



PRESS RELEASE

For Immediate Release

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HKIHRM Submission on The First Five-Year Plan of the HKSAR (2026-2030) and the 2026 Policy Address

A Six-Pronged ‘Talent-Driven Development’ Strategy: Elevating Talent Policy into a Long-Term Capacity-Building Framework

The Hong Kong Institute of Human Resource Management (HKIHRM) fully supports the Government of the Hong Kong Special Administrative Region (HKSAR) in formulating The First Five-Year Plan for Economic and Social Development of the Hong Kong Special Administrative Region (2026–2030) (Hong Kong’s Five-Year Plan). During the consultation period, HKIHRM actively sought input from all members. Building on the principle of “Talent-Driven Development”, HKIHRM’s submission puts forward concrete strategic visions and actionable priorities, with a clear emphasis on establishing a long-term, capacity-building framework.

With the vision “To be the Leading Professional Human Capital and Advisory Institute in Hong Kong and Beyond”, HKIHRM is steadfast in its three core missions: champion professionalism, cultivate future talent, and inspire pride and reputation. These are underpinned by the core values: ethics and integrity, professionalism and pride, diversity and inclusion, collaboration and networking, and sustainability

Mr Ian Choy, the President of HKIHRM, emphasised that “Formulating Hong Kong’s inaugural Five-Year Plan presents a key opportunity to strengthen government governance and a vital step toward aligning with the National 15th Five-Year Plan. To seize this pivotal opportunity, a robust talent strategy is paramount.”

Drawing upon our professional expertise in human resource management, HKIHRM proposes concrete strategic visions and actionable priorities across the six policy areas outlined in the consultation document, highlighted as follows:

1.	Develop the Northern Metropolis with a “land driven” approach as the foundation, and evolve it into a “talent ecosystem-driven” model; ensuring that industry, housing, employment, and talent development are implemented in tandem.
2.	Position youth employment as a strategic “economic infrastructure” project;
3.	Establish an “AI for All Framework” and dedicated training systems for emerging industries, building a sustainable and predictable talent supply chain so that Hong Kong is not sidelined by the AI wave.



4.	Adopt a multi-pronged approach to unlock local workforce potential while creating and strengthening conditions to retain non-local talent;
5.	Deepen Greater Bay Area talent synergy to forge a world-class international talent hub;
6.	Create high-value-added green jobs to support the green transition and sustainable living.

In response to the 2026 Policy Address, HKIHRM has set out the overall vision of the five-year planning exercise and has identified seven key policy recommendations and would like to propose to the Chief Executive, covering the following policy areas:

In response to the 2026 Policy Address, HKIHRM has set out the overall vision for the five-year planning exercise and identified seven key policy recommendations, which are proposed to the Chief Executive for consideration across the following areas:

- **Northern Metropolis Development:** Publish a "Northern Metropolis Talent Blueprint", establish a dedicated "Northern Metropolis Industry and Talent Development Fund", formulate a "Northern Metropolis Occupation Shortage List", implement "Smart Commuting", issue cross-boundary tax guidelines, and pilot talent housing schemes.
- **Youth Employment:** Consolidate a centralised information platform for youth internships, align life planning with market data, and introduce "Internship-to-Permanent" tax incentives.
- **"AI for All Framework":** Formulate a five-year "AI Skill Development Blueprint", establish a "Dedicated Subsidy for AI Transformation in Traditional Sectors", and set up a "Local AI Talent Fund".
- **Talent Supply Chains for Emerging Industries:** Define priorities and training pathways and establish "Industry-Specific Dedicated Academies".
- **Multi-Pronged Strategy to Optimise Labour Market Structure:** Implement the action plan for the "*Manpower Projection Report*", launch a "Talent Integration Programme", support local "silver hair" employment, advocate "Family-Friendly Workplaces", and establish "Lifelong Vocational Training Accounts".
- **Greater Bay Area Talent Exchange:** Strengthen a "GBA Professional Qualifications Recognition Platform", promote the "GBA Industry-Academia-Research Talent Co-Nurturing Scheme", and establish a "Green and Digital Maritime/Logistics Talent Corridor".
- **New Energy, Green Technology, and Innovative Applications:** Establish an inter-departmental "Task Force on New Energy Development" and subsidise cross-sectoral green talent upskilling and transformation.

In summary, HKIHRM recommends the Government to systematically integrate "Talent-Driven Development" across the execution of Hong Kong's Five-Year Plan. By deploying strategic blueprints, dedicated funding, shortage lists, consolidated information platforms, and cross-boundary mechanisms, Hong Kong can shift from transient talent initiatives to



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sustainable capacity building, establishing a truly resilient and globally competitive human capital ecosystem.

Please click [here](#) for the full submission paper.

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About Hong Kong Institute of Human Resource Management

As the most representative HR professional body in Hong Kong, the Hong Kong Institute of Human Resource Management (HKIHRM) has a membership close to 5,000, of which around 500 are corporate members. Founded in 1977, the HKIHRM aims at enhancing HR professional standards, and increasing the HR profession's influence. Serving HR practitioners, corporations and SMEs, the Institute organises a wide range of professional programmes, including annual conference, seminars, awards programme, and multi-level training. It also provides various membership services, surveys, and an online journal. The HKIHRM is a member of the Asia Pacific Federation of Human Resource Management. <http://www.hkihrm.org>