

randstad hong kong SAR

tech talent expectations survey.

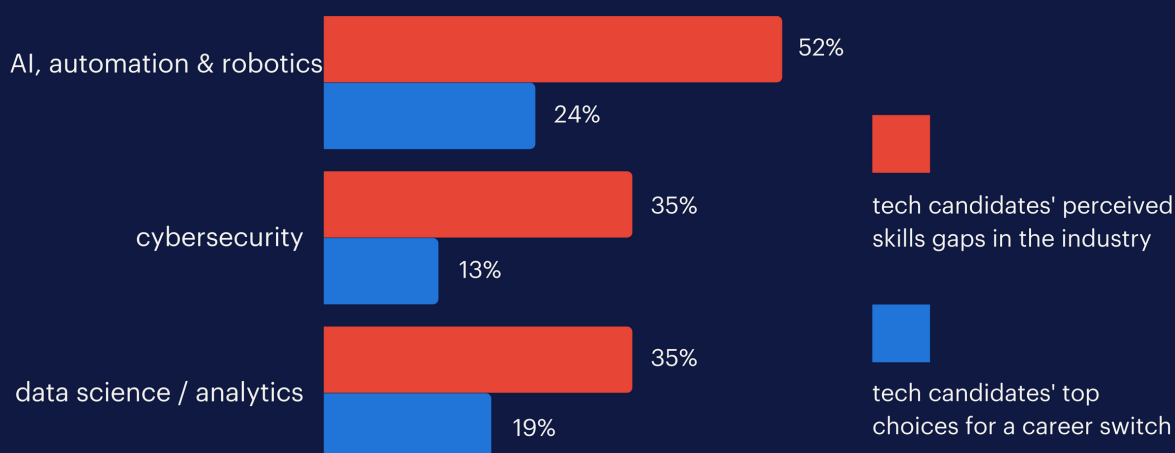
97% of local tech respondents would switch their specialisation if they could restart their career.



ICT professionals are interested in emerging technology jobs such as AI if given the chance to restart their careers.

Regarding skills gaps in the information communications and technology (ICT) sector, 52% of respondents ranked “AI, automation & robotics” as the top specialisation lacking in tech talent, followed by “cybersecurity” (35%) and “data science/analytics” (35%).

When asked which specialisation they would choose if they were to restart their careers, 24% of ICT respondents picked “AI, automation & robotics” as their top choice, followed by 19% of respondents who picked “data science/analytics” and 13% of respondents who picked “cybersecurity”.



Benjamin Elms, Regional Director at Randstad Hong Kong said, “There may be greater interest in AI due to its increasing adoption and widespread number of applications across industries, making it a promising and lasting career to venture into.”

“However, both employers and candidates have to build their skills and capabilities to match their AI ambitions. As AI and big data are inextricably linked, tech employees need to ensure that they have sufficient big data development and management skills to fulfil the tasks and responsibilities of their role, as well as drive new innovation opportunities for the organisation.”

Elms added, “Employers, especially those from non-tech industries, should remember that AI isn’t simply a plug-and-play technology with instant returns. Many companies, including leading ICT firms, are still just scraping the surface of what AI has to offer. They will need to further invest in model development, data infrastructure, data expertise, and AI software to truly create implementable solutions for larger business problems, such as optimising the customer journey.”

more than 3 in 5 young hong kong SAR tech workers reject job offers due to a poor candidate experience.

Young tech workers are the most likely to accept job interviews. 38% of respondents aged 18 to 24 said that they accept interview requests 50% to 74% of the time.

However, 63% of young ICT professionals said they rejected job offers during the interview process because they did not have a positive impression of the hiring manager.

38%

said they accept interview requests 50% to 74% of the time.

63%

rejected job offers during the interview process because they did not have a positive impression of the hiring manager.

“Respondents in this age group are more responsive to receiving new job opportunities as they have just started their careers,” said Elms. “However, they are also the most likely to reject job offers due to a poor candidate experience. Younger talent may be less averse to turning down offers as they tend to have a wide range of options to choose from. Young ICT professionals naturally have high-risk appetites compared to their counterparts from other age groups, given where they stand in their careers and lives.”

Elms added, “As a result, it’s important for hiring managers to understand what young tech workers prioritise and promote the right benefits to entice them. Employers should develop standard interviewing procedures so hiring managers can clearly communicate job scope and team culture to candidates, and better understand and manage candidate expectations.”

45% of ICT professionals want to work at western global enterprises.

45% of all tech respondents picked Western global enterprises as their top choice of company to work for, followed by Asian global enterprises (30%).

3 in 5 ICT professionals said they will accept interview requests if the organisation offers an interesting project scope or opportunities to upskill. Their second-highest motivator for accepting interview requests was if the organisation is a reputable brand, indicating that candidates tend to feel more reassured working with companies whose brand values align with their personal interests.

According to Elms, "To appeal to tech candidates, employers need to highlight avenues for growth and upskilling, and reinforce their brand across every candidate touchpoint - from job advertisements through to the interview process."

"Companies that regularly showcase their latest innovation projects may also be more likely to attract quality talent, as they are providing candidates the opportunity to work with cutting-edge technology. Ultimately, by giving candidates a better understanding of their potential career progression during the interview, employers can better engage them and make them feel more valued," Elms noted.

The Tech Talent Expectations Survey was conducted in September 2021 across three markets in Asia Pacific with 306 respondents working in IT roles in Hong Kong SAR.



tech talent expectations survey.

reasons why ICT professionals accept job requests

The organisation offers an interesting project scope and/or opportunity to upskill	The organisation is a strong and/or reputable brand	The organisation has flexible working policies	The organisation's brand values are aligned with my principles/purpose	The organisation has a diverse and/ or supportive working culture	I am unsure of my job security with my current employer	The organisation has good employee and/or alumni reviews
60%	48%	39%	38%	31%	29%	28%

top 5 reasons why tech talent turn down job opportunities during the interview process

Mismatch between advertised job/project description and actual job/project scope	Didn't have a positive impression of the hiring manager	Too many rounds of interviews and/ or assessment tests	The interviewer doesn't seem to understand the job/role that they are hiring for	Unclear what projects I'll be working on
48%	42%	34%	33%	32%

number of interview rounds ICT respondents prefer

1 round	2 rounds	3 rounds
23%	61%	14%

types of companies that ICT workers prefer to work with

Global enterprise (Western)	Global enterprise (Asian)	Unicorns	Public companies	Local companies	Start-ups	Small and medium-sized enterprises
45%	30%	26%	23%	22%	22%	20%

about randstad.

Randstad is the global leader in the HR services industry. We support people and organisations in realising their true potential by combining the power of today's technology with our passion for people. We call it Human Forward.

In 2020, we helped nearly two million candidates find a meaningful job with more than 236,000 clients. Furthermore, we trained close to 350,000 people. Randstad is active in 38 markets around the world and has a top-three position in almost half of these. In 2020, Randstad had on average 34,680 corporate employees and generated revenue of €20.7 billion. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad N.V. is listed on the NYSE Euronext. For more information, see www.randstad.com.

For more information, see www.randstad.com.hk.

about yougov.

YouGov is an international research data and analytics group. Our data-led offering supports and improves a wide spectrum of marketing activities of a customer base including media owners, brands and media agencies. We work with some of the world's most recognised brands. Our ground-breaking syndicated data solutions include the daily brand perception tracker, YouGov BrandIndex, and the media planning and segmentation tool, YouGov Profiles.

Our market-leading YouGov Realtime service provides a fast and cost-effective solution for reaching nationally representative and specialist samples. As the pioneer of online market research, we have a strong record for data accuracy and innovation. A study by the Pew Research Center concluded that YouGov "consistently outperforms competitors on accuracy" as a vendor of choice. We are the market research pioneer of Multi-level Regression with Post-stratification ("MRP") for accurate predictions at a granular level.

YouGov data is regularly referenced by the press worldwide and we are the most quoted market research source in the UK. With a proprietary panel of over 17 million registered members globally and operations in the UK, Americas, Mainland Europe, Middle East, India and Asia Pacific, YouGov has one of the world's largest research networks.

For further information, visit <https://business.yougov.com/>.

