



LEPQ

**Leading Employer for
Professional Qualifications**

**POWERED BY HKIB
2025-2026**

Get recognised for promoting banking professional qualifications in recruitment

BACKGROUND

Hong Kong's banking sector has been evolving rapidly, shaped by shifting market conditions, tighter regulations, changing customer expectations, and fast advancing technology. These developments have intensified the need for a strong, future ready talent pool.

The "Capacity Building for Future Banking 2026–2030" study, a paper jointly issued by the Hong Kong Monetary Authority (HKMA), The Hong Kong Association of Banks (HKAB), and The Hong Kong Institute of Bankers (HKIB), highlights six priorities under the A.S.C.E.N.D. action plan: **A**dvocating for local professional training and qualifications, **S**ynergising reskilling and upskilling, **C**ommitting to a culture of continuous learning, **E**valuating the Enhanced Competency Framework for updates, **N**urturing and attracting future talent, and **D**evoting effort to promoting industry-wide capacity building initiatives.

The "Leading Employer for Professional Qualifications" (LEPQ) scheme supports this agenda by recognising institutions that promote HKIB banking professional qualifications as the Common Qualification Benchmark, raise industry standards and provide practitioners with a clear, future proof development pathway. It also strengthens the talent pipeline by encouraging financial institutions to establish structured graduate or internship programmes, giving undergraduates early exposure, practical experience and a strong incentive to join the sector, while attracting the next generation of banking professionals and reinforcing Hong Kong's competitiveness.

OBJECTIVES

- Recognise financial institutions for promoting HKIB banking professional qualifications (CB and ECF) in recruitment and for their commitment to enhancing staff competence and raising professionalism across the industry;
- Motivate banking practitioners to exercise professional autonomy by pursuing HKIB banking professional qualifications;
- Encourage financial institutions to establish structured graduate or internship programmes for undergraduates, fostering early talent development and supporting the future pipeline of qualified banking professionals.

BENEFITS FOR PARTICIPATING BANKS



Gain **industry recognition** for leading the advancement of banking professionalism and upholding the Common Qualification Benchmark across the sector;



Build a **strong, diverse pool of competent, ethical, and future-ready talent** by promoting recognised HKIB banking professional qualifications and offering structured graduate or internship opportunities for undergraduates;



Demonstrate commitment to enhancing employees' competence, raising industry standards, and fostering a culture of **continuous learning**;



Facilitate recruitment by attracting and retaining **high-calibre** practitioners, while inspiring future talent to join the banking sector through clear professional development career pathways.

ELIGIBILITY

This scheme is open to financial institutions only. Any registered Authorized Institution (AI) supervised by the HKMA, or HKIB Corporate Members / Corporate Affiliates, is eligible to apply.

To be eligible for the LEPO badge, banks must demonstrate their commitment to professional standards and talent development by meeting the following criteria:

Recruitment Practices (Recruitment) - Publish recruitment advertisements that specify HKIB banking professional qualifications – Certified Banker (CB) and Enhanced Competency Framework (ECF) – as preferred competency requirements.

Early Talent Development - Establish structured graduate or internship programmes for undergraduates, providing early exposure to the banking sector and supporting a sustainable talent pipeline.

In addition, HKIB encourages participating financial institutions to adopt the 5R framework - Recruitment, Reimbursement, Recognition, Reward and Re certification - as a holistic approach to reinforcing professionalism and strengthening long term talent development across the banking industry.

The HKIB banking professional qualifications currently include:

Certified Banker (CB)



CB (Stage I)



CB (Stage II)



CB

Enhanced Competency Framework (ECF)

AML/CFT

- Certified Anti-Money Laundering Professional
- Associate Anti-Money Laundering Professional

CAML

AAML

Compliance

- Certified Compliance Professional – General Compliance Stream
- Certified Compliance Professional – Investment and Insurance Compliance Stream
- Associate Compliance Professional

CCOP(GC)

CCOP(IIC)

ACOP

Credit Risk Management

- Certified Credit Risk Management Professional (Commercial Lending)
- Certified Credit Risk Management Professional (Credit Portfolio Management)
- Associate Credit Risk Management Professional

CCRP(CL)

CCRP(CPM)

ACRP

Cybersecurity

- Associate Cybersecurity Professional

ACSP

Fintech

- Certified Fintech Professional (Management)
- Certified Fintech Professional (Specialist - Artificial Intelligence and Big Data Stream)
- Certified Fintech Professional (Specialist - Distributed Ledger Technology Stream)
- Certified Fintech Professional (Specialist - Open Banking and Application Programming Interface Stream)

CPFinT(M)

CPFinT(S-AIBD)

CPFinT(S-DLT)

CPFinT(S-OBAPI)

- Certified Fintech Professional (Specialist - Regtech Stream)
- Associate Fintech Professional

CPFinT(S-RT)

CPFinT(A)

Green Finance

- Certified Green Finance Professional (Green and Sustainable Finance Product)
- Certified Green Finance Professional (Green and Sustainable Finance Investment)
- Certified Green Finance Professional (Sustainability Risk Management)
- Certified Green Finance Professional (Sustainability Disclosures and Reporting)
- Certified Green Finance Professional (Sustainability Strategy, Compliance and Control)
- Associate Green Finance Professional (Product & Servicing)
- Associate Green Finance Professional (Climate Risk Management)
- Associate Green Finance Professional (Sustainability Disclosures and Reporting)
- Associate Green Finance Professional (Sustainability Strategy, Compliance and Control)

CGFP(GSF-P)

CGFP(GSF-I)

CGFP(SRM)

CGFP(SDR)

CGFP(SSCC)

AGFP(PS)

AGFP(ClimRM)

AGFP(SDR)

AGFP(SSCC)

Operational Risk Management

- Certified Operational Risk Management Professional
- Associate Operational Risk Management Professional

CORP

AORP

Retail Wealth Management

- Certified Retail Wealth Professional
- Associate Retail Wealth Professional

CRWP

ARWP

APPLICATION

SCAN THE QR CODE TO APPLY



Complete the E-form and submit below:

-  **Five** advertisements: Different job positions or functions posted by your bank within the last two years. Each advertisement should clearly state the required HKIB banking professional qualifications and include the posting date.
-  **Proof of graduate / internship opportunities** for undergraduates (e.g. website, job advertisements, flyers, etc.), demonstrating the bank's commitment to supporting early career development and strengthening the talent pipeline.

WHAT YOU WILL RECEIVE

-  Industry-wide recognition for raising competency standards and contributing to a stronger, more sustainable talent pipeline for Hong Kong's banking sector;
-  A LEPQ badge and trophy to showcase your bank's commitment to competence development, its unique approach to nurturing future talent through graduate or internship programmes, and its support for a continuous learning culture;
-  Exclusive interview opportunities to highlight your institution's achievements and best practices;
-  Publicity and exposure through HKIB's social media platforms and the bi-monthly publication Banking Today, further enhancing your institution's visibility and employer branding.