

Quick Poll on

TALENT SHORTAGE & ADMISSION SCHEMES



01

BACKGROUND

Data Collection Period: 25 April – 4 May 2023

Participating Companies: 164



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TALENT SHORTAGE

- **52%** of the responding companies expected staff turnover to increase in the coming 12 months, while only 9% thought the situation would alleviate.
- **Top 3 strategies** adopted to alleviate talent shortage & / or retain talents:
 1. Increase pay **67%**
 2. Strengthen staff engagement **52%**
 3. Accept less qualified / experienced recruits **48%**



03

TALENT ADMISSION SCHEMES

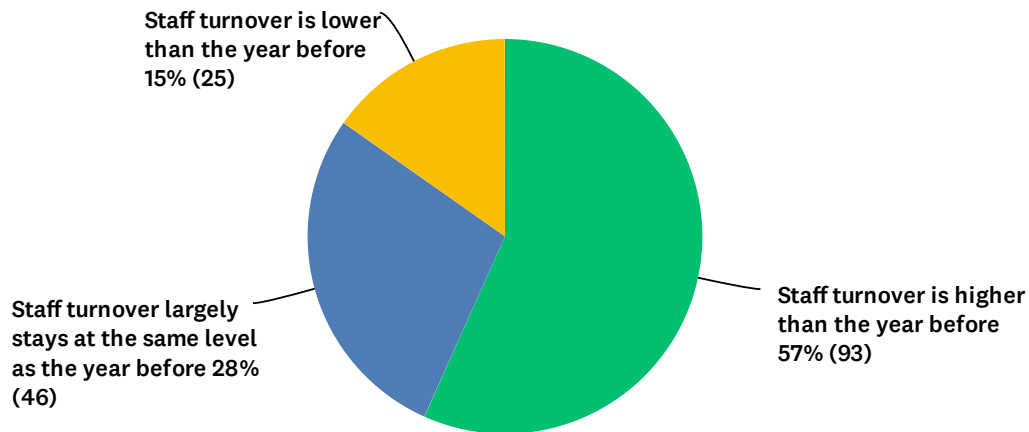
- **37%** of the responding companies indicated that they had already leveraged talent admission schemes of the HKSAR.
- **Top 3 talent admission schemes*** leveraged to source / hire employees:
 1. Immigration Arrangements for Non-local Graduates (IANG) 非本地畢業生留港/回港就業安排 **79%**
 2. Admission Scheme for Mainland Talents and Professionals (ASMTP) 輸入內地人才計劃 **44%**
 3. Quality Migrant Admission Scheme (QMAS) 優秀人才入境計劃 **26%**



*Companies that used HKSAR Talent Schemes to source / hire employees

Q1 Which of the following statement best describes the staff turnover at your organisation so far this year?

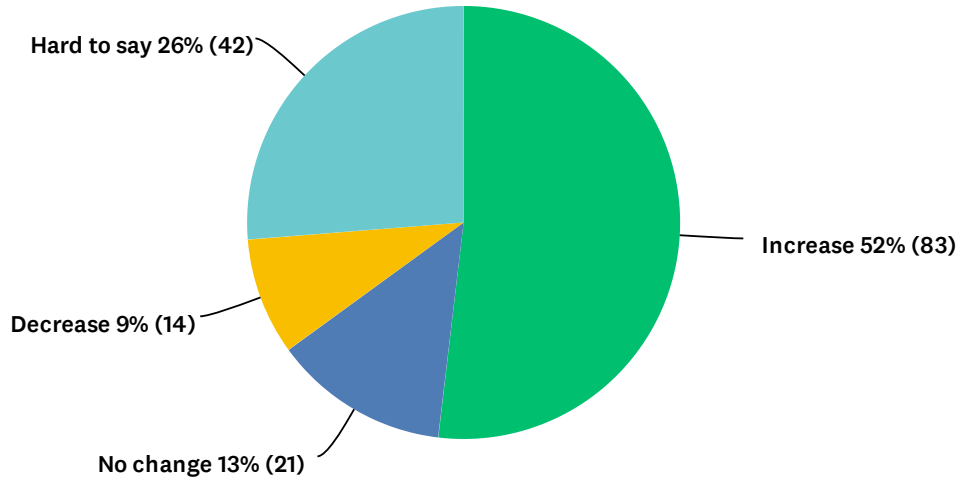
Answered: 164 Skipped: 0



ANSWER CHOICES	RESPONSES	
Staff turnover is higher than the year before	57%	93
Staff turnover largely stays at the same level as the year before	28%	46
Staff turnover is lower than the year before	15%	25
TOTAL		164

Q2 How do you expect the staff turnover at your organisation to change in the coming 12 months?

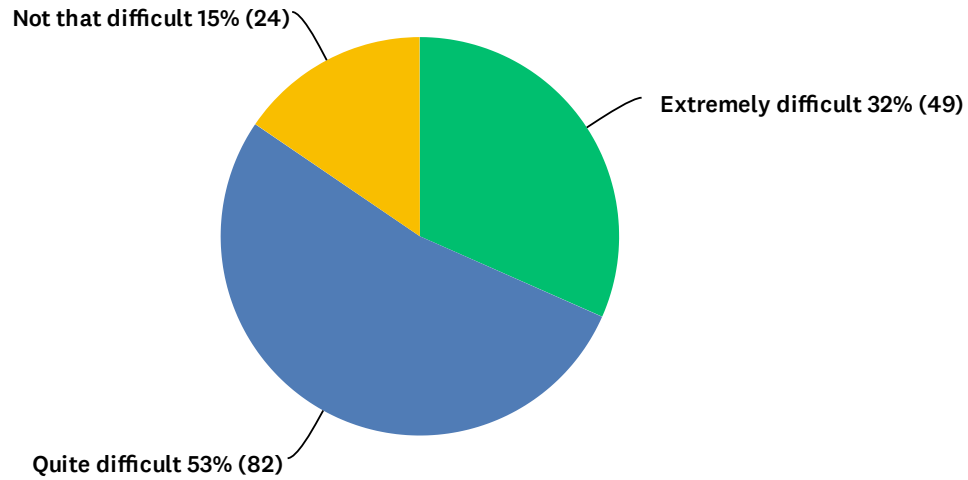
Answered: 160 Skipped: 4



ANSWER CHOICES	RESPONSES	
Increase	52%	83
No change	13%	21
Decrease	9%	14
Hard to say	26%	42
TOTAL		160

Q3 How difficult has it been to fill vacancies in your organisation with the right talents in the past 6 months?

Answered: 155 Skipped: 9

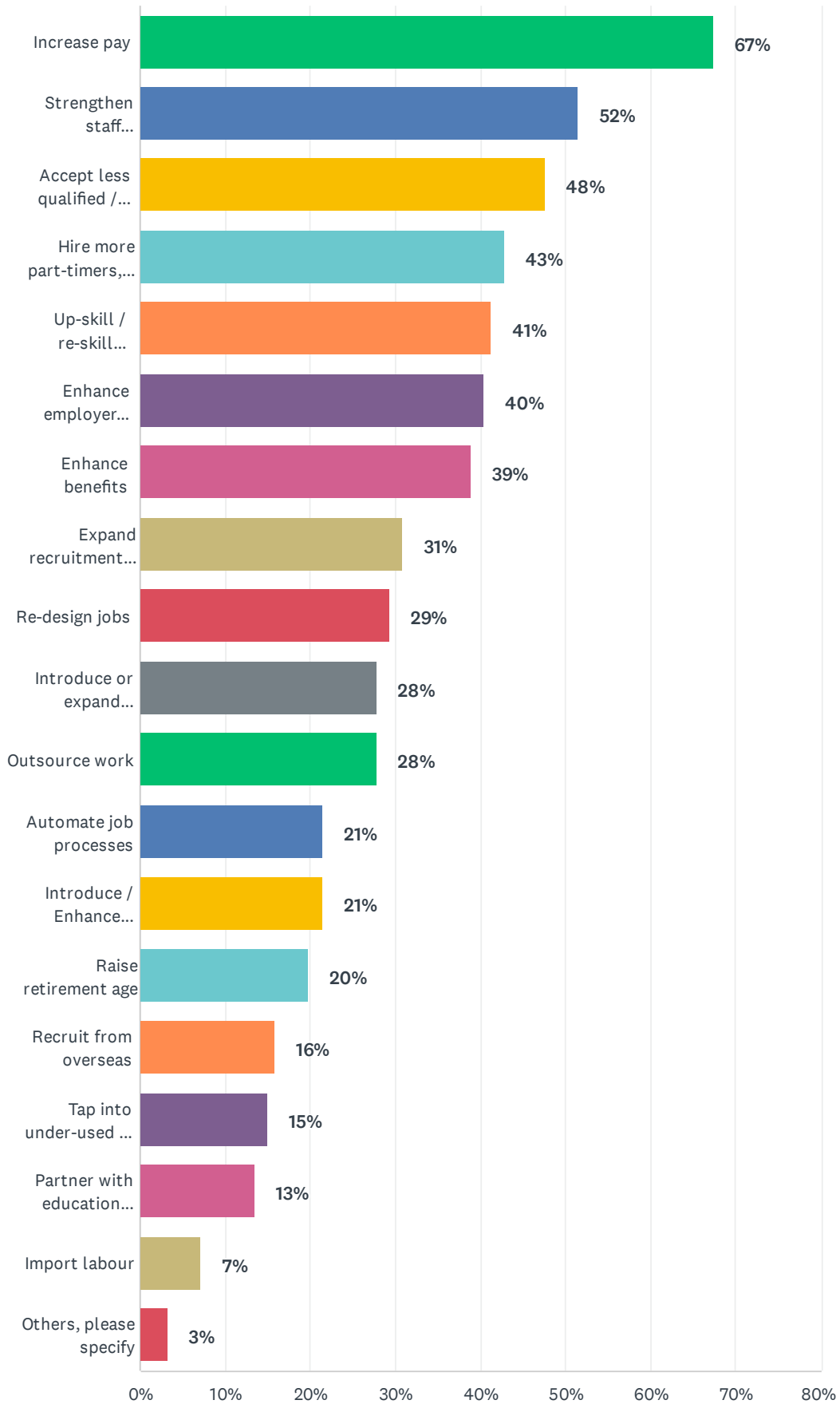


ANSWER CHOICES	RESPONSES	
Extremely difficult	32%	49
Quite difficult	53%	82
Not that difficult	15%	24
Not difficult at all	0%	0
TOTAL		155

Q4 Which of the following strategies have been adopted by your organisation to alleviate talent shortage & / or retain talents?

Answered: 126 Skipped: 38

Quick Poll on Talent Shortage & Talent Admission Schemes

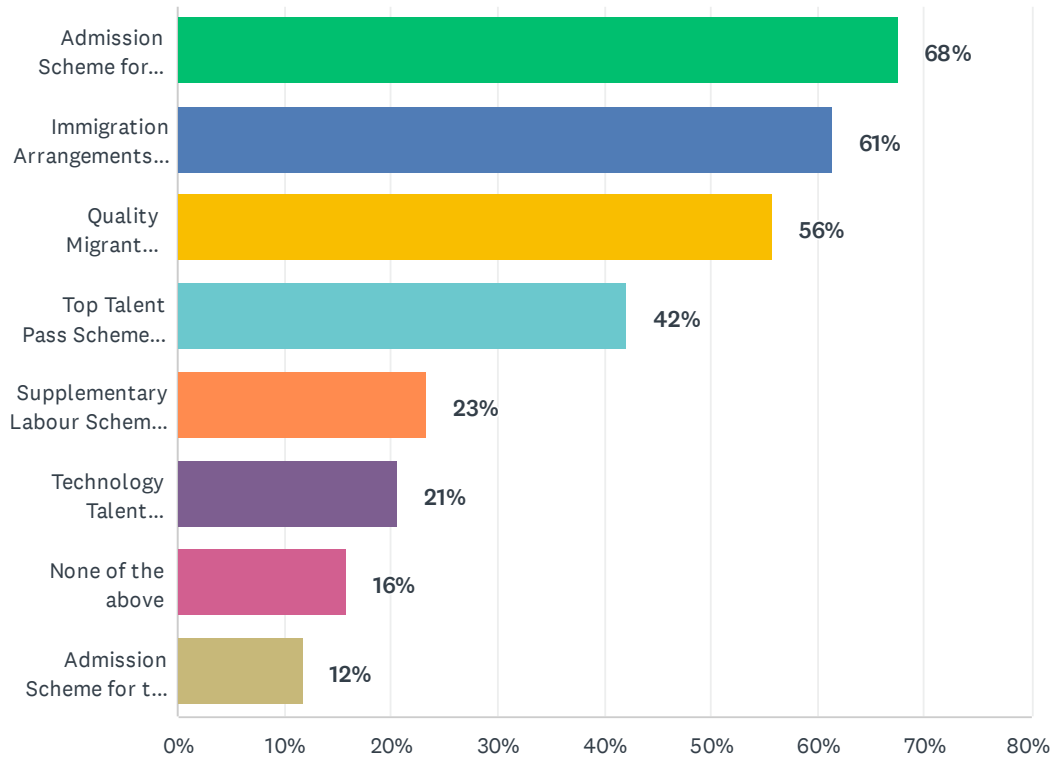


Quick Poll on Talent Shortage & Talent Admission Schemes

ANSWER CHOICES	RESPONSES	
Increase pay	67%	85
Strengthen staff engagement	52%	65
Accept less qualified / experienced recruits	48%	60
Hire more part-timers, temps	43%	54
Up-skill / re-skill existing staff	41%	52
Enhance employer branding	40%	51
Enhance benefits	39%	49
Expand recruitment channels (tap into NGOs, non-job fair event etc.)	31%	39
Re-design jobs	29%	37
Introduce or expand apprentice / intern / trainee schemes	28%	35
Outsource work	28%	35
Automate job processes	21%	27
Introduce / Enhance flexible work arrangements (flexi work hours, working from home etc)	21%	27
Raise retirement age	20%	25
Recruit from overseas	16%	20
Tap into under-used / alternative talent pools	15%	19
Partner with education institutions to create curriculum aligned with talent needs	13%	17
Import labour	7%	9
Others, please specify	3%	4
Total Respondents: 126		

Q5 Which of the following talent admission schemes offered by the HKSAR are you aware of?

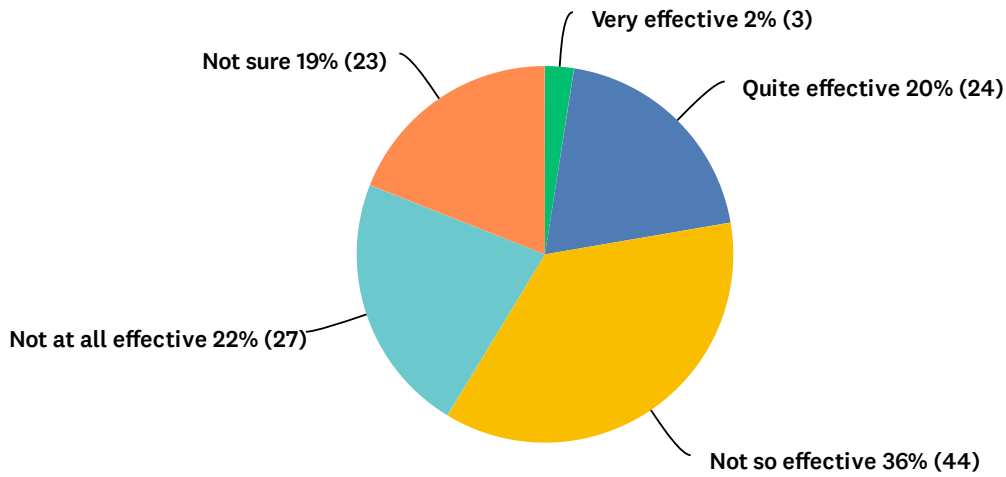
Answered: 145 Skipped: 19



ANSWER CHOICES	RESPONSES	
Admission Scheme for Mainland Talents and Professionals (ASMTP) 輸入內地人才計劃	68%	98
Immigration Arrangements for Non-local Graduates (IANG) 非本地畢業生留港/回港就業安排	61%	89
Quality Migrant Admission Scheme (QMAS) 優秀人才入境計劃	56%	81
Top Talent Pass Scheme (TTPS) 高端人才通行證計劃	42%	61
Supplementary Labour Scheme 補充勞工計劃	23%	34
Technology Talent Admission Scheme (TechTAS) 科技人才入境計劃	21%	30
None of the above	16%	23
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) 輸入中國籍香港永久性居民第二代計劃	12%	17
Total Respondents: 145		

Q6 How effective have these talent admission schemes been in alleviating the labour shortage problem that your organisation / industry is currently facing?

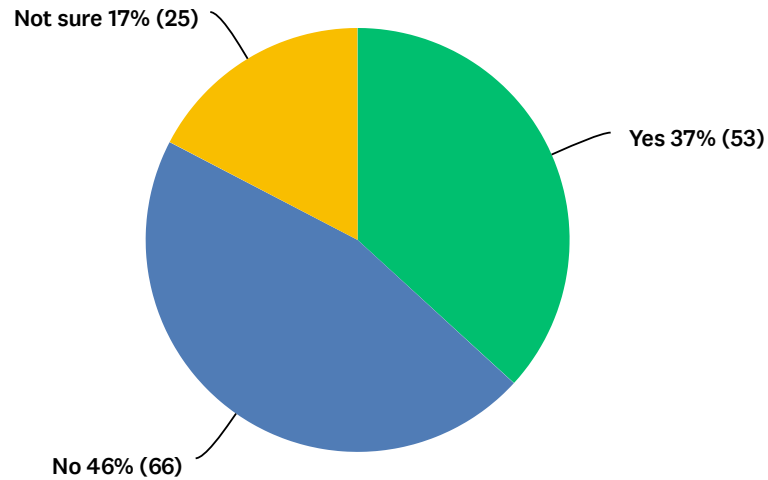
Answered: 121 Skipped: 43



ANSWER CHOICES	RESPONSES	
Very effective	2%	3
Quite effective	20%	24
Not so effective	36%	44
Not at all effective	22%	27
Not sure	19%	23
TOTAL		121

Q7 Has your organisation leveraged any of the talent admission schemes of the HKSAR to hire mainland / overseas talent(s) to work in Hong Kong?

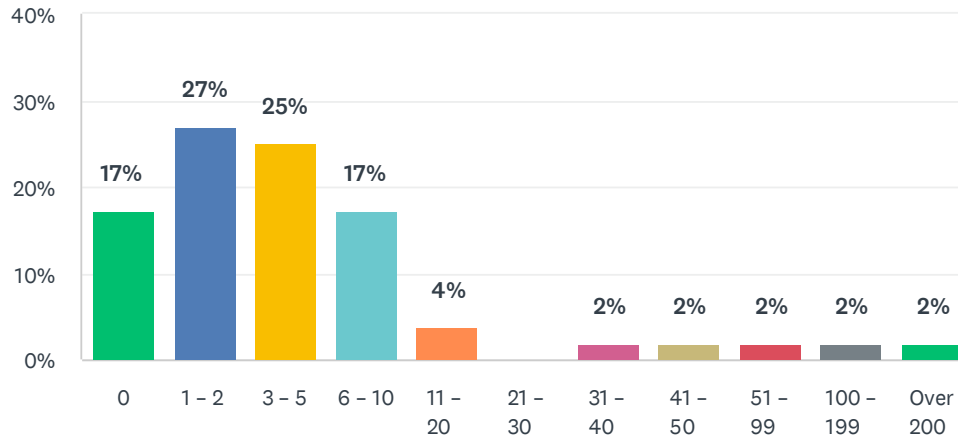
Answered: 144 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	37%	53
No	46%	66
Not sure	17%	25
TOTAL		144

Q8 Of all the full-time employees in post at your organisation currently, how many are mainland / overseas talents hired through these talent admission schemes?

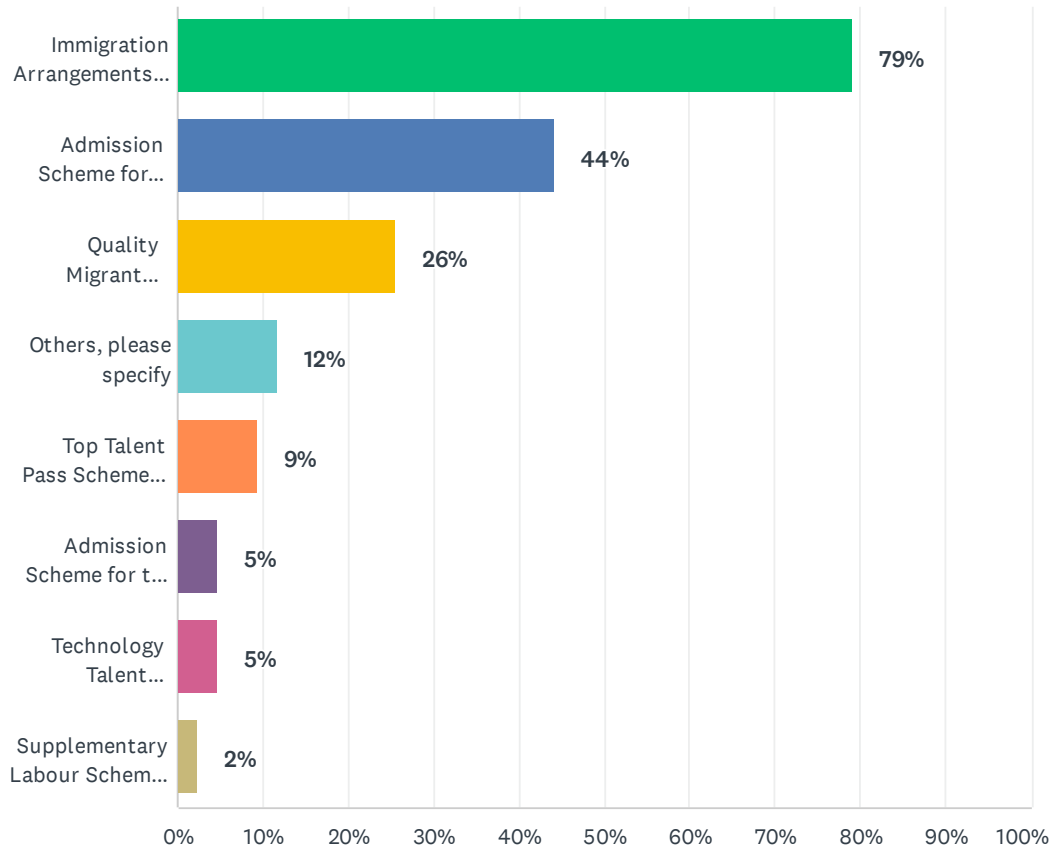
Answered: 52 Skipped: 112



ANSWER CHOICES	RESPONSES
0	17% 9
1 - 2	27% 14
3 - 5	25% 13
6 - 10	17% 9
11 - 20	4% 2
21 - 30	0% 0
31 - 40	2% 1
41 - 50	2% 1
51 - 99	2% 1
100 - 199	2% 1
Over 200	2% 1
TOTAL	52

Q9 Through which talent admission scheme(s) were these employees sourced / hired?

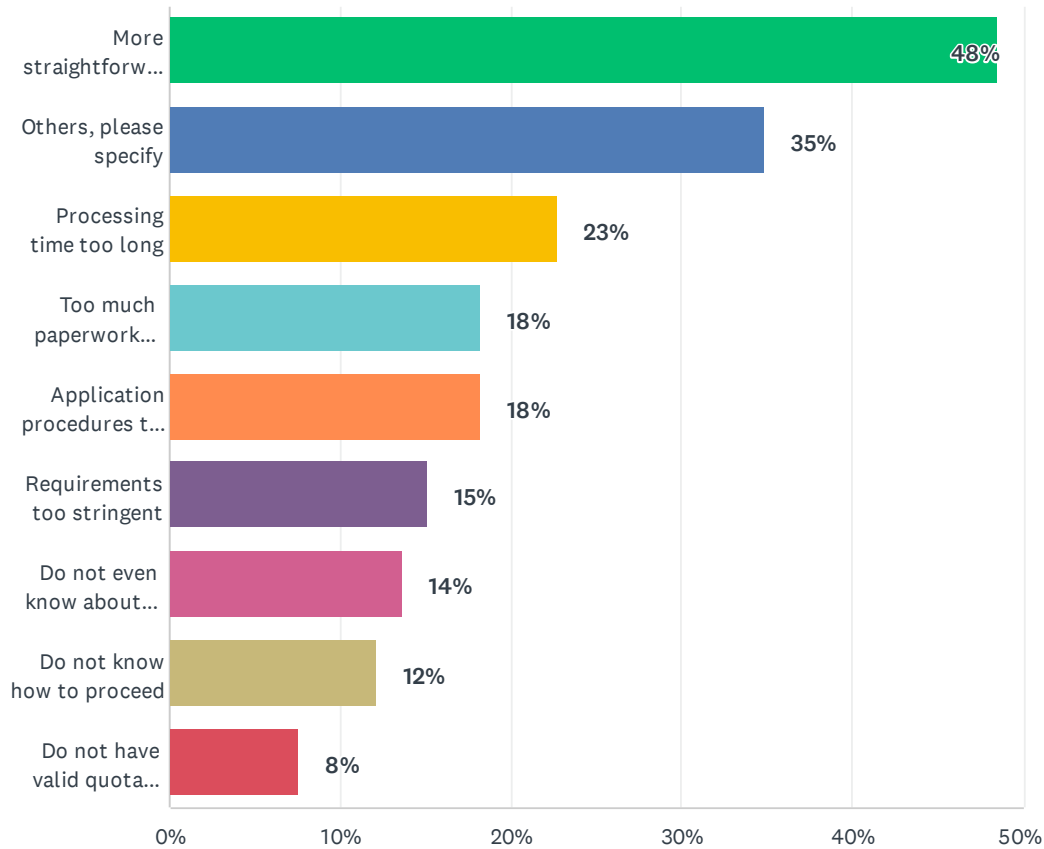
Answered: 43 Skipped: 121



ANSWER CHOICES	RESPONSES	
Immigration Arrangements for Non-local Graduates (IANG) 非本地畢業生留港/ 回港就業安排	79%	34
Admission Scheme for Mainland Talents and Professionals (ASMTP) 輸入內地人才計劃	44%	19
Quality Migrant Admission Scheme (QMAS) 優秀人才入境計劃	26%	11
Others, please specify	12%	5
Top Talent Pass Scheme (TTPS) 高端人才通行證計劃	9%	4
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) 輸入中國籍香港永久性居民第二代計劃	5%	2
Technology Talent Admission Scheme (TechTAS) 科技人才入境計劃	5%	2
Supplementary Labour Scheme 補充勞工計劃	2%	1
Total Respondents: 43		

Q10 Why has your organisation not leveraged these schemes to hire talent(s) from the mainland / overseas?

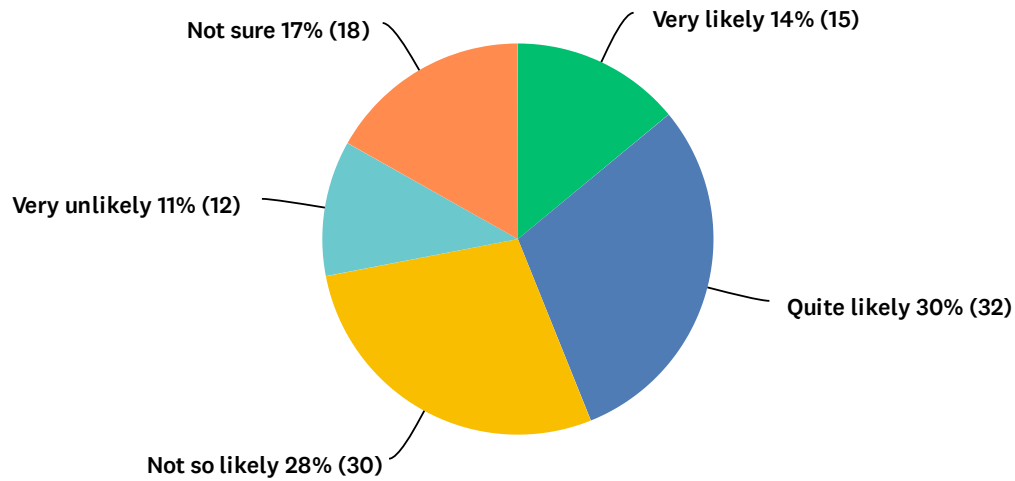
Answered: 66 Skipped: 98



ANSWER CHOICES	RESPONSES	
More straightforward to recruit locally	48%	32
Others, please specify	35%	23
Processing time too long	23%	15
Too much paperwork involved	18%	12
Application procedures too complicated	18%	12
Requirements too stringent	15%	10
Do not even know about these schemes	14%	9
Do not know how to proceed	12%	8
Do not have valid quota (TechTAS)	8%	5
Total Respondents: 66		

Q11 How likely will your organisation leverage these talent admission schemes to hire talent(s) from the mainland / overseas to work in Hong Kong in the coming year?

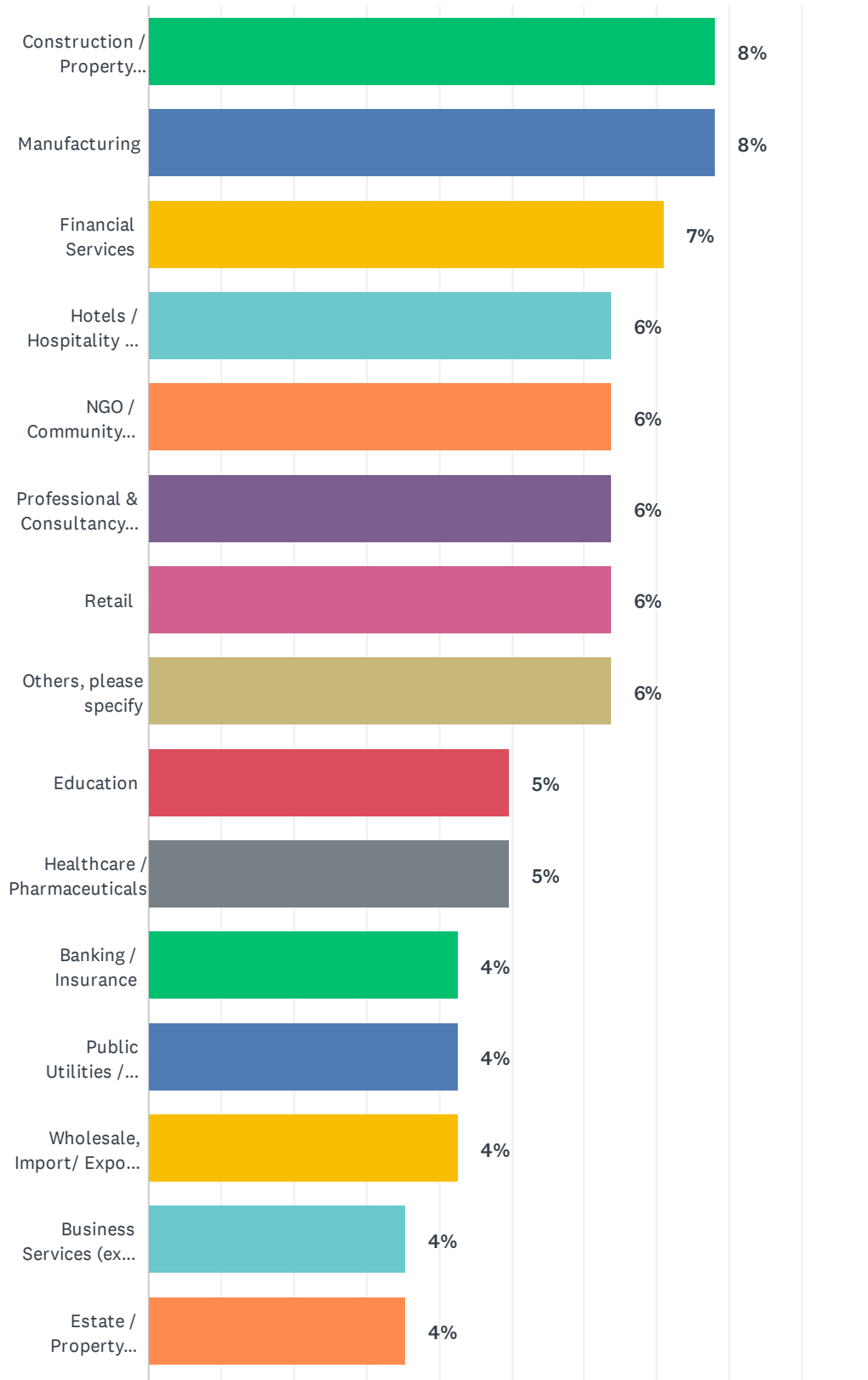
Answered: 107 Skipped: 57



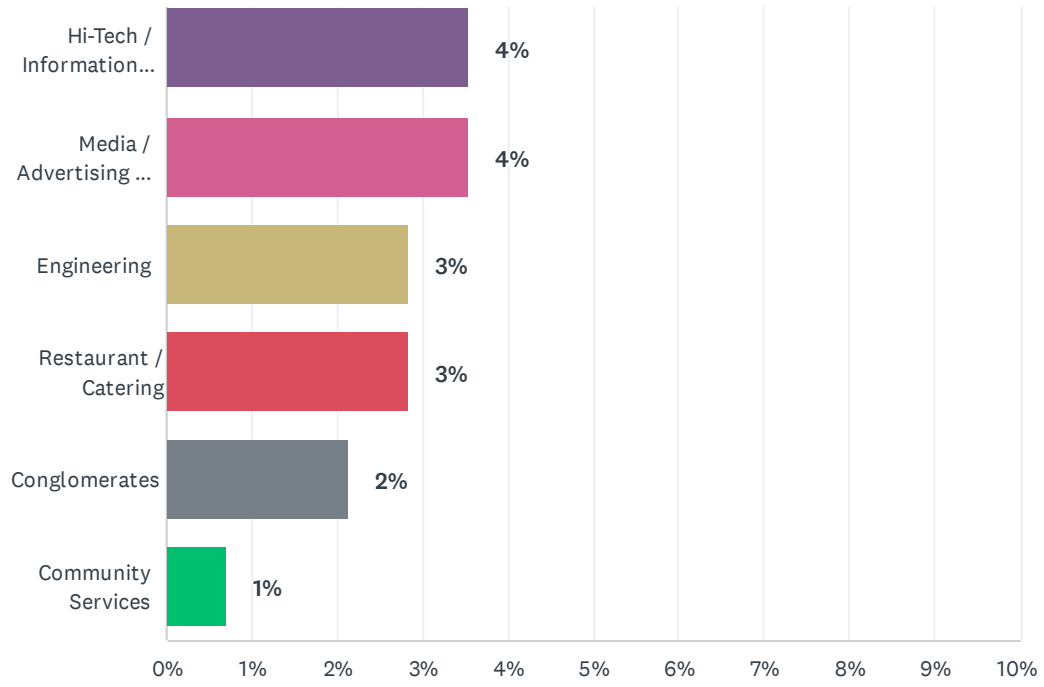
ANSWER CHOICES	RESPONSES	
Very likely	14%	15
Quite likely	30%	32
Not so likely	28%	30
Very unlikely	11%	12
Not sure	17%	18
TOTAL		107

Q12 Please indicate which of the following best describes the business sector in which your organisation operates:

Answered: 141 Skipped: 23



Quick Poll on Talent Shortage & Talent Admission Schemes

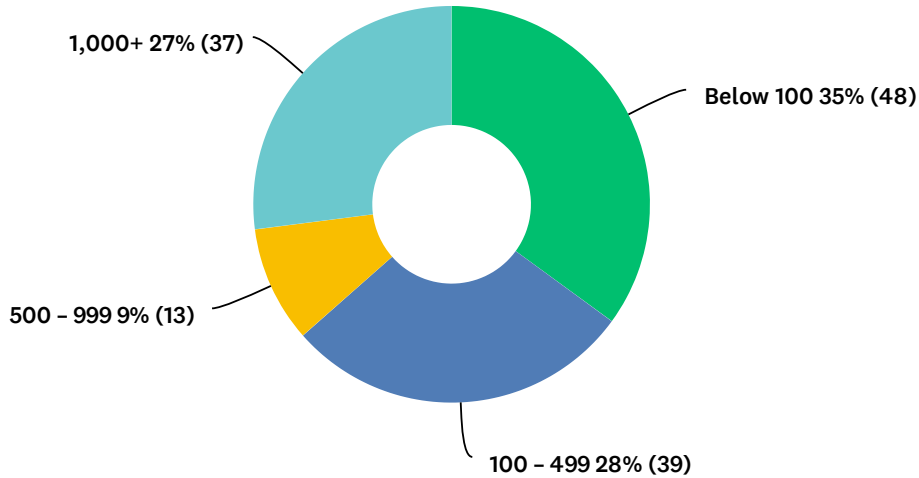


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ANSWER CHOICES	RESPONSES	
Construction / Property Development	8%	11
Manufacturing	8%	11
Financial Services	7%	10
Hotels / Hospitality / Tourism related services	6%	9
NGO / Community services / Social services	6%	9
Professional & Consultancy Services	6%	9
Retail	6%	9
Others, please specify	6%	9
Education	5%	7
Healthcare / Pharmaceuticals	5%	7
Banking / Insurance	4%	6
Public Utilities / Statutory bodies / Government	4%	6
Wholesale, Import/ Export, Trading, Distribution	4%	6
Business Services (excl. professional & consultancy services)	4%	5
Estate / Property Management	4%	5
Hi-Tech / Information Technology	4%	5
Media / Advertising / Publishing	4%	5
Engineering	3%	4
Restaurant / Catering	3%	4
Conglomerates	2%	3
Community Services	1%	1
TOTAL		141

Q13 Please indicate the total number of Hong Kong based full-time employees on the payroll of your organization.

Answered: 137 Skipped: 27



ANSWER CHOICES	RESPONSES	
Below 100	35%	48
100 - 499	28%	39
500 - 999	9%	13
1,000+	27%	37
TOTAL		137