

# Report on “Advancing Talent Development in Financial Services: Emerging Global Trends and Their Impact on Hong Kong” (with photo)

The following is issued on behalf of the Hong Kong Monetary Authority:

The Hong Kong Institute for Monetary and Financial Research (HKIMR), the research arm of the Hong Kong Academy of Finance (AoF), today (December 6) released a new Applied Research report, titled "Advancing Talent Development in Financial Services: Emerging Global Trends and Their Impact on Hong Kong".

This report explores major sociodemographic trends that have emerged in the global market for talents in financial services, with the aim of fostering a comprehensive understanding of their nature and aiding the formulation of strategies to mitigate their effects in Hong Kong. The report involves the analysis of two surveys designed to gather insights from industry professionals worldwide and human resources leaders in Hong Kong, respectively. These surveys were complemented by an analysis of online professional profiles across major international financial centres. The report also explores the existing experiences of talent development policies, providing a comprehensive overview of the global and Hong Kong talent landscapes. Based on these findings, the report outlines some considerations for Hong Kong's financial services industry on future talent developments.

"It is our hope that this report can serve as a valuable reference for practitioners, financial services firms and other industry stakeholders for developing their future talent strategies, and explore ways for the industry to work together in strengthening Hong Kong's comparative advantages as an international financial centre, which is seen as the key factor in attracting and retaining talents." said the Chief Executive Officer of the AoF and Executive Director of the HKIMR, Mr Enoch Fung.

The report is available on the [AoF/HKIMR website](#).

About the AoF

The AoF is set up with full collaboration amongst the Hong Kong Monetary Authority, the Securities and Futures Commission, the Insurance Authority and the Mandatory Provident Fund Schemes Authority. By bringing together the strengths of the industry, the regulatory community, professional bodies and the academia, it aims to serve as (i) a centre of excellence for developing financial leadership; and (ii) a repository of knowledge in monetary and financial research, including applied research.

About the HKIMR

The HKIMR is the research arm of the AoF. Its main remit is to conduct research in the fields of monetary policy, banking and finance that are of strategic importance to Hong Kong and the Asia region. The Applied Research studies undertaken by the HKIMR are on topics that are highly relevant to the financial industry and regulators in Hong Kong, and they aim to provide insights on the long-term development strategy and direction of Hong Kong's financial industry

