



香港銀行學會

The Hong Kong Institute of Bankers



Hong Kong Banking Industry Talent Development Awards Programme

香港銀行業人才發展獎勵計劃

A unique chance for your financial institution to showcase your achievements in the area of talent development



Demonstrate your efforts



Gain industry recognition



Attract the best talent

Apply now!
Category I
deadline on
13 March
2020



HKIB
TALENT
DEVELOPMENT
AWARD 2020
人才發展獎

Category I: HKIB Talent Development Award
(HKIB人才發展獎)



TALENT
DEVELOPMENT
EXCELLENCE
AWARD 2020
人才發展卓越獎

Category II: Talent Development Excellence Award
(人才發展卓越獎)



Introduction

As a well-established and renowned global financial centre, Hong Kong is ideally positioned to seize the exciting growth opportunities emerging in the banking and financial services industry. Rapid changes in the business landscape being brought about by Fintech and new developments in the region, such as the Belt and Road and Greater Bay Area initiatives, will result in an increasing demand for high-quality banking and financial services.

In order to stay ahead amidst these changes and meet the increasing expectations of customers and

regulators, Hong Kong must attract, retain and develop talented banking and finance professionals.

The Hong Kong Banking Industry Talent Development Awards Programme (香港銀行業人才發展獎勵計劃) has been introduced to showcase those financial institutions that demonstrate exemplary achievements and good practices in staff and talent development.

The awardees will not only have shown their dedication to the development of their own staff but will have also proved their commitment to maintaining and strengthening Hong Kong's position as a premier international financial centre.

Objectives

The Hong Kong Banking Industry Talent Development Awards Programme aims to:

- Recognise the on-going efforts of financial institutions in fostering the career growth of banking and finance practitioners; and
- Recognise the commitment of financial institutions in building employees' competence to enhance Hong Kong's status as an international financial centre.

Benefits for Awardees

- Demonstrate the outstanding efforts of your financial institution in the area of talent development;
- Receive acknowledgment via HKIB's communication channels, e.g. our website, our bi-monthly journal Banking Today, etc.;
- Enjoy the right to use the award logo in your promotional materials; and
- Attract high-calibre talent to your financial institution.

Eligibility

- Any registered authorized institution (AI) supervised under the Hong Kong Monetary Authority (HKMA); or
- HKIB Corporate Members / Corporate Affiliates.

Award Categories

The programme comprises two categories:

Application
deadline:
**13 March
2020**

Category I



HKIB
TALENT
DEVELOPMENT
AWARD 2020
人才發展獎

The HKIB Talent Development Award (Category I Award) aims to acknowledge the efforts of financial institutions in the areas of talent recruitment and development by recognising qualification/designation holders and enabling and encouraging employees to enrich their knowledge and skills through HKIB Professional Qualifications Programmes (PQPs), including Certified Banker (CB) and the Enhanced Competency Framework (ECF), and other banking and finance related qualifications.

Launch date: 16 January 2020

Category II



TALENT
DEVELOPMENT
EXCELLENCE
AWARD 2020
人才發展卓越獎

The Talent Development Excellence Award (Category II Award) aims to recognise the efforts of financial institutions that pursue forward-looking strategies and undertake long-term investment to nurture talent development for the finance industry and business community as a whole.

Launch date: Q2 2020

Application Information

Assessment Criteria

The Category I Award recognises the efforts of financial institutions in talent development in 3 key areas – **Engagement, Enabler and Encouragement (3Es)**.



Engagement

Attracting the right talent through an effective recruitment process which recognises HKIB or other professional qualification / designation holders.



Enabler


Enabling employees to become banking professionals and to maintain their professional status through HKIB training and certification courses and other continuous professional development.




Encouragement

Encouraging employees to pursue a lifelong learning journey through effective talent management strategies, including rewards, training budget allocation, information dissemination and recognition.

For more information, please visit our website hkib.org or scan the QR codes opposite.

 3/F Guangdong Investment Tower, 148 Connaught Road Central, Hong Kong

 (852) 2153 7800

 tdaward@hkib.org

 www.hkib.org



Details of
Category I Award



Application Form for
Category I Award



HKIB Talent Development Award 2020 (Category I Award)

HKIB 人才發展獎

Application Form

Guidelines

1. You are encouraged to respond to ALL questions for the purposes of assessment.
2. Please indicate your answers by checking the appropriate boxes.
3. All measures submitted should refer to the period between **1 January 2019 to 31 December 2019**.
4. The completed form should be sent to The Hong Kong Institute of Bankers (“HKIB”) **on or before 13 March 2020** in one of the following ways:
 - By e-mail: tdaward@hkib.org
(Ref: Application for “HKIB Talent Development Award 2020”)
 - By post: HKIB, 3/F, Guangdong Investment Tower, 148 Connaught Road Central, Hong Kong
(Ref: Application for “HKIB Talent Development Award 2020”)
5. Enquiries should be directed to the following:
 - E-mail: tdaward@hkib.org
 - Tel: (852) 2153 7800

Organisation Information

Name of Organisation	
Authorized Institution under the HKMA	Yes / No
HKIB Corporate Membership/Corporate Affiliate Number (if applicable)	
Employee Size	<input type="checkbox"/> Below 100 <input type="checkbox"/> Between 100 & 1,000 <input type="checkbox"/> Between 1,001 & 5,000 <input type="checkbox"/> Above 5,000

Main Contact Person

Title	Dr / Prof / Mr / Ms
Name	
Position	
Department	
Telephone	
E-mail	

Assessment

Applicants will be evaluated in 3 assessment areas – **Engagement, Enabler and Encouragement (3Es)**.

Applicants are eligible to apply for the Category I Award if they meet the following requirements each year:

- **At least 20 measures** (out of 40 measures) have been executed each year, from **1 January 2019 to 31 December 2019**; and
- **Each assessment area** contains **at least 3 measures**.

Please indicate your answers by checking (✓) the appropriate boxes.

Definitions

1. **PQP** = Professional Qualifications Programme including training and examination
2. **HKIB PQP** includes HKIB's Certified Banker (CB), Enhanced Competency Framework (ECF), Certified Financial Management Planner (CFMP™) and Certified Private Wealth Professional (CPWP).
3. **"Qualifications"** refer to those candidates who have successfully completed one or more of the HKIB PQP and/or other recognised banking and finance related training and have been awarded with respective certificates/ diplomas.
4. **"Designations"** refer to the professional designations conferred by HKIB or other recognised banking and financial training bodies. To apply for HKIB professional designations, candidates have to be HKIB members and relevant practitioners (where applicable); must have completed one or more of the HKIB PQP; and must possess the required banking and finance related work experience.
5. **CB qualifications** include Advanced Diploma for CB, Professional Diploma for CB and Postgraduate Diploma for CB.
6. **CB designations** include CB (Stage I), CB (Stage II) and CB.
7. **ECF programmes** include:
 - ECF on Anti-Money Laundering and Counter-Financing of Terrorism;
 - ECF on Credit Risk Management;
 - ECF on Cybersecurity;
 - ECF on Retail Wealth Management; and
 - Any ECF programmes supported by other professional institutions.
8. **ECF designations** include:
 - **CAML**P = Certified Anti-Money Laundering Professional
 - **AAML**P = Associate Anti-Money Laundering Professional
 - **CCRP**(CL) = Certified Credit Risk Management Professional (Commercial Lending)
 - **CCRP**(CPM) = Certified Credit Risk Management Professional (Credit Portfolio Management)
 - **ACRP** = Associate Credit Risk Management Professional
 - **ACsP** = Associate Cybersecurity Professional
 - **CRWP** = Certified Retail Wealth Professional
 - **ARWP** = Associate Retail Wealth Professional
9. **CPD** = Continuing Professional Development
10. The **'Register of Certified Individuals'** includes designation holders of CB, CB (Stage II), CB (Stage I), CAMLP, AAML P, CCRP(CL), CCRP(CPM), ACRP, ACsP, CRWP, ARWP, CFMP, etc.

A. Engagement

This demonstrates how your organisation **attracts** the right talent by recognising holders of relevant qualification/designations.

Measures	Achieved (✓)
HKIB focused	
1. Engage holders of CB qualifications and/or designations through recruitment advertisements	
2. Engage holders of ECF qualifications and/or designations through recruitment advertisements	
3. Engage holders of CB qualifications and/or designations by recognising them as preferred candidates	
4. Engage holders of ECF qualifications and/or designations by recognising them as preferred candidates	
Others	
5. Engage holders with other banking and finance related qualifications and/or designations through recruitment advertisements (please specify the qualifications and/or designations):	
6. Engage holders with other banking and finance related qualifications and/or designations by recognising them as preferred candidates (please specify the qualifications and/or designations):	
7. Engage undergraduates studying banking and finance related qualifications through internship/placement programmes for the sake of attracting young talent (please specify requirements of the internship/placement programmes, universities involved, etc.):	
8. Other measures related to “Engagement” (please specify):	
<i>Sub-total:</i>	<i>(out of 8)</i>

B. Enabler

This demonstrates how your organisation **enables** employees to become banking professionals and to maintain their professional status.

Measures	Achieved (✓)
HKIB focused	
1. Facilitate employees to be included on HKIB's 'Register of Certified Individuals (CI)'	
2. Have a mechanism to record employees who are on HKIB's 'Register of Certified Individuals (CI)'	
3. Have a policy to enable employees to pursue CB programmes (e.g. offering flexible working hours, examination leave, study leave, etc.)	
4. Have a policy to enable employees to pursue ECF programmes (e.g. offering flexible working hours, examination leave, study leave, etc.)	
5. Incorporate the CB and/or ECF programme as part of the Management Trainee programme/ new joiners' development programme to enable them to become banking professionals	
6. Include CB and/or ECF designations on employees' name cards to show their professional status	
7. Enable employees to serve HKIB on Sub-Committee Members and panels , or as subject experts to enhance their professional network (e.g. allowing them to attend meetings during working hours, nominating employees to actively serve HKIB, etc.)	
8. Enable employees to serve HKIB as trainers, examiners, reviewers and award judges/assessors to enhance their professional standing (e.g. allowing them to attend meetings during working hours, nominating employees to actively serve HKIB, etc.)	
9. Enable employees to serve as speakers at HKIB career talks and seminars to enhance their professional standing (e.g. allowing them to serve HKIB during working hours, nominating employees to be HKIB's speakers, etc.)	
10. Have a mechanism to enable employees to connect with HKIB (e.g. a communication mechanism to disseminate HKIB's latest news, training and examination schedules, and information on industry awards, the Annual Banking Conference, workshops, seminars, etc.)	
Others	
11. Have a policy to enable employees to pursue other banking and finance related qualifications (please specify):	
12. Incorporate other banking and finance related qualifications programmes as part of the Management Trainee programme/new joiners' development programme to enable them to become banking professionals (please specify):	

13. Enable employees to serve as speakers, trainers, examiners, reviewers and award judges/assessors in other programmes and events for the benefit of the banking industry (please specify):	
14. Other measures related to “Enabler” (please specify):	
<i>Sub-total:</i>	<i>(out of 14)</i>

C. Encouragement

This demonstrates how your organisation **encourages** employees to pursue a lifelong learning journey through talent management measures.

Measures	Achieved (√)
HKIB focused	
1. Offer rewards (e.g. bonuses, salary increments, etc.) to employees attaining HKIB PQP qualifications and/or designations	
2. Reserve training budget for employees to pursue CB training and/or examinations (e.g. offering education subsidies to employees)	
3. Reserve training budget for employees to pursue ECF training and/or examinations, including grandfathering applications (e.g. offering education subsidies to employees)	
4. Reserve budget for employees to apply for HKIB membership	
5. Reserve budget for employees to renew their HKIB membership	
6. Reserve budget for employees to apply for ECF certification	
7. Reserve budget for employees to renew their ECF certification	
8. Reserve budget for employees to participate in HKIB CPD activities or programmes (e.g. the Annual Banking Conference, CPD seminars and training sessions, etc.)	
9. Reserve budget for employees to apply for CFMP conversion and grandfathering	
10. Promote CB programmes in your financial institution’s office premises or branches (e.g. notices, posters, intranet, introduction of the programmes by team heads, etc.) to encourage employees to pursue a lifelong learning journey	
11. Promote ECF programmes in your financial institution’s office premises or branches (e.g. notices, posters, intranet, introduction of the programmes by team heads, etc.) to encourage employees to pursue a lifelong learning journey	
12. Recognise HKIB PQP qualifications and/or designations holders as one of the criteria for promotion	
13. Recognise those employees who have attained CB qualifications and/or designations in internal employee communications (e.g. through e-mails from team heads, the in-house	

magazine, HR circulars, announcements at internal meetings, etc.)	
14. Recognise those employees who have attained ECF qualifications and/or designations in internal employee communications (e.g. through e-mails from team heads, the in-house magazine, HR circulars, announcements at internal meetings, etc.)	
Others	
15. Offer rewards (e.g. bonuses, salary increments, etc.) to employees to attain other banking and finance related qualifications and/or designations (please specify):	
16. Reserve training budget for employees to pursue other banking and finance related qualifications programmes and events (please specify):	
17. Recognise those employees who have attained other banking and finance related qualifications programmes (e.g. through e-mails from team heads, the in-house magazine, HR circulars, announcements at internal meetings, etc.) (please specify):	
18. Other measures related to “Encouragement” (please specify):	
<i>Sub-total:</i>	<i>(out of 18)</i>

Declaration

- I declare that the information contained in this application form is truthful and complete, and will be used for the purposes of Award assessment, administration and communication by HKIB.
- I agree to notify HKIB of any material changes to the responses to any of the questions in this application, including my contact details. I understand and agree that HKIB may verify the statements I have made with respect to this application, and that my organisation may be disqualified for any misrepresentation in this application.
- I understand and agree to comply with all conditions, requirements, policies and procedures established by HKIB as may be amended from time to time.

Authorised Signature with Company Chop

Position

Name of Signatory

Date