



Nurturing Talent for Governance

The development of a talent pool for good governance requires identifying, training and offering experience to potentially suitable youth. How can they be found?

Good governance requires a high level of performance by those in leadership positions. They need to prepare effective policy and put it into practice in order for society to prosper and keep moving forward. With the political landscape and the principle of “one country, two systems” in Hong Kong, increasing levels of talent are needed.

However, as expectations of government officials rise, so deep-rooted social divides, polarization and other factors present the city with problems. This places increasing pressure on those who are public servants and may deter potentially suitable candidates.

This survey looks at how the younger generation perceives people holding public office in the city and asks them if they would consider entering the field of governance.

Key points from respondents

- 77.1% recognize the need for greater talent for good governance.
- 68.5% feel that lack of talent in the HKSAR government is currently a major hindrance to effective governance.
- 37.9% consider that commitment to Hong Kong is the most important characteristic of a person who can offer talented governance in the community.
- 30.2% show interest in entering the field of governance as a career, mainly because they want to make improvements for the good of Hong Kong.

- 27.5% say Hong Kong's international connections are its greatest advantage for the purpose of nurturing the needed talent but that the biggest disadvantage is limited training opportunities.

The survey revealed that balancing the interests of different sectors of society is considered the most important skill for good governance, while public support is thought to be the most important factor. Reluctance to get involved in governance was marked in members of a focus group, some of whom worry about a career path in Hong Kong. Others say they are unenthusiastic because of harsh criticism of those in public office.

Comments from Youth I.D.E.A.S. think tank members

Ray Poon, convener “There is a pressing need for Hong Kong to enrich its pool of available talent by identifying people with potential, offering suitable training and opportunities to practice skills, making channels available for rotation among departments and agencies, and maximizing the acquisition of experience. We recommend that government officials visit secondary schools and tell students about their work so that they understand more about public service. This is also good for life planning. The earlier a talent pool is built, the better.”

Ansel Lam, deputy convener “We recommend a one-year placement programme for university students in government departments and public bodies in order to enrich the practice of good governance. Training should be structured and systematic so that students learn in depth during the placement. Drawing inspiration from overseas practice, we also recommend that the government uses all means available to retain the experience of the former senior officials as a reference for their successors.”

Report No. 33 HKFYG Youth I.D.E.A.S. Governance & Constitutional Development group

Published title Nurturing Talent for Governance

Respondents 520 18-34 year-olds plus five focus groups with 22 young people and five scholars or experts

More details [in Chinese] yrc.hkfyg.org.hk/2018/08/26/yi033/

Enquiries Sharon Cheung 3755 7039

