

The Impact of Hong Kong's Education Policy on Hong Kong's Human Capital Immigration

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Abstract. Hong Kong is a city of immigrants, combining Chinese wisdom and Western management experience into one, and with its rapid economic growth, it has become one of the wealthiest, most economically developed, and highest standard of living regions in the world. This study utilizes the literature research method to outline the facilitation of the arrival of migrants by the government's education and talent acquisition policies. This paper outlines some aspects: Firstly, the rapid development of Hong Kong has attracted many foreign immigrants, and their descendants have also received abundant educational resources in Hong Kong. Secondly, Hong Kong's diverse secondary and university education resources have attracted the arrival of foreign immigrants and mobile students. third, the diversified workforce brings diverse human capital to Hong Kong, with immigrants of many statuses contributing to Hong Kong's economy. The impact of immigration on the development of Hong Kong is of great significance. Integrating different foreign immigrants and mobile students has made Hong Kong a diverse society. Hong Kong's economy has developed significantly thanks to the government's tolerant approach to education, incorporating different educational styles in the context of different cultures and immigrant diversity.

Keywords: Foreign immigrants, fresh graduates, Hong Kong education, talent policy.

1. Introduction

Hong Kong's education system has attracted a lot of attention. Most of the teachers are born in prestigious schools and come from all over the world. Hong Kong education can not only improve students' logical thinking, speech ability, and teamwork abilities. The school will also provide students with many internship opportunities and exchange study abroad, to expand students' international perspective. Hong Kong is a window for mutual exchanges with the mainland of the motherland and an important channel for exchanges with the West. Global mobility also seems to be an essential feature in the formation of the world economy, and cross-border mobility not only reduces market transaction costs but also facilitates easy access to information, thus drawing more investment opportunities from foreign firms [1]. Hong Kong's market economy has developed and there has been an increasing flow of people coming to Hong Kong to study and work. The arrival of foreign immigrants brings different economic benefits in the economy and different cultural shocks in culture, which gives Hong Kong's human capital and local culture a better understanding.

2. Composition of Human Capital in Hong Kong

2.1. Overview of Recent Migration

In 2001, the population of the Hong Kong Census was 6708389, of which 343950 were a small number of foreign immigrants [2]. In the very early days, most of the people who came to Hong Kong to make a living were foreign immigrants. Hong Kong's early economic development and trade attracted foreign immigrants. This opportunity allowed foreign immigrants to find business opportunities and provided a lot of job opportunities for Hong Kong because many foreign immigrants chose to stay in Hong Kong to start their businesses. Here too, some foreign immigrants have gradually expanded their original business in China to Hong Kong in the process of discovering this prime location. In 2021, the total population of the Hong Kong Census was 7413070, of which 619568 were from a minority of foreign nationals. It is evident that the minority of foreign nationals

has doubled in growth compared to twenty years ago. In terms of nationality, foreign talent is complex and diverse, with Filipinos, Indonesians, and whites from other countries dominating [3]. This is the current mix of immigrants in Hong Kong.

2.2. Categories of Hong Kong's Mobile Population

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The relaxed measures formulated by the government for labor have attracted many laborers to Hong Kong's economic development. These policies not only attract professionals and technical talents, but also promote the development of industries such as education, technology, and finance, injecting fresh blood into the Hong Kong economy. The number of students going to Hong Kong for primary and secondary education is also increasing each year, as part of the overseas students in Hong Kong come from the skilled children of foreign immigrants, foreign students, and mainland Chinese students. The largest population is Chinese, followed by Filipinos and Indonesians.

In recent years, the Hong Kong government has attached great importance to education investment and formulated inclusive policies, attracting many migrant students to higher education. According to statistics, students studying in Hong Kong in 2016 mainly came from countries such as South Korea, the United States, and Thailand. Migrant students in Hong Kong can get many benefits, such as experiencing different cultural differences and values and meeting people from all over the world. The diversity of cultures can be recognized.

3. Education Programme to Attract Talents in Hong Kong

3.1. Educational Programs for Younger Students

In the long term, students' growth and development becomes a necessary trend in the context of younger students [4]. International student mobility has increased in recent years from 1 million to more than 6 million annually (OECD citation 2021) [5]. Hong Kong education combines both Chinese and Western education concepts and focuses on cultivating students' innovative abilities and comprehensive quality. Not only the international learning environment, students can come into contact with people from different cultural backgrounds, enhance cross-cultural communication, but also provide a safe and stable social environment. To further improve the quality of Hong Kong's low level of education. For example, the promotion of information technology (IT) education to foster global trends in teaching and learning. It aims to develop students' IT potential, optimize the IT environment in schools, enhance students' independent learning, problem-solving, writing, and computational thinking skills, and strengthen students' innovation and creativity to achieve lifelong learning and all-around human development. Furthermore, Hong Kong has very high language proficiency requirements for primary and secondary school students, who should be able to speak fluent English. Students who come to Hong Kong to study after nine years of study in Hong Kong can continue to complete high school education, and before high school graduation, they need to complete a test called the Diploma of Secondary School examination [6]. Some secondary school graduates completing their secondary education can start a bachelor's degree program.

Hong Kong is home to the world's top technology companies, driving the wave of innovation. At the same time, Hong Kong is also a melting pot of diverse cultures, where tradition and modernity coexist in harmony. Hong Kong has shown its unique educational charm and become an important base for the integration of technology and culture that attracts global attention. The Internet and language skills have become more and more important. The information education policy can enable foreign students to learn more advanced Internet technology and also would allow students to exercise their application and analysis ability from secondary education constantly. Learning Chinese, English,

and Cantonese would allow students to master multi-language skills. This policy not only attracts many foreign students but also has a huge impact on their future.

3.2. Higher Education Policies Attract Senior Foreign Students

From the survey data, the number of self-financed bachelor's degree programs in the academic year 2022-2023 is 11,700 [7]. Scholarships are categorized into: the Excellence in Performance Scholarship, the Best Improvement Award, the Talent Development Scholarship, the Outreach Experience Award, and the Zhan Yi Scholarship, all of which are \$10,000 except for Zhan Yi, which is \$15,000 [8].

Global higher education has undergone a lot of change in recent years, and the increasing mobility of international students is one of the most significant trends [9]. This phenomenon has not only promoted the globalization of education, but also greatly enriched the diversity of the academic environment. As more and more students choose to study abroad, they will not only have access to different education systems and academic resources, but also increase the spread of knowledge and cultural exchange, and paint a more diverse and inclusive picture of the future of global education. Some researchers have found that educational mobility is in favor of the middle class [10] and has become sought after by those in advantaged groups [11]. The rights of internationally mobile students and foreign migrants have made policymakers in receiving countries an important figure, and some scholars will delve deeper into the well-being and safety of international students and foreign migrants in terms of regulatory regimes and policies [12, 13]. Student agency, especially the reflective type, is exercised when students engage in academic and social activities in higher education [14]. The Study and Settlement Scheme applies to globally mobile international students, i.e. The Talent Acquisition Scheme is not limited to any industry, which fully reflects the high efficiency and applicability of the scheme [15]. Hong Kong is not only an international metropolis, but also has a variety of cultural impacts and development opportunities that will attract more and more immigrants. The academic field of education has a long history of uninterrupted discussions, both internally and externally, in the study of history, politics, and international relations in different eras, which have distinctive meanings and different contexts behind them. The so-called global higher education can be understood as the human world in conjunction with nature voluntarily establishing a free relationship, including mutual respect equally, and mutual learning, for the comprehensive development of higher education. Higher education suggests that teachers and students should be very inclusive, from age, gender, race, nationality, and other identities are respected equally [16]. For this reason, with Hong Kong's growing economy and good competitiveness, people with higher education become the talents that Hong Kong needs, and for this reason, promote continuing education and improve the system of lifelong education.

4. The Impact of Education Policy on Diversified Immigrants

4.1. Foreign Graduates

The competitiveness of high-level talents and the scarcity of foreign talents around the world provide a wide space for autonomous mobility, so they have the right to make autonomous decisions on mobility [17]. Expatriate immigrants and globally mobile students utilize their high-end skills and rich experience to bring abundant and inexpensive human resources to Hong Kong. Fresh graduates stay and work in Hong Kong for several factors. First, fresh graduates come from all over the world, Hong Kong is a diversified society, and fresh graduates like the combination of Chinese and Western living environments. Second, some of the fresh graduates 'countries' economies are not very developed, can do not provide a good environment and welfare conditions for fresh graduates. Third, the salary in Hong Kong is in line with their expectations. Income level and economic development are the first drivers of talent mobility. Hong Kong has a diversified education system, and many graduates study and work in Hong Kong. In this environment, fresh graduates can use the diversified

society to improve their professional abilities and experience different cultures, and can also contribute to the development of Hong Kong's trade and business.

4.2. The Attractiveness of Education Policies to New Immigrants and Their Children

The arrival of new immigrants has led to continuous economic development in Hong Kong. Foreign immigrants have settled in Hong Kong through the tolerant talent recruitment program adopted by the government, and their children can also receive education policies formulated by the government. The government can improve the talent mechanism by providing a convenient office environment and financial support, to provide better employment opportunities for more new immigrants [1]. To summarize, Hong Kong's rapid economic development can not be separated from the skills and capital of mobile students and foreign immigrants, which account for a large proportion of Hong Kong's economy. The utilization of human capital needs the support of the institutional environment to achieve the highest purpose of human capital [17]. Due to the internationalization of education in Hong Kong, children of foreign immigrants enjoy high-quality educational resources. In the 21st century, when education is highly valued, almost everyone puts their children's education first. Hong Kong's high-quality educational resources and liberal learning attitude are admirable. Also, due to historical reasons, which has enabled many foreign immigrants and eligible children to obtain Hong Kong identity together. Learning in Hong Kong is much more convenient, bringing great convenience to foreign immigrants.

5. Conclusion

Preliminary conclusions have been drawn after examining the economic and human capital accompanying expatriate migration and globally mobile students. Hong Kong's economic success stems from a proactive and innovative government. Hong Kong provides countless job opportunities for both locals and foreigners, as the region is an international financial and trade hub. According to the Hong Kong Census report, the largest number of migrants in Hong Kong mainly come from the Philippines, followed by other countries such as Indonesia, the United Kingdom, and India. Under the influence of Hong Kong's multiculturalism, mobile students come from all over the world, making Hong Kong an economically developed place. Hong Kong has a well-established education system that attracts countless foreign immigrants to access high-quality educational resources. Hong Kong has a high-quality education system and a highly skilled workforce, whose skill level and innovation ability have improved, adding energy to the Hong Kong economy. Hong Kong is also an open and inclusive society, full of opportunities and economic vitality, attracting various cultures, talents, and capital to converge here. Next, a study needs to be conducted to investigate the impact of new immigrant children receiving high-quality educational resources in Hong Kong explore this research, interviews will be conducted on the feelings of foreign immigrant children.

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