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Presentation: Leveraging Shared Talent: the Future of Canadian-Chinese Cooperation

Abstract:
Canadian and Chinese relations have been shaped by commercial and business ties, political and diplomatic cooperation, and cultural and civil society connections. The movement of people between the two countries is perhaps the longest, deepest and the most profound link. In today’s globalized and knowledge-based world, the flow of people between the two countries is increasingly characterized by two-way movements of more highly skilled individuals and of transnational citizens with business, personal, and emotional attachments on both sides of the Pacific Ocean. The intensified two-way flow of highly skilled workers raises many policy questions. Can both countries benefit from sharing a mobile, international talent pool? Will a shared pool enhance or undermine bilateral relations? What are the major challenges that Canada and China will face in embracing such a pool? How can the two countries work together to maximize the benefits of leveraging this special talent pool?

This paper will discuss how a shared talent pool is emerging through the shared processes of skill formation, such as educational cooperation, and/or through the shared processes of skill utilization while the highly skilled people are frequently moving across the border. By illustrating potential to have important benefits and possibility to pose serious challenges, the paper will explore areas where notable benefits and frictions exist in a wide range of domains related to human capital exchange between the two countries. Finally, this paper will make policy recommendation that both countries can cooperate in the future to leverage the shared talent. In general, Canada and China need a smarter, more proactive and collaborative approach in addressing this extensive and complexity exchange of human capital in the 21st century.