



PRESS RELEASE

For Immediate Release

[9 July 2025 – Hong Kong]

**2024/2025 Training and Development Needs Survey
Continuous Investment in Training and Development
Employers Embrace AI for Employee Growth**

Summary

- 1. Companies maintain a strong commitment to employee training and development, with a high percentage of employers investing in training.**
- 2. Training hours are increasing, and online learning continues to be a mainstream tool.**
- 3. Artificial Intelligence (AI) training is becoming increasingly important, with companies accelerating their adaptation to new technological demands.**

The Hong Kong Institute of Human Resource Management (HKIHRM) recently conducted the “2024/2025 Training and Development Needs Survey”. The survey indicates that despite facing economic uncertainties and budget constraints, local businesses and organisations are still actively investing resources in employee training. Employers are particularly focused on promoting AI training, viewing it as key to enhancing competitiveness and employee adaptability. The Institute believes that AI training has emerged as a new trend for cost reduction and efficiency enhancement, and companies recognise this as a crucial component of future learning strategies.

The “2024/2025 Training and Development Needs Survey” was conducted from January to April 2025, covering 115 companies across 17 different industries, involving approximately 62,100 full-time employees. This annual survey aims to understand the overall training and development needs of Hong Kong’s workforce and the key training initiatives for the year.

The survey results indicate that 74% of surveyed companies had a budget for employee training and development last year, with the budget accounting for 4.0% of total annual base salary, slightly down from 4.3% in 2023. Actual spending on training as a percentage of total annual base salary dropped from 3.8% to 3.1% during the same period.

Furthermore, 73% of companies allow employees to use AI at work. In their plans for 2025, AI training has risen to be among the top five priorities for employee training and development, reflecting companies’ increasing adaptability to new technologies and the growing demand for training to implement AI in the workplace to enhance efficiency.



Dr. Chester Tsang, HKIHRM's Executive Council member and Co-chairperson of the Learning and Development Committee, stated, "Despite the uncertainties in the economic outlook for Hong Kong, companies continue to prioritise employee training and development. In the face of economic challenges, businesses also need to leverage AI training to enhance employee skills and efficiency to maintain competitiveness. AI can reduce costs and improve effectiveness, marking a new trend in HR training."

Key Findings of the Survey:

1. Continued Emphasis on Employee Training and Development

74% of surveyed companies had a budget for employee training and development last year, with the average budget accounting for 4.0% of total annual base salary, slightly down by 0.3 percentage point from last year. Actual spending was 3.1%, a drop of 0.7 percentage point from the previous year.

Furthermore, 23% of companies planned to limit their training expenditure to below 1% of total annual base salary in 2024. 42% of companies ended up spending less than 1% on training and development.

Looking ahead to 2025, companies' training budgets are expected to remain stable. Specifically, 59% of participating companies indicated that their training and development budgets for 2025 would remain at 2024 levels, while 17% planned to increase their budgets, similar to the 19% reported last year.

There is significant difference in training and development expenditures among companies of different sizes. Only 55% of small (fewer than 100 employees) reported having a budget for training and development in 2024, compared to 76% of medium-sized companies (100–999 employees) and 94% of large companies (1,000 employees or more).

2. Increase in Training Hours; Online Learning Remains a Mainstream Tool

The average annual training hours per employee reached 18.1 hours in 2024, a slight increase from 17.3 hours in 2023. Nearly half of the surveyed companies (46%) provided up to 10 hours of training on average, while 20% offered an additional 10 hours, and the remaining 34% provided more than 20 hours of training.



Moreover, online learning continues to be a mainstream tool, with 90% of companies providing online learning resources. 76% of companies with digital learning tools utilised webinars or virtual classrooms for employee training, while the adoption rates for training videos and digital learning portals/e-learning libraries were 60% and 42%, respectively. The usage of AI learning tools stood at 16%, comparable to last year's rate of 17%.

Mr. Charles Ho, Co-chairperson of HKIHRM Learning and Development Committee, stated, "As industry environments continue to change, online learning has become an important trend in corporate training, allowing employees to learn and upgrade their skills autonomously, thereby enhancing flexibility and efficiency. Of course, in-person training remains invaluable, particularly for courses requiring high interaction and immediate feedback, effectively promoting participant engagement and practical experience."

3. **Growing Importance of AI Training; Companies Accelerate Adaptation to New Technological Demands**

The HKIHRM's survey explored the application of generative AI in the workplace for the first time last year. This year's survey shows that 73% of companies allow employees to use AI at work, a slight decrease from last year's 77%. In 2024, only 7% of respondents do not permit the use of AI, down from 12% in 2023.

In the 2025 learning and development priorities, surveyed companies identified leadership development, bridging skill gaps, and succession planning as key areas of focus. Notably, mastering generative AI has risen from the eighth to the fifth priority this year.

When asked about challenges in using generative AI, surveyed companies cited primary concerns including cybersecurity risks, copyright and legal issues, lack of expertise and knowledge for implementation.

An additional HKIHRM survey titled "Quick Poll on AI Training" highlighted employers' views on AI training. Conducted from 12 March to 3 April 2025, among 111 companies, the key findings are as follows:

- Approximately 65% of companies have implemented some AI learning programmes, primarily motivated by efficiency gains (61%) and cost savings (41%).
- The most commonly used AI tools include content generation (45%) and chatbots/virtual assistants (37%).



- Key challenges in integrating AI into learning strategies include lack of technical expertise (52%) and data privacy concerns (44%).
- About two-thirds of companies already using AI expect to increase their applications of AI in employees' learning initiatives by 2025, including 49% anticipating moderate expansion and 15% expecting significant growth.

Dr. Tsang concluded, “Despite facing economic uncertainties, companies continue to prioritise employee training and development. The importance of AI training is increasingly recognised, with businesses and organisations looking to enhance employee skills, efficiency, and adaptability. AI training is not only a tool for improving operational efficiency but also a cornerstone for future organisational development. We must recognise how AI technology will influence our work patterns and employee capabilities.”

- END-

Please click [here](#) for the photos of the media briefing.

2024

Summary of Findings 重點概要



COMPANIES' INVESTMENT IN EMPLOYEE TRAINING AND DEVELOPMENT

企業在僱員培訓及發展的資源投放

% of companies with training budget
提供培訓預算的企業比率



74%

Average Actual Spending on training & development
budget as a % of total annual base salary
培訓實際開支佔員工全年整體基本薪酬的百分比

3.1%

Average number of annual training hours
per employee was
僱員全年人均培訓時數為

18.1
Hours
小時

© 2025 HKIHRM. All rights reserved. Proprietary and Confidential. Distribution is strictly prohibited

2024

Summary of Findings 重點概要



QUICK POLL ON AI TRAINING 人工智能培訓快速調查

~65%

of companies indicated that they had AI-based learning initiatives
的企業已推行部分AI學習項目

TOP 5 AI TECHNOLOGIES USED IN LEARNING INITIATIVES

首5位學習領域中最常運用的人工智能技術

Content Creation Tools
內容創建工具

45%

Chatbots/ Virtual Assistants
聊天機器人/虛擬助手

37%

Speech-to-text transcription
語音轉文字轉錄

27%

Learning analytics dashboards
學習分析儀表板

25%

Adaptive learning systems
自適應學習系統

22%



© 2025 HKIHRM. All rights reserved. Proprietary and Confidential. Distribution is strictly prohibited

Summary of Findings 重點概要

MAJOR TRAINING AREAS FOR EMPLOYEES AT DIFFERENT STAFF LEVELS 不同職級僱員的主要培訓範疇

Management Grade 管理層

- 1 Change Management
變革管理
- 2 People Management – Coaching /
Mentoring & Managing Performance
人才管理 - 培訓/指導及績效管理
- 3 Business Innovation
商業創新
- 4 Strategic Thinking
策略思考
- 5 AI - Artificial Intelligence
Technology
人工智能

Non-Management Grade 非管理層

- 1 Working with Others –
Communication / Interpersonal skills
與他人合作 – 溝通/人際交往能力
- 2 Personal Effectiveness –
Presentation 個人效能 – 演講
AI Technology 人工智能科技
- 3 Customer Service
顧客服務
- 4 Managing Task - Problem Solving
任務管理 - 問題解決
- 5 Working with Others –
Building Effective Teams
與他人合作 - 建立高效團隊

© 2025 HKIHRM. All rights reserved. Proprietary and Confidential. Distribution is strictly prohibited

Summary of Findings 重點概要

2025 LEARNING & DEVELOPMENT PRIORITIES

2025年培訓及發展重點

59%

of companies stated that their 2025 training & development budget
would be kept at the 2024 level
的企業表示2025年的培訓和發展預算將保持在2024年的水平

Leadership Development
領導力培訓

57%

Identifying & addressing skill gaps
識別及解決技能差距

42%

Succession planning
繼任規劃

35%

Personalising learning programmes
to individual needs
個人化學習計劃以滿足個別需求

26%

Mastering generative AI for learning
掌握在培訓中應用AI

23%



© 2025 HKIHRM. All rights reserved. Proprietary and Confidential. Distribution is strictly prohibited



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

Media Enquiry

Corporate Communications & Projects Department

Ms Hannah Lo (852) 2837 3827 | Ms Ella Lee (852) 2837 3822

Email: pr@hkihrm.org

About Hong Kong Institute of Human Resource Management

As the most representative HR professional body in Hong Kong, the Hong Kong Institute of Human Resource Management (HKIHRM) has a membership close to 5,000, of which around 500 are corporate members. Founded in 1977, the HKIHRM aims at enhancing HR professional standards, and increasing the HR profession's influence. Serving HR practitioners, corporations and SMEs, the Institute organises a wide range of professional programmes, including annual conference, seminars, awards programme, and multi-level training. It also provides various membership services, surveys, and an online journal. The HKIHRM is a member of the Asia Pacific Federation of Human Resource Management.

<http://www.hkihrm.org>