

**CHINA'S "10,000 TALENTS SCHEME":
NURTURING HOMEGROWN TALENTS**

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Executive Summary

1. In 2008, China introduced the “1,000 Talents Scheme”, a timely move that allowed China to attract top talents from overseas in the wake of the global financial crisis.
2. In 2012, China rolled out the “10,000 Talents Scheme” exclusively for homegrown talents. The scheme plans to select up to 10,000 homegrown talents for special support in the next ten years.
3. The new scheme signals China’s shift from the strategy of “walking on one leg” to the strategy of “walking on two legs” by developing a more balanced policy framework to tap on both foreign and domestic talents.
4. It distinguishes between three types of talents. The first category of “outstanding talents” is those who are comparable to the world’s best in science and technology. A total of 100 will be supported in the next ten years.
5. The second category of “leading talents” includes those who lead national key projects, have high-tech start-ups, or make important contributions to teaching and research. The scheme will support 8,000 of the “leading talents”.
6. The third category of “young talents” would include those under the age of 35, with great potential to innovate in terms of research direction and technological roadmap. A total of 2,000 young talents will be supported.
7. Support includes up to RMB1 million funding, government recommendation for posts in international organisations, and inclusion in a liaison system through which the central government co-opts and consults top-notch experts.
8. The new scheme is significant for a number of reasons. First, in contrast to foreign talents who are globally mobile, homegrown talents form a more stable base for China’s scientific and technological advancement.

9. Second, it will groom and develop talents for China's vast inland regions as foreign talents prefer large cities such as Beijing, Shanghai and Guangzhou.
10. Third, pacify disgruntled homegrown talents who felt that they were excluded and marginalised by previous schemes which favoured foreign talents.
11. Details have yet to be worked out for the new scheme. Critical to its success is the formulation of a fair and merit-based selection process. This will be the largest challenge for the "10,000 Talents Scheme."