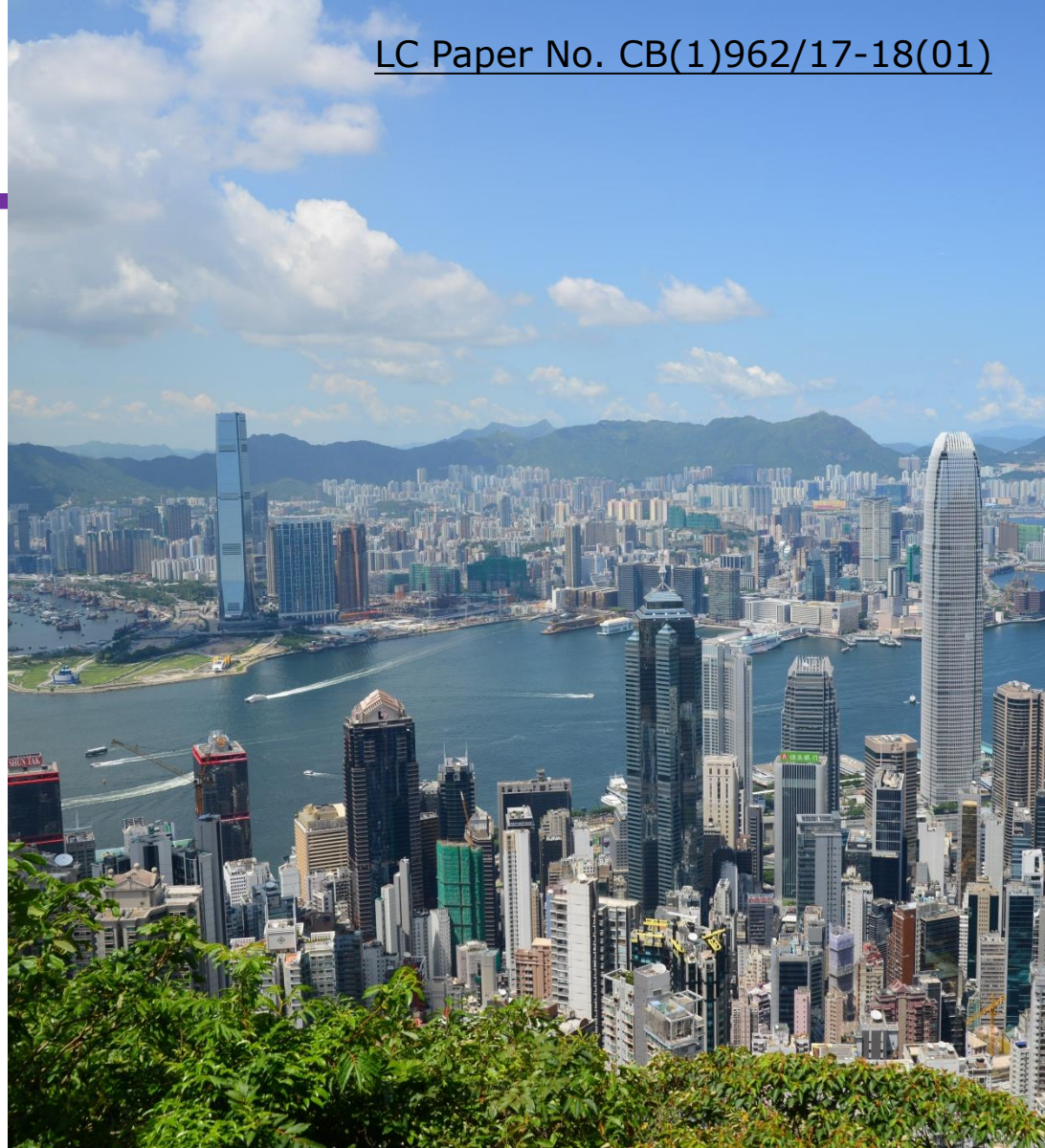

Technology Talent Admission Scheme

May 2018



創新科技署
Innovation and
Technology Commission



Background

- The 8 directions to promote innovation and technology in the Oct 2017 Policy Address include:
 - Pool together technology talent
 - Attract top overseas and Mainland scientific research institutions to HK
- Existing & new measures to nurture local technology talent
 - Internship Programme (for local STEM graduates)
 - Postdoctoral Hub (for local/overseas/Mainland STEM PhDs)
 - Reindustrialisation and Technology Training Programme (for existing employees)

Background

- BUT
 - Other places aggressive in grabbing talent
 - Need an atmosphere conducive to attracting young talent to move into I & T
 - Training of local talent takes time
 - New I & T programmes (e.g. research clusters) can't wait
 - Tech companies won't wait
 - Must break vicious circle

New Measure

- To expedite admission of technology talent from outside Hong Kong to fill the manpower gap
- To introduce a three-year pilot Technology Talent Admission Scheme (TechTAS)

TechTAS: Eligible Applicants

- Tenants and incubatees of the Hong Kong Science and Technology Parks Corporation (“HKSTPC”) and Cyberport
- Engaged in biotechnology, artificial intelligence, cybersecurity, robotics, data analytics, financial technologies and material science



TechTAS: Quota

- Admit a maximum of 1 000 persons from overseas/
Mainland in the first year
- Each applicant company/institute: Quota of up to
100 persons per year

TechTAS: Eligible Non-local Talent

- Employed by the applicant company and engaged principally in conducting R&D in HK in the above 7 technology areas
- STEM degree from a well-recognised university
- Minimum 1 yr work experience in relevant technology area for Bachelor's degree-holders
- Remuneration commensurate with the prevailing market level

TechTAS: Local Talent Employment



Three non-local talent

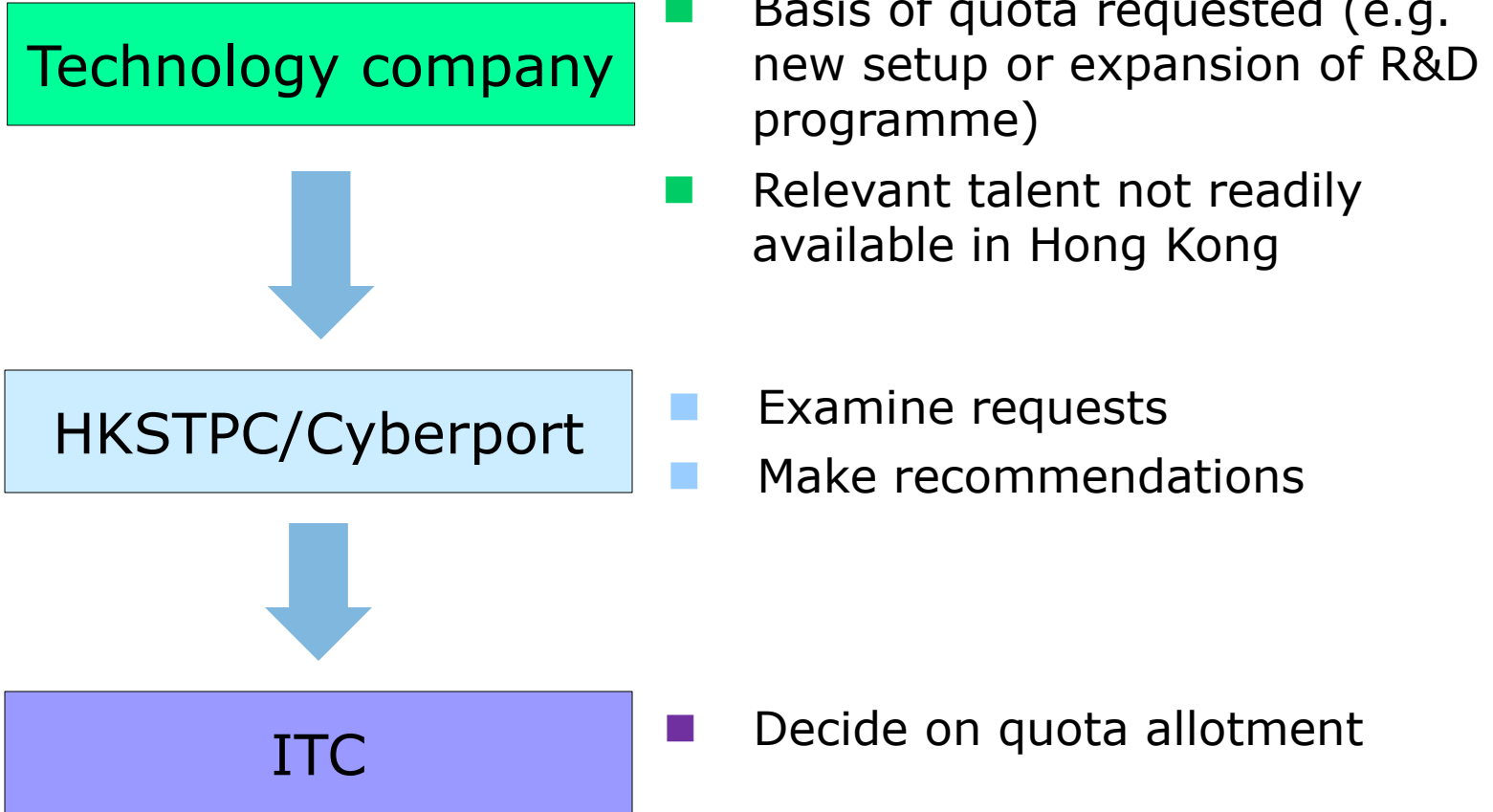


One local full-time employee for technology-related work
(Minimum 1-year contract)
(Minimum Bachelor's degree holder)



Two local interns for technology-related work
(At least 3 months)
(Undergraduates, graduates or post-graduates)

Stage 1 : Quota Application



Stage 2: Employment Visa/Entry Permit Application

Technology company/Talent



Immigration Department

- Submit within 6 months of quota allotment
- Main job duties, academic qualification, technical skills, work experience, and remuneration etc. fully meet the quota specifications
- Consider visa/entry permit applications (Estimated processing time: 2 weeks)

Not Fulfilling Local Talent Requirements – Consequence

- New quota application will not be processed
- Unused quota allotted will be suspended
- May continue to apply under General Employment Policy or Admission Scheme for Mainland Talents and Professionals

Merits

- Certainty (using quota)
- Streamlined and much faster process (only need to justify local recruitment failure once)
- No displacement of local workforce (need to demonstrate local recruitment failure)
- Help nurture local technology talent
- Pool together talent for cross-fertilisation
- Only targetted for application to a defined group of companies in specific technology fields

Implementation

- Plan to start receiving applications in June 2018
- To review the coverage and scale in a timely manner

-Thank You-