

Attracting talents: impact and opportunities



Hong Kong competes in a global market for skilled specialists to support research and production and drive sustainable economic growth and employment, but young people are concerned about the social impact of importing talent. How do they respond to the challenge?

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Attitudes and values

- Over 30% of the 520 respondents aged 18-39 agreed there is a global trend of trying to attract and retain talented people. However, some of them had reservations because of the potential effect on their own careers.
- They generally support the concept of trying to attract talented youth to Hong Kong.
- They agree it is important for developing new industries and for enhancing human capital.
- Many believe that Hong Kong's cosmopolitan society, legal system, and simple, low income tax regime are main attractors for talent.
- Some have a more positive attitude to talent from overseas than from mainland China.

Concerns

- They worry that imported talented could strain resources, affect their own job prospects and deflect focus from local talent.
- They believe that local youth should be given priority for job opportunities.
- Many think that Hong Kong's government admission schemes for talented youth lack transparency.
- They believe the city's high cost of living, fast-paced lifestyle, poor quality of life and narrow career opportunities are disincentives to talented youth.

Practical responses

- They want to be more competitive in order to meet the challenge.
- They want better general understanding of admission schemes for talent.

Suggestions and recommendations

- Greater government allowances for attracting new businesses.
- More training to help local youth become competitive.
- International conferences and award presentations to promote Hong Kong as a city that values talent.
- Harmonious contact between local and imported talent to promote mutual respect.

Comments from Youth I.D.E.A.S. group convener and deputy convener

Justen Li "The government should set up retraining grants to help local youth further their careers. Moreover, if a local company cannot fill a vacancy locally and hires a person who possesses special skills, knowledge or experience not readily available locally, the company should also provide an internship opportunity for local youth."

Carew Chan "High quality people are the foundation of development. They will create jobs and help boost Hong Kong's competitiveness and economy. To emphasize the plurality and vitality of Hong Kong, the government should identify and develop new industries to draw in even more talented people. We stand to benefit from greater prosperity as a result."