



香港恒生大學
THE HANG SENG UNIVERSITY
OF HONG KONG

PRESS CONFERENCE ON

"Strategies to Attract and Retain High-calibre Talents to Pursue Further Studies at Doctorate Level in Hong Kong for Nurturing Specialised Talents that will Contribute to Hong Kong's Development"

「香港博士人才培育與留才策略研究計劃」發佈會

2026.03.05 (星期四)



香港恒生大學
THE HANG SENG UNIVERSITY
OF HONG KONG

PUBLIC POLICY RESEARCH PROJECT

Strategies to Attract and Retain High-calibre Talents to Pursue Further Studies Doctorate Level in Hong Kong for Nurturing Specialised Talents that will Contribute to Hong Kong's Development

吸引高端人才來港或留港就讀博士課程，以培育有利香港發展的專才策略

Presented by **Professor Joshua MOK Ka-ho** (Principal Investigator)

由首席研究員**莫家豪**教授主講

5 March 2026

"Strategies to Attract and Retain High-calibre Talents to Pursue Further Studies at Doctorate Level in Hong Kong for Nurturing Specialised Talents that will Contribute to Hong Kong's Development", the project is funded by the Public Policy Research Funding Scheme of the Government of the HKSAR (Project No. E2025.B12.011).

本研究項目名為「吸引高端人才來港或留港就讀博士課程，以培育有利香港發展的專才策略」，由香港特區政府特首政策組公共政策研究資助計劃撥款資助（項目編號：E2025.B12.011），目前正在進行中。



Contents

目錄

01 Research Overview
研究概覽

03 Comparative Analysis
四地比較分析

05 Strategic Recommendations
策略建議

02 Research Methodology
研究方法

04 Key Findings from Interviews
研究發現

06 Project Team
研究團隊

Research Overview

研究概覽

This study systematically examines government and institutional strategies for attracting and retaining international doctoral talents by comparing four cases including Hong Kong, Singapore, Malaysia, and the UK.

本研究透過比較香港、新加坡、馬來西亞及英國四個個案，系統性檢視政府與院校在吸引及挽留國際博士人才方面的策略。

Research Objectives

1. To compare strategies for attracting and retaining talents in the UK, Hong Kong, Singapore, and Malaysia.
比較英國、香港、新加坡及馬來西亞吸引與留住人才策略。
2. To understand why doctoral students' choose a particular study destination.
了解博士生為何選擇特定學習目的地。
3. To understand factors that influence their intention/decision to remain or leave after graduation.
瞭解影響其畢業後去留意願/決定的因素。



Comparative Framework

HK

Hong Kong 香港

SG

Singapore 新加坡

MY

Malaysia 馬來西亞

UK

United Kingdom 英國



Research Methodology

研究方法

This project adopts a **four-phase sequential mixed-methods design** to comprehensively examine doctoral education policies and student experiences across four global education hubs.

本項目採用**四階段混合研究方法**，全面檢視四個全球教育樞紐的博士教育政策與學生體驗。

1

Comparative Policy Analysis

跨地區政策比較分析

Systematic comparison of doctoral education and talent attraction policies across Hong Kong, Singapore, Malaysia, and the UK.

系統比較四地博士教育及人才政策。

✔ COMPLETED

已完成

2

In-Depth Interviews

深度訪談

50 in-depth interviews with PhD students and university leaders across four locations (Sept 2025 – Feb 2026).

訪問四地共50位博士生及大學管理人員。

✔ COMPLETED

已完成

3

Survey Research

問卷調查

Large-scale survey of non-local PhD students in Hong Kong to gather quantitative data on decision factors.

香港非本地博士生問卷調查，收集量化數據。

⚙️ IN PROGRESS

進行中

4

Social Media Analysis

社交媒體輿情分析

Analysis of social media discussions to understand broader perceptions of pursuing a PhD in Hong Kong.

探討國際社會對來港攻讀博士學位的眼光。

🕒 FORTHCOMING

即將展開

50

In-depth Interviews
深度訪談

4

Locations
研究地點

12

Months Duration
研究期間



Comparative Analysis: Four Education Hubs

四地比較分析

Dimension / 維度	Hong Kong 香港	Singapore 新加坡	Malaysia 馬來西亞	United Kingdom 英國
Immigration Policy 移民政策	★★★★★ 24 months no job offer	★★★★☆ Job offer required	★★★★☆ Employer sponsorship	★★★★☆ High costs concern
Funding Support 資助計劃	★★★★★ HKPFS competitive	★★★★☆ Strong schemes	★★★★☆ Available schemes	★★★★☆ Variable access
Research Environment 研究環境	★★★★☆ Rising hub	★★★★☆ Rising hub	★★★★☆ Developing	★★★★★ Established prestige
Family Policies 家庭政策	★★★★★ Spouse can work	★★★★☆ Family-friendly	★★★★☆ Limited support	★★★★☆ Adequate support
Living Costs 生活成本	★★★☆☆ High concern	★★★☆☆ High cost	★★★★★ Affordable	★★★★☆ Moderate-High

Rating based on interviewee perceptions (50 interviews across 4 locations)

評分基於受訪者意見 (四地共50位受訪者)



Flexible Immigration Pathways a Key Advantage

研究發現 (一) : 彈性移民政策成關鍵

Primary Finding

Immigration policies and post-study work opportunities are among the **most decisive factors** influencing international doctoral students' choices. Clear, predictable, and affordable immigration pathways play a crucial role in long-term career and settlement decisions.

移民政策與畢業後發展空間，是博士生選擇深造地的**首要考慮**。清晰穩定、成本可控的移民政策，是受訪者職涯規劃與長遠定居的重要考慮。

Hong Kong's Advantage



Top Talent Pass Scheme (TTPS)

高端人才通行證計劃



Immigration Arrangements for
Non-local Graduates (IANG)

非本地畢業生留港 / 回港就業安排



Up to **24 months** without prior job offer 最長**24個月**無聘用逗留期

Regional Comparison

UK United Kingdom 英國

Multiple post-study visa routes, but high visa and healthcare costs are concerns

簽證選擇雖多，但高昂的簽證費及醫療費令不少人卻步

SG Singapore 新加坡

Strong employment opportunities but requires job offer and salary threshold

就業機會充足，但工作簽證須符合聘用資格及薪酬門檻

MY Malaysia 馬來西亞

Work visa system relies heavily on employer sponsorship

工作簽證高度依賴僱主擔保

Data Source: 50 in-depth interviews conducted from September 2025 to February 2026

資料來源：2025年9月至2026年2月期間，50位受訪者深度訪談

Competitive Funding Attracts Global Talent 研究發現（二）：具競爭力資助吸引國際人才

Primary Finding

Funding competitiveness emerged as a **major draw** for international doctoral students. Financial security allows scholars to focus on research excellence rather than economic pressures.

財政資助是吸引國際博士生的重要因素，讓學者可專心鑽研學術，無須為經濟壓力分心。

Hong Kong PhD Fellowship Scheme (HKPFS)

香港博士研究生獎學金計劃



Full tuition waiver
全額學費減免



Generous monthly stipend
豐厚生活津貼

★ Widely recognised as **internationally competitive**

★ 受訪者一致認同具國際競爭力

"While Singapore, the UK, and Malaysia offer strong funding schemes, interviewees perceived Hong Kong's overall package as particularly attractive."

「儘管其他地區均設有各類資助計劃，但香港的整體配套仍更具吸引力。」

Beyond Funding: Other Critical Factors



1. Supervision Quality



2. Institutional Reputation



3. Research Culture



4. Long-Term Career Prospects

單靠資助難以留住人才，以下因素同樣重要：

1

導師質素

2

院校聲譽

3

研究氛圍

4

長遠事業前景



Research Environment and Family Policies Matter

研究發現 (三) : 研究環境與家庭政策

Research Reputation & Academic Environment

Research reputation and academic environment remain **powerful magnets** for doctoral talent. The UK continues to benefit from long-established global prestige, while Hong Kong and Singapore were frequently described as **rapidly rising research hubs**.

學術聲譽與研究環境對博士生而言具**核心吸引力**。英國憑藉悠久學術傳統保持魅力，而香港與新加坡則躋身快速崛起的科研樞紐。

Key Research Strengths: Hong Kong & Singapore

 Engineering

 Business

 Technology

 Applied Sciences

尤其在工程、商業、科技及應用科學領域表現突出，科研轉化效率備受肯定

Family-Friendly Policies 家庭友善政策

 Dependants allowed to accompany
容許博士生攜同家屬來港

 Spouses permitted to work without restriction
配偶更可全數開放就業

★ An advantage cited by many interviewees 這項安排獲眾多受訪者稱讚



Challenges to Address

High Living Costs

高昂的生活成本是部分人才的考量因素

Concerns about affordability remain a consideration for some talents



Global Disruptions: COVID-19 and Geopolitical Tensions 全球動盪：新冠疫情與地緣政治緊張局勢

Impact of COVID-19 on study destinations

新冠疫情對留學目的地選擇的影響:

Doctoral students reconsidered their preferred destinations based on which countries demonstrated effective crisis management and ensured safety for international students.

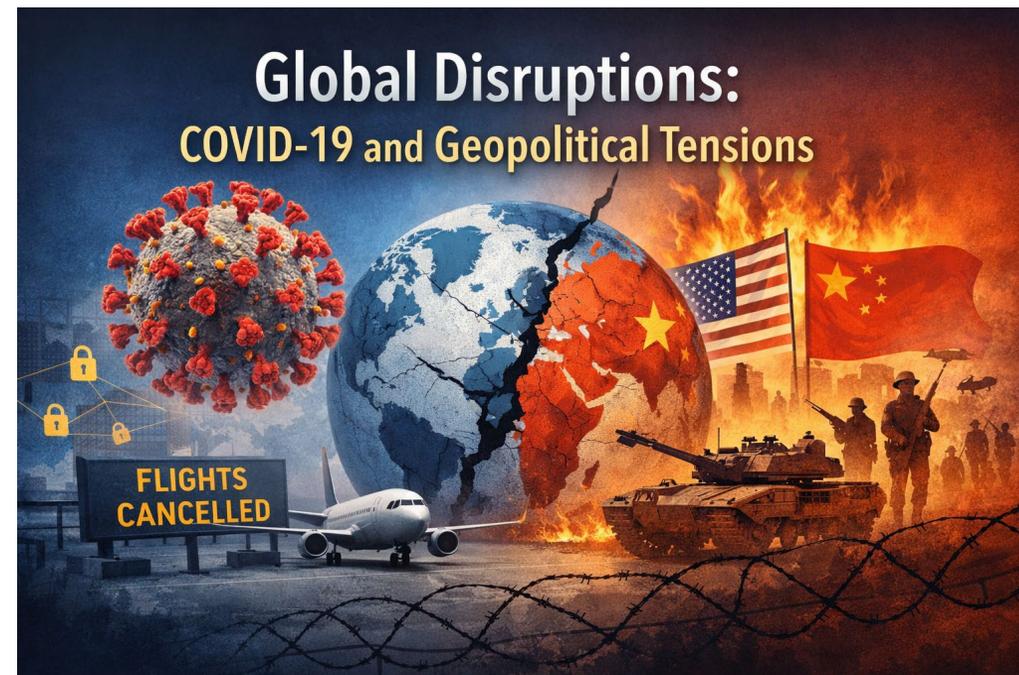
博士生因應各國危機管理表現及國際學生安全保障，重新評估其理想留學目的地。

Geopolitical influences on academic mobility

地緣政治對學術流動的影響

Participants reported concerns about how international tensions affect research collaboration, mobility, travel opportunities, and visa processes.

受訪者關注國際緊張局勢如何影響研究合作、學術流動、旅行機會及簽證流程。



• Key Point 核心觀點:

Ensuring stability, mobility, and international collaboration amid global health crises and geopolitical uncertainty is essential for attracting doctoral talent.

在全球健康危機與地緣政治不確定性中，確保穩定性、流動性及國際合作對吸引博士人才至關重要。



Strategic Implications for Hong Kong 策略建議

1

Strengthen Immigration Pathways

優化畢業後簽證安排

Strengthening post-study immigration pathways to support long-term talent retention

優化畢業後簽證安排，建立人才較長遠發展的支援系統。

2

Sustain Competitive Funding

維持具全球競爭力的博士獎資助計劃

Sustaining globally competitive doctoral funding schemes

維持具全球競爭力的博士獎資助計劃。

3

Deepen Research Investment

加碼研究基建投入，深化產學研跨界合作

Deepening investment in research infrastructure and industry collaboration

加碼研究基建投入，深化產學研跨界合作。

4

Enhance Global Promotion

全球推廣香港博士教育優勢

Enhancing global promotion of Hong Kong's doctoral strengths, particularly in emerging and interdisciplinary fields

全球推廣香港博士教育優勢，尤其是新興及跨學科領域。



Project Team 研究團隊

Professor Joshua Mok Ka-ho 莫家豪教授

Provost and Vice-President (Academic and Research), The Hang Seng University of Hong Kong
香港恒生大學常務暨學術及研究副校長

Principal Investigator

首席研究員

Co-Investigators / 聯合研究員

1

Dr Zhen Tian

田真博士

Research Assistant Professor
研究助理教授
Department of Applied Social Sciences
應用社會科學系
The Polytechnic University of Hong Kong
香港理工大學

2

Dr Rainie Ke

柯果果博士

Lecturer
講師
School of Transdisciplinary Studies
跨學科學院
The Hang Seng University of Hong Kong
香港恒生大學

3

Dr William Lo Yat-wai

盧一威博士

Associate Professor
副教授
School of Education
教育學院
Durham University, United Kingdom
英國杜倫大學

4

Dr Ayomide Oluwaseyi Oladosu

Senior Research Associate
高級研究助理
School of Transdisciplinary Studies
跨學科學院
The Hang Seng University of Hong Kong
香港恒生大學



香港恒生大學
THE HANG SENG UNIVERSITY
OF HONG KONG

Thank You

Disclaimer: Any information, opinions, findings, conclusions or recommendations expressed in this material do not represent the views of the Government of the Hong Kong Special Administrative Region and/or Administrative Region and/or the Assessment Panel.

免責聲明：本資料所表達的任何資料、意見、研究結果、結論或建議，並不代表香港特別行政區政府及/或評審委員會的觀點。