

# **Human Resources and Human Capital for Hong Kong's Future**

## **Abstract**

As a developed cosmopolitan city in a fast-changing globally-connected knowledge economy with a rapidly ageing population, human resources and human capital development is core to Hong Kong's social and economic well-being. Among Hong Kong's social concerns are social equity in catering for the learning needs of citizens with diverse socio-economic, physical, psycho-social and cognitive developmental needs, the wellbeing of its ageing population and the resilience of its people in combating crisis situations such as epidemics and natural disasters. The human capacity to address persistent or novel situations in everyday practices requires learning that is productive in nature, simultaneously building new knowledge and solving real problems. This kind of learning cannot be achieved through individual isolated efforts. It requires cross-sector, multilevel learning that connects individuals, families, grass-root support groups, care communities, NGOs, government services and international agencies, coordinated through self-organizing networks that critically depend on access to effective communication and feedback channels with formal and informal information networks, including secure official databases and social media. This kind of learning needs appropriately designed learning environments that integrate learning resources, data networks with related social architectures to support dynamic, just-in-time, fit-for-purpose and goal-directed learning interactions. Our economic well-being rests increasingly on our ability to foster innovation industries and entrepreneurship. This again requires multilevel, multi-sector learning at a societal scale to foster both a culture of innovation and entrepreneurship and the development of social networks and communication channels for innovation industries by connecting government initiatives, higher education, professional societies, businesses and venture capitalists. Inter-disciplinary research themes that leverage cutting-edge knowledge on collaborative, self-organizing, inter-professional learning, complexity and network science, information systems, data-mining, learning analytics and transmedia e-learning environments are essential. Hong Kong can build a world class system of human resources and human capital underpinned by e-learning. It can bring its global standard research strengths in large-scale, international studies of learning and e-learning to bear on addressing current and future economic and social concerns.