香港人力資源管理學會
Hong Kong Institute of Human Resource Management
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PRESS RELEASE
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HKIHRM Welcomes Hong Kong's First Five-Year Plan (2026–2030) and 2026 Policy Address
Advocates Parallel Approach to "Attract, Nurture, and Retain Talent" to Boost Hong Kong's Competitiveness

The Hong Kong Institute of Human Resource Management (HKIHRM) welcomes Hong Kong's First Five-Year Plan (2026–2030) and the Policy Address 2026 delivered by Chief Executive John Lee Ka-chiu. Overall, the report outlines a clear strategy for the future development of Hong Kong's human resources. HKIHRM notes that local talent policies are successfully transitioning from merely attracting talent to nurturing and retaining it. Moving forward, the key lies not only in the number of incoming professionals, but in establishing an ecosystem conducive to long-term career growth and settlement, thereby driving Hong Kong's ongoing competitiveness.

HKIHRM supports aligning Hong Kong's Five-Year Plan with the National 15th Five-Year Plan to reinforce Hong Kong's role as an international hub for high-calibre talent. To realise these strategic objectives, HKIHRM proposes recommendations across four key focus areas: enhancing renewal arrangements for the Top Talent Pass Scheme (TTPS), formulating an AI talent development blueprint, fostering the Northern Metropolis talent ecosystem, and expanding youth employment opportunities.

Mr. Ian Choy, President of HKIHRM, stated: "HKIHRM welcomes the Government's initiative to attract talent for local development, which mirrors our advocacy of 'Talent-Driven Development'. We are pleased to see the Labour and Welfare Bureau leading the integration of local resources, and we commend Hong Kong Talent Engage (HKTE) for expanding overseas promotion. HKIHRM will continue to serve as a professional human capital hub, supporting the Government in refining the end-to-end framework to attract, nurture, and retain talent."

Key Recommendations from HKIHRM:

1. International Hub for High-Calibre Talent: Transitioning from Attraction to Retention
HKIHRM supports positioning Hong Kong as a global talent hub, emphasising long-term contributions and robust retention mechanisms.

- Family Support Infrastructure: Enhance career support, schooling arrangements, cross-boundary living logistics, and housing incentives to encourage long-term settlement.

- Visa Renewal Criteria: Focus renewals on long-term commitment and practical economic contributions rather than relying solely on short-term income metrics.
- Essential Operations Workforce: Support industries critical to daily urban operations by guiding training providers to offer structured skill progression pathways.
- Continuing Education Fund (CEF): Optimise and integrate local training resources to improve overall cost-effectiveness.

2. "AI+": Building Universal AI Capabilities and a Resilient Talent Pipeline

HKIHRM supports the "AI+" initiative to drive economic transformation, aiming to position Hong Kong as a leading regional AI application hub.

- AI Blueprint & Certification: Formulate a transparent "Five-Year AI Skill Development Blueprint" outlining progression from training to employment, alongside formal AI professional certification and governance frameworks for AI ethics.
- Skill-Based Frameworks: Support the Skills Upgrading Board's skill-based training frameworks and incorporate AI qualifications into the Talent List.
- Universal AI Initiative: Expedite details regarding the 200 courses under the "AI for All" inclusive training scheme.

3. Northern Metropolis:
Harnessing Synergy Across Research, Academia, and Industry

HKIHRM supports the Northern Metropolis development, aiming to translate I&T investments into youth employment and career mobility.

- Workforce Forecasting: Publish demand projections for key industry roles within the Northern Metropolis.
- Northern Metropolis University Town Area: Align industry development with the University Town planning to enable graduates to transition seamlessly into target sectors.

4. Youth Development: Targeted Nurturing Aligned with the "30 000 Youth Employment and Internship Programme" Initiative

HKIHRM welcomes the launch of the "3030 000 Youth Employment and Internship Programme".

- Centralised Job Portal: Consolidate job listings by sector and skill level, and establish clear corporate participation channels to foster cross-sector involvement.
- Education-to-Employment Pathways: Deepen career transition support to ensure predictable upward mobility for youth across diverse backgrounds.

HKIHRM will continue worcollaboration andrelevant Government bureaux and departments—including the Labour and Welfare Bureau, Education Bureau, Labour Department, and Hong Kong Talent Engage—to strengthen overseas outreach, deepen

Greater Bay Area talent collaboration, and consolidate Hong Kong's status as a global talent hub.

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Media Enquiry

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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