

Talent Development Survey 2022

銀行業人才培訓和發展調查2022

A survey conducted by The Hong Kong Institute of Bankers to understand how the training and development landscape in the banking industry is evolving.



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The Hong Kong Institute of Bankers

Objectives 目的

- To understand the latest trend in talent development and training needs
- 認識銀行業人才發展和培訓需求的最新趨勢
- To identify skill gaps and key topics related to career development in the local banking industry
- 探討本地銀行業的技能缺口，以及事業發展相關的重要議題
- To understand the implementation status of those practices recommended by the industry-wide 'Capacity Building for Future Banking' study for supporting future talent development
- 了解本地銀行業界就《2021-2025年提升未來銀行業人才的專業能力》報告中所建議規劃的實踐情況



Key areas of the survey 2022

調查主要方向



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1

Implementation of talent management practices

人才管理規劃的實踐



2

Green and sustainable banking
綠色和可持續銀行



3

Innovation in banking and Fintech adoption
銀行業創新和金融科技應用



4

Career development in the Greater Bay Area
於粵港澳大灣區發展事業



Talent management and skill gap 人才管理及技能缺口



**Technological and
data skills**
科技及數據技能

93% (↑11ppt)



**Green and sustainable
finance skills**
綠色和可持續金融相關技能

85% (↑12ppt)



**Up-to-date banking
knowledge and skills**
銀行業新知識和技能

81% (↑2ppt)

Most in-demand banking knowledge and skills 最需要的銀行知識及技能



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**Regulatory and
compliance skills**
監管合規科技知識

75% (↑9ppt)



**Greater Bay Area and
cross-border knowledge**
粵港澳大灣區和跨境的銀行知識

56% (↓5ppt)



**Business and product
knowledge**
業務及產品知識

54% (↑5ppt)

Implementation of talent management practices 人才管理規劃的實踐



Commitment in talent development 人才發展的投入



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95% confirm their organisations planned or is planning to **invest more into talent development**

98% claim their organisations have adopted or are planning to adopt the re-skilling practices to **up-skill (提升技能) and re-skill (轉型增值) employees**

95% claim to have implemented or plan to implement redeployment practices to **redeploy (重新配置) employees to new roles**



Green and sustainable banking

綠色和可持續銀行

Increased focus on ESG

提高在環境、社會和公司治理的聚焦



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71% say that their organisation has **increased its focus on ESG**.

84% agree that ESG knowledge is an **integral aspect of skills development** for practitioners.

65% agree **acquiring ESG knowledge** would help their career development



Most in-demand ESG skills 最需要的ESG技能

**Climate-related financial risk assessment
and management**

氣候相關金融風險評估與管理

72%

**Climate-related financial product
development**

氣候相關金融產品開發

52%

ESG culture-building in an organisation

建立企業內的ESG文化

52%



Innovation in banking and Fintech adoption 銀行業創新和金融科技應用

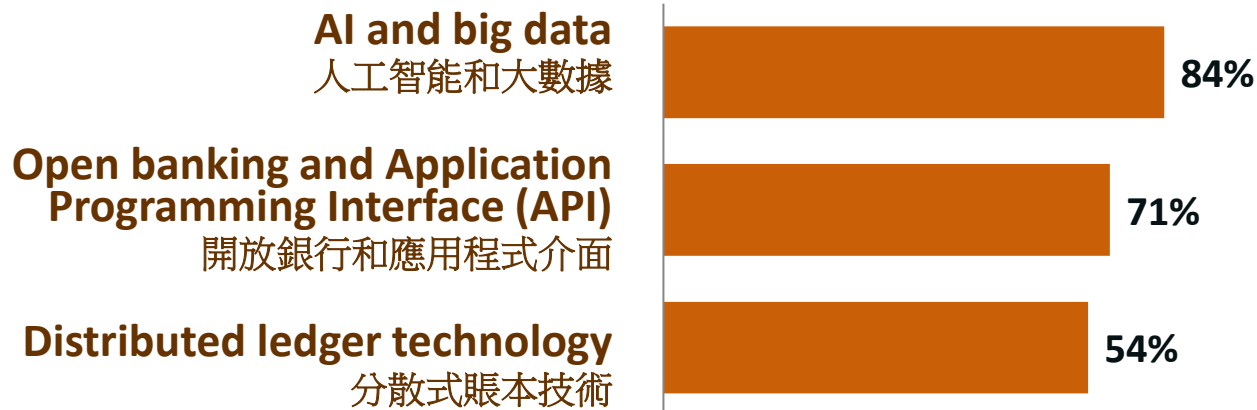
Wide implementation and strong demand in Fintech 金融科技的廣泛應用及極大需求



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92% think their bank has **made progress towards digital transformation** over the past 12 months.

Most in-demand topics in Fintech training



Most in-demand technological and data skills 最需要的科技及數據技能



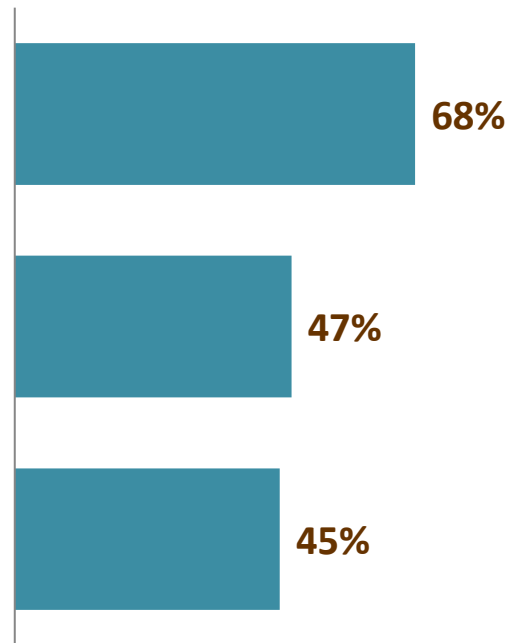
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Artificial Intelligence and big data
人工智能和大數據

Data analytics and management
數據分析和管理

Cybersecurity
網絡安全

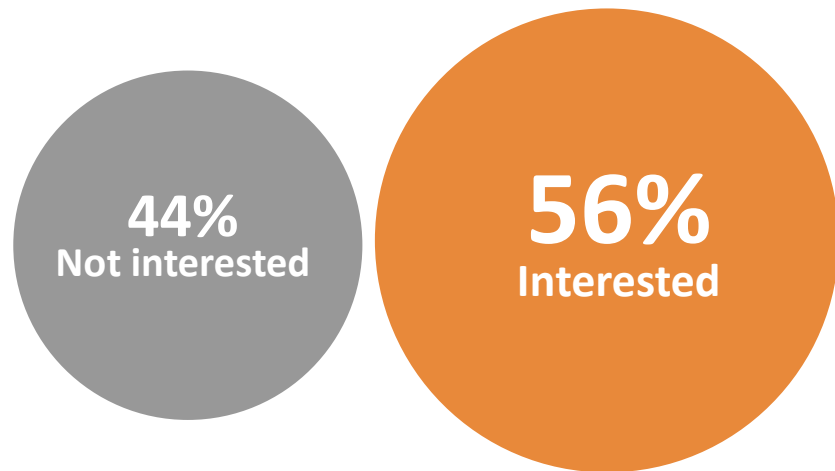


Career development in Fintech 金融科技的專業發展



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Over half are interested in joining a Fintech company
or virtual bank



Why interested?

54%	Opportunities to develop skills and experience 發展技能及累積經驗的機會
50%	Better career prospects 事業展望較佳
42%	Positive outlook for the sector 行業前景正面

Growth in Regtech adoption 更多採納合規科技



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32%

say that their organisation is adopting **Regtech**. **9 ppt increase** from 2021 Survey.

52%

say that **Regtech** is the most in-demand topic to be included in relevant training programmes.



Career development in the GBA

於粵港澳大灣區發展事業

Of those who interested in developing a career in the GBA

47% got promoted or received a salary increase
during their time in the Greater Bay Area.



Of those who interested in developing a career in the GBA

74% think that knowledge and experience of international
banking systems is an edge for Hong Kong banking practitioners.

82% agree that **mutual cross-border recognition of professional qualifications (跨境專業資格互認)** would help to encourage more people to develop a career in the GBA.





Thank You
Q&A