

香港特別行政區政府

創新及科技局

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INNOVATION AND  
TECHNOLOGY BUREAU

THE GOVERNMENT OF THE HONG KONG  
SPECIAL ADMINISTRATIVE REGION

20/F, West Wing, Central Government Offices,  
2 Tim Mei Avenue, Tamar, Hong Kong

**By email**

20 June 2018

Mr Desmond LAM  
Clerk to Panel on Commerce and Industry  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong

Dear Mr LAM,

**Panel on Commerce and Industry  
15 May 2018**

**Implementation of the Technology Talent Admission Scheme**

At the meeting held on 15 May 2018 on the above subject, the Administration was requested by the Panel to provide a response to the views of the Federation of Hong Kong & Kowloon Labour Unions, as well as information regarding other measures in support of technology talent from outside Hong Kong (for example, provision of housing allowance and international school places). The relevant reply is enclosed herewith for Members' reference.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Ricky Chong'.

(Ricky CHONG)

*for* Secretary for Innovation and Technology

c.c. Commissioner for Innovation and Technology (Attn.: Ms Jane LEE)  
c.c. Secretary for Education (Attn.: Mr Cedric CHENG)

**Panel on Commerce and Industry**  
**15 May 2018**

**Implementation of a technology talent admission scheme**

Response to the views of the Federation of Hong Kong & Kowloon Labour Unions

The Technology Talent Admission Scheme (“TechTAS”) does not target general sectors but some focused high-end technology areas, namely biotechnology, artificial intelligence, cybersecurity, robotics, data analytics, financial technologies and material science. There is keen demand and competition for talent from these areas around the world, not only in Hong Kong. Besides, the industry has from time to time reflected great difficulties in recruiting such talent.

2. In order to safeguard local job opportunities, TechTAS requires companies/institutes to demonstrate at the quota application stage that talent with the relevant skills, knowledge or experience is short in supply or not readily available in Hong Kong, and hence the concerned positions cannot be fully taken up by the local workforce. Moreover, the remuneration for the non-local talent to be admitted under TechTAS has to be broadly commensurate with the prevailing market level for comparable jobs in Hong Kong.

3. We strongly believe that the recruitment of technology talent from outside Hong Kong and the nurturing of local talent are not mutually exclusive. On the contrary, it is expressly required under TechTAS that for every one to three non-local persons to be employed, the company/institute concerned would need to employ one local employee and two interns for technology-related work. This not only addresses the talent shortage in the technology sector, but also provides valuable working and training opportunities for local graduates and university students.

4. In fact, we have put in place various measures for nurturing local talent in recent years. For example, we will launch in the third quarter of this year the Technology Talent Scheme, under which the Postdoctoral Hub programme will provide funding support to recipients of the Innovation and Technology Fund (“ITF”) as well as incubatees and innovation and technology (“I&T”) tenants of the Hong Kong Science and Technology Parks Corporation (“HKSTPC”) and Cyberport to recruit up to two postdoctoral talent for research and development (“R&D”) work. The ITF will provide a maximum monthly allowance of \$32,000 for each postdoctoral researcher for up to 24 months. In addition, we will, through the Re-industrialisation and Technology Training Programme, subsidise local enterprises on a 2:1 matching basis for training their

staff in advanced technologies, especially those related to “Industry 4.0”, so as to enhance the level of local talent. Besides, we have in place the Internship Programme, which provides funding support to all I&T enterprises of HKSTPC and Cyberport for recruiting local university graduates as interns to conduct R&D work.

5. Under TechTAS, a company intending to admit overseas or Mainland technology talent still needs to offer remuneration package which is internationally competitive so as to attract talent. TechTAS itself is not a financial support measure, and does not aim to reduce the operation costs of companies.

#### Other measures in support of technology talents from outside Hong Kong

6. HKSTPC is developing the InnoCell to provide residential units and ancillary facilities for leasing to eligible tenants and incubatees of the Hong Kong Science Park. The InnoCell is expected to come into operation in 2021. HKSTPC will explore providing other accommodation support in the interim.

7. As regards education for the children of non-local talent, the Government is committed to developing a vibrant international school system through various measures, mainly to meet the demand for international school places from non-local families living in Hong Kong or coming to Hong Kong for work or investment. Towards this end, the Education Bureau (“EDB”) has been facilitating in-situ expansion of existing international schools; and allocating vacant school premises (“VSP”) and greenfield sites for development of international schools as appropriate. To meet the projected shortfall identified earlier in 2012, EDB has allocated a total of five VSP and three sites for international school development under an established mechanism in 2012 and 2014 respectively. About a total of some 6 000 places will be gradually provided at these eight new international school campuses from the 2014/15 school year onwards. According to the findings of the consultancy study on the provision of international school places in primary and secondary levels in Hong Kong released in February 2017, there will be no shortfall in international school places at primary and secondary levels in the coming six school years starting from 2017/18. EDB will continue to closely monitor the provision of international schools places.

Innovation and Technology Bureau  
Education Bureau  
Innovation and Technology Commission  
June 2018