

LCQ21: Talent List

Following is a question by the Hon Chan Pui-leung and a written reply by the Secretary for Labour and Welfare, Mr Chris Sun, in the Legislative Council today (June 28):

Question:

The Government announced in May this year the expanded Talent List (the List) that increases the coverage from the originally 13 to 51 professions and immediately applies to the Quality Migrant Admission Scheme, the General Employment Policy and the Admission Scheme for Mainland Talents and Professionals, with a view to attracting more high-quality talents to come to Hong Kong and meeting Hong Kong's development needs. In this connection, will the Government inform this Council:

(1) of the respective numbers of applications for the aforesaid three talent admission schemes (i) received and (ii) approved by the authorities since the List was first drawn up in 2018, and set out in the table below a breakdown by profession on the List;

Profession on the List	(i)	(ii)
Total		

(2) whether the authorities have compiled statistics on the professional talents belonging to the professions on the List who have been approved to come to Hong Kong since the List was first drawn up in 2018, including their place of origin, gender, age, academic qualification and working experience, etc; if so, of the details; if not, the reasons for that;

(3) of the longest, shortest and average processing time for the approved applications since the List was first drawn up in 2018; and

(4) whether it has reviewed if the number of talents admitted under the List in the past five years met the Government's expectations; how the Government gauges and assesses the effectiveness of the expanded List?

Reply:

President,

The purpose of drawing up the Talent List by the Government is to identify quality talents in need in Hong Kong that are in shortage and are difficult to be nurtured locally in a short time. The Talent List is applied under the relevant talent admission schemes to enable employers to recruit outside talents to meet their needs, in support of Hong Kong's development into a high value-added and diversified economy. The Talent List has been applied to the Quality Migrant Admission Scheme (QMAS) since its first promulgation in 2018.

To proactively trawl for outside talents, the 2022 Policy Address announced that the application of the Talent List would be expanded and that the Talent List would be updated as soon as possible to reflect the latest shortage situation in various professions. The application of the Talent List has been extended to the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMP) since December 28, 2022. In addition, the Government has completed a review of the Talent List and the updated List was promulgated on May 16, 2023.

In consultation with the Immigration Department (ImmD), our reply to the Member's question is as follows:

(1) The number of applications that have met the eligibility criteria under the Talent List and the number of approved applications under the QMAS, the GEP and the ASMP during the period from 2018 to May 31, 2023, by categories of professions are tabulated as follows:

Profession	Number of applications that met eligibility criteria under Talent List (Note 1)	Number of applications approved
1. Professionals in Compliance in Asset Management (Note 2)/Professionals in Compliance in Asset and Wealth Management (Note 3)	13	12
2. Financial Professionals in Environmental, Social and Governance (Note 2)	6	6
3. Waste Treatment Specialists	4	4
4. Asset Management Professionals/Management Professionals in Asset and Wealth Management (Note 3)	77	76
5. Marine Insurance Professionals	9	9
6. Actuaries	7	7
7. Fintech Professionals/Professionals in Fintech	69	69
8. Data Scientists and Cyber Security Specialists/Cyber Security Specialists (Note 3)	59	59

9. Innovation and Technology Experts	66	65
10. Naval Architects	5	5
11. Marine Engineers and Superintendents of Ships/Marine Superintendents (Note 3)	12	12
12. Creative Industries and Performing Arts Professionals	30	30
13. Dispute Resolution Professionals and Transactional Lawyers	6	6
14. Arts Promoters (Note 3)	1	1
Total	364	361

Note 1: Applications under the QMAS have to pass the selection by the Advisory Committee on Admission of Quality Migrants and Professionals. Among the applications meeting the eligibility criteria under the Talent List, there were three outstanding applications under the QMAS pending for the discussion by the Advisory Committee.

Note 2: The professions were incorporated into the Talent List subsequent to the review in October 2021.

Note 3: The professions were incorporated into the updated Talent List with effect from May 16, 2023.

(2) The number of applications meeting the eligibility criteria under the Talent List approved under the QMAS, the GEP and the ASMTF during the period from 2018 to May 31, 2023, by region, sex, age, academic qualification and work experience of applicants are tabulated as follows:

Region	Number of applications approved (Note 4)
Mainland China (Note 5)	325
USA	10
Australia	4
Canada	3
Others	19
Total	361

Note 4: Figures under the QMAS denote the numbers of applications that passed the selection by the Advisory Committee.

Note 5: Including overseas Chinese nationals holding passports of the People's Republic of China.

Sex	Number of applications approved (Note 4)
Male	277

Female	84
Total	361

Note 4: Figures under the QMAS denote the numbers of applications that passed the selection by the Advisory Committee.

Age	Number of applications approved (Note 4)
18 to 39	235
40 to 44	71
45 to 50	36
51 or above	19
Total	361

Note 4: Figures under the QMAS denote the numbers of applications that passed the selection by the Advisory Committee.

Academic qualification	Number of applications approved under QMAS (Note 4)
Doctoral degree/two master's degrees or more	76
Master's degree/two bachelor's degrees or more	121
Bachelor's degree or equivalent	59
Other academic qualifications	0
Total	256

Note 4: Figures denote the numbers of applications that passed the selection by the Advisory Committee.

Work experience	Number of applications approved under QMAS (Note 4)
Not less than 10 years' graduate or specialist level work experience, including at least 5 years in a senior role	46
Not less than 5 years' graduate or specialist level work experience, including at least 2 years in a senior role	47
Not less than 5 years' graduate or specialist level work experience	143

Not less than 2 years' graduate or specialist level work experience	17
Less than 2 years' work experience	3
Total	256

Note 4: Figures denote the numbers of applications that passed the selection by the Advisory Committee.

Depending on the profession, the requirement of academic qualification and work experience for applicants varies under the GEP and the ASMTF. The ImmD does not maintain further classifications and other breakdown of statistics raised in the question.

(3) For applications for visas/entry permits under the GEP and the ASMTF, the assessment will normally be completed within four weeks upon submission of all the required information and supporting documents by the applicants.

The application process of the QMAS involves consultation with the Advisory Committee and other selection processes. The processing time will therefore be slightly longer and will vary depending on individual circumstances.

(4) The Government has not set a target for the expected number of applications involving the use of the Talent List. The updated Talent List covers more professions, and is expected to enable more quality talents to come to Hong Kong for work and development. The Government has set the key performance indicator (KPI) for the measures to trawl for talents, targeting to admit at least 35 000 talents annually with an intended duration of stay of at least 12 months through the talent admission schemes from 2023 to 2025. We will evaluate the overall effectiveness of the various talent attraction measures according to the KPI.