

Construction Industry Council
3rd Progress Report of
Committee on Manpower Training and Development

Purpose

This paper sets out the main points discussed at the 3rd Meeting of the Committee on Manpower Training and Development held on 12 December 2007. The record of attendance is at Annex.

Issues Discussed

2. Members discussed the following items –
- Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector; and
 - Manpower Survey for Construction Industry of Hong Kong.

Progress on Matters Arising from the 2nd Meeting on 2 October 2007

3. Members noted the following –

Paragraph 16(i)

The proposed subcommittee structure for CITB was endorsed at the meeting of CIC on 15 November 2007.

Paragraph 16(ii)

The proposed publicity arrangements for the amalgamation were endorsed at the meeting of CIC on 15 November 2007.

Paragraph 16(iii)

CITA's methodology for conducting the review of the manpower situation for workers, site supervisors and technicians would be discussed in subsequent agenda items.

Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector

4. DEVB commissioned in August 2007 a consultancy study to formulate a strategy for developing local professional resources. The study team briefed Members on the scope, programme and deliverables of the study which would cover 10 professional disciplines including five engineering disciplines (civil, structural, geotechnical, environmental and building services), two architectural disciplines (architects and landscape architects) and two surveying disciplines (building surveyors and quantity surveyors) and town planners.

5. The study would assess the human resources in these disciplines, formulate strategies to attract, maintain and nurture professionals, and strengthen Hong Kong construction services in Macau, Mainland and overseas markets. To this end, the consultant would identify and assess job opportunities for local building professionals in eight cities in the Mainland, Bangkok, Mumbai and Abu Dhabi and Dubai. An interim report on projection of manpower supply and demand would be submitted in January 2008 while the final report would follow in May 2008.

6. On the methodology for the study, Members proposed that the study should estimate the local demand and demands in the target cities in the next five to 10 years and estimate the supply over a similar timeframe so as to predict major unbalances in supply and demand (including surplus, deficiencies and mis-matches) and recommend strategy for tackling these problems through appropriate training provisions.

7. On prediction of local supply and demand situation, the demand would be influenced strongly by the land policy of the Government. Furthermore, while the total demand could be forecast, the engagement of foreign professionals to undertake local projects and the outsourcing of jobs to professionals in other cities would have major impact on the supply side of the equation.

8. On job opportunities in the target cities, Members suggested that the study should identify the skills demanded in these markets, the competitors that local professionals had to face, their strengths and weakness vis-à-vis these competitors. These findings would help in determining how the training programme could be adjusted to equip local professionals with the skill sets in demand, enhance their strengths and remedy their weaknesses. Apart from skill sets, most local professionals working in other cities were engaged by Hong Kong-based companies.

As such, the desire of local firms for investing outside Hong Kong could have substantial impact on export potentials. Members suggested including the North East provinces of the Mainland in the geographical coverage of the study because of the huge potential arising from the plan of the Central People's Government to revitalize the region.

9. The study team agreed to take into account Members' comments in conducting the study including collecting information on land policy from relevant Government bureaux and departments, assessing the skill requirements in the target cities, gathering information on the future job opportunities in the North East provinces of the Mainland. DEVB would arrange further briefings on the findings of the study in due course.

Manpower Survey for Construction Industry of Hong Kong

10. CITA briefed Members on the background, objectives and general outline approach of the manpower survey for construction workers and technicians aiming to review the existing manpower forecasting methods adopted by Government and VTC and HKCA, identify requirements of the industry for manpower forecasting, and develop a model to forecast manpower supply and demand for capital and maintenance works with breakdown by trades (for workers) and disciplines (for technicians).

11. Members endorsed the scope and general approach for the study and supported the development of a forecasting model that could be used on an on-going basis. The forecast should aim to help in predicting major trends so that timely actions could be taken to address potential issues on supply and demand.

12. On organizational structure, the future Construction Industry Council Training Academy (CICTA) would commission the study and provide working level support including day-to-day liaison with the consultants. The Committee would advise on strategic issues and serve as the forum for collecting comments and feedback from industry stakeholders on the findings and recommendations of the study. A Steering Group would also be formed under the Committee to provide steer to CICTA on working level issues.

13. The future CICTA would advise the Committee of the required deliverables, programme and cost estimates of the study at the next meeting.

Any Other Business

14. In response to an invitation from DEVB, the Committee nominated Mr Francis Bong to represent CIC in the Advisory Group for the Consultancy Study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector.

Further Actions

15. The following further actions were agreed –

- (a) DEVB would arrange to brief the Committee on findings of the study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector in due course;
- (b) The future CICTA would advise the Committee of the required deliverables, programme and cost estimates of the proposed Manpower Survey for Construction Industry of Hong Kong at the next meeting of the Committee; and
- (c) A Steering Group would be formed under the Committee to provide steering to CICTA on working level issue of this study.

**CIC Secretariat
December 2007**

Committee on Manpower Training and Development
3rd Meeting held on 12 December 2007 at 2:30 p.m.
in Conference Room 1201, Murray Building

Present

Mr Billy Wong	Chairman
Mr Francis Bong	
Mr Peter Lee	
Mr WAN Koon-sun	
Mr C K Mak	Permanent Secretary for Development (Works)
Mr Paul Chong	The Hong Kong Federation of Electrical and Mechanical Contractors
Mr CHOW Luen-kiu	Hong Kong Construction Industry Employees' General Union
Mr Joseph Tsieh	Hong Kong Marble & Granite Merchants Association
Mr Jimmy Tse	Hong Kong Construction Association
Mr Stephen Lee	Hong Kong Construction Association
Mr Donald Choi	The Hong Kong Institute of Architects
Mr FAN Yiu-cheung	Union of Hong Kong Electrical Engineering Assistants
Mr David Tong	Development Bureau

Absent with Apology

Mr CHOI Chun-wa	
Mr TSE Chun-yuen	
Mr Ng Koon-kwan	Hong Kong Construction Site Workers General Union

In Attendance

For agenda items 2

Mr Jimmy Chan	Development Bureau
Dr Thomas Ng	The University of Hong Kong
Prof Albert Chan	The Hong Kong Polytechnic University
Prof Eddie Hui	The Hong Kong Polytechnic University
Dr Y H Chiang	The Hong Kong Polytechnic University
Dr James Wong	The University of Hong Kong
Mr Glen Plumbridge	Ove Arup & Partners Hong Kong Ltd
Ms Ada Man	The University of Hong Kong
Mr Kelwin Wong	The University of Hong Kong

For agenda item 3

Mr Charles Wong	Construction Industry Training Authority
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CIC Secretariat

Mr K H Tao	Chief Assistant Secretary for Development (Works)1
Mr Solomon Wong	Assistance Secretary for Development (Public Works Systems Administration) 1