

Talent Development Survey 2021

The Hong Kong Institute of Bankers conducted the **Talent Development Survey 2021** to understand the evolving training and development landscape in the banking industry. We have surveyed more than 800 respondents including local banking and financial practitioners, regulators, training professionals, academics as well as university students. This infographic provides a summary of the key findings.

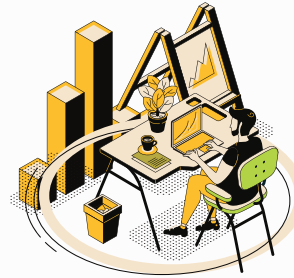
Top three skill gaps

1 Technological and data skills



2 Up-to-date banking knowledge and skills

- » Regulatory and compliance skills
- » Greater Bay Area and cross-border knowledge

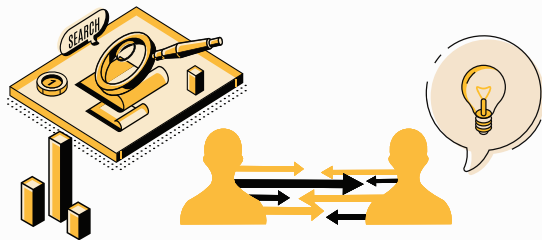


3 Skills relating to green and sustainable finance

- » Climate-related risk management
- » Climate-related financial product development
- » Climate-related compliance



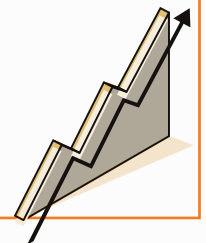
Solving the skill gaps



Upskilling employees to adapt to changing business needs is considered as the **most effective way in resolving skill gaps**.



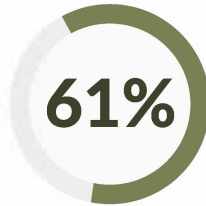
All banks indicate they have committed to **increasing investment** in talent development during **2021 and 2022**.



Innovation in banking



of respondents think their banks have **made progress** in digital transformation in the past 12 months.



of respondents are interested in **joining the FinTech sector** in the next 2-3 years.



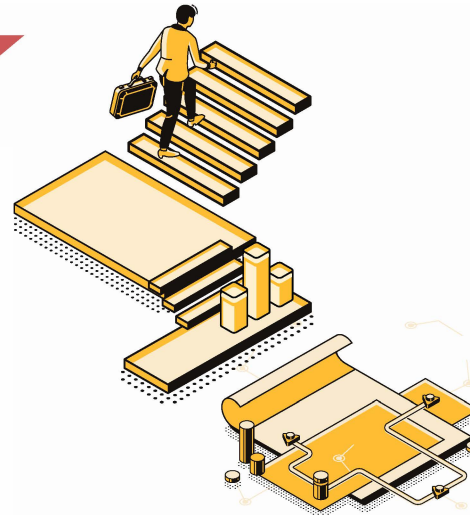
Top challenges for digital transformation

- » Lack of technological competence (66%)
- » Security and compliance concerns (62%)
- » Dated legacy banking systems (60%)

Career development in the Greater Bay Area



Over half of respondents are interested in **developing career in the Greater Bay Area** outside of Hong Kong in the next two to three years.



of respondents agree that **mutual cross-border recognition** of professional qualifications would help encourage people develop career opportunities in the Greater Bay Area.

Top reasons behind the interest

Better career prospects

Develop regional work experience

Higher level of job satisfaction

Visit hkib.org to view the full survey results.