

Press Release

For Immediate Release

Hong Kong Computer Society Announces IT Industry Salary Trend Survey Results
ICT Professionals in Over 80% Companies Receive Pay Rise with Most Increases at 4-6%
HKCS Organizes IT Career Expo and Launches ICT Talent Cultivation Videos

September 11, 2012 Hong Kong – Hong Kong Computer Society (HKCS) announced the latest Information and Communication Technology (ICT) Industry Salary Trend Survey results. According to the findings, IT professionals in over 80% of the companies received salary increases ranging from 1% to over 10% this year. Of the increases, 77% of them fall within the range of 4% to 6%, which is slightly higher than the inflation rate in Hong Kong. Nearly half of the respondents hired ICT fresh graduates this year, with 90% of them offering starting salaries of more than HKD10,000 to over HKD16,000, while the starting salaries range from HKD10,000 to HKD14,000 in most companies. The pay rise overall is 4-6% higher than that of last year, pointing to excellent ICT career prospects.

To promote public understanding of IT and to attract young talents to join the industry, HKCS announced Hong Kong's first IT Career Expo. The event will be held on 4/F, HKPC Building, Tat Chee Avenue, Kowloon Tong on September 22nd (Saturday). HKCS also officially launched today the "ICT Talent Cultivation Program - ICT-as-a-Career Toolkit and Career Talks" Project, including a series of micro-films on the theme of "IT for Future Creation" to introduce the ICT career. The videos are available on HKCS website (<http://www.hkcs.org.hk/ict-toolkit/>) and YouTube (search by "IT 創未來") for viewing for IT educators, students, parents and general public. HKCS will also arrange a series of career talks to promote the ICT career among secondary and tertiary students.

Mr. Stephen Lau, JP, President of HKCS, said: "Based on the statistic of Hong Kong SAR Government announced in August, the underlying inflation rate in July was 4.2%. For the first seven months as a whole, the Composite Consumer Price Index rose 4.3% over last year. The 4 to 6% salary growth, which is slightly higher than the inflation rate, for ICT professional is quite satisfactory."

To be continued...

HKCS Announces IT Industry Salary Trend Survey Results (Page 2)

Mr. Lau said: “HKCS has always been committed to nurturing young talents and promoting ICT career prospects among the community. Starting from last year, HKCS has been conducting the annual IT industry salary trend survey with the support from large-scale Hong Kong corporations and IT companies. This year, a total of 58 companies returned the questionnaires. Of the respondents, 33 companies employ more than 400 staff while 25 companies have over 100 ICT professionals. I believed the survey results are representative of the sector.”

IT Industry Salary Average Growth Rate	Number of Company	Total Percentages (Round up to 2 digits)
Less than 1%	0	0%
1%-3%	2	4.17%
4%-6%	37	77.08%
7%-9%	5	10.42%
10% or above	3	10.42%
No answer	1	2.08%

Among the 58 surveyed companies, 46.55% of them hired fresh IT graduates this year. Over 90% of hiring companies offered over HK\$10,000 as the starting salary, while 11% of them offered over HK\$16,000 to attract new talents. The most common salary range for fresh graduates is HK\$10,001 to HK\$14,000, offered by around 70% of companies.

Average Salary for IT Fresh Graduates	Number of Company	Total Percentages
HK\$8,000-HK\$ 10,000	2	7.41%
HK\$10,001-HK\$ 12,000	9	33.33%
HK\$ 12,001-HK\$14,000	10	37.04%
HK\$14,001-HK\$16,000	2	7.41%
HK\$16,001 or over	3	11.11%
No answer	1	3.70%

The survey also shows that the starting salary for fresh IT graduates has increased from the previous year. The increase is over 4% for the majority of the companies.

To be continued...

HKCS Announces IT Industry Salary Trend Survey Results (Page 3)

IT Fresh Graduates Salary Growth Rate	Number of Company	Total Percentages
Less than 1%	0	0%
1%-3%	2	13.33%
4%-6%	11	73.34%
7%-9%	0	0%
10% or above	2	13.33%

Mr. Lau noted, “According to the results, IT fresh graduates and other IT professionals both receive salary increases, which points to a promising trend in the human resources market in Hong Kong. Nearly half of respondents hired ICT fresh graduates this year. With the uncertain prospects of the global economy, the demand for ICT talents remains strong and companies are willing to allocate more resources to ICT, which suggests further room for development for the ICT industry.”

Mr. Lau continued, “ICT plays a key role in all industries, as it is an integral part of all aspects of the contemporary society. There is unlimited potential to the ICT industry. I encourage more young people to study ICT related programs and gear up for their future careers in ICT.”

To cultivate young talent, HKCS announced a series of promotional campaigns. In addition to the annual IT industry salary trend survey, there are two other highlighted events including the IT Career Expo and the “ICT Talent Cultivation Program - ICT-as-a-Career Toolkit and Career Talks” Project.

Mr. Michael Leung, Vice President (Talent Cultivation) of HKCS said, “The IT Career Expo, which is Hong Kong’s first Career Expo in IT, will be held on September 22nd (Saturday) and open to the public for free. The Expo revolves around three major elements: employment, entrepreneurship and education. Through exhibition, seminars and face-to-face sharing with the Chief Information Officers, the expo provides one-stop ICT career information to people who are at different stages of their careers and have varying aspirations for the future professional development.”

To be continued...

HKCS Announces IT Industry Salary Trend Survey Results (Page 4)

Mr. Leung noted that the IT Career Expo will include:

- Over 30 international and local corporations and IT companies will join the Expo and provide more than 300 jobs. Exhibitors include Adobe (Hong Kong), CCB (Asia), Cisco, CITIC Telecom, EMC, HSBC, Cyberport, Disneyland, Huawei, Microsoft, Oracle, Ricoh (HK), HKJC, Wharf T&T and other multinational corporations.
- Over 10 career seminars include Talking to CIO, Entrepreneurial Talk, and Successful Story Sharing with renowned IT Professionals. There will be also industry analysis presented by human resources experts.
- Tertiary institutions such as The University of Hong Kong, The Hong Kong University of Science and Technology, The Hong Kong Polytechnic University, City University of Hong Kong, IVE etc. will provide information about course selection in tertiary institutes and continuous education for working professionals.

Another highlight for HKCS is the “ICT Talent Cultivation Program - ICT-as-a-Career Toolkit and Career Talks” Project. The Project includes a series of micro-films based on the theme of “IT for Future Creation”, and a series of career talks for secondary and tertiary students that set out to introduce them to ICT career prospects.

Mr. Gordon Lo, Director of Talent Cultivation (Career Development) of HKCS said: “I am delighted that the video ‘IT is your Ideal Career’ was successfully completed after a year of rigorous production. The video features 11 episode at 10 minutes each. It was written and performed by Mr. Lam Chiu Wing (林超榮), in which celebrities share their experience with using IT in their lives, and successful IT professionals share their insights on the creation of future with IT”

Mr. Lo added, “Upon completion of the video, HKCS has been collaborating with local secondary and tertiary institutions to arrange a series of career talks for students. Featuring successful IT professionals, the talks aim to promote further understanding of IT and its importance among young people, and to encourage them to join the industry. So far, three seminars have been held for secondary students, and three to four university talks are scheduled for the coming days. Over 10 secondary schools have confirmed their participation in the seminars. We expect more local schools to participate.”

To be continued...

HKCS Announces IT Industry Salary Trend Survey Results (Page 5)

Mr. Lau concluded, “HKCS will continue to promote ICT talent for the benefit of the society and all industries. Over the years, HKCS has received wonderful support from the ICT industry and different sectors in running various ICT talent development programs. HKCS hopes that we could work together in launching more talent development programs in our industry. Meanwhile, HKCS will continue to formulate effective marketing strategies, to attract and groom the new generation of IT talents for the progress of the sector and of the society.”

About Hong Kong Computer Society

The Hong Kong Computer Society (HKCS) is a non-profit professional organisation established in 1970, which strives to improve and develop Hong Kong's Information Technology (IT) industry. Being the most well-established and the largest professional association in Hong Kong, HKCS is dedicated to promote the highest professional standards for the industry. HKCS members are from a broad spectrum of Hong Kong's IT industry, from corporate users to individual talents, all working together for the benefit of the industry.

#

Appendix: Hong Kong Computer Society IT Employment Survey Result

Issued by: Hong Kong Computer Society
For Media Enquiry: Please contact Davis Man of Man Communications Limited
at 852-2862 0042 (office) or 9408 4928 (Mobile).

Appendix: Hong Kong Computer Society IT Employment Survey Result

A). Total number of surveys received: **58**

B) Questions and Results

Question 1: How many employees in your company? (58 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
0-50	16	27.59%
51-100	1	1.72%
101-200	4	6.90%
201-300	2	3.45%
301-400	2	3.45%
401 or above	33	56.90%

Question 2: How many ICT (Information and Communication Technology) or IM (Information Management) related employees in your company? (58 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
0-20	15	25.86%
21-40	8	13.79%
41-60	5	8.62%
61-80	0	0.00%
81-100	5	8.62%
101 or above	25	43.10%

Question 3: Did your company employ any ICT or IM related fresh graduates this year? (58 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
Yes (answer Question 4)	27	46.55%
No (answer Question 8)	31	53.45%

Question 4: How many ICT or IM related fresh graduates did your company employ this year? (27 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
1-3	13	48.15%
4-6	4	14.81%
7-9	2	7.41%
10 or above	7	25.93%
No answer	1	3.70%

Question 5: What is the average starting salary of ICT or IM related fresh graduate in your company this year? (27 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
HK\$8,000-HK\$10,000	2	7.41%
HK\$10,001-HK\$12,000	9	33.33%
HK\$12,001-HK\$14,000	10	37.04%
HK\$14001-HK\$16,000	2	7.41%
HK\$16,001 or above	3	11.11%
No answer	1	3.70%

Question 6: Is the starting salary higher than last year? (27 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
Yes (answer Question7)	15	55.56 %
No (answer Question 8)	1	3.70%
No answer	11	40.74%

Question 7: What is the percentage increase? (15 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Less than 1%	0	0%
1%-3%	2	13.33%
4%-6%	11	73.34%
7%-9%	0	0%
10% or above	2	13.33%

Question 8: Did the employees in the ICT related departments overall enjoy a pay rise this year? (58 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Yes (answer Question 9)	48	82.76%
No	10	17.24%

Question 9: What is the overall average percentage of increased rate? (48 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Less than 1%	0	0%
1%-3%	2	4.17%
4%-6%	37	77.08%
7%-9%	5	10.42%
10% or above	3	6.25%
No answer	1	2.08%

Question 10: Does your company offer internship positions for university students from time to time? (58 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Yes	37	63.79%
No	21	36.21%