influence on my young employees," he says. He has trained 3,000 students across 60 disciplines.