

Talent Development Survey 2023

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 2023 to understand how the training and development landscape in the banking industry is evolving. 770 people responded to the survey, including banking and finance practitioners, regulators, training professionals, academics and university students.

Talent management



96% said the best way to resolve skill gaps is to **upskill employees** to adapt to changing business needs.



Success factors for talent development practices

54%

A well-established framework and process for redeployment

52%

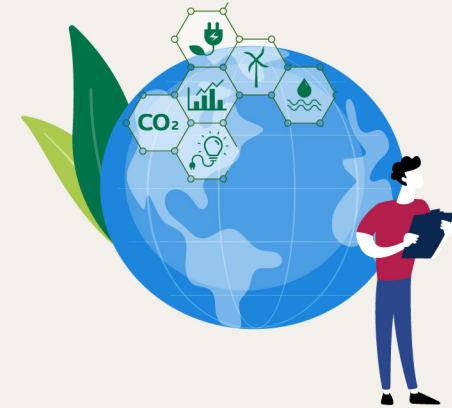
Appropriate redeployment opportunities for staff

48%

A large number of practical training programmes



Green and sustainable finance



87% agree that **ESG knowledge** is an integral aspect of skills development.

80% respondents say that their organisation has increased its **focus on ESG**.

72% think acquiring **ESG knowledge** would help career development. Among them, **58%** think **professional qualification** is needed.

72% **7 out of 10** respondents are interested in knowing more about **green technology**.

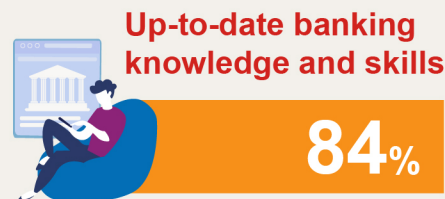
Main skill gaps as perceived



- Artificial intelligence and big data
- Cybersecurity
- Data analytics and data management



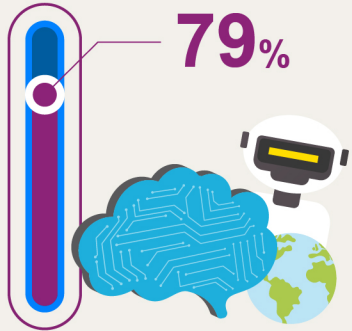
- Climate-related financial risk assessment and management
- Climate-related financial product development
- ESG culture-building in an organisation



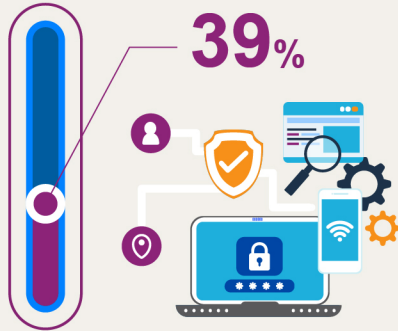
- Regulatory and compliance skills
- Greater Bay Area and cross-boundary knowledge
- Business and product knowledge

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Innovation and Fintech adoption



8 out of 10 think “AI and big data” is the most useful Fintech training programmes.



Nearly 40% HR and senior decision makers said that their organisation is adopting **Regtech**.

The most pressing challenges associated with **digital transformation** are:



Career development in the GBA



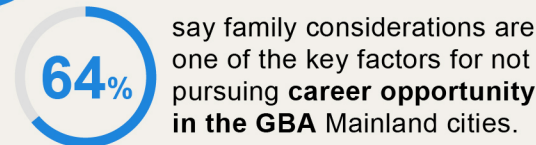
Nearly 9 in 10 believe GBA cities working experience would benefit their career development in the Hong Kong banking industry.



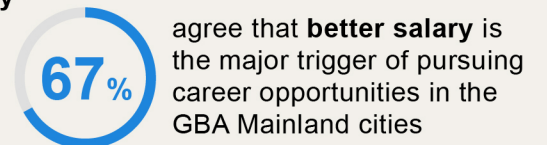
agree that **mutual cross-boundary recognition of professional qualifications** would help to encourage more people to develop a career in the GBA Mainland cities.



respondents are currently working in Hong Kong. Family considerations are still one of the key factors.



say family considerations are one of the key factors for not pursuing **career opportunity** in the GBA Mainland cities.



agree that **better salary** is the major trigger of pursuing career opportunities in the GBA Mainland cities