

Memorandum

To: All Agency Members
From: Anthony WONG
Business Director 
Re: **Talent Arrival: The Impact and Beyond**
Date: 23rd February, 2026

Over the past few years, Hong Kong's demographics have undergone significant shifts. Following a period of outward migration and workforce depletion, the subsequent influx of new talents has not only replenished the labour pool but also reshaped the city's population structure.

The Hong Kong Council of Social Service (HKCSS) has long been attentive to population policy, seeking to gain deep insights into these critical changes and their far-reaching implications. To this end, we have interviewed newly arrived talents, business leaders, scholars, and representatives from social service organizations. Their perspectives on existing talent initiatives, Hong Kong's unique advantages, and the integration of talent into daily life will be featured in the March issue of the HKCSS Policy Bulletin.

In addition to this publication, the Council will host a series of three seminars and workshops titled "**Talent Arrival: The Impact and Beyond**". We have invited stakeholders from various sectors to explore the impact of talent admission reforms over the past three years on the economy, employment, education, and society as a whole. We will also explore how Hong Kong can leverage this talent pool to strengthen its regional and global influence and reinforce its status as an international city.

Furthermore, we will invite local communities and migrant talents to co-envision the development of the Northern Metropolis. This session will explore how to maximize Hong Kong's strengths in this new development area while implementing strategies for talent cultivation and social integration. Speakers and registration details for this session will be announced in due course.

Details are as follows:

Seminar 1 Attracting & Nurturing Talent: A Blueprint for the Future

Date	10 th March, 2026
Time	2:30 pm – 5:00 pm
Venue	Room 201, Duke of Windsor Social Service Building, 15 Hennessy Road, Wan Chai
Questions	<p>Question 1</p> <ul style="list-style-type: none">• Three years into the talent admission reforms, how have businesses benefited from these changes? <p>Question 2</p> <p>Hong Kong must continuously strengthen its role linking Chinese Mainland with the rest of the world, to drive economic growth and consolidate its regional and international standing.</p> <ul style="list-style-type: none">• To achieve this, how can we precisely formulate strategies for both talent attraction and local cultivation? Furthermore, do the current talent entry schemes require any adjustments?
Guest	Prof. Joseph P. H. Chan
Speakers	Associate Professor of Practice Associate Director of Centre for Innovation and Entrepreneurship Programme Lead for Entrepreneurship, Design & Innovation HKU Business School Mr. Kenny Shui Executive Director of Public Policy Institute Vice President of Our Hong Kong Foundation Ms. Vivienne Wong Director of CTgoodjobs Publisher of Hong Kong Economic Times Group Managing Director of Hong Kong Economic Times Holdings Limited Mr. Michael Xu A Top Talent Pass Scheme admitted professional

Seminar 2 Talent: Friction, Integration, and the Decision to Stay

Date	23 rd April, 2026
Time	2:30 pm – 5:00 pm
Venue	Room 201, Duke of Windsor Social Service Building, 15 Hennessy Road, Wan Chai

Questions

Question 1

- At the SME level, what challenges do migrant talents face in the workplace? How can we promote workplace inclusion?
- What difficulties do the families of these talents encounter when integrating into Hong Kong?
- What role should the social service sector play in this process?
- Regarding the decision to stay or leave, what are the expectations and thoughts of these talents toward Hong Kong?
- What barriers exist between the local community and talent (along with their families)? How can we better understand the potential tensions between locals and newcomers?

Question 2

Given Hong Kong's demographics multiple challenges, including an aging population, a persistently low birth rate, and a shrinking local workforce,

- How should future population policies be formulated to promote social harmony and inclusion?
- How should talent initiatives be designed to align with and support these broader population policies?

Guest	Ms. Sarah Cheuk
Speakers	Assistant Vice President of Human Resources Fano Labs Limited
	Ms. Iris Liu Programme Director International Social Service Hong Kong Branch
	Prof. Tai-lok Lui Adjunct Research Chair Professor Department of Social Sciences and Policy Studies The Education University of Hong Kong

Workshop Co-Envisioning the Northern Metropolis

Date	14 th May, 2026
Time	2:30 pm – 5:00 pm
Venue	Room 201, Duke of Windsor Social Service Building, 15 Hennessy Road, Wan Chai
The issue	The Northern Metropolis is set to become Hong Kong's hub for innovation and technology, hub for education, a primary source of new housing and employment, and a collaborative platform for Greater Bay Area cities. Spanning over 3,000 hectares of new development and housing a population of 2.5 million, this land will integrate industry development with daily life, culture, and leisure. While the Government is rapidly developing infrastructure and housing, a vital question remains: how can local residents and talent leverage regional facilities and urban design to maximize Hong Kong's strengths and values? Furthermore, how can we foster social inclusion, ensuring that everyone can enjoy a good and prosperous life while adding a sense of care to this new territory?
Speakers	To be confirmed

Interested parties are invited to complete the [online registration](#) by the application deadline. For any further information, please contact Mr. Yick, Officer (Tel: 2864 2906; Email: ronald.yick@hkcss.org.hk) or Mr. Chu, Officer (Tel: 2864 2963; Email: cp.chu@hkcss.org.hk).

We look forward to the active participation of your organization.

Enclosures

Agenda for Sessions 1 & 2

香港社會服務聯會
The Hong Kong Council of Social Service

《人才來了，帶來了甚麼？》討論會
Talent Arrival: The Impact and Beyond
第一節：引才育才·布局未來

Seminar 1 Attracting and Nurturing Talent: A Blueprint for the Future

日期 Date : 10-03-2026 (星期二/Tuesday)
時間 Time : 2:30 pm - 5:00 pm
地點 Venue : 灣仔軒尼詩道 15 號溫莎公爵社會服務大廈 201 室
Room 201, Duke of Windsor Social Service Building, 15
Hennessy Road, Wan Chai
語言 Language : 粵語 Cantonese

程序表 Rundown

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2:15 pm – 2:30 pm	登記 Registration
2:30 pm – 2:40 pm	歡迎辭及簡介 Welcome & Introduction
2:40 pm – 3:20 pm	講者輪流就問題 1 分享意見 Panelist Presentations: Discussion Topic 1
3:20 pm – 3:40 pm	講者與參與者交流 Interactive Q&A Session
3:40 pm – 3:50 pm	小休 Break
3:50 pm – 4:30 pm	講者輪流就問題 2 分享意見 Panelist Presentations: Discussion Topic 2
4:30 pm – 4:50 pm	講者與參與者交流 Interactive Q&A Session
4:50 pm – 5:00 pm	結語及展望 Conclusion & Outlook

香港社會服務聯會
The Hong Kong Council of Social Service

《人才來了，帶來了甚麼？》討論會

Talent Arrival: The Impact and Beyond

第二節：人才·矛盾·適應·去留

Seminar 2 Talent: Friction, Integration, and the Decision to Stay

日期 Date： 23-04-2026 (星期四/Thursday)
時間 Time： 2:30 pm - 5:00 pm
地點 Venue： 灣仔軒尼詩道 15 號溫莎公爵社會服務大廈 201 室
Room 201, Duke of Windsor Social Service Building, 15
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