



**PRESS RELEASE**

For Immediate Release

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**HKIHRM Welcomes Chief Executive’s Policy Address  
Further Expand Mutual Recognition of Professional Qualifications and  
Strengthen Education to Meet Market Needs**

Hong Kong Institute of Human Resource Management (HKIHRM) welcomes the Policy Address delivered today by Chief Executive Mr. John Lee. The Policy Address outlines policies to strengthen Government coordination mechanisms, enhance talent policies, reform employees retraining programmes, and unleashing potential labour. These recommendations resonate with the Institute’s recommendations, demonstrating the Government’s commitment to addressing these critical issues.

Mr. Lawrence Hung, President of HKIRHM, remarked, “The Institute previously suggested the establishment of designated offices to enhance coordination of talent policies and expansion of the scope of retraining programmes. We are pleased to note that the Government has responded positively to these suggestions. We look forward to the Government maintaining continuous communication with various sectors to enhance relevant schemes in line with market needs, such as further expanding mutual recognition of professional qualifications and strengthening education to meet market demands, nurturing a competitive talent pool and further bolstering Hong Kong’s advantages.”

HKIHRM welcomes the series of policies aimed at attracting talent to meet the demand of the “Eight Centres”. We urge the Government to regularly review and broaden the list of eligible universities under the Top Talent Pass Scheme. Moreover, based on the latest amendment to the Mainland and Hong Kong Closer Economic Partnership Arrangement (CEPA) Agreement on Trade in Service, the Institute again urges the Government to expand the scope of mutual recognition of professional qualifications to facilitate talent mobility within the Greater Bay Area, thereby positively impacting Hong Kong’s economic growth.

The Chief Executive announced a reform to the Employee Retraining Board to provide skills-based training programmes and strategies for the entire workforce to meet current labour market demands. We recommend prioritising specific disciplines and fields initially, such as the skills and courses required under the Talent List. Additionally, more flexible training formats, such as relaxing regulations on online teaching, will help increase participants’ learning opportunities and engagement. Universities play a key role in talent development, we suggest that higher education institutions strengthen their alignment with market needs. In addition to achieving research



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outcomes, universities should also focus on nurturing graduates who can meet employers' expectations.

With Hong Kong's labour force participation rate at only 57%, there is a pressing need for new measures to encourage more individuals to return to the labour market. We eagerly anticipate more employers embracing family-friendly employment measures, including flexible work arrangements, with active support from the Government. The Institute also calls on the Government to further improve the Re-employment Allowance Pilot Scheme by providing skills enhancement training courses for young retirees to learn emerging skills. The Institute recommends expanding the programme's eligibility to include individuals under 40, encouraging those who left the workforce due to specific reasons like caregiving responsibilities to re-enter employment.

Regarding the implementation of the "Youth Development Blueprint", the Institute calls on the Government, along with business corporations and public bodies, to launch more initiatives that facilitate youth development, encouraging young people to pursue upward mobility.

We have been advocating for best practices in diversity, equity, and inclusion (DEI). Regarding recruitment of persons with disabilities, the Government can consider assisting employers in investing resources to improve the work environment. Regarding the Government's initiatives to attract more tourists from the Middle East and ASEAN, we encourage the tourism industry to recruit individuals from diverse cultural and religious backgrounds to elevate service capabilities for tourists. We also hope the Government will support the industry to enhance the sector employees' understanding of Muslim culture and religious customs.

To embrace the emerging opportunities of the silver economy, the Institute is pleased to see the Government establish The Working Group on Promoting Silver Economy, to unleash the "silver production force" and provide the workforce with necessary knowledge and expertise, developing new products and services to meet the needs of the elderly, and leveraging opportunities to drive innovation, productivity, and sustainable development in the silver economy.

In conclusion, Mr. Hung stated, "Hong Kong is currently facing diverse challenges, attracting and nurturing talent is crucial to Hong Kong's long-term development. Looking ahead, we call on the Government to formulate a comprehensive population policy and to continue engaging with various sectors and professional organisations, further strengthen all necessary measures to build a robust talent pool for Hong Kong's economic development."

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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. HKIHRM is a member of the Asia Pacific Federation of Human Resource Management. <http://www.hkihrm.org>