

# Statistics of the First Round of Macao's Talent Recruitment Programmes

## (As of March 31, 2025)

Source: The Talent Development Committee, Macao SAR Government

To facilitate the "1+4" strategy for Macao's economic diversification, and support local industries and sustainable social development, the Macao Special Administrative Region (SAR) has launched three types of Talent Recruitment Programmes since August 2023, namely the High-End Talents Programme, the Outstanding Talents Programme, and the Advanced Professionals Programme for the Big Health Industry, the High-Tech Industry, the Modern Finance Industry; and Culture, Sports and other Industries.

The applications for the first round of the talent programmes have closed. As of 31<sup>st</sup> March 2025, valid applications <sup>1</sup> have totalled 1,036, of which 470 individuals have been included in the Recommended Selection List.

### 1. Assessment and approval statistics

Programmes		Valid applications	Included in the Recommended Selection List (In progress)
The High-End Talents Programme		64	22
Big Health Industry	The Outstanding Talents Programme	190	30
	The Advanced Professionals Programme	64	34
High-Tech Industry	The Outstanding Talents Programme	213	51
	The Advanced Professionals Programme	102	84
Modern Finance Industry	The Outstanding Talents Programme	121	20
	The Advanced Professionals Programme	138	113
Culture, Sports and Other Industries	The Outstanding Talents Programme	26	13
	The Advanced Professionals Programme	118	103
<b>Total</b>		<b>1,036</b>	<b>470</b>

<sup>1</sup> The number of valid applications is subject to change due to applicants cancelling their applications, etc.

## 2. Age distribution of individuals included in the Recommended Selection List

Programmes		Age				
		21-30	31-40	41-50	51-60	61 or above
The High-End Talents Programme		1	6	9	3	3
Big Health Industry	The Outstanding Talents Programme	0	4	14	10	2
	The Advanced Professionals Programme	0	20	11	2	1
High-Tech Industry	The Outstanding Talents Programme	0	30	17	3	1
	The Advanced Professionals Programme	5	51	23	3	2
Modern Finance Industry	The Outstanding Talents Programme	0	6	11	3	0
	The Advanced Professionals Programme	1	69	29	13	1
Culture, Sports and Other Industries	The Outstanding Talents Programme	0	5	6	2	0
	The Advanced Professionals Programme	4	52	29	14	4
<b>Total</b>		<b>11</b> (2.3%)	<b>243</b> (51.7%)	<b>149</b> (31.7%)	<b>53</b> (11.3%)	<b>14</b> (3%)

### 3. Academic qualifications Distribution of individuals included in the Recommended Selection List

Programmes		The Highest Educational Attainment			Holding degree(s) from the World's Top 100 or Mainland China's Top 20 institutions
		Doctorate degree	Master's degree	Bachelor's degree	
Big Health Industry	The Outstanding Talents Programme	18	10	2	19
	The Advanced Professionals Programme	28	5	1	22
High-Tech Industry	The Outstanding Talents Programme	15	23	13	39
	The Advanced Professionals Programme	69	10	5	67
Modern Finance Industry	The Outstanding Talents Programme	4	14	2	15
	The Advanced Professionals Programme	30	59	24	57
Culture, Sports and Other Industries	The Outstanding Talents Programme	1	9	3	7
	The Advanced Professionals Programme	71	23	9	68
<b>Total</b>		<b>236</b> (50.2%)	<b>153</b> (32.6%)	<b>59</b> (12.6%)	<b>294</b> (62.6%)