

**Fifty-second Meeting of  
the Business Facilitation Advisory Committee**

***Agenda Item 2(c): Briefing on talent attraction initiatives***

**Purpose**

This paper briefs Members on the Government's initiatives to proactively trawl for global talents.

**Background**

2. Manpower is a critical impetus for growth. The local labour force had recorded a significant drop during the past several years. While the Government spares no effort in nurturing local talents, it will take time for such measures to bear fruit. Talent admission is a fast and effective means to alleviate our imminent and acute manpower shortage. To this end, the Chief Executive announced a package of initiatives to trawl for talents in a bolder, more targeted and proactive manner in the 2022 Policy Address.

3. Already implemented from late December 2022, the initiatives in enhancing our talent admission regime comprise:

- (a) launching the Top Talent Pass Scheme (TTPS);
- (b) streamlining the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP);
- (c) suspending the annual quota under the Quality Migrant Admission Scheme (QMAS);
- (d) enhancing the Technology Talent Admission Scheme;
- (e) relaxing the Immigration Arrangements for Non-local Graduates;
- (f) extending the limit of stay under various talent admission schemes;
- (g) establishing the Hong Kong Talent Engage (HKTE); and
- (h) updating the Talent List.

4. The Government has set performance targets for these talent admission initiatives, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong for at least 12 months from 2023 to 2025. As at 31 July 2023, around 38 000 applicants have arrived in Hong Kong, which has exceeded the target.

5. Details of the above talent admission initiatives, are at Annex. Amongst these initiatives, we wish to highlight TTPS and updated Talent List for Members' attention.

### **Top Talent Pass Scheme**

6. Based on transparent and clearly defined criteria, TTPS aims to attract talents of high-income and with good academic qualifications from all over the world. A two-year pass will be granted to outside talents fulfilling any of the following three criteria to allow them to stay in Hong Kong to explore opportunities –

Category A – persons with an annual income<sup>1</sup> of HK\$2.5 million or above in the year prior to application

Category B – persons who have obtained a bachelor's degree from the world's top 100 universities and have accumulated at least 3 years of work experience in the 5 years prior to application

Category C – persons who have obtained a bachelor's degree from the world's top 100 universities within 5 years prior to application, but have less than 3 years of work experience

No quota is set for eligible persons in Categories A and B, whereas an annual quota of 10 000 is set for persons in Category C to minimise direct competition posed to local fresh graduates.

---

<sup>1</sup> Annual income means taxable employment or business income including salary, allowances, stock options and profits from self-owned companies.

7. TTPS has received encouraging responses. Since the launch on 28 December 2022 to 31 July 2023, the number of applications received and approved are as follows:

	<b>Category A</b>	<b>Category B</b>	<b>Category C</b>	<b>Total</b>
Number of applications received	10 884	21 129	9 030	<b>41 043</b>
Number of approved applications	5 754 (19%)	16 974 (56%)	7 455 (25%)	<b>30 183 (100%)</b>

8. Amongst the 30 000 approved TTPS applications, over half of the approved applicants are of Category B, i.e. graduates of world's top 100 universities with solid working experience. One fourth of the approved applicants are graduates of world's top 100 universities with less working experience, i.e. Category C. In terms of age, around 74% of the approved TTPS applicants were 40 or younger.

### **Updated Talent List**

9. The purpose of drawing up the Talent List by the Government is to identify quality talents in need in Hong Kong that are in shortage and are difficult to be nurtured locally in a short time. The Talent List is applied under the relevant talent admission schemes to enable employers to recruit outside talents to meet their needs, in support of Hong Kong's development into a high value-added and diversified economy. The Talent List has been applied to the QMAS since its first promulgation in 2018.

10. To proactively trawl for outside talents, the 2022 Policy Address announced that the application of the Talent List would be expanded and that the Talent List would be updated as soon as possible to reflect the latest shortage situation in various professions. The application of the Talent List has been extended to the GEP and the ASMTTP exempting the employers from market availability test since December 28 last year. After review, the Government promulgated the updated Talent List on 16 May 2023, with an expanded coverage from 13 to 51 professions. The expanded List helps attract more high-quality talents supporting the high-quality economic and social development of Hong Kong.

11. The Government will review and update the Talent List in a timely manner with regard to the local manpower situation. Relevant bureaux and departments will maintain close communication with industry stakeholders to understand their views on manpower demand.

### **Way Forward**

12. The Labour and Welfare Bureau will monitor the implementation progress of the talent attraction initiatives. To enhance our support for incoming talents, we will soon set up the physical office of the HKTE, which will also step up the efforts on talent engagement, promotion and networking around the world, in collaboration with the Dedicated Teams for Attracting Businesses and Talents in various Hong Kong Economic and Trade Offices in the Mainland and overseas.

13. Members are invited to note the content of the paper.

**Labour and Welfare Bureau**  
**September 2023**

## Talent Admission Schemes

<b>Talent Admission Scheme</b>	<b>Target/ Eligibility Criteria</b>
Top Talent Pass Scheme (TTPS)	(a) persons with annual income reaching HK\$2.5 million or above (Category A) (b) degree graduates of the world's top 100 universities with at least three years of work experience over the past five years (Category B) (c) degree graduates of the world's top 100 universities in the past five years with less than three years of work experience (Category C)
General Employment Policy (GEP)	Persons (other than Chinese residents of the Mainland) who wish to enter Hong Kong for employment as professionals
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Chinese residents of the Mainland who wish to enter Hong Kong for employment
Quality Migrant Admission Scheme (QMAS)	Highly skilled or talented individuals who have not yet secured a job offer in Hong Kong but are interested to settle and work in Hong Kong.
Immigration Arrangements for Non-local Graduates (IANG)	Non-local graduates who have obtained undergraduate or higher qualifications in a full-time and locally-accredited programme in Hong Kong; or from campuses of Hong Kong universities in the Guangdong-Hong Kong-Macao Greater Bay Area who wish to stay/return and work in Hong Kong
Technology Talent Admission Scheme (TechTAS)	Eligible companies to admit non-local technology talents to undertake research and development work for them in Hong Kong
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Second generation of emigrated Chinese Hong Kong permanent residents from overseas who wish to return to work in Hong Kong