



香港人力資源管理學會

Hong Kong Institute of Human Resource Management

*Operated by Hong Kong Institute of Human Resource Management Limited*

29 March 2023

Mr Chris Sun, JP  
Secretary for Labour and Welfare  
Labour and Welfare Bureau  
10/F, West Wing, Central Government Offices  
2 Tim Mei Avenue  
Tamar, Hong Kong

Dear Mr Sun,

Re: Talent List Review

The Hong Kong Institute of Human Resource Management welcomes the opportunity to review and comment on the Talent List.

Addressing the acute talent shortage across various professions and bridging the gaps for high-skilled talent are the key priority areas for Hong Kong as we seek to resume the momentum of our economy in the post-epidemic era and maintain the city's competitiveness in the long run.

We are therefore pleased to enclose our members' and stakeholders' suggestions on the necessary professions for inclusion in the Talent List. We hope you will find our suggestions useful.

Yours sincerely,

Lawrence Hung  
President  
Hong Kong Institute of Human Resource Management

Encl.

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## Talent List Review Contributed by HKIHRM

No.	Suggested Professions	Qualification & Professional Requirements	Description of Current Shortage Situation
<b>Construction/ Real Estate Property Development</b>			
1	Architect	Degree or Master Degree in Architecture, relevant working experience in this field	Insufficient talent from local market due to high demand from government/developers/consultants/contractors in construction industry, and loss of talent due to emigration wave and increase demand from local infrastructure projects, which is expected to grow to \$300 billion in future.
2	BIM (Building Information Modelling) Practitioner	BIM qualification	
3	Experts in Construction aspect, e.g Civil or Structural Engineers	Degree holder in Civil or Structural Engineering or other relevant disciplines. 4 to 6 years site experience in Building / Civil Works, solid experience on preparation of temporary work design, method statement and site coordination.	
4	Engineers - Building Engineering	Building or construction related disciplines	
5	Quantity Surveyor Building Surveyor	Degree holder or above in Quantity / Building Surveying or other related engineering disciplines. 4 to 6 years' experience, preferably with working experience in building, re-measurement, valuing variations, cost control, contract administration and claims preparation.	Hong Kong is undergoing a construction boom of mega infrastructure projects, but things could come to a halt, or at least face several bumps in the road, due to the current labour shortage in the sector. In addition, The HK government will continue to invest in public housing and infrastructure development, such as road and railway network development, MTR links; cross-border bridges; commercial, residential, and recreational development projects. The demand of these professionals and young talents are expected to increase continuously.
6	Town/Urban Planner	Degree or Master Degree holder in Urban Planning	
7	Geotechnical Engineer	Degree holder in Geology/Geography/Geological Survey	
8	Experts in Construction aspect, e.g Project Co-ordinator / Construction Manager / Site Engineer	Degree / Higher Diploma in related engineering disciplines preferably with professional qualifications or other relevant disciplines. 4 to 6 years construction field experience for a main contractor, hands-on skills in luxurious residential fitting-out/commercial building finishing/ASD term maintenance works co-ordination.	
<b>Engineering</b>			
9	Engineers - Building Engineering	Building or construction related disciplines	Insufficient talent from local market due to high demand from government/developers/consultants/contractors in construction industry, and loss of talent due to emigration wave and increase demand from local infrastructure projects
10	Electrical Engineering	Experience in power grid and transmission system operations, renewables development, clean energy projects, battery storage projects, distributed energy management	Lack of engineering talent in the market overall, especially in specialist fields. Engineers in other disciplines cannot meet the specific technical requirements
11	Engineering (Skilled Trades Workers)	Skilled trades workers with vocational qualifications and experience to meet the requirements of mechanical engineering, electrical engineering, building services and other relevant trades	Lack of skilled trades talents in the market overall, especially in specialist fields, due to turnover and retirement trends. Insufficient entry into skilled trades roles at entry level.
12	Engineering in Property Management	Higher Diploma / Higher Certificate holder in relevant Engineering disciplines	Manpower requirement way more than the talent available in the market
13	Project Engineer	Relevant training / experience	High demand in the local job market
<b>Financial Services</b>			
14	Financial Controller	Certified Accountant	High turnover rate within the profession and insufficient supply of junior level entrants
15	Management Accounting in Education	CIMA	High turnover rate within the profession and insufficient supply of junior level entrants
16	Private Equity Professional - Sponsor principal	Responsible Officer and Principal licenses registered under SFC Type 6 CPA/CFA preferred	High turnover rate within the profession and insufficient supply of junior level entrants. Also the existing supply shortages have resulted in the need for companies to bear higher compensation costs.
<b>Healthcare</b>			
17	Para-medical Profession	Related degree	Keen competition in the market
18	Specialist Doctors e.g. Radiologist, Pathologist, Anaesthetist, Dentist	Completed & fulfilled required specialist training	Significant outflow to private sector (private hospitals / labs) and also due to emigration overseas
19	Medical doctors - Generalists	Completed basic 6 years medical school training + internship	High attrition due to brain drain to private hospitals, clinics, work in other countries and emigration
20	Supporting Healthcare Workers	Completed basic secondary school + care-related support workers training currently providing by institutions supported by Employee Retraining Board	High attrition due to keen competition with Old Aged Home, private hospitals, private clinics and other service sectors in Hong Kong, aggravated by the general decline of total working population in HK since 2019 onwards
21	Nurses	Completed Registered Nurse or Enrolled Nurse school training + practicum	High attrition due to emigration and work in other countries
22	Registered Industrial and Organisational Psychologists	Master degree or above, graduate member and DIOP member of HKPS	Rare in Hong Kong

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<b>Hospitality</b>			
23	Hoteliers - Hotel/ Hospitality/ Tourism related services	Hospitality experience down to general levels	-Shortage in front office staff and service staff -Existing supply shortages have resulted in the need for companies to bear higher compensation costs.
24	F&B Talents	Relevant working experience required	Lack of experienced manpower for both front end and kitchen spaces
<b>Information Technology</b>			
25	Data Analyst - Banking/ Financial services/ Insurance, Telecommunication	Python, SQL, Tableau, PowerBI, R, PyData stack	The field is quite new and not many talents in the market
26	Data Scientist - Telecommunication	Master's degree or above in Data Science; PHD in Data Science is preferable	High demand in the local job market
27	Software Developer	Programming knowledge	At least 50% staff shortage
28	Information Technology Specialist (Architecture & Cloud Engineering)	IT architecture and cloud engineering expertise to meet the digital talent gap in Hong Kong with extensive experience in the design, build, maintenance of enterprise IT frameworks, solution applications, or cloud solutions at scale.  Qualifications and professional requirements: •Bachelor's degree in Information Technology, Computer Science, or related disciplines. Master's degree or Business Administration in a related field is added advantage. •Professional credentials such as ITIL, PMP, COBIT, ScrumMaster, TOGAF, DevOps, Cloud Disciplines e.g., AWS Certified Solutions Architect, AWS Certified Developer, Microsoft Cloud.	Lack of experts with IT architecture and IT engineering experience on cloud-enabled applications or integrating applications on cloud platforms
29	Digital Specialist (business improvement / product development)	Project managers and analysts with expertise in analysing business processes and apply digital, LEAN, Six Sigma and other business improvement techniques to develop digital business products, and transform service delivery, efficiency and customer experience.  Qualifications and professional requirements: •Bachelor's degree in engineering, marketing, business administration, psychology, economics, statistics or equivalent. •Professional credentials e.g., PMP, LEAN, Six Sigma, Data Mining. •Experience in applying Design Thinking, Robotic Process Automation, process digitalisation at scale	Limited talent available in Hong Kong with experience in process improvement, digitalization, and digital product design at scale
30	Cybersecurity - IT Auditing	CISSP, CISA	-More companies continue to invest in IT solutions in Hong Kong. -With cyber-security skills in such high demand and a talent pipeline in need of a surge, there simply is not enough local talent to fill urgent and available positions.
31	e-Commerce Experts	relevant degree and / or working experience	- Lacking expertise locally. Facing fierce competition amongst the few players and yet supply is not catching up - A lot of the candidates based out from Singapore or
<b>Retail &amp; Catering</b>			
32	Frontline Workers	Minimal requirement	- Total employees in the retail sector as of 2022 was lowest since 2015, reduced by 26.4k (9.7%) against pre-COVID 2019. - Shops not able to continue or have to shorten trading hours even though more business is forecasted with more tourists returning
<b>Others</b>			
33	Aviation	High diploma or above in aviation or tourism with Speaking fluent Cantonese, English and Japanese	Few new comers want to work at airport due to expensive transportation to airport and housing near
34	ESG / Sustainability 1. Environmental Engineer (EIA & EM&A works + green building) 2. Environment Specialist (Environmental Management & Audit) 3. Sustainability Manager/Specialist (Corporate Sustainability) 4. Sustainability Manager/Specialist (Sustainability Financing)	CSR / ESG / Sustainability related education and/or training.	Since this profession is quite new in the recent decade in line with the trend of tackling climate change and sustainable development in both private and public sectors, there are huge demands for various levels of this profession in the territory and globe.