

Construction Industry Council
5th Progress Report of
Committee on Manpower Training and Development

Purpose

This paper sets out the main points discussed at the 5th Meeting of the Committee on Manpower Training and Development held on 17 June 2008. The record of attendance is given at Annex A.

Progress on Matters Arising from 4th Meeting on 25 April 2008

2. Members noted the following –
 - (a) a brief report on how to meet the foreseeable industry needs by CICTA full-time courses was tabled. It was suggested that CICTA should flexibly re-deploy resources to provide or increase the training courses to meet the demand of the industry; and
 - (b) the arrangement to form a multi-agency working group to study the mandatory registration of supervisors would be made in the coming September.

Issues Discussed

3. Members discussed the following items –

Report by MTRC on the estimated labour resources requirements entailed by coming railway projects

[Ir Joseph Choi of Mass Transit Railway Corporation Limited (MTRC) was invited to join the meeting.]

4. Ir Choi gave a presentation on the MTRC's upcoming railway

projects, which covered the scope, timings and major features of the new projects. He also briefed Members on labour, professional and technical manpower requirement.

5. The construction of the first railway project (West Island Line) would commence in the 1st quarter of 2009 whilst that of the last railway project (Shatin to Central Line - North South Link) would last till the year 2020. The railway projects would produce an extra 53.1 km of railway at an estimate of HK\$97.2 billion. Based on the present project programmes, the labour demand would peak in the year 2013 and about 19,100 construction workers, including steel fixers, concretors, carpenters, plant operators and other skilled labour (BS/E&M/Civil) and general labour, would be required.

6. The Committee noted that by comparing the peak requirement for labour with the figures on registered construction workers from the Construction Workers Registration Authority (CWRA) as at February 2008, significant shortage of labour was identified in some of the civil trades like shot-firers, tunnel workers, plant & equipment operators and TBM workers. As for the E&M works of the new railway projects, the figures from CWRA indicated that the peak requirement for E&M workers could be largely met.

7. Regarding the forecast of professional/technical resources required, the Committee required MTRC to work out a breakdown of the type and number of supervisors/technicians needed, so that CICTA could plan its training efforts to meet the demand. CICTA was asked to work closely with MTRC to devise appropriate training strategies to meet the manpower demand.

[The Committee thanked Ir Joseph Choi for his presentation.]

2nd Summary Report of Steering Group on Manpower Survey and Presentation on Technical Proposal for Manpower Research for the Construction Industry of Hong Kong

8. The Committee noted that the Steering Group (SG) had accepted the technical assessment report and the recommendations made by the

Technical Assessment Panel by circulation. The Project Team from CityU was invited to conduct a presentation on the Technical Proposal for the Manpower Research for the Construction Industry of Hong Kong.

[Professor C.M. Tam, Dr. Tong and Mr. Wang of CityU Professional Services Ltd. and Mr. Sam Cheng of CICTA were invited to join the meeting.]

9. The team presented the Technical Proposal to the Committee, covering the approach & methodology, basic time scale and data/assistance to be required from CIC. The proposed manpower demand and supply models were discussed in detail. It was suggested that the research was the first of its kind in Hong Kong and the development of a reusable forecasting model would be of significant use in manpower planning for the industry. However, the Committee noted that the research would be complex and might be subjected to certain objective constraints. All related bodies and government bureaux/departments were requested to provide information and assistance as appropriate in facilitating the research.

[The Committee thanked the Project Team from CityU for the presentation.]

10. After deliberation, the Committee generally accepted the proposed research approach and methodology, and endorsed the proposal to appoint CityU to conduct the research at the tender sum of HK\$1.5 million. A CICTA working group would work closely with the Project Team and prepare regular reports to the SG to ensure proper delivery of the project objectives.

Progress Report of the Study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector

11. The Committee noted that the consultant had submitted a draft Interim Report in March 2008 and the Advisory Group held its second meeting to further deliberate on the study findings in late April 2008. It was also noted that the consultant had written up its responses towards

the views and comments sought from the industry stakeholders on the proposed strategies and implementation plans. The final report would be available in due course.

Further actions

12. The following further actions were agreed –
- (a) CICTA would work closely with MTRC to devise training strategies to resolve the manpower problem regarding workers and supervisors;
 - (b) the CityU would be appointed to conduct the manpower research at the tender sum of HK\$1.5 million and a CICTA working group would work closely with the Project Team and prepare regular reports to the SG to ensure proper delivery of the project objectives; and
 - (c) DEVB would update the Committee of the progress of the consultancy study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector and the final report would be available in due course.

CMTD Secretariat
July 2008

Committee on Manpower Training and Development
5th Meeting held on 17 June 2008 at 9:30 a.m.
in Room 1124, Murray Building

Record of attendance

Present

Ir Billy W.H. Wong	Chairman
Mr. CHOI Chun-wa	
Mr. TSE Chun-yuen	
Mr. WAN Koon-sun	
Ir C.K. Mak	Permanent Secretary for Development (Works)
Mr. Donald W.H. Choi	The Hong Kong Institute of Architects
Ir Paul K.L. Chong	The Hong Kong Federation of Electrical and Mechanical Contractors
Mr. CHOW Luen-kiu	Hong Kong Construction Industry Employees' General Union
Ir Jimmy P.M. Chan	Representing Mr. David Tong of Development Bureau
Ir Jimmy L.L. Tse	Hong Kong Construction Association
Mr. Joseph C.K. Tsieh	Hong Kong Marble & Granite Merchants Association

Absent with apologies

Ir Francis S.Y. Bong	
Ir Peter K.K. Lee	
Mr. NG Koon-kwan	
Mr. FAN Yiu-cheung	Union of Hong Kong Electrical Engineering Assistants

Ir Stephen W.K. Lee

Hong Kong Construction Association

In Attendance

For agenda item 2

Ir Joseph K.H. Choi

MTR Corporation Limited

For agenda item 3

Professor C.M. Tam

City University of Hong Kong

Dr. Thomas K.L. Tong

City University of Hong Kong

Mr. Wang Kang

City University of Hong Kong

Mr. Sam S.H. Cheng

Construction Industry Council Training Academy

Secretariat

Mr. Charles D.Y. Wong

Executive Director (Acting)
Construction Industry Council

Mrs. Sophie S.Y. Leung

Secretary
Committee on Manpower Training and
Development

Ms. Phoebe K.Y. Leung

Manager (Council Services)
Construction Industry Council

Mrs. Shirley Y.Y. Lam

Assistant Secretary
Committee on Manpower Training and
Development