

Impact of the GBA Youth Employment Scheme

大灣區青年就業計劃的成效

An MWYO study on the effectiveness of the Government's GBA youth employment scheme found that evaluations by employers and employees are consistently positive
MWYO青年辦公室就政府的「大灣區青年就業計劃」成效進行調查，發現僱主和僱員對計劃的評價正面

To encourage young people to seize opportunities in the Greater Bay Area, the Chamber partnered with independent think tank MWYO on the HKSAR Government's GBA Youth Employment Scheme. The research survey revealed that evaluations by both employers and employees towards the Scheme were consistently positive, with 90% of employees saying it allowed them to "understand more about the GBA" and "gain more work experience."

Introduced by the HKSAR Government in early 2021, the Scheme encourages companies operating in both Hong Kong and the GBA to hire local university and tertiary institution graduates to work in the GBA's Mainland cities. As of late 2022 and early 2023, employees were nearing the completion of the pilot Scheme, while some had already completed it. To assess the impact, MWYO launched the study in four phases.

The online surveys were held from November to December 2022 for Phase 3. The Chamber sent the

online employer questionnaire to its members, who distributed it to their employees. The Chamber also arranged in-depth interviews with the employers, and received responses from 88 employees and 28 employers. The number of employee responses is estimated to be 13% of all employees hired and still working under the Scheme (around 700). The survey findings were based on 70 employees who had returned the questionnaires both in Phase 2 and Phase 3, and 13 employers who reported that they had hired successfully under the Scheme.

Findings

A 'USEFUL' SCHEME

As the employee respondents found the Scheme useful, nearly 70% (68.1%) said they would introduce their friends to join. The vast majority of employee respondents agreed that the Scheme allowed them to "understand more about GBA Mainland cities" (92.8%) and "gain more work experience" (89.9%). Nearly all employee

respondents said they could adapt to the daily life arrangements (98.5%).

SEEKING DESIRABLE JOBS

Interestingly, even though most employee respondents thought they had competitive advantages over their Mainland counterparts, those not planning to stay in their current job did not feel confident about finding a desirable job in GBA Mainland cities in the short run, likely due to the fact that some of them might lack relevant professional and adaptability skills compared to their Mainland counterparts. Also, if the employee respondents were unfamiliar with the tax and subsidy arrangement in GBA Mainland cities, they expected to encounter difficulties when seeking a job. It was also not easy for them to find employment that could meet their expected salary, as the average salary for most jobs in GBA Mainland cities is lower than that in Hong Kong.



NEW EMPLOYMENT ARRANGEMENT

More than 90% of the companies agreed that the Scheme met their expectations. A vast majority of the companies reported having a new employment arrangement with their employees, with many of them retaining all employees. Some of the companies gave employees hired under the Scheme permanent contracts from the beginning. Most importantly, nearly all of the companies were willing to offer a salary of more than HK\$18,000 plus other allowances, which showed the Scheme could be beneficial to the company's long-term HR strategy. However, according to the employee survey results, just under 40% got

new employment contracts, lower than reported by the companies, showing a lack of communication between companies and employees that needs to be resolved.

Recommendations

UPGRADE TO GBA TALENTS SCHEME

The monthly salary allowance should be increased in order to attract more young people. The Government should increase the allowance for different educational attainment while holding employers' contribution constant at HK\$8,000 each. If employers are able to hire more experienced employees, they should offer a higher salary. For example, HK\$20,000 for experienced employees with a bachelor's degree (the allowance from the Government being HK\$12,000/month), and HK\$23,000 for those with a master's degree (the allowance from the Government being HK\$15,000/month).

EXPAND ELIGIBILITY REQUIREMENT

The Government should allow people who have graduated within the past five years to apply for the Scheme instead of the current three, thus allowing more youths to join. This also gives employers a better chance of hiring suitable employees.

PROVIDE SERVICES TO EMPLOYEES DIRECTLY

Based on current support services provided by different government

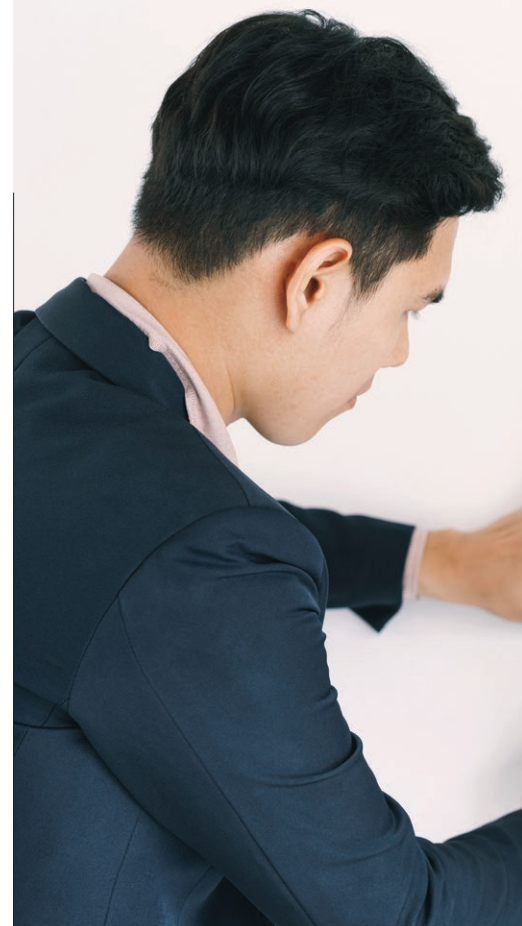
departments and institutions, the Government should consider delegating suitable institutions to provide support to employees to help them adapt to life on the Mainland.

Dr Law Cheung-Kwok, Special Advisor at MWYO, said: "The Phase 3 report provides a more complete picture of the effectiveness of the Scheme. We believe that it has been quite successful overall. The Scheme was conducted during the COVID-19 peak and stringent measures, and it is remarkable that the majority of employees were able to complete the Scheme and received offers of continual employment."

He added that both evaluations by employers and employees were consistently positive. Employees claim to have gained a better understanding of GBA Mainland cities, and were more willing to continue working or studying in the Mainland.

"What is even more encouraging is that most employers are satisfied with the performance of their employees and will continue to participate in the regularised Scheme, which proves that both employers and employees can benefit from the Scheme," he said.

Phase 4 of the study was conducted in April 2023, about three months after the conclusion of the pilot Scheme, to evaluate its effectiveness on employees' career development and for better understanding of the arrangement of employees after completion of the pilot Scheme.



為鼓勵青年把握大灣區機遇，總商會與獨立智庫MWYO青年辦公室聯手展開研究，對香港特區政府推出的「大灣區青年就業計劃」（計劃）進行評估。調查結果顯示，僱主及僱員對計劃成效感到正面，當中九成受訪僱員表示，計劃讓他們更了解大灣區內地城市，並吸收更多工作經驗。

計劃於2021年初開始試行，鼓勵在香港及大灣區均有業務的企業，聘請香港的大學或大專畢業生，並派駐他們到大灣區內地城市工作。截至2022年底、2023年初，不少僱員已完成或接近完成先導計劃。為探討計劃的成效，MWYO青年辦公室分四個階段進行研究。

第三階段網上問卷調查於2022年11月至12月進行。香港總商會透過會員將問卷分發予在計劃下受聘的僱員，又與僱主進行深入訪談。一共有88位僱



員和28位僱主回覆，估計有關僱員佔仍在計劃下任職的人數（約700人）的13%。研究集中分析70位曾填寫第二和第三階段問卷的僱員，以及13位透過計劃成功聘請僱員的僱主。

研究結果

計劃有助事業發展

受訪僱員指計劃有助職涯發展。調查顯示，近七成（68.1%）僱員表示會推薦朋友參加計劃，而絕大部分僱員均同意計劃讓他們更了解大灣區內地城市（92.8%）及獲得更多工作經驗（89.9%），幾乎所有僱員都能適應當地日常生活（98.5%）。

尋找心儀工作

值得注意的是，僱員大致認為自己相對內地大學畢業青年更有競爭優勢，但大

部分不會繼續留任的僱員卻沒有信心能在短期內於大灣區內地城市找到心儀的工作，原因是他們相對缺乏專業技能和適應能力，以及不熟悉內地的稅務及資助等安排。兩地薪金水平差異亦是求職的障礙之一，大灣區內地城市的平均工資普遍低於香港，僱員不容易找到滿意的工作。

續聘僱員

逾九成僱主認同計劃符合預期，大多數公司有續聘安排，當中不少會續聘全數僱員，更有公司一開始已與參與計劃的員工簽署長期僱用合約。更重要的是，近乎所有公司均給予僱員港幣18,000元以上的薪資及其他津貼，反映計劃對公司長遠的人力資源發展策略有利。不過，僱員調查顯示只有不足四成僱員獲續聘，低於公司匯報的比例，反映僱傭雙方缺乏溝通，有待改進。

建議

升級為大灣區人才庫計劃

為吸引更多青年參與計劃，當局應按僱員學歷調高薪金補貼，而僱主則只需像目前一樣給予港幣8,000元薪金。如果僱主成功招聘更有經驗的僱員，薪金亦應相應提高。例如有經驗的學士學位僱員薪金定為港幣20,000元（政府每月補貼港幣12,000元），而碩士學位僱員則定為港幣23,000元（政府每月補貼港幣15,000元）。

擴大申請資格

現時計劃容許三年內畢業的學士或碩士生申請，政府應將期限放寬至五年，以吸引更多青年參與，同時有助僱主物色合適的人才。

向僱員直接提供服務

內地各市政府部門和機構一直為參與計劃的僱員提供不同支援，政府應考慮委託合適的機構，協助有關僱員適應內地生活。

MWYO青年辦公室特別顧問羅祥國博士表示：「第三階段調查更全面地檢視計劃的成效，我們認為計劃整體頗為成功。計劃推出時正值新冠疫情高峰，各市採取嚴格防疫措施，但大部分僱員均能完成計劃並獲續聘，實屬難能可貴。」

他補充，僱員和僱主對計劃的評價一直保持正面，僱員對大灣區內地城市認識加深，更願意繼續留在內地工作或進修。

羅祥國說：「更令人鼓舞的是，大部分僱主都滿意僱員的表現，並且會繼續參加恆常化的計劃，可見不論是僱主或是僱員，都能從中獲益。」

第四階段研究在先導計劃完結後三個月，即2023年4月進行，旨在了解計劃對僱員職涯發展的影響，以及他們往後的安排和去向。