

主旨: Give Views

Name:
Jerrell bravo

Comments:

As an expatriate hire originally when i came to hong kong 3 years ago, I understand the need for companies to hire external talent from overseas, as this is a common problem globally. Having spent 10 years in the recruitment industry for specialised talent (technology, IT, and Engineering fields), I know there tends to be a lack of skillset diversity in any country with what could be considered a small population. As undergraduates and secondary students will always tend to lean towards courses of study that are dominant in the environments at that age. fast forward to 10 years later, and you have a workforce that is heavily weighted in one or two sectors (see hospitality, finance) and scarce in other disciplines, which prevents innovative firms, and society as a whole from diversifying and thriving due to lack of talent.

I have recently started a firm, Bravo Sourcing Associates, specifically targeted at helping these innovative firms in the ICT, Engineering, and technology fields learn how to attract and retain the talent they need from overseas, more developed talent markets, while grooming and developing home-grown talent from other industries through retraining.

There is little support for these firms here in hong kong, as without people, their products do not come to market. they are perhaps more reliant than any other industry on manpower, yet the recruitment market is so young in terms of its development in asia as a whole, that I am told over and over again my company is the first to sit with them and help them learn how to recruit talent effectively and independently so they can expand local operations.

This is the type of initiative hong kong needs now, and for at least the next 10 years; combining the talent that is here in hong kong, with the experience that is undervalued/underused in de-industrialising markets such as europe among others.

We would be happy to consult the government on how to attract talent from the STEM disciplines to come to hong kong and share their expertise with current and future generations, but having recruited these people for the last 10 years, i would say it needs to start with visibility; Most people know hong kong for finance, a booming property market, and import route to the mainland...not much else. I hope we can make it known to the other industries that Hong Kong has the facilities, infrastructure and governance to be a thriving hub for innovative tech and engineering firms as well.