

Quick Poll on

2024 TALENT SHORTAGE & ADMISSION SCHEMES

01

BACKGROUND

Data Collection Period: 6 March – 15 March 2024

Participating Companies: 110



02

TALENT SHORTAGE

- **86%** of the responding companies thought it was extremely / quite difficult to fill vacancies with the right talents in the past 6 months.

- **Top 5 strategies** adopted to alleviate talent shortage & / or retain talents:

1. Increase pay	52%
2. Strengthen staff engagement	51%
3. Expand recruitment channels*	39%
3. Hire more part-timers, temps	39%
5. Enhance benefits	38%



03

TALENT ADMISSION SCHEMES

- **40%** 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	58%
2. Admission Scheme for Mainland Talents and Professionals (ASMTF) 輸入內地人才計劃	53%
3. Quality Migrant Admission Scheme (QMAS) 優秀人才入境計劃	33%

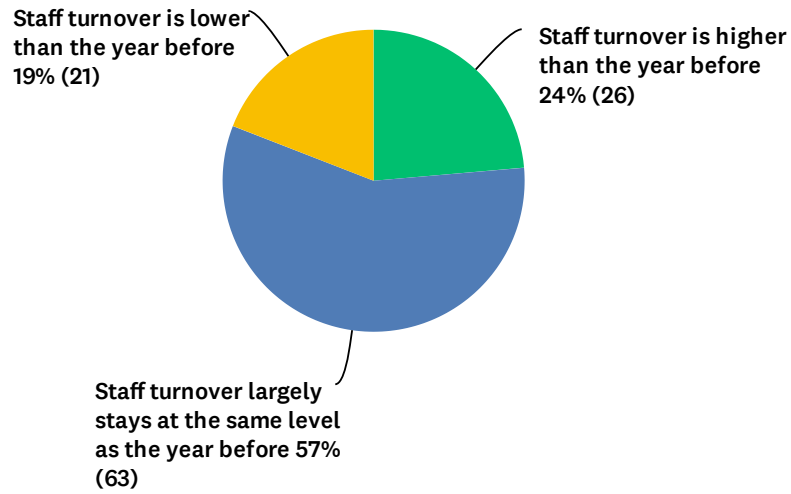


*Tap into NGOs, non-job fair event etc.

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

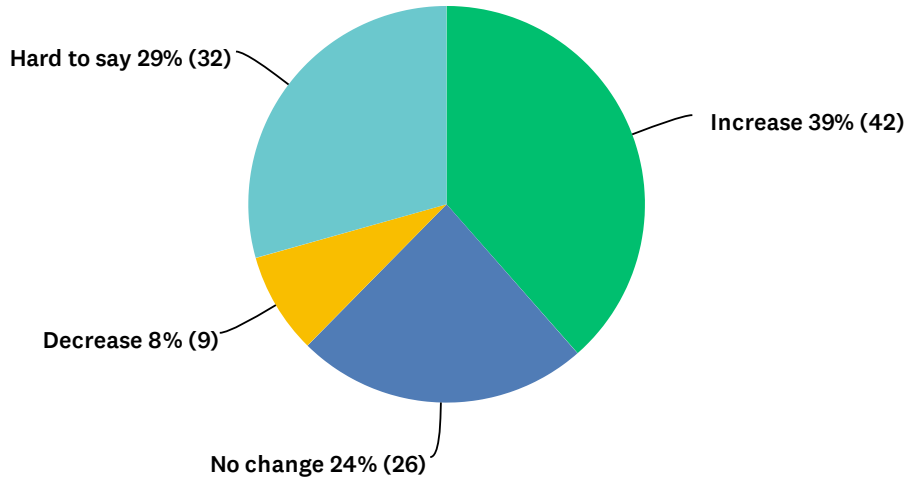
Q1 Which of the following statement best describes the staff turnover at your organisation so far this year?

Answered: 110 Skipped: 0



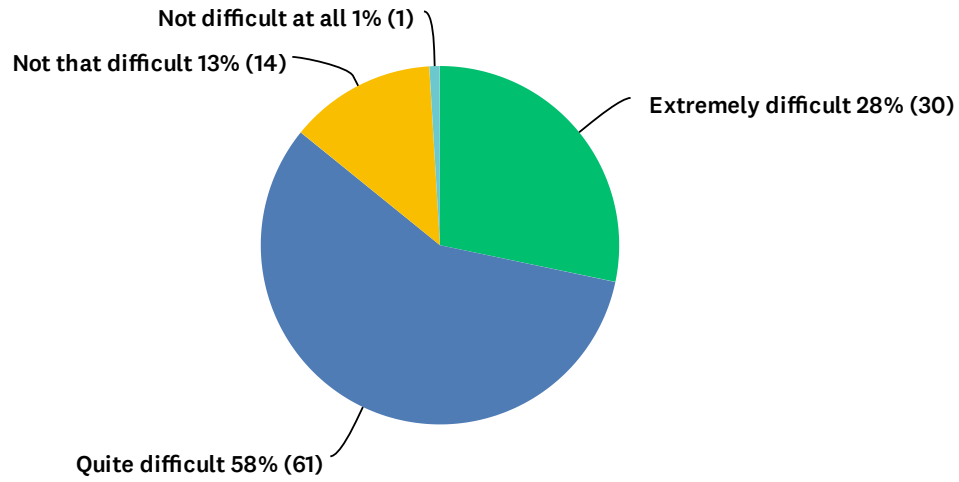
Q2 How do you expect the staff turnover at your organisation to change in the coming 12 months?

Answered: 109 Skipped: 1



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

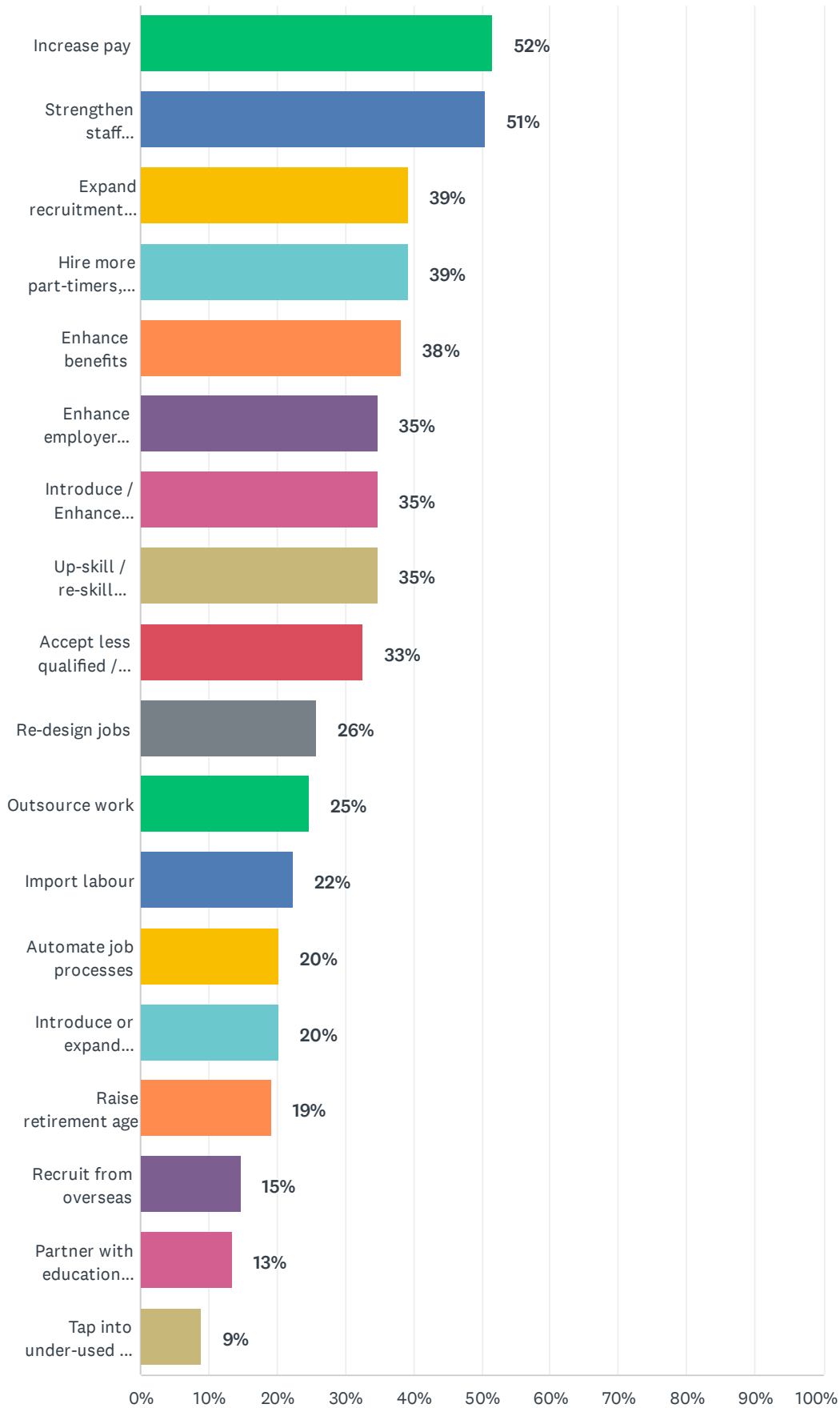
Answered: 106 Skipped: 4



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

Answered: 89 Skipped: 21

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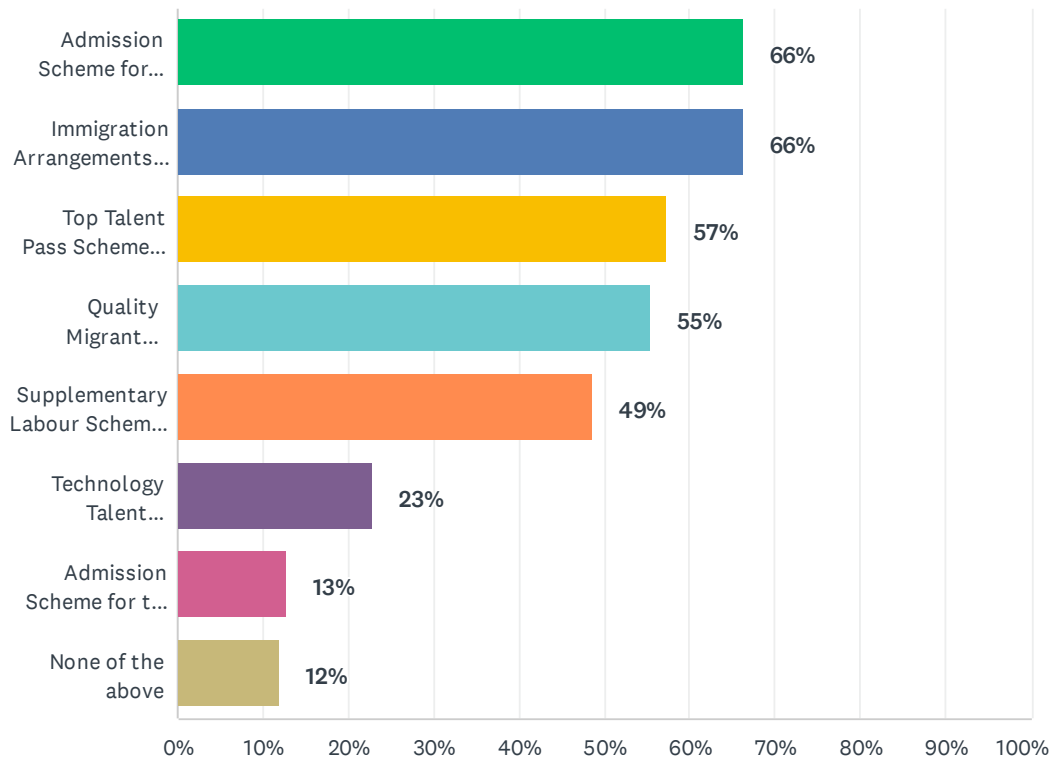


Quick Poll on 2024 Talent Shortage & Talent Admission Schemes

ANSWER CHOICES	RESPONSES	
Increase pay	52%	46
Strengthen staff engagement	51%	45
Expand recruitment channels (tap into NGOs, non-job fair event etc.)	39%	35
Hire more part-timers, temps	39%	35
Enhance benefits	38%	34
Enhance employer branding	35%	31
Introduce / Enhance flexible work arrangements (flexi work hours, working from home etc)	35%	31
Up-skill / re-skill existing staff	35%	31
Accept less qualified / experienced recruits	33%	29
Re-design jobs	26%	23
Outsource work	25%	22
Import labour	22%	20
Automate job processes	20%	18
Introduce or expand apprentice / intern / trainee schemes	20%	18
Raise retirement age	19%	17
Recruit from overseas	15%	13
Partner with education institutions to create curriculum aligned with talent needs	13%	12
Tap into under-used / alternative talent pools	9%	8
Total Respondents: 89		

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

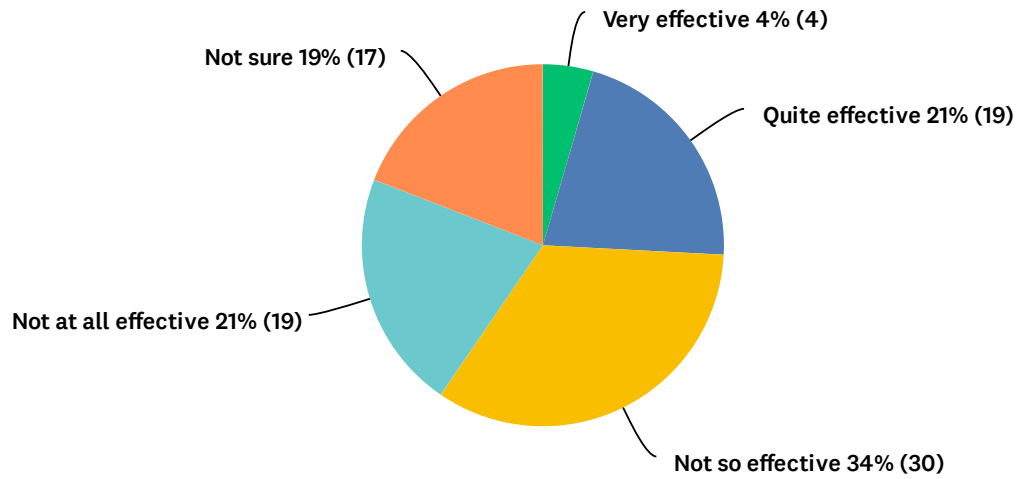
Answered: 101 Skipped: 9



ANSWER CHOICES	RESPONSES	
Admission Scheme for Mainland Talents and Professionals (ASMTP) 輸入內地人才計劃	66%	67
Immigration Arrangements for Non-local Graduates (IANG) 非本地畢業生留港/回港就業安排	66%	67
Top Talent Pass Scheme (TTPS) 高端人才通行證計劃	57%	58
Quality Migrant Admission Scheme (QMAS) 優秀人才入境計劃	55%	56
Supplementary Labour Scheme 補充勞工計劃	49%	49
Technology Talent Admission Scheme (TechTAS) 科技人才入境計劃	23%	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	13%	13
None of the above	12%	12
Total Respondents: 101		

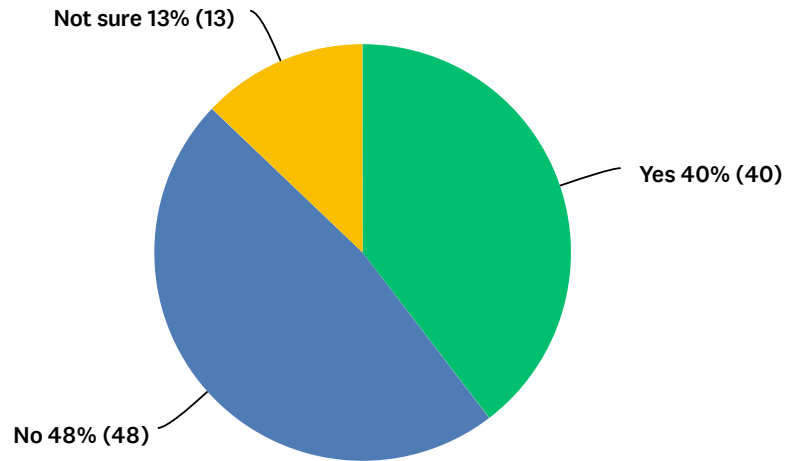
Q6 How effective have these talent admission schemes been in alleviating the labour shortage problem that your organisation / industry is currently facing?

Answered: 89 Skipped: 21



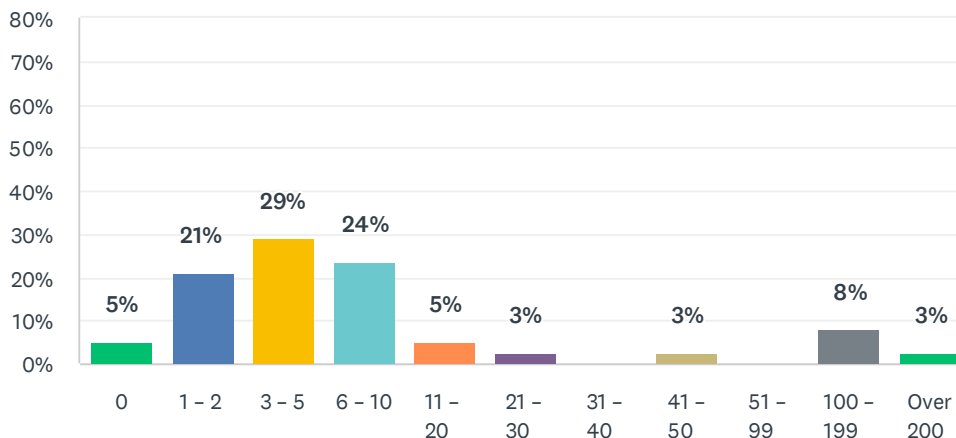
Q7 Has your organisation leveraged any of the talent admission schemes of the HKSAR to hire mainland / overseas talent(s) to work in Hong Kong?

Answered: 101 Skipped: 9



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?

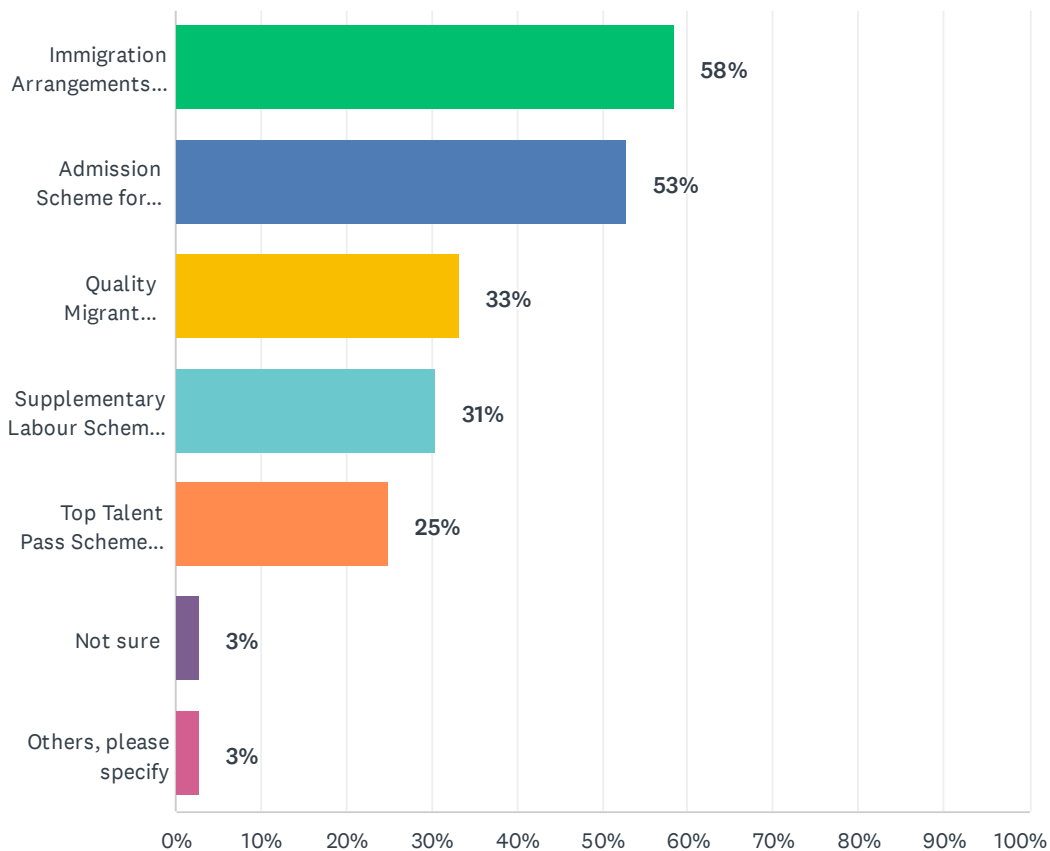
Answered: 38 Skipped: 72



ANSWER CHOICES	RESPONSES	
0	5%	2
1 - 2	21%	8
3 - 5	29%	11
6 - 10	24%	9
11 - 20	5%	2
21 - 30	3%	1
31 - 40	0%	0
41 - 50	3%	1
51 - 99	0%	0
100 - 199	8%	3
Over 200	3%	1
TOTAL		38

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

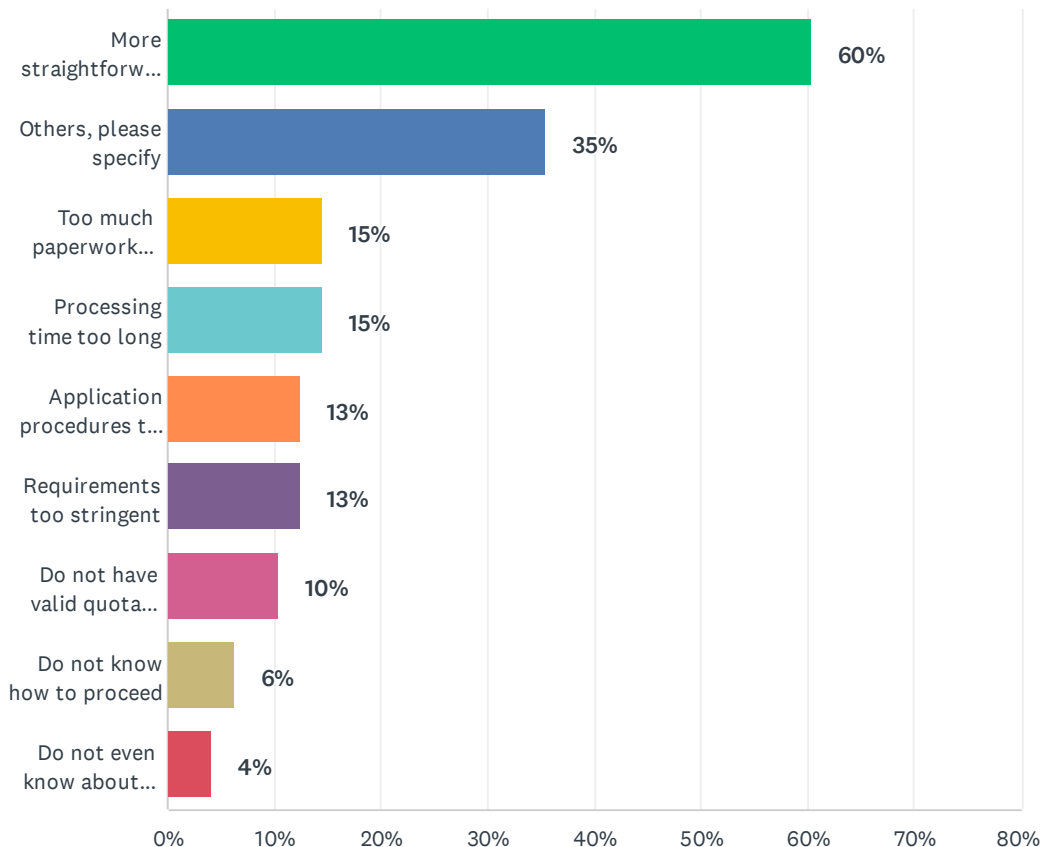
Answered: 36 Skipped: 74



ANSWER CHOICES	RESPONSES	
Immigration Arrangements for Non-local Graduates (IANG) 非本地畢業生留港/ 回港就業安排	58%	21
Admission Scheme for Mainland Talents and Professionals (ASMTP) 輸入內地人才計劃	53%	19
Quality Migrant Admission Scheme (QMAS) 優秀人才入境計劃	33%	12
Supplementary Labour Scheme 補充勞工計劃	31%	11
Top Talent Pass Scheme (TTPS) 高端人才通行證計劃	25%	9
Not sure	3%	1
Others, please specify	3%	1
Total Respondents: 36		

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

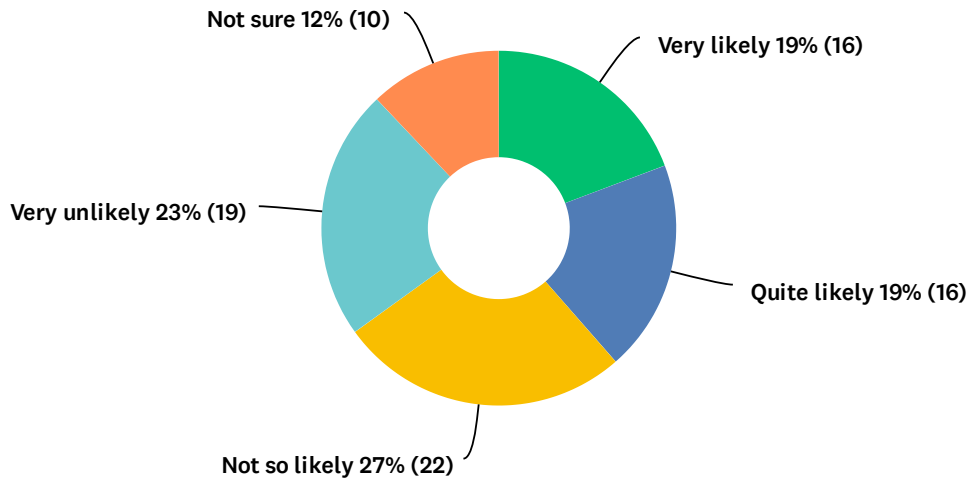
Answered: 48 Skipped: 62



ANSWER CHOICES	RESPONSES	
More straightforward to recruit locally	60%	29
Others, please specify	35%	17
Too much paperwork involved	15%	7
Processing time too long	15%	7
Application procedures too complicated	13%	6
Requirements too stringent	13%	6
Do not have valid quota (TechTAS)	10%	5
Do not know how to proceed	6%	3
Do not even know about these schemes	4%	2
Total Respondents: 48		

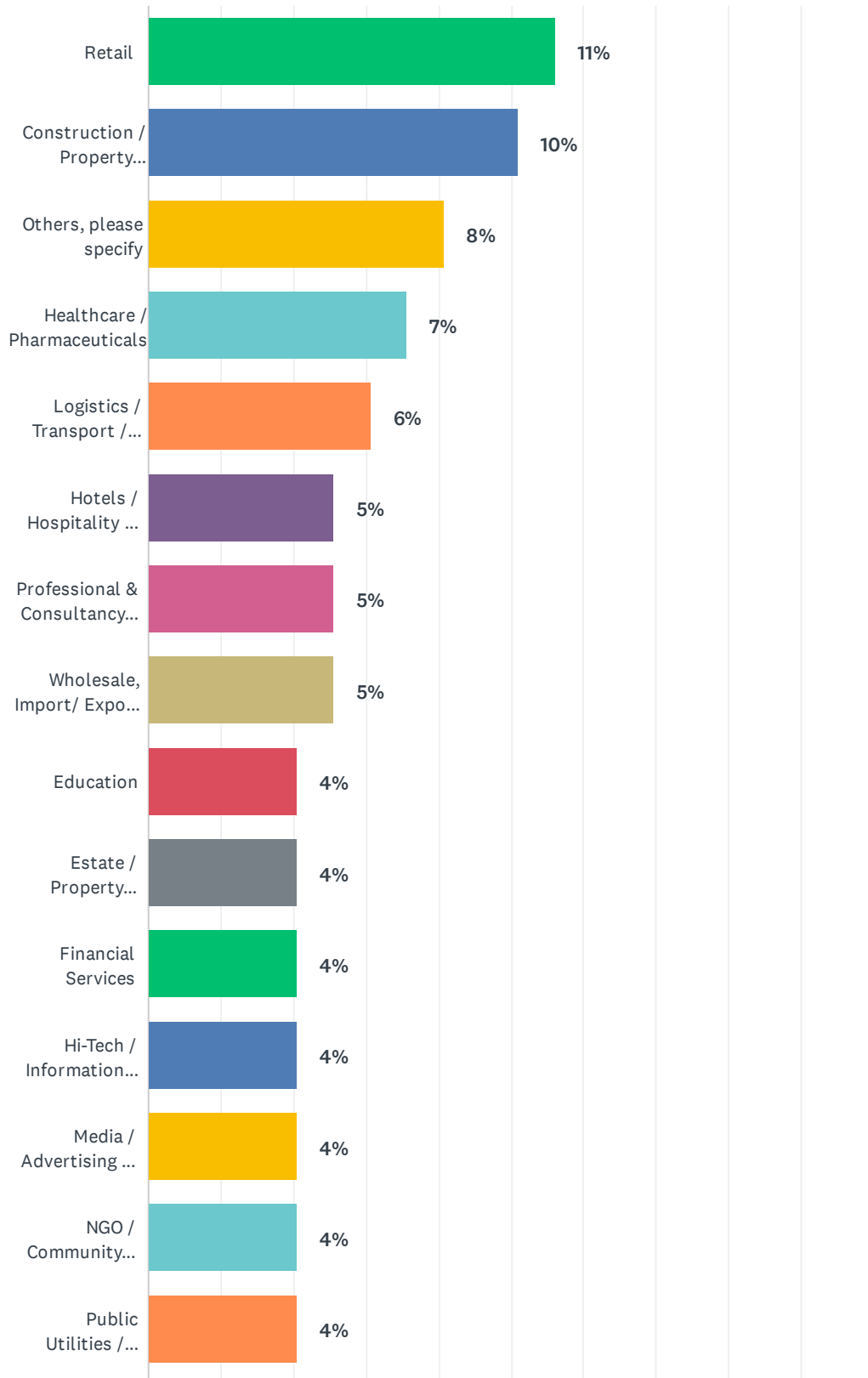
Q11 How likely will your organisation leverage these talent admission schemes to hire talent(s) from the mainland / overseas to work in Hong Kong in the coming year?

Answered: 83 Skipped: 27

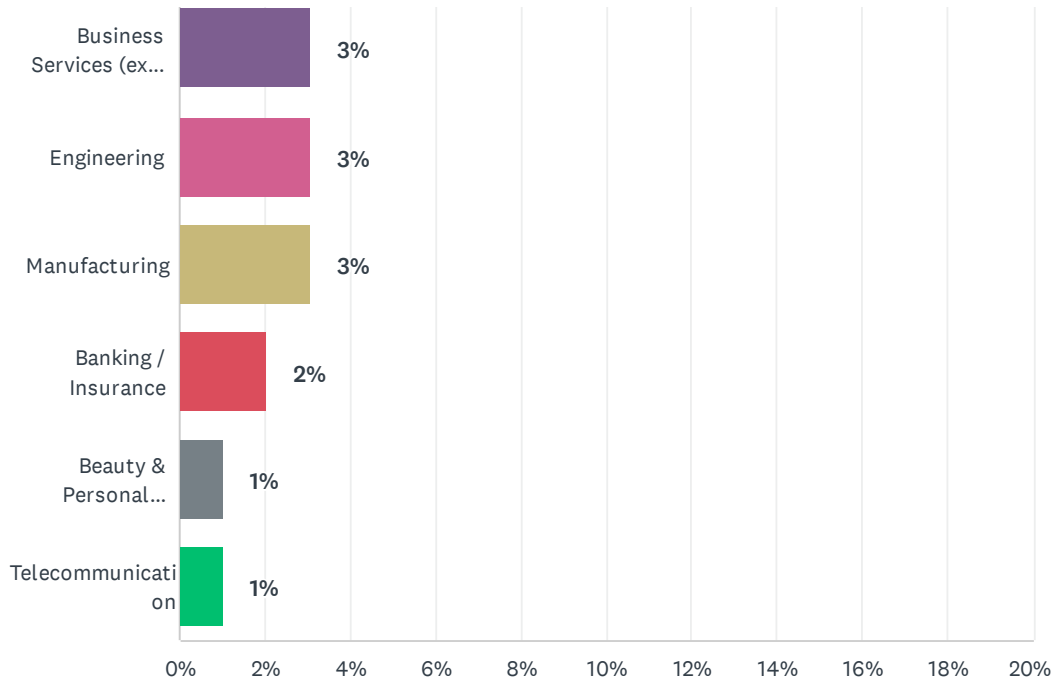


Q12 Please indicate which of the following best describes the business sector in which your organisation operates:

Answered: 98 Skipped: 12



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ANSWER CHOICES	RESPONSES	
Retail	11%	11
Construction / Property Development	10%	10
Others, please specify	8%	8
Healthcare / Pharmaceuticals	7%	7
Logistics / Transport / Transport services	6%	6
Hotels / Hospitality / Tourism related services	5%	5
Professional & Consultancy Services	5%	5
Wholesale, Import/ Export, Trading, Distribution	5%	5
Education	4%	4
Estate / Property Management	4%	4
Financial Services	4%	4
Hi-Tech / Information Technology	4%	4
Media / Advertising / Publishing	4%	4
NGO / Community services / Social services	4%	4
Public Utilities / Statutory bodies / Government	4%	4
Business Services (excl. professional & consultancy services)	3%	3
Engineering	3%	3
Manufacturing	3%	3
Banking / Insurance	2%	2
Beauty & Personal Services	1%	1
Telecommunication	1%	1
TOTAL		98

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

Answered: 98 Skipped: 12

