

2023

FUTURE WORKFORCE STUDY

未來勞動力研究

Summary of Findings

重點概要



Summary of Findings 重點概要

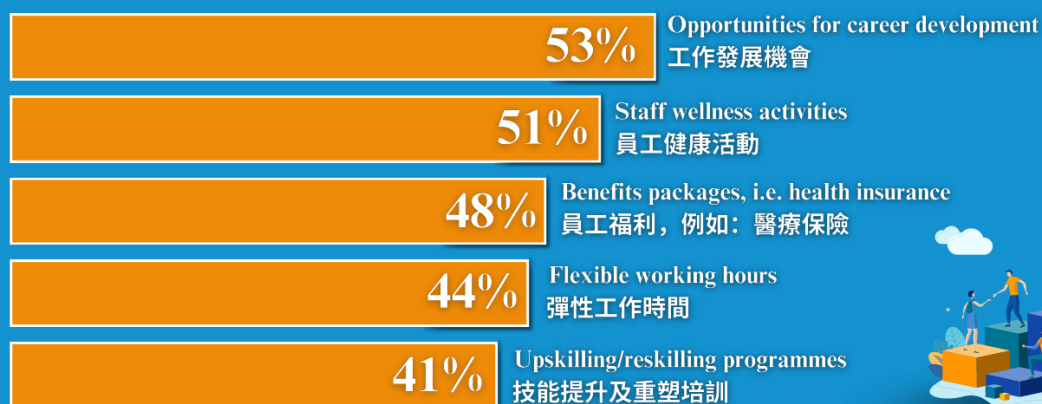
Employers are seeking to recruit from non-traditional groups of candidates
僱主表示會招聘屬非傳統群組的應徵者



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Summary of Findings 重點概要

Apart from pay and compensation, employers' strategies to attract and retain talent
除了薪酬及福利外，僱主吸引及挽留人才的策略



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Summary of Findings 重點概要

Employees rank the top 5 in-demand skills that are required in their jobs over the next five years
僱員認為在未來五年內工作中最需要的前五種所需技能



Big data analysis and management
大數據分析和管埋



AI and machine learning
人工智能和機器學習



Leadership and management skills
領導能力和管埋技巧



Creative problem-solving and critical thinking skills
創造性解難能力及批判性思維技能



Communication and collaboration skills, including cross-cultural communication
溝通及協作技巧，包括跨文化溝通技能

Average Score
平均分
6.6/10

Students' likelihood of learning AI beyond academic requirements
學生在學校課程要求以外，學習人工智能知識的可能性

★ On a scale of 1 to 10 where 1 represents very unlikely and 10 represents very likely
在1到10的評分中，1代表非常不可能，而10代表非常可能

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Summary of Findings 重點概要

Employees' views on the emerging industries over the next five years
僱員對未來五年內新興行業的看法

40%

Employees believe they will work in an industry that doesn't exist today in five years' time
僱工相信在未来五年內他們將在一個今天不存在的行業中工作



Employees' views on their competitiveness
僱員對自己目前競爭力的看法

48%

Employees feel that their skills are not competitive enough
僱員認為自己目前的技能不夠競爭力



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Summary of Findings 重點概要

Employees' views on the most important factor in motivating them to stay with an employer
僱員認為能推動他們繼續任職於同一間公司的重要因素

1

Work-life balance
工作與生活平衡

49%

2

Job security and stability
工作的安全感及穩定性

43%

3

Competitive rewards and compensation
優厚的獎勵及報酬

28%

Students' preferences on the modes of employment in their future career
學生對未來職業的工作模式的喜好

1

Full-time employment (hybrid/remote)
全職工作 (混合 / 遙距)

44%

2

Full-time employment (onsite/workplace)
全職工作 (實地 / 辦公室)

42%



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Summary of Findings 重點概要

To stay competitive, students believe they need to enhance the skills that are most important for their future jobs
為保持競爭力，學生認為在未來的工作中最需要加強的技能

32%

Language proficiency
語文能力

30%

Communication and collaboration skills, including cross-cultural communication
溝通及協作技巧，包括跨文化溝通技能

27%

Creative problem-solving and critical thinking skills
創造性解難能力及批判性思維技能

27%

Adaptability and flexibility skills
適應力和靈活性技巧

26%

Big data analysis and application
大數據分析和應用

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