

Talent Development Survey 2022

The Hong Kong Institute of Bankers is a professional body that provides training and certification services to the banking community in Hong Kong. We conducted the Talent Development Survey to understand how the training and development landscape in the banking industry is evolving.

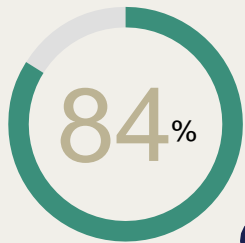
Talent management



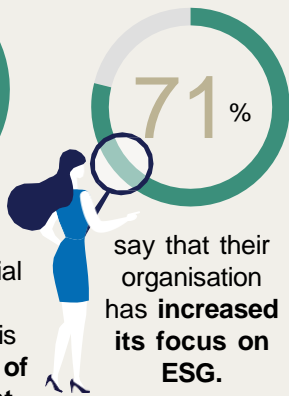
95% confirmed that their organisation planned (or is planning) to **invest more into talent development** in 2022.

During the work from home period, **71%** received technical and management support from employers. Of this group, **86%** prefer to work from home for two or more days a week.

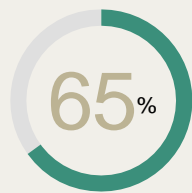
Green and sustainable finance



agree that environmental, social and governance (ESG) knowledge is an **integral aspect of skills development** for practitioners.



say that their organisation has **increased its focus on ESG**.



think that acquiring ESG knowledge would **help their career development**.

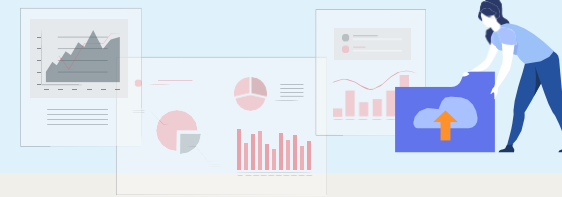


Main skill gaps as perceived by the industry

—○ 2021 —■ 2022

Technology and data skills

- Artificial Intelligence and big data
- Data analytics and data management



82%
93%

Green and sustainable finance skills

- Climate-related financial risk assessment and management
- Climate-related financial product development



73%
85%

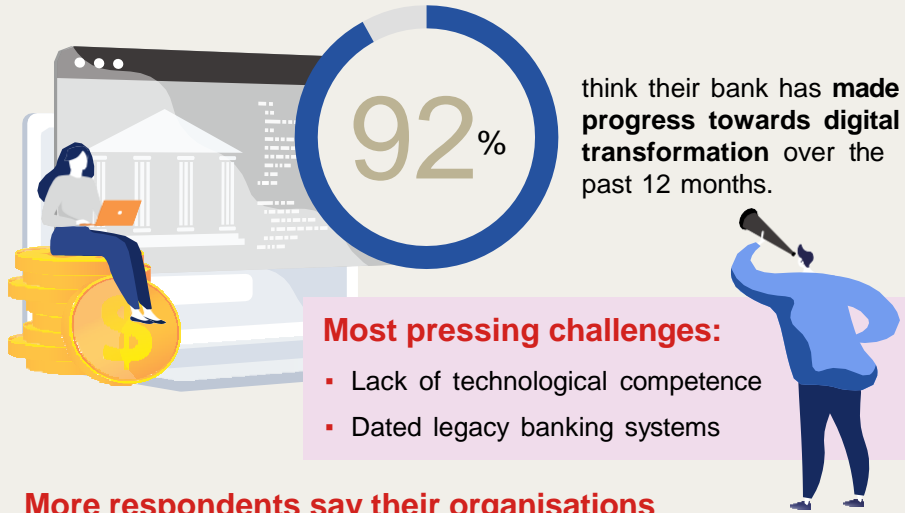
Up-to-date banking knowledge and skills

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



79%
81%

Innovation and Fintech adoption

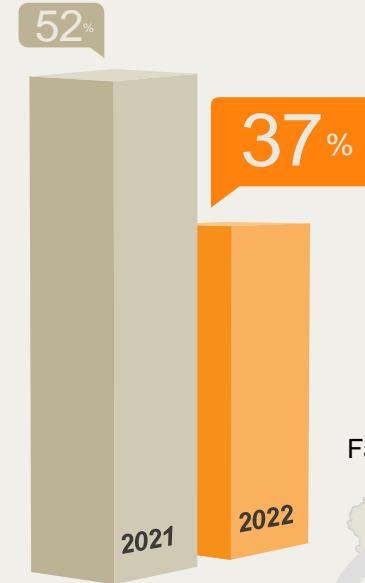


More respondents say their organisations are adopting Regtech than previous year.



Career development in the GBA

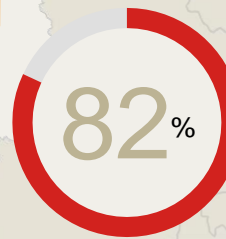
Interest in developing a career in the Greater Bay Area (GBA) has fallen slightly.



Family considerations are still one of the key factors. (61%)



Of those who are interested in developing a career in the GBA



Of those who are already working in the GBA

