



澳門特別行政區政府  
Governo da Região Administrativa Especial de Macau  
人才發展委員會  
Comissão de Desenvolvimento de Talentos

## Five-Year-Action-Plan of the Medium and Long-Term Talent Cultivation of Macao

No.	Development Strategies	Measures/Projects	Dedicated Organisation/Department
1	1.1 Based upon the findings of the research on talents demands in five industries, including gaming, retail, hospitality, food and drink, and the MICE industry, initiate research on talents demands in other industries that expedite the development of 'One Centre, One Platform'. Release timely information on urgent demands in key sectors. Conduct further research on the talents demands in the financial insurance and construction industry.	1.1.1 Foster co-operation between the Talent Development Committee and relevant organisations or communities, take advantage of the synergy effect to better compile and publicise information on talents demands. The public can thus be informed comprehensively of the manpower demand and shortage in relevant industries thereby making appropriate career planning decisions themselves with such information.	Talent Development Committee
		1.1.2 Build a data bank on urgently demanded talents based upon the findings of relevant research on talents demands in various industries.	Talent Development Committee
		1.1.3 Establish an online platform for data collection and a data update mechanism, allowing enterprises and organisations to fill in, submit forms and/or update information in a more convenient way.	Talent Development Committee
		1.1.4 Information regarding talents demands to be released once at least every 12 months or updated according to actual situations.	Talent Development Committee



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2	<p>2.1. In support of the development direction stated in <i>The Five-Year Development Plan of the Macao SAR</i>, the Talent Development Committee will proactively encourage talents from all walks of life to register in the Talent Information Registration System for its formation.</p>	<p>2.1.1 Continue to build the talents information data bank and conduct data analyses by adopting the following measures:</p> <p style="text-align: center;">Collaborate with alumni associations of secondary schools and universities in Macao and encourage alumni residing in Macao or abroad, especially those with outstanding achievements in their fields, to register in the Talent Information Registration System, which can enrich the data bank with information of top-notch talents.</p> <p style="text-align: center;">Invite eminent persons in Macao to register in the data bank and fill in their information, which can be leveraged to promote the data bank and attract more people from different sectors to contribute to it, so as to raise public awareness of the existence and importance of the data bank.</p>	Talent Development Committee
		<p>2.1.2 The data bank will include relevant statistical data on Macao residents who have reached Level B2 or higher in Portuguese and received the monetary award from the ‘Incentive Programme for Citizens to Obtain Certifications’.</p>	Talent Development Committee
		<p>2.1.3 Release annual report on the data bank to deepen the public’s understanding of its function to Macao’s local enterprises and community.</p>	Talent Development Committee
		<p>2.1.4 Set up Certification Centre Information Platform</p>	Talent Development Committee
		<p>2.1.5 Set up a one-stop Information Platform for Returning Macao Residents to provide those who intend to return to Macao with the information needed.</p>	Talent Development Committee



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		2.1.6 Foster co-operation between the government and overseas prestigious universities and associations formed by Macao residents, and proactively promote the importance of registering in the data bank. Acquire celebrity endorsement by encouraging Macao's remarkable professionals residing abroad to register and by holding distinguished lectures or seminars with publicity of the data bank incorporated if possible.	Talent Development Committee
3	3.1. In support of the development direction stated in <i>The Five-Year Development Plan of the Macao SAR</i> , promote the cultivation of innovative talents in order to provide suitable manpower for the diversified development of industries.	3.1.1 Co-operation with social organisations and teaching staff communities to achieve maximised synergistic effect. Study jointly the teaching modes that are conducive to the formation of creative thinking in students and work out revolutionary ideas for innovative education as the next goal.	Education and Youth Affairs Bureau
		3.1.2 Provide additional opportunities, apart from training and classes, for students to practise and expand their horizons, such as arranging and encouraging students of secondary schools and universities to participate in overseas exchange programmes and international competitions, among others.	Education and Youth Affairs Bureau Tertiary education institutions
4	4.1. Pay close attention to industrial planning and development and vigorously cultivate	4.1.1 Study talent cultivation strategies that can facilitate the development of emerging industries, thereby making talents planning in favour of industrial development.	Macao Economic Services, Macao Monetary Authority, Macao University of Science and Technology



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	Chinese-Portuguese bilingual talents and talents in sectors such as financial insurance, marine economy, and so on.	4.1.2 Promote Portuguese language education in Macao's education institutions and strengthen their outbound exchanges through the implementation of the 'Specialised Subsidy Scheme for Training of Bilingual Talents of Chinese and Portuguese Languages and Co-operation of Education and Research for Macao Higher Education Institutions', thereby making Macao a training base for cultivating Chinese-Portuguese bilingual talents.	Tertiary Education Services Office
5	5.1. Continue to promote collaboration between the industrial, academic and research and development sectors, thereby forging a competitive mechanism for talents cultivation.	5.1.1 Encourage tertiary education institutions to proactively take on industry-academic research collaborations. Launch pilot projects which encourage private universities to ally with industries. For example, the institutions conduct researches on the industries and commercial products and invite industry practitioners to partake in curriculum design and teaching with a focus on imparting up-to-date applied knowledge.	Tertiary Education Services Office
		5.1.2 The government to set up a fund or set aside part of the fund for science and technology development to subsidise bilateral co-operation between education institutions and enterprises and to make the findings of academic studies be usable to the industries.	Science and Technology Development Fund



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		5.1.3 To build Macao into an offshore co-operation platform to facilitate the matching of research projects developed abroad by Macao talents and local enterprises <sup>1</sup> . It can help bring in innovative science and technology projects and for them to be applied in Macao. Administrative and financial assistance can be considered to be given to the talents undertaking offshore co-operation projects.	Macao Young Entrepreneur Incubation Centre Macao Trade and Investment Promotion Institute, Science and Technology Development Fund
6	6.1. Introduce mentorship scheme to cultivate talents with guidance rendered by mentors, imparting not only specialised skills and knowledge but also soft skills.	6.1.1 Run mentoring pilot projects for specialised talents and application-oriented talents.  Invite professionals in Macao or neighbouring regions to serve as mentors. Set up mentorship scheme or discussion forum, led by the professionals with experience in their fields, among entrepreneur communities.	Macao Economic Services
		6.1.2 Introduce mentorship scheme and mechanism of talents cultivation with senior mentors' guidance. Launch pilot projects in which senior mentors are encouraged to lead mentorship schemes, targeting university engineering graduates in particular.	Talent Development Committee
7	7.1. Facilitate the institution of a professional accreditation system for specialised talents and application-oriented	7.1.1 Communicate with industry associations in Macao regularly to stay informed of the requirements for professional accreditations in different industries.  Collect statistical data of licences, certifications and professional qualifications.	Talent Development Committee

<sup>1</sup> Projects unrolled via the offshore co-operation platform do not have to be related to the 'bring in' or 'go global' strategies. They could be projects being conducted overseas which are parallel to those ongoing ones in Macao. The offshore co-operation platform will be carried out in the form of a pilot scheme.



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	<p>talents based upon the needs of the industries. Conduct dialogues and studies on skills and qualifications required for specialised talents and application-oriented talents in relevant industries.</p> <p>Establish talents assessment system for sustainable talents cultivation schemes.</p>	<p>7.1.2 Launch policies that allow the adoption of foreign professional assessment system and mutual recognition of professional qualifications so that talents returning to Macao are exempted from some of the professional qualification examinations, which would ease the burden that deters eminent talents from returning to Macao.</p> <p>Attract talents who are already granted professional qualifications in foreign countries to return to Macao by modifying the existing mechanism or instituting a new professional accreditation system with reference to the experience of qualification accreditation in advanced countries and regions. This can also promote upward mobility in the local job market.</p>	Talent Development Committee
		<p>7.1.3 Pay close attention to the needs of talents assessment in various sectors and establish assessment systems for different professions based upon the needs of the industries.</p>	Talent Development Committee



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	<p>7.2. Expedite the implementation of the professional accreditation system and occupational skills assessment system. Establish an incentive system to encourage local specialised talents to obtain internationally recognised licences or certifications. Introduce international qualification examinations from time to time and launch relevant courses.</p>	<p>7.2.1 Launch incentive programmes to encourage more local specialised talents to acquire international professional licences or certifications.</p> <p>Encourage local education institutions to launch more professional training courses jointly with international certification entities.</p>	<p>Tertiary education institutions</p>
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8	8.1. A review will be conducted for the current mechanism of encouraging and sponsoring teenagers to join international or regional academic exchange and competitions, and for its effect in cultivating their international perspectives, innovative thinking and self-fulfilment ability.	8.1.1 The incentive mechanism will be reviewed in terms of its encouragement effect on teenagers. Aside from encouraging their exchanges, the mechanism should give understanding about whether their knowledge level is up to international standards.	Talents Development Committee
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9	<p>9.1. The current scholarship and loan system will be enhanced for its further implementation, especially in support of students admitted to top world-ranked universities; high-level local talents will be cultivated for Macao's future social development, and its development towards 'One Centre, One Platform' in particular.</p>	<p>9.1.1 Increase in the ceilings of existing scholarships and loans will be considered, especially the increase in subsidies to students admitted to top world-ranked universities. High-level talent needed for the 'One Centre, One Platform' will be cultivated.</p>	Macao Foundation
10	<p>10.1. Famous academic experts from overseas will be invited to Macao for short-term lectures or teaching. More overseas</p>	<p>10.1.1 Tertiary institutions will be encouraged to invite academic experts from overseas to hold short-term lectures or teach in Macao and even to work as their own team member. For example, the University of Macau has invited Nobel laureates to give lectures and the Macau University of Science and Technology has held Great Masters Seminars.</p>	Tertiary Education Services Office



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	<p>internship opportunities will be offered to students; more top young instructors and researchers will be given exchange and internship opportunities at world famous universities and international organisations.</p>	<p>10.1.2 Agreements will be signed with well-known overseas organisations to provide internship opportunities. For example, agreements will be signed with UNESCO to launch an internship programme for outstanding graduates and with the University of Coimbra of Portugal to plan Master's programmes. The Lisbon MBA Programme Scholarship Scheme has also been launched by the Talents Development Committee.</p>	<p>Talents Development Committee,          Technical Commission on Granting. Financial Aids for Postgraduate Studies,          Macao Foundation</p>
		<p>10.1.3 Collaboration with top world-ranked institutions will be continued to provide more young instructors and researchers with exchange and internship opportunities at world famous universities and international organisations, as well as opportunities to participate in international or regional research projects.</p>	<p>Tertiary Education Services Office</p>
11	<p>11.1. Assistance and support will be given to potential civil workers for their overseas exchange and training, and the said civil workers will be chosen by means of open selection.</p>	<p>11.1.1 Potential civil workers will be encouraged and supported to take advanced courses of public administration in famous overseas institutions or training organisations.</p>	<p>Public Administration and Civil Service Bureau</p>
		<p>11.1.2 More exchange and internship opportunities outside Macao will be provided to civil workers, thus cultivating management talent for the government in the future.</p>	<p>Public Administration and Civil Service Bureau</p>



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	11.2. Research will be conducted on adjusting the current civil service system to attract the return of overseas Macao talent.	11.2.1 Research will be conducted on the adjustment of certain examination requirements for civil service openings to admit Macao talent cultivated under different educational systems worldwide as eligible candidates.	Public Administration and Civil Service Bureau
12	12.1. Training will be reinforced, based on Macao's social development and language education policies, to raise the trilingual proficiency of local professionals, thus cultivating the bilingual talent needed for Macao as the Chinese-Portuguese platform while creating a good environment for learning Chinese and Portuguese.	12.1.1 Special quotas of the study loan will be increased to assist students in taking tertiary education programmes in Portuguese or Chinese-Portuguese translation.	Education and Youth Affairs Bureau
		12.1.2 Tertiary institutions will be encouraged to arrange for their students exchange and internship opportunities in Portuguese-speaking countries if there are any Portuguese programmes.	Tertiary Education Services Office
		12.1.3 Departments specialised in education will be supported to promote Portuguese in Macao society with emphasis on cultivating talent highly proficient in Portuguese.	Tertiary Education Services Office, Education and Youth Affairs Bureau
		12.1.4 The 'Incentive Programme for Citizens to Obtain Certifications' will be launched.	Education and Youth Affairs Bureau, Talents Development Committee, Macao Foundation



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13	<p>13.1. Occupational training courses will be run mainly in the directions of ‘skills upgrade’, ‘integrating training and accreditation’ and ‘achieving enrolment’.</p> <p>Starting from large enterprises, enterprises will be encouraged with certain quotas in professional skills tests to arrange the tests for their employees and assist them in obtaining</p>	<p>13.1.1 Skill-oriented talent with practical knowledge will be cultivated with seamless integration of ‘training, accreditation and application’ so that practical teams of talent can be built up for different industries.</p> <p>Training will be provided through co-operation with enterprises to assist employees in obtaining technical licences, thus providing them with opportunities of upward or horizontal social mobility and of further sustainable development of their personal career in the long run.</p> <p>Industries and trades with prospects will be identified through research and analysis on human resources demand, and on-the-job paid training will be held to assist employees in obtaining more professional skills.</p>	Labour Affairs Bureau
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	<p>technical licences.</p> <p>On-the-job paid training will be consistently reinforced with co-operation between employees, employers and the government in order to raise the level of professional skills in the industries.</p>	<p>13.1.2 Enterprises will be encouraged to provide their employees with on-the-job training opportunities at overseas branches to broaden their international horizons, facilitate their exchange of work experience and expertise, and promote their personal career development.</p>	<p>Labour Affairs Bureau</p>
14	<p>14.1. Further regional co-operation between Guangdong and Macao will be continued, while co-operation and exchange among Guangdong enterprises in Macao will be further strengthened. Professional skills tests will be provided for various industries.</p>	<p>14.1.1 Professional skills tests will be constantly launched for different industries and trades and more opportunities will be developed for obtaining certificates and licences recognised locally, nationally and internationally, in order to encourage talent to upgrade their skills to meet Mainland and international standards.</p>	<p>Labour Affairs Bureau</p>



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15	15.1. Macao talents at home and abroad will be kept in constant contact, with an aim to attract the return of those living overseas with a concrete understanding about Macao's status of development.	15.1.1 Macao talents at home and abroad will be contacted through local alumni and youth associations, and Macao people worldwide will be kept in close contact through Macao SAR government offices in overseas territories.  Other ways to keep overseas Macao talents in contact	Talents Development Committee
		15.1.2 Follow-up surveys will be conducted to understand the overseas graduates' intentions to return and work in Macao.	Tertiary Education Services Office
16	16.1. Overseas Macao talent will be encouraged to share their experiences and provide short-term services.	16.1.1 The " Overseas Talents Group Investigation Plan" will be consistently promoted and followed up on to encourage outstanding Macao talent to share their experiences and to raise the possibility for them to return by increasing their interaction with Macao society.	Talents Development Committee
		16.1.2 The " Pilot Project of Overseas Macao Talents to Provide Short-Term Services in Macao" will be enhanced to attract the return of overseas Macao talent. The Programme will be progressively expanded to attract professionals in other areas such as finance and higher education besides those in scientific research.	Talents Development Committee
		16.1.3 Activities involving experience sharing or technical guidance will be planned to attract Macao citizens living overseas, especially those with special strengths or retired veteran professionals, giving these citizens a different opportunity to serve Macao society.	Talents Development Committee



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17	17.1. Learning experience for overseas Macao students will be enhanced with various measures to encourage their return to Macao.	17.1.1 Research will be conducted on the feasibility of co-operation between local talent and offshore talent from Mainland entrepreneurship valleys, which aim to develop Macao as the hub facilitating co-operation and joint development between Mainland talent and their overseas counterparts.	Macao Trade and Investment Promotion Institute, Macao Economic Services
		17.1.2 Local tertiary institutions will be encouraged, based on the newly promulgated Tertiary Education System Law, to strengthen co-operation with Mainland counterparts in cultivating talent, such as the 2+2 co-operation programme (with two years in Mainland and two years in Macao), allowing the graduates to obtain degrees from both institutions at the same time.	Tertiary Education Services Office