



Thought Leadership on Youth Development

Partner organisation



Hong Kong General Chamber of Commerce
香港總商會 1861

Greater Bay Area Youth Employment Scheme



Impact Study Report Executive Summary

Phase 4



Research Background and Methodology

- In 2021, the HKSAR Government (hereafter the Government) launched the “Greater Bay Area Youth Employment Scheme” (hereafter the Scheme) to encourage enterprises with operations in both Hong Kong and the Greater Bay Area (hereafter the GBA) to recruit and deploy local university / tertiary institution graduates to work in the Mainland cities of the GBA. The Government announced the regularisation of the Scheme in the 2022 Policy Address and its details on 1st March 2023. As of early 2023, all employees should have completed the pilot Scheme.
- To assess the effectiveness of the Scheme, MWYO and the Hong Kong General Chamber of Commerce (hereafter HKGCC) launched a longitudinal research study in four phases in September 2021. This is the report of phase 4 of the study which was conducted in May 2023. HKGCC distributed the online employee questionnaire to its corporate members, who sent it to their employees participated in the Scheme. For the in-depth interviews, we selected suitable employees who had stated their acceptance to be interviewed in the phase 4 questionnaire, while some interviewees were contacted by referral.
- The survey findings were based on 72 employees who had returned the phase 4 questionnaire. The number of respondents was estimated to be 12.7% of the total number of employees who successfully completed the Scheme.

Highlight of Findings

1. Over 80% of the respondents were successfully employed after the completion of the Scheme. Most of them (61.1%) accepted new employment contracts from the same companies under the Scheme and some (22.2%) were employed by other companies. A few of them (12.5%) were still seeking jobs and 4.2% of them were studying, starting up their businesses, or reaching the end of the employment period.
2. A great majority of respondents reported that their monthly salary upon the completion of the Scheme was over HKD18,000 (90.5% for those who accepted new employment contracts from the same companies and 81.3% for those who were employed by other companies) and the salary of about half of them was over HKD22,000 (47.7% and 50.0% respectively). It proves that they have good career development after completing the Scheme.
3. A larger proportion of respondents employed by other companies (87.5%) were working in Hong Kong offices as compared with those who accepted new employment contracts from the same companies under the Scheme (61.4%) and it shows statistical significance. A larger proportion of respondents with employers who had at least one of their offices located in the Mainland received a monthly salary of HKD18,000 or below after completing the Scheme (33.3%) as compared with those respondents with employers who had their offices located in Hong Kong only (2.5%) and it shows statistical significance. The salary discrepancy between Hong Kong and the Mainland cities affected the employees' intention to go back to Hong Kong to work. However, nearly half of the respondents who were working in Hong Kong after completing the Scheme reported that their new job duties were related to GBA businesses as well. This indicates that these employees' GBA work experiences can still contribute to their career development.
4. Some respondents employed in certain sectors (e.g. new media, finance, etc.) could get a higher salary. Indeed, they have become more competitive after accumulating relevant GBA working experience under the Scheme. Yet employees who took up some general positions, such as sales, or graduated in some non-professional subjects, such as humanities, might encounter a higher degree of salary discrepancy for similar jobs available in the Mainland and Hong Kong.
5. Among the 9 respondents who were still seeking jobs during the survey period, 7 of them said that they lacked confidence in securing desirable jobs in the Mainland within a short period. The major reason could be the salary discrepancy.
6. For those who were still seeking jobs, there was a higher proportion of more experienced employees (30 to 34 age group: 100%; 25 to 29 age group: 12.2%; 20 to 24 age group: 0.0%). As employers are more in favour of experienced employees, they may need more time to make decisions on their future career planning after completing the Scheme.

Conclusion

- The longitudinal research study conducted by MWYO in collaboration with HKGCC has been completed. Summing up the results of the four phases of the study, the Scheme has been helpful to the employees in terms of their understanding of and career advancement in the GBA. The intended objectives of the Scheme were achieved, i.e. encouraging and supporting young people to work and pursue their careers in the GBA Mainland cities, helping them understand the latest developments of both Hong Kong and those cities, and leveraging the opportunities for their career advancement. We consider it remarkable that the Scheme has been able to achieve these results successfully in the midst of severe anti-epidemic measures during the period.
- Overall, the Scheme is beneficial to both employees and employers. As employees have broadened their horizons and gained more experience, they will have more choices in their career development. The employers will be able to understand the ability of Hong Kong youths working in the GBA Mainland cities, so that they can have better manpower planning and continue to recruit suitable talents through the Scheme. These developments are in line with the concept of fostering the “GBA Talent Cycle” which we suggested in the previous report¹. The “GBA Talent Cycle” promotes work, life and cultural exchanges between Hong Kong and the GBA Mainland cities.
- Although the Scheme has achieved satisfactory results, it is still a new scheme with ample room for improvement, and we have put forward policy recommendations for improvement in our phase 1 and phase 3 reports respectively². We hope that the regularisation of the Scheme can attract more young talents in Hong Kong to participate in it, and at the same time fine-tune the operational details to provide more appropriate support to employees and employers. To maximise the effectiveness of the Scheme and to sustain the favourable results, ongoing research and impact assessment are essential, and relevant data should be published for public use regularly. We suggest that the directions of the research study could be: 1) the effects of the regularisation of the Scheme, 2) the considerations of employers who continue, withdraw or newly join the Scheme, 3) the changes after the relaxation of the anti-epidemic measures, 4) the impacts after the increase of preferential policies and supporting measures, and 5) the changes in the backgrounds of the employees participating in the regularised Scheme, etc.

¹ MWYO (2021). “*Employment in the Greater Bay Area from the Perspective of Hong Kong Youth*”. Retrieved on (16th August 2023) from <https://mwyo.org/en/eeUr1q>

² For phase 1 report, please refer to https://mwyo.org/en/life_planning_research_details.php?id=137&page=1; for phase 3 report, please refer to https://mwyo.org/en/life_planning_research_details.php?id=161&page=1

-
- We believe that the Scheme is an effective channel for Hong Kong young people to learn about the development opportunities in the GBA Mainland cities and to open up multiple development pathways for themselves. Employees and employers who have participated in the Scheme can share information with newcomers. Among the employees we interviewed, there were indeed enthusiasts who took the initiative to organise support groups which provide various activities to help employees build up their networks. Even after they have completed the Scheme, they further enhance the networks and continue to help the newcomers. This initiation and spirit of mutual help should be acknowledged and highly commended. We hope that Hong Kong young people and the employers can make the best use of this opportunity to move forward to a better future together.

About us



Thought Leadership on Youth Development

Founded in 2015, MWYO is a youth-based independent think-tank, which works closely with different youth stakeholders through means such as reports and articles, community projects, and workshops, under five aspects of youth life: Education, Life Planning, Well-Being, Civic Participation, and the Future of Hong Kong. MWYO seeks to encourage youth development by bringing new perspectives and approaches to the discussions.

Key contributors

Mr. David Lai | Deputy Research Director

✉ david.lai@mwyo.org

Mr. City Chu | Associate Researcher

✉ city.chu@mwyo.org

Dr. CK Law | Special Advisor

✉ ck.law@mwyo.org

Contact

Mr. Alan Tse

☎ +852 2508 5177

☎ +852 9736 9067

✉ alan.tse@mwyo.org

Issue date: August 2023

Greater Bay Area Youth Employment Scheme Impact Study Phase 4 Report:

https://bit.ly/MWYO_Aug23-GCC-P4



🌐 mwyo.org



📘 facebook
MWYO



📷 instagram
MWYO





Thought Leadership on Youth Development

Partner organisation



Hong Kong General Chamber of Commerce
香港總商會1861