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**Build Hong Kong into
an International Hub for
High-calibre Talents**



Background

Thanks to “One Country, Two Systems”, Hong Kong is a city where people enjoy freedom of movement and international talents gather. Many foreign professionals base themselves in Hong Kong to explore opportunities in the Mainland. The Government has introduced an array of initiatives to “trawl for talents”, including a new Top Talent Pass Scheme, while enhancing the Quality Migrant Admission Scheme, the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals, and the Technology Talent Admission Scheme. At the end of September, over 380 000 applications were received under various talent admission schemes, with some 240 000 applications approved. In addition, the issuance of a card-type document to non-Chinese Hong Kong permanent residents, with effect from July, has allowed many non-Chinese Hong Kong permanent residents to enjoy convenient boundary crossing for their Mainland trips. This will encourage international enterprises and talents to set up operations in the city and look to Hong Kong as their home.

With its sound educational sector, Hong Kong is a cradle of talents, the only city in the world with five of the world’s top 100 universities. It’s also ranked among the top five, worldwide, for competitiveness in education. Building on this foundation, we are developing Hong Kong into an international hub for post-secondary education. We are working to develop basic education, as well as vocational and professional education and training, as a parallel pathway to conventional academic education, aligning with international educational trends. Relevant measures include the establishment of universities of applied sciences, as announced in last year’s Policy Address, and the ongoing enhancements to Science, Technology, Engineering, the Arts and Mathematics (STEAM) education for primary and secondary students. Indeed, the Government’s recurrent expenditure on education is on the rise, totalling \$106.8 billion in 2024-25, an increase of nearly 50% over expenditure 10 years ago.

The Government attaches great importance to youth development. We released the Youth Development Blueprint for Hong Kong in late 2022, outlining the Government’s vision and approach to youth development over the long term. Our goal is to foster a new generation of youth with an affection for Hong Kong and for our Country, as well as a global perspective, an aspiring mindset and positive thinking. We also strive to provide our youth with a fostering environment that nurtures aspirations for the future and motivation for continued growth.

We will continue to build Hong Kong into an international hub for high-calibre professionals of varying backgrounds, giving full play to their potential to contribute to the high-quality development of our city and our Country.

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Build Hong Kong into an International Hub for High-calibre Talents

Attracting and Nurturing Talents

- Establish the Committee on Education, Technology and Talents, led by the Chief Secretary for Administration, to co-ordinate the joint development of education, technology and talents. (CSO, ITIB, EDB, LWB)

Trawling for talents

- Update the Talent List in early 2025 to include talents required for the development of “eight centres”. (LWB)
- Add 13 top Mainland and overseas universities to the list of eligible universities under the Top Talent Pass Scheme, making a total of 198 universities, and extend the validity period of the first visa of high-income talents under the scheme to three years in November 2024. (LWB)
- Starting from early 2025, implement arrangements to allow a certain number of young and experienced non-degree talents with relevant professional and technical qualifications to apply for entry into Hong Kong under the General Employment Policy and the Admission Scheme for Mainland Talents and Professionals to join the skilled trades facing acute manpower shortage. (LWB)
- Enhance the criteria and arrangements of the General Points Test under the Quality Migrant Admission Scheme, and introduce a new mechanism to proactively invite top and leading talents to come to Hong Kong for development by early 2025. (LWB)
- Extend the pilot arrangement of including graduates of Hong Kong universities’ GBA campuses under the Immigration Arrangements for Non-local Graduates for two years to end-2026. (EDB)
- Implement the trial arrangement of the Vocational Professionals Admission Scheme to allow non-local students enrolled in designated full-time Higher Diploma programmes of the Vocational Training Council covering five skilled trades in the 2024/25 and 2025/26 academic years to stay in Hong Kong for one year after graduation to seek relevant jobs, and increase the number of designated programmes in the 2025/26 academic year. (LWB)

Assisting talents in pursuing development in Hong Kong

- The Hong Kong Talent Engage (HKTE) will continue to organise international talent forum in 2025-26, and step up promotion of its online platforms to provide comprehensive information on salaries, taxation, education, visas, etc. to global talents to facilitate their integration into the community on an ongoing basis. (LWB)
- The HKTE will also continue to expand its network of collaborative partners of the industry, and employers’ organisations, and co-organise with them job fairs to directly match job-seeking talents with employers. (LWB)

- The HKTE will ensure that its talent attraction and publicity efforts are competitive, and strengthen its co-operation with GBA cities to jointly promote the immense opportunities in GBA to major cities overseas. (CSO, LWB)

Building an International Hub for Post-secondary Education

Establishing the “Study in Hong Kong” brand

- Encourage the local post-secondary institutions to enhance collaboration and exchanges with institutions from around the world in promoting the “Study in Hong Kong” brand on a global scale, and attract more overseas students (especially those from the Association of Southeast Asian Nations and other Belt and Road (B&R) countries), to study in Hong Kong through scholarships and other incentives. (EDB)
- Strive to host international education conferences and exhibitions to accentuate Hong Kong’s image as an international hub for post-secondary education. (EDB)
- Temporarily exempt full-time non-local undergraduate students studying in Hong Kong from restrictions on taking up part-time jobs starting from November 2024. (LWB)
- Step up the promotion of the B&R Scholarship to support the B&R Initiative and nurture more talents. (EDB)
- Support post-secondary institutions to enhance their support measures, and make reference to the best practices to promote cultural diversity on campus to facilitate student integration. (EDB)
- Set up the Hong Kong Future Talents Scholarship Scheme for Advanced Studies starting from the 2025/26 academic year, under which up to 1 200 local students enrolling in designated taught postgraduate programmes will receive scholarships each year. (EDB)

- Launch a pilot programme in the first half of 2025 to streamline planning, lands and building plan approvals in order to encourage the market to increase the supply of student hostels by converting hotels and other commercial buildings on a self-financing and privately-funded basis. (EDB, DEVB)
- Provide one-stop advisory services for the conversion of hotels or commercial buildings for student hostel use and the construction of new student hostels through the Development Projects Facilitation Office of the Development Bureau. (EDB, DEVB)
- Allow flexibility when amending outline zoning plans to facilitate development of student hostels in appropriate areas. (EDB, DEVB)

Supporting the development of self-financing post-secondary institutions

- Introduce a bill to amend the Post Secondary Colleges Ordinance into the Legislative Council within 2025 with a view to improving the regulatory and quality assurance mechanisms of self-financing post-secondary institutions. (EDB)

Development of the Northern Metropolis University Town

- The Government has reserved at least 80 hectares of land in the Northern Metropolis for establishing the Northern Metropolis University Town, and will encourage local post-secondary institutions to introduce more branded programmes, research collaboration and exchange projects with renowned institutions from the Mainland and overseas in a flexible and innovative manner. The plan is to promulgate the Outline Development Conceptual Framework of the Northern Metropolis University Town in the first half of 2026. (EDB, DEVB)

Promote Multiple Pathways

University of applied sciences

- Establish an alliance of the universities of applied sciences by end-2024 to undertake joint promotion, which includes hosting international conferences, fostering exchanges, strengthening the collaboration with Mainland and overseas institutions of applied sciences, and initiate collaboration and research on applied education at the post-secondary level. (EDB)

Expanding our vocational talent pool

- Continue to support the development of vocational and professional education and training and the expansion of our vocational talent pool, which include building a campus for the newly established Hong Kong Institute of Information Technology and developing the Lift and Escalator Technology Centre for the Vocational Training Council (VTC). (EDB)
- VTC will, for a period of three years starting from the 2024/25 academic year, provide registered apprentices with training allowance and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. (LWB)
- VTC will provide examination fee subsidies to Hong Kong residents who pass the examinations under the “One Examination, Multiple Certification” arrangement starting from 2025/26. (LWB)

STEAM (Science, Technology, Engineering, the Arts and Mathematics) Education

- Form the Steering Committee on Strategic Development of Digital Education to tender advice and suggestions on promoting digital education. (EDB)
- Renew the curriculum of junior secondary Science and strengthen the interface between the primary and secondary levels for enhancing students’ scientific thinking and fostering innovation. (EDB)

- Launch a pilot scheme to promote artificial intelligence-assisted teaching in junior secondary Science with a view to enhancing the effectiveness of learning. (EDB)
- Host an international summit on the use of artificial intelligence (AI) in learning and teaching languages and other subjects in the 2024/25 school year to invite relevant experts and scholars to share the latest developments, and organise workshops for teachers. (EDB)
- Foster exchanges and collaboration with local, Mainland and international I&T organisations and tertiary institutions to provide professional training for teachers, enabling them to keep abreast of the developments in I&T and digital education; and strengthen on-site support services for Information Technology (IT) education. (EDB)
- Collaborate with the Hong Kong Education City to further promote the effective use of electronic tools (including AI) in schools, and provide teachers and students with an online learning platform dedicated to learning knowledge and skills related to AI and computational thinking. (EDB)
- Promote the effective use of the school-based student talent pool for identifying and nurturing more students with talents to participate in territory-wide, cross-territory, national and international competitions and training arranged by the Hong Kong Academy for Gifted Education. (EDB)
- Further improve IT infrastructure of schools, including extending the programme to provide schools with funding to purchase mobile computers for loan to needy students (e-Learning Funding Programme), and continue to promote the e-Learning Ancillary Facilities Programme which aims to facilitate the development of quality e-learning ancillary facilities. (EDB)

Enhancing Support for Learning and Teaching

- Set up the Teacher Professional Development Fund of \$2 billion to provide a steady funding source for the long-term development of the teaching profession, so as to continuously enhance and launch teacher training and exchange programmes, thereby building a high-quality teaching force. (EDB)
- Collaborate with the Teacher Training and Exchange Base at the South China Normal University to launch training programmes for Hong Kong teachers. (EDB)
- Nominate teachers to attend training organised by the Ministry of Education and different Mainland institutions or education departments, so as to establish more exchange platforms and develop a community of learning among Mainland and Hong Kong teachers. (EDB)
- Strengthen training on the development and application of AI and big data to enhance the digital literacy of teachers. (EDB)
- Continue to subsidise all serving and prospective teachers of primary and secondary schools in taking the National Putonghua Proficiency Test with the Language Fund in order to further encourage teachers to enhance their mastery of Putonghua. (EDB)
- Provide teachers with more opportunities to attend Mainland and international conferences, and provide them with wider professional exchange platforms to tell the good stories of education of Hong Kong. (EDB)
- Conduct education research in collaboration with local teacher education universities and facilitate schools' participation to strengthen the education research practice. (EDB)
- Continue to promote the Guidelines on Teachers' Professional Conduct and support activities promoting teachers' professional ethics, and introduce the new Award for Budding Teachers and the Award for Education Innovation under the Chief Executive's Award for Teaching Excellence starting from the 2024/25 school year. (EDB)
- Obtain more comprehensive and accurate mastery of the latest information on registered teachers through the new Electronic Register for Registered Teachers and revamped registered teacher database. (EDB)
- Expand the Mainland-Hong Kong Teachers Exchange and Collaboration Programme in terms of quality and quantity by enhancing the areas of co-operation between Mainland and Hong Kong teachers and the mode of support for schools, with a view to enhancing their professional capacity. (EDB)
- Establish the i-Journey Scholarship to encourage teachers to participate in overseas exchanges and training activities, so as to broaden their horizons and enhance their professional capacity. (EDB)
- Implement the Navigators for Excellence in Education Training (NEXT) Programme on a 3-year pilot basis and recruit 50 potential leading teachers and principals each year to receive collaborative training by veteran Mainland and local experts, so as to identify and nurture potential education leaders. (EDB)
- Provide an array of support measures for publicly-funded primary and secondary schools (including special schools) in the 2024/25 school year for enhancing their learning and teaching of English Language, including provision of subsidy, setting up thematic teacher learning circles, offering diversified learning activities and learning and teaching resources, as well as organising an English promotional campaign. (EDB)

- Provide additional resources for publicly-funded primary and secondary schools (including special schools) in the 2024/25 school year for enhancing the atmosphere for learning Putonghua and providing students with more opportunities to achieve a good mastery of Putonghua. (EDB)
- Implement a pilot scheme in the 2024/25 school year to encourage schools to apply for additional resources to provide opportunities for junior secondary students to learn “other languages” and enrich their learning experiences. (EDB)
- Introduce an array of measures in the 2024/25 school year to enhance the effectiveness of school governance by incorporated management committees, which include launching a one-stop school-based management thematic website, an online interactive learning courseware and an online school manager training record platform. (EDB)
- Include Physical Education (PE) in the Internal Assessments of Primary 5 for Secondary School Places Allocation starting from the 2026/27 school year, and provide professional training for PE teachers and organise parents’ talks in the 2024/25 and 2025/26 school years. (EDB)
- Enhance the promotion of sports (including fencing, etc.) under the “Active Students, Active People” Campaign and encourage primary and secondary schools to participate in the School Sports Programme, with a view to enriching the learning experiences of students. (EDB)
- Explore initiatives to reduce parents’ annual expenditure on purchasing textbooks, such as exploring cost-cutting measures with textbook publishers, standardising the interval of publishing new textbook editions, providing more free quality learning and teaching materials, and enhancing relevant guidelines on schools’ selection of textbooks and curriculum resources. (DCSO, EDB)

- Continue to take forward the “Guangdong-Hong Kong Sister Kindergarten Exchange Programme”, increasing the number of beneficiary Hong Kong kindergartens to 100 in the 2024/25 school year, to deepen professional exchanges and collaboration among kindergarten teachers of the two places, with a view to enhancing the quality of kindergarten education. (EDB)

Continuing to Promote Youth Development

Implementing the Youth Development Blueprint

- Continue to implement the Youth Development Blueprint and update the initiatives in the Blueprint in a timely manner in response to the latest social development and needs of young people. (HYAB)
- Continue to update and enhance the Youth Dashboard to consolidate youth-related data and trends for keeping better tabs on the pulse of young people. (HYAB)
- Continue to implement the Member Self-recommendation Scheme. The number of participating advisory and statutory bodies (ASBs) under the scheme has been increased to 105 and the number of posts in ASBs directly offered through the scheme has been increased to about 210. (HYAB)
- Organise the second Youth Development Summit in the second half of 2025 and invite guest speakers and youth groups from the Mainland and overseas to come to Hong Kong for exchanging views and engaging in mutual learning with local youth on issues of concern to young people. (HYAB)

Youth Hostel Scheme

- Continue to implement the Subsidy Scheme for Using Hotels and Guesthouses as Youth Hostels. Four projects with the provision of about 1 150 hostel places have been approved since its implementation two years ago. (HYAB)

- Continue to take forward the Youth Hostel Scheme (YHS). The first two youth hostel projects whose construction are fully funded by the Government have been completed and in operation, providing about 1 700 hostel places. Together with the other five projects under construction or undergoing pre-construction works or technical feasibility studies, a total of about 3 400 hostel places will be provided. (HYAB)
- Earmark a site in Tung Chung under the Land Sale Programme whereby developers will be required to reserve a certain number of flats to support the YHS on a pilot basis. (HYAB, DEVB)

Supporting young people to purchase subsidised sale flats

- Allocate an extra ballot number to young family applicants and young one-person applicants aged below 40 with White Form status starting from the next Home Ownership Scheme sale exercise. (HB)
- Increase the quota for White Form Secondary Market Scheme (WSM) by 1 500 to 6 000, all of which will be allocated to young family applicants and young one-person applicants aged below 40, starting from the next WSM exercise. (HB)

Extending the space and network for young people

- Create a youth development facility in the community isolation facility at the former runway area of Kai Tak, such as setting up a “Youth Post” hostel, and creating spaces for young people to stimulate creativity, develop culture and arts, and engage in mutual exchange. (HYAB)
- Convert part of the Youth Square to establish a new interactive space for young people to gather for exchanges, develop personal potentials and participate in different activities. Young people will be invited to put forward suggestions on the proposed use, facilities and operation mode of the interactive space during the process. (HYAB)

- Roll out the “Good Stories of Hong Kong Youth” Programme by reserving part of the Youth Square for setting up a video studio for young people to produce video clippings on promoting good stories of Hong Kong youth, and providing relevant training on the production and filming of video clippings. (HYAB)
- Set up a physical platform for interaction for members of the Youth Link in the Nam Cheong District Community Centre and the adjacent renovated Tung Chau Street Temporary Market. (HYAB)
- Further leverage online media and channels to enhance communication with young people and disseminate information on various areas and programmes related to youth development through the youth-based mobile application “HKYouth+”. (HYAB)
- Continue to engage participants of various government youth activities through the Youth Link, offering them opportunities to develop diverse talents and strengthening their communication, interaction and trust with the Government. (HYAB)

Enhancing the support to youth internship and employment

- Introduce the enhanced Funding Scheme for Youth Life Planning Activities to help secondary school students realise their life planning and seize national development opportunities. (HYAB)
- Refine the Chinese name of the Youth Employment and Training Programme and raise the upper age limit for participants to 29 years old, and launch the GBA Workplace Attachment Programme to enable more youth participants to leverage the development opportunities of the GBA. (LWB)
- Continue to implement and enhance various youth exchange and internship programmes in the Mainland and overseas to encourage young people to deepen their understanding of the overall development trend of our Country and also explore the world. (HYAB)

Enhancing positive thinking

- Launch a new round of the Funding Scheme for Youth Positive Thinking Activities and the Funding Scheme for Youth Adventure Training Activities in 2025 to continuously nurture positive thinking among young people and cultivate their positive values; and enable them to become a new generation possessing a sense of responsibility and having the aspiration and willingness to contribute to the development of our Country and Hong Kong. (HYAB)
- Continue to organise the youthfest@HK and invite different sectors of the community to jointly organise a wide spectrum of activities to nurture positive thinking, promote innovation and inspire creativity among young people. (HYAB)

Deepening participation of government departments and civil service grades in youth work

- The disciplined services will continue to proactively increase the number of active members of youth uniformed groups, and take a multi-pronged approach in recruiting youth members. The aim is to increase the number of active members by 5% before end-2024. (SB)

- The Correctional Services Department (CSD) will launch the Captain Gor Union for students by end-2024. Adopting a three-pronged concept consisting of youth engagement, correct outlook on life and self-improvement as its major direction, the union will recruit primary and secondary school students as non-uniformed members, so as to sustain efforts in disseminating the messages of safeguarding our Country and home, leading a law-abiding and drug-free life as well as supporting offender rehabilitation, to strengthen national security education for the next generation, and to recruit youth with potential to become Rehabilitation Pioneer Leaders. (SB)
- Arrange for youth leaders studying in tertiary institutions in the Macao Special Administrative Region to participate in activities of the Security Bureau Youth Uniformed Group Leaders Forum by end-2024, with a view to further expanding the collaboration network of the Leaders Forum. (SB)
- Organise two major events for Leaders Forum members and youth leaders from Shenzhen and Macao, including visits to government departments and short-term job shadowing, by end-2025. (SB)
- Having brought in the Hong Kong Air Cadet Corps (HKACC) as its subsidised youth uniformed group, the Government Flying Service will continue to strengthen its support for the HKACC, including organising national studies programmes and flight experience activities for members to enhance their patriotism and aviation knowledge. (SB)