Technology Talent Admission Scheme

June 2018

創 新 科 技 署
Innovation and Technology Commission

Agenda

- Overview of TechTAS
- Walkthrough of Quota Application Form

Background

- Oct 2017 Policy Address: 8 directions to promote innovation and technology
  - Pool together technology talent, attract top overseas and Mainland scientific research institutions to HK
- To expedite admission of technology talent from outside Hong Kong to fill the manpower gap
- A 3-year pilot: Technology Talent Admission Scheme (TechTAS)

Eligible Applicants

- Tenants and incubatees of the Hong Kong Science and Technology Parks Corporation(“HKSTPC”) and Cyberport
- Engaged in biotechnology, artificial intelligence, cybersecurity, robotics, data analytics, financial technologies and material science

Quota

- Admit a maximum of 1 000 persons from overseas/ Mainland in the first year
- Each applicant company/institute: Quotas for up to 100 persons per year

Eligible Non-local Talent

- Employed by the applicant company and engaged principally in conducting R&D in HK in the above 7 technology areas
- STEM degree from a well-recognised university
  - top 100 universities in the latest publications of STEM-related ranking tables of QS, Times Higher Education or Academic Ranking of World Universities (Shanghai Ranking)
- If Bachelor's degree-holder: min. 1 year work experience in relevant technology area
- persons not meeting the academic requirements but possessing
  1) good technical skills in specialty areas;
  2) proven professional abilities; and/or
  3) relevant experience and achievements

  can be considered on a case-by-case basis with full justifications and supporting documentary evidence
- Remuneration broadly commensurate with the prevailing market level

Quota Assessment Criteria

- Knowledge or skillsets of the talent sought align with the applicant company's technology activities
- Number of quota requested justified for the applicant company (e.g. having regard to business volume, venue, expansion plans, etc)
- The applicant company has demonstrated genuine difficulties in recruiting local talent concerned
- Academic qualifications / other expertise and remuneration packages of the required non-local talent are suitable

Local Talent Employment Requirement (3:1+2)

One to three non-local talent

One local full-time employee for technology-related work (Minimum 1-year contract) (Minimum Bachelor's degree holder)

Two local interns for technology-related work (At least 3 months) (Undergraduates, graduates or post-graduates)

Not Fulfilling Local Talent Employment Requirement – Consequence

- New quota application will not be processed
- Unused quota allotted will be suspended
- May continue to apply under General Employment Policy (GEP) or Admission Scheme for Mainland Talents and Professionals (ASMTP)

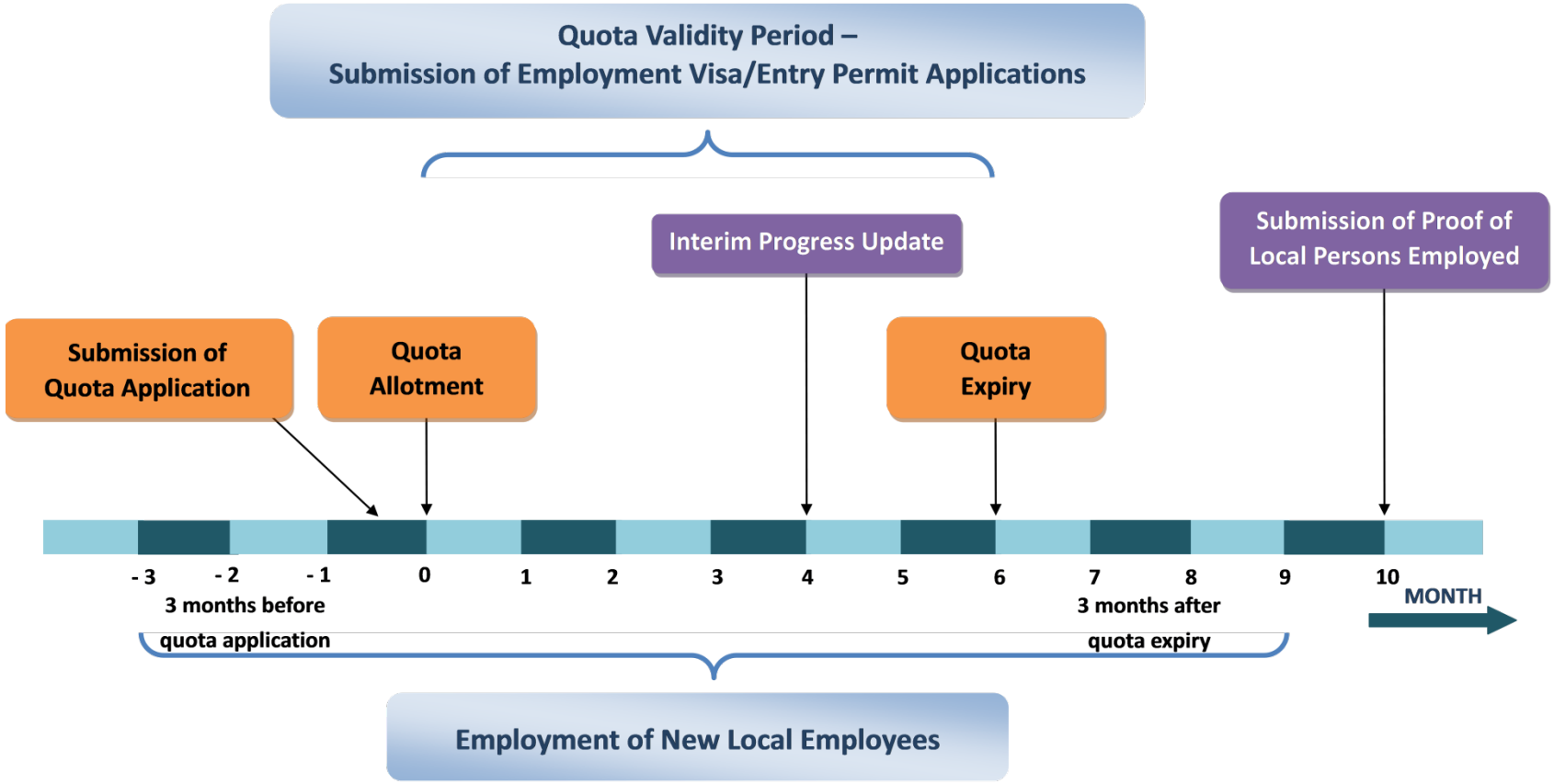
Other Assistance - Internship Programme

- Funding support to Innovation and Technology Fund (ITF) recipients as well as innovation and technology tenants of HKSTPC/Cyberport
- To recruit up to two local graduates as interns for R&D work
- Monthly allowance for each intern, up to 24 months
  - Bachelor's degree: $16,000
  - Master's or higher degree: $19,000

Other Assistance - Postdoctoral Hub Programme

- To be launched in Q3 2018
- Funding support to ITF recipients as well as incubatees and innovation and technology tenants of HKSTPC/Cyberport
- To recruit up to two postdoctoral talent for R&D work
- The researcher must possess a doctoral degree in a STEM-related discipline from either a local university or a well-recognised non-local institution
- Monthly allowance of $32,000 for each postdoctoral researcher for up to 24 months

Timeline: Key Steps



Stage 1 : Quota Application

Technology company

- Basis of quota requested (e.g. new setup or expansion of R&D programme)
- Relevant talent not readily available in Hong Kong

HKSTPC/Cyberport

- Examine requests
- Make recommendations

Innovation and Technology Commission (ITC)

- Decide on quota allotment
- Issue quota allotment letter

Stage 2: Employment Visa/Entry Permit Application

Technology company/Talent

- Submit within 6 months of quota allotment
- Main job duties, academic qualification, technical skills, work experience, and remuneration etc. fully meet the quota specifications

Immigration Department (ImmD)

- Consider visa/entry permit applications

Interim Progress Update

- Submit to HKSTPC/Cyberport by the end of the fourth month of quota validity period
- Progress of Quota Usage
  - number of visa/entry permit applications of non-local technology talent approved by ImmD
- Progress of Employment of Local Talent
  - number of new local full-time employees and local interns employed
  - plan(s) to recruit local persons to fulfill the local talent employment requirement
- HKSTPC/Cyberport may contact or visit the company to collect updated information

Final Report

- Submit to HKSTPC/Cyberport within four months after the expiry of quota validity period
- Quota Usage
  - number of visa/entry permit applications of non-local technology talent approved by ImmD
  - breakdown of quota usage for different job positions
- Employment of Local Talent
  - particulars of local full-time employees and local interns employee: i.e. name, job position, main duties, employment period, academic qualification
  - with relevant documentary proof: e.g. offer letter
- HKSTPC/Cyberport may contact or visit the company to collect updated information

Merits of TechTAS

- Certainty (using quota)
- Streamlined and much faster process (only need to justify local recruitment failure once)
- Help nurture local technology talent
- Pool together talent for cross-fertilisation

Implementation

- Start receive quota applications on 25 June 2018
- Quota application open all year round so long as there are quotas not yet allotted
- Will review the coverage and scale in a timely manner

Walkthrough of Quota Application Form

I. Particulars of Applicant Company/Institute

II. Details of Quota Request

III. Justification for Quota Request

IV. Declaration

I. Particulars of Applicant Company/Institute

創新科技署
Innovation and Technology Commission
香港特別行政區政府
The Government of the Hong Kong Special Administrative Region

To: Innovation and Technology Commission
via: ☐ Hong Kong Science and Technology Parks Corporation (HKSTPC)
☐ Hong Kong Cyberport Management Company Limited (Cyberport)
(please tick as appropriate)

Ref. No. :
Date of Receipt :
(for official use)

Technology Talent Admission Scheme (TechTAS)
Quota Application Form

Note: Please read the "Guide to Application" (available at the website: www.itc.gov.hk/en/techtas/index.htm) before completing this application form.

I. Applicant Company/Institute

Name of company/institute : (English) _____
(Chinese) _____

Type : ☐ HKSTPC
☐ Incubatee ☐ Tenant / Occupant / Grantee
(☐ Science Park ☐ InnoCentre ☐ Industrial Estate)
☐ Cyberport
☐ Incubatee (☐ On-site / ☐ Off-site)
☐ Tenant / Occupant (☐ Smart-Space)

Incubation/tenancy period : From ___ / ___ / ___ (dd/mm/yyyy) To ___ / ___ / ___ (dd/mm/yyyy)

Business Registration No. (first 8 digits) : ☐☐☐☐☐☐☐☐ (Expiry date: / /) (dd/mm/yyyy)

Company/Institute address : _____

Nature of business activities : (may tick more than one box)
☐ Artificial intelligence ☐ Biotechnology ☐ Cybersecurity
☐ Data analytics ☐ Financial technologies
☐ Material science ☐ Robotics

Latest staffing position : ___ persons as at / / (dd/mm/yyyy)

Previous adverse record(s) under TechTAS: ☐ No ☐ Yes (Please provide Ref. No.: _____)
(If the applicant company/institute has changed its name, adverse records before its change of name should be included.)

Contact person Name: _____
Position: _____
Tel No.: _____ Email address: _____

- 1 - TechTAS 01(05/2018)

- Incubation/tenancy period
- Nature of business activities
  - may tick more than one box

II. Details of Quota Request

II. Details of Quota Request

Total no. of non-local persons to be employed [Note 1] : _____

Details of non-local technology talent to be employed: (*If the space provided below is not sufficient, please use Supplementary Sheet (TechTAS 02) available at www.itc.gov.hk/en/techtas/index.htm.*)

Job position 1[Note 2] :	
Number of positions:	
Technology area(s)[Note 3] :	
Main job duties[Note 4] :	
Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6] :	

Job position 2 [Note 2] :	
Number of positions :	
Technology area(s)[Note 3]:	
Main job duties[Note 4] :	
Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6]:	

- Total number of quotas requested
- Job position
  - Include all possible job titles
  - Different job positions for different seniorities

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Number of positions :	
Technology area(s)[Note 3]:	
Main job duties[Note 4] :	
Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6]:	

- Number of positions
- Technology area(s)
  - Indicate the relevant technology areas of the position

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Monthly salary (HK$) and major fringe benefits to be offered[Note 6] :	

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Number of positions :	
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Main job duties[Note 4] :	
Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6]:	

- Main job duties
  - Persons admitted must be principally engaged in conducting R&D work
- Min. entry requirement
  - Education qualification
  - Working experience
  - Skills

Be specific

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Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6]:	

- If expect the target non-local persons may not meet the normal academic requirements but should possess specific skills/abilities/ experience/achievements
  - Set out the details with full justifications during quota application

Be specific

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Number of positions :	
Technology area(s)[Note 3]:	
Main job duties[Note 4] :	
Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6]:	

- Monthly salary and major fringe benefits
  - remuneration package should not be lower than the prevailing market level for comparable jobs in HK
  - indicate the range to monthly salary offer and the major fringe benefits (e.g. housing benefits)

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Monthly salary (HK$) and major fringe benefits to be offered[Note 6] :	

Job position 2 [Note 2] :	
Number of positions :	
Technology area(s)[Note 3]:	
Main job duties[Note 4] :	
Minimum entry requirement[Note 5] :	
Monthly salary (HK$) and major fringe benefits to be offered[Note 6]:	

- May add more job positions using supplementary sheets

These details will become the particulars of the allotted quotas

III. Justification for Quota Request

III. Justifications for Quota Request

(a) Please state the justifications for the quota requested (e.g. new setup in Hong Kong, expansion plans, new research and development programme/projects, etc.). If information on the new setup, expansion plan or new programme/projects, etc has already been passed to HKSTPC or Cyberport, please specify the date and occasion.

(b) Please explain why the applicant company/institute considers talent with the relevant skills, knowledge or experience being sought are short in supply or not readily available in Hong Kong, and hence, the concerned positions cannot be fully taken up by the local workforce (e.g. a certain niche area is new to Hong Kong, local universities have not yet had sufficient graduates in a certain area, and/or intra-company transfer of technology staff from overseas / Mainland office / subsidiary to meet operational or business development needs, etc.).

(c) Please provide references to support that the remuneration packages to be offered to the non-local technology talent are not lower than the prevailing market for comparable jobs in Hong Kong (e.g. salary of employees holding similar positions (but in other technology areas) in the applicant company/institute, copies of salary benchmark surveys or reports, etc.).

Be specific

III. Justification for Quota Request

(a) Justifications for the quota requested

e.g.

1) new setup in Hong Kong
2) expansion plans
3) new R&D programme /projects

III. Justification for Quota Request

(b) Why the talent sought is short in supply or not readily available in Hong Kong

e.g.

1) a certain niche area is new to Hong Kong
2) local universities have not yet had sufficient graduates in a certain area
3) intra-company transfer of technology staff from overseas / Mainland office / subsidiary to meet operational or business development needs

III. Justification for Quota Request

(c) Provide references to support that the remuneration packages to be offered are not lower than the prevailing market for comparable jobs in Hong Kong

e.g.

1) salary of employees holding similar positions (but in other technology areas) in the applicant company / institute
2) copies of salary benchmark surveys or reports

IV. Declaration

IV. Declaration

I, as the authorised person of the applicant company/institute, hereby declare that :

- ☑ all information provided in this application as well as the accompanying information is true, valid and accurate, and reflects the status of affairs as at the date of application. I shall inform HKSTPC/Cyberport immediately if there are any subsequent changes to the above information. In the event that any information is found untrue, incomplete or inaccurate, the Innovation and Technology Commission (ITC) reserves the right to revoke the approval of any quota.
- ☑ I understand and agree that the information provided in this form will be used by and/or disclosed to the recommending organisations (i.e. HKSTPC or Cyberport), ITC and relevant parties to process the application, and if the application is successful, to monitor the use of approved quotas including the employment of talent (non-local/local) under the TechTAS, or for other related purposes. I also understand and agree that the recommending organisations (i.e. HKSTPC or Cyberport) and ITC have the right at all times to seek or collect any additional information from the company/institute to substantiate and process the application, and monitor the use of approved quota where necessary.
- ☑ I understand and agree that HKSTPC/Cyberport may visit or contact the company/institute and the technology talent employed under the TechTAS as and when necessary to collect information on the usage of quota and progress in fulfilling the local talent employment requirement.
- ☑ I understand and agree that if my company/institute fails to employ the requisite number of local employees in accordance with the terms and conditions as set out in the quota allotment letter or fails to well utilise the quota allotted, an adverse record may be attached to my company/institute, which may adversely affect subsequent quota applications. I also understand and agree that processing of new quota applications or unused quota allotted to the company/institute would be suspended until my company/institute has employed the requisite number of local persons.
- ☑ I understand and agree that ITC reserves at all times the absolute right to review all quota applications and adjust the quota approved as necessary.
- ☑ I understand that employment visa/entry permit applications under the TechTAS are processed and determined by the Immigration Department and approval of a quota application under the TechTAS does not guarantee approval of an individual's employment visa/entry permit application by the Immigration Department. I also understand that approval of visa/entry permit applications is entirely discretionary and is subject to changes in government policies and the Director of Immigration reserves absolute discretion to refuse any visa/entry permit application even if the application meets all eligibility criteria.

Authorised Signature with Company Chop:
Name of authorised signatory:
Position:
Name of applicant company:
Date:

- Read carefully and tick all boxes
- Authorised signature with company chop is required

Documents Required for Quota Application

- Completed Quota Application Form
- Copy of Business Registration Certificate
- Supporting documents
  (e.g. remuneration package reference)
- Submit to HKSTPC/Cyberport by post, in person or by email

	HKSTPC	Cyberport
Address:	8/F, Bio-informatics Centre 2 Science Park West Avenue Science Park, Shatin, N.T.	Units 1102-04, Level 11 Cyberport 2 100 Cyberport Road, HK
Email:	techtas@hkstp.org	techtas@cyberport.hk

Quota Allotment Letter

- Total number of quotas allotted
  - Have the flexibility to use the allotted quotas to fill any job positions stated in the letter
- Particulars of job positions are the same as what you provided in the quota application form
- Local talent employment requirement (3:1+2)
  - The requisite number of full-time local employees and local interns to be employed will be stated in the letter

Should my company apply for a quota under TechTAS?

YES, if …

- ☑ your company is engaged in the area of biotechnology, artificial intelligence, cybersecurity, robotics, data analytics, financial technologies or material science
- ☑ your target talent will engage principally in conducting R&D in HK in the above areas
- ☑ your company experiences local recruitment failure
- ☑ your target talent meets the qualification requirements under TechTAS
- ☑ your company will comply with the local talent employment requirement

May still make use of General Employment Policy (GEP) or Admission Scheme for Mainland Talents and Professionals (ASMTP)

Thank you!

Please refer to the Application Guide for details

www.itc.gov.hk