Attracting Foreign Talent to China

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China has a long history of welcoming overseas experts. As early as in 1983, *Regulations on Introducing Oversea Talents* was issued by the State Council, and late in 2008, the well-known ‘1000-talent plan’ was organized and now more than 6000 talents have been successfully introduced in China, and are becoming an important force for China’s innovation-driven development.
Most recently in 2016, Chinese Government issued its 13th five-year plan for national economic and social development plan, in which an unprecedented emphasis was put on “Implementing a strategy of innovation-driven development” in Part Two. Under this chapter, “prioritizing talent development” was materially elaborated under Chapter Nine.

Part II: Implementing a strategy of innovation-driven development

Chapter Nine: Prioritizing talent development

1. Building strong talent team
2. Optimizing talent allocation
3. Creating a better talent development environment
   ...implementing more proactive, open and effective talent introducing policies, improve foreign permanent-residential regime, loosening technical talent PR restrictions...
By echoing the national-level guideline, a series of key talent projects have been initiated:

1. **Innovative Talent Plan**
2. **Youth Talent Plan**
3. **Entrepreneurs’ Management Talent Plan**
4. **“1000-Talent” Plan (The Recruitment Program of Global Experts)**
5. **Specialized Talent Improvement Project**
6. **National High-level Talent Booming Plan**
Top-Down Emphasis

Under the Guidance of State Council on Talent Introducing such as Y2016 Decision on Further Strengthen Talent Development, Y2017 Notice on Promoting Employment Planning in the Third 5-year Plan Period, a Top-down Talent Introducing Campaign

- **Central Government**
  - Ministry of Education
  - Ministry of Science & Technology
  - ...

- **Government of Each Level**
  - Provincial - JIANGSU
  - Municipal – SUZhou SIP
  - District
  - ...

- **Organizations**
  - Academies
  - Research Institutes
  - Universities
  - Schools
  - ...

- **Enterprises**
  - Companies
  - SOE
  - WFOE
  - ...

**Talent Introducing Policies**
Focusing on what type of talents they are now targeting, what subsidies they could provide for talents to settle down, start-up business, get recruited and etc.

**Project-based Funding Policies**
Focusing on supports given to key projects that are important for innovation and development etc.
Jiangsu Province, Suzhou SIP

Jiangsu Province always leads the way in China in economic development, innovation promotion and academic research. By 2016, total population of Jiangsu Province was about 80mln, ranking 5th in China; 13 cities in Jiangsu Province are in the top-100 GDP Scale list in China. GDP Per Capita of Jiangsu Province was 95th, No.1 among all provinces in China.

By 2015, Jiangsu Province held No.1 Position in terms of innovation capability assessment in China for the 7th year in succession, and now has 93 academicians from China Academy of Science and Chinese Academy of Engineering here, the economic outcome reached 8.9bln from the cooperation with China Academy of Science, ranking No.1 in 8 years in succession in China; about 8500 “university-enterprises alliance” have been set up. Jiangsu Province has 10 innovation pilot cities, taking up more than one-sixth in China totally.
Suzhou's SIP, Jiangsu Province

**Suzhou Industrial Park**

SIP is a flagship cooperation project between Chinese and Singapore governments, and is the first pilot area for open-up innovation in China, enjoying a particular position in China’s reform & open-up process.

By 2015, SIP accomplished set up more than 30 public technology service platform, more than 20 national-level innovation base, a cluster of innovation entities basically form including International Science & Technology Park, Creative Industrial Park, China-Singapore ecological technology park, Suzhou Nano Park etc, with more than 500 new projects under R&D by more than 350 research institute, such as the Suzhou Institute of Nano-tech and Nano-bionics (SINANO).

Suzhou Dushu Lake Science and Education Innovation District in SIP was the first national high-end education internationalization pilot, with more than 6000 overseas talents working here. Accumulatively more than 1000 foreign experts were introduced in and more than 4000 overseas Chinese came back setting up more than 400 enterprises.
Suzhou SIP, Jiangsu Province

SIP’s talent introducing and maintaining is one of the most important factor for its economic flourish and rapid science & technology development, thus a great number of talent-related policies have been issued.

1. Talent Introducing Policies

Y2016 Implementation Rules on Gusu Leading Innovative & entrepreneurial Talent Plan
Y2016 Suggestions on Attracting High-end & Urgently-needed Talent in SIP
Y2016 Implementation Opinion on Housing Preferential
Y2015 Suggestions on Deeply Promote ‘Jinji Lake Double-100 Talent Plan’
Y2015 Catalogue on Urgently-need Talents

“… in coming 3 years from 2015, each year introducing 200 talents recognized by national, provincial, Suzhou municipal level talent plan, and each year introducing 200 high-end leading talents (20% growth Year on Year), … try to bring the number of talent with master degree or above and with senior professionalism up to 40,000 at the end of 3rd year… and making SIP a most dynamic talent concentration….”
Suzhou SIP, Jiangsu Province

2. Project-based Funding Policies

- Y2016 Suggestions on Further Developing Nano Technology innovation and Industrial Development
- Y2016 Rules on Promoting Gallium Nitride Industrialization Development
- Y2016 Implementation Rules on Micro-or-Nano electro mechanical industrialization Development
- Y2016 Suggestion on Promoting Cloud Computing Industry Cultivation and Development
- Y2016 Suggestions on Further Developing Bioengineering & Pharmaceutical Industry

…”Prioritize dedicated fund support Nano technology R&D and innovation (no less than 100mln every year)…

…allocated dedicated fund for Nano industrialization leading talent (no less than 100mln every year)…

…allocate dedicated fund for attracting Nano technical talent (no less than 50mln every year)…

…entourage university-industry cooperation and internationalization, provide fund support for introducing patents, attending seminars etc.”
Thank you!

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