

Construction Industry Council

Committee on Manpower Training and Development

The 1st Meeting of the Committee on Manpower Training and Development was held on Tuesday, 31 March 2009 at 2:30 pm at Conference Room, CICTA Management Training and Trade Testing Centre, Level 7, No. 95 Yue Kwong Road, Aberdeen, Hong Kong.

Present: Ir Billy WONG Chairman
Ir Francis BONG
Mr. CHOI Chun-wa
Ir Peter K K LEE
Mr. TSE Chun-yuen
Mr. WAN Koon-sun

In Attendance: Miss Janet WONG DS(Works)1, Development Bureau
Ir K C LAM CAS(Works)2, Development Bureau
Ir Jimmy CHAN CAS(Works)6, Development Bureau
Mr. TAO Kei-hung CAS(Works)1, Development Bureau
Mr. Chris NG AS (Policy and Development),
Development Bureau
Ir James CHAN Assistant Director (Tech),
Highways Department

Ir Christopher TO Executive Director, CIC
Mr. Charles WONG Director (Training), CIC
Mrs. Sophie LEUNG Secretary, CICTA, CIC

Attend part of the meeting :

Prof. C M TAM CityU Professional Services (CPS)
Dr. Thomas TONG CityU Professional Services (CPS)
Mr. C P SING CityU Professional Services (CPS)
Mr. K WANG CityU Professional Services (CPS)

PROGRESS REPORT

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1.1 Confirmation of the Progress Report of the 8th Meeting held in 2007 – 2008

Members took note of the Paper CIC/MTD/R/005/08 and confirmed the progress report of the 8th meeting held on 23 December 2008 at the CICTA Management Training and Trade Testing Centre in Aberdeen.

1.2 Matters Arising from the 8th meeting of 2007 – 2008.

1.2.1 Manpower Research of the construction industry of Hong Kong

The consultant appointed to conduct the research was invited to present the manpower forecast demand and supply models later on at the meeting.

1.2.2 Variation Tasks relevant to the manpower research

The proposed budget for the Variation No. 1 and 2 would be submitted to Committee on Administration and Finance and CIC for approval.

1.2.3 Codes of Conduct for Construction Personnel

To be discussed under agenda item No. 2 of this meeting.

1.2.4 Review of the need for mandatory registration of site supervisors

To be discussed under Agenda item No. 3 of this meeting.

[Prof. C.M. Tam and his team were invited to join the meeting at this juncture.]

1.3 Presentation by CityU Professional Services Ltd. (CPS) on the

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“Demand and Supply Models for Construction Manpower Forecast”

1.3.1 Members took note of the mathematical models developed by CPS to forecast the demand and supply of construction workers and supervisors by making use of the software MATLAB®. As for the demand model, past statistics like construction output and economic trend were mapped to find out the correlations. GDP growth, market structure and gross value of construction works in the public sector, private sector, locations other than sites, and add-on module for MTR projects were applied to project future demand for labour. These figures could be adjusted and fed into the mathematical models to simulate demand situation for construction workers and supervisors under different scenarios.

1.3.2 As for the supply model, current profile of the workers and supervisors was drawn up by using data from Construction Workers Registration Authority (CWRA) and the Vocational Training Council (VTC) surveys, plus annual output of the training institutions and new entrants minus number of retired personnel. A brief report of the demand and supply forecast and issues that might require attention were also given.

1.3.3 Members advised CPS to refine the models according to advice given and to exchange research findings with DEVB as appropriate to complement each other’s efforts in the formulation of the labour multipliers for the forecast models. Draft final report would be ready in mid May.

CPS

[Prof. C.M. Tam and his team left at this juncture.]

1.4 Draft codes of conduct for personnel in the construction industry

Members took note of the Paper CIC/MTD/P/001/09 and accepted

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after discussion the revised draft codes of conduct for construction personnel. The 5-point codes would be enforced by means of self-regulation. The Secretariat was advised to formulate the communication plan after consulting the views of the trade unions and other industry stakeholders on the content and the timing of release.

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1.5 Outline brief of consultancy study of the definition and scope of duties of site supervisors

1.5.1 Members took note of the Paper CIC/MTD/P/002/09. It was recalled that at the last meeting at the last meeting agreed to appoint an outside consultant to study the definition and scope of duties of site supervisors to form the basis of the review for mandatory registration for site supervisors.

1.5.2 A draft brief for the consultancy study was considered and accepted at the meeting. Members also noted that the study would take about 4 months to complete. The Secretariat would take actions to call submission of tenders and to appoint the consultant, which should have experience in the areas of civil, building and RMAA works.

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1.6 Any Other Business

As regards the manpower Research of the construction industry, Ir P. Lee observed that there were many assumptions applied by CPS and asked if the Steering Group was aware of these and if there were plans on how to handle the future update of the models as developed by CPS. Miss Janet Wong also pointed out that the forecast models of the government were based on many assumptions and would be reviewed regularly. She suggested that Mr. KC Lam, who has been preparing estimates of manpower resources requirements of Government's capital works projects, should dovetail with the consultants to derive a consistent overall manpower projection. On this, she further suggested the consultants should separate meet with

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Mr. Lam to exchange on information and model methodologies of both sides. The Chairman confirmed that the Steering Group was fully aware of the assumptions which were discussed at length during its meetings. Furthermore, the Steering Group had instructed the secretariat to develop a maintenance structure and plan for the demand and supply models at its last meeting on 25 February 2009. The purpose of which is to continue to keep track of data/variables on a continuous basis for years to come. He welcomed the exchange as suggested by Miss Janet Wong.

1.7 Tentative Date of Next Meeting for 2009

The next meeting is scheduled for 26 May 2009 (Tuesday) at 2:30 pm at 95 Yue Kwong Road, Aberdeen, Hong Kong, subject to confirmation.

All to note

- 1.8 There being no further business, the meeting was adjourned at 4:20 pm.

CMTD Secretariat
April 2009