

Construction Industry Council

Committee on Manpower Training and Development

The 2nd Meeting of the Committee on Manpower Training and Development was held on Monday, 6 July 2009 at 2:30 pm at Conference Room, Level 7, CICTA Management Training and Trade Testing Centre, 95 Yue Kwong Road, Aberdeen, Hong Kong.

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

In Attendance: Ms Charmaine WONG PAS(Works)1, Development Bureau
Ir Jimmy CHAN CAS(Works)6, Development Bureau
Mr. S T LAM Deputy Director of Buildings,
Buildings Dept
Ir C K LAU Technical Secretary, Highways Dept
Ir Christopher TO Executive Director, CIC
Mr. Charles WONG Director (Training), CIC
Mrs. Sophie LEUNG Secretary, CICTA, CIC
Mrs. Shirley LAM Assistant Secretary, CICTA, CIC

Attend part of the meeting :
Prof. C M TAM CityU Professional Services (CPS) Ltd
Dr. Thomas TONG CityU Professional Services (CPS) Ltd
Mr. C P SING CityU Professional Services (CPS) Ltd
Mr. K WANG CityU Professional Services (CPS) Ltd

Apologies: Ir Francis BONG

PROGRESS REPORT

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1.1 Confirmation of the Progress Report of the 1st Meeting held in 2009

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Members took note of Paper CIC/MTD/R/001/09 and confirmed the progress report of the 1st meeting held on 31 March 2009 at the CICTA Management Training and Trade Testing Centre in Aberdeen.

1.2 Matters Arising from the 1st meeting of 2009

1.2.1 Agenda items 1.3.3 and 1.6 Demand and Supply Models for Construction Manpower Forecast

To be discussed under agenda item 1.3 of this meeting.

1.2.2 Agenda item 1.4 Consultation and Communication plan of the draft Code of Conduct for construction personnel

To be discussed under agenda item 1.5 of this meeting.

1.2.3 Agenda item 1.5.2 Call submissions of tenders for consultancy study of definition and scope of duties of site supervisors

To be discussed under agenda item 1.6 of this meeting.

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

1.3 Findings of the Demand and Supply Models of the Construction Industry Council Manpower Forecasting Model (CICMF)

1.3.1 Members noted the findings of the CICMF Demand Model and Supply Model as set out in paper CIC/MTD/P/003/09. Members also took note of the actions taken and revisions made by CityU Professional Services (CPS) Ltd in response to the comments made earlier on both the demand and supply models. Limitations and recommendations of the Models were also explained. According to the CICMF demand model, Director (Training) highlighted that the

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total demand for construction workers, site supervisors and technicians from 2009 to 2013 will increase from 94,573 to about 110,000 under scenario 2 of the four economic scenarios ranging from the best to the worst. As for the supply model, forecast of the corresponding categories of construction personnel for 10 years from 2009 to 2018 was made. As illustration, trades with aging problems and those trades facing mis-match of manpower supply and demand in 2009 and 2010 were identified. CPS would project the situation from 2010 to 2013 in the final report.

1.3.2 Members noted that the Final Report to be submitted by CPS would summarize the interim reports on Demand and Supply Models and projections; and provide more accurate supply forecast through conducting additional surveys of 3,000 registered general workers and 2,000 registered skilled workers. Recommendations on improving data collection and data quality, and how to address major survey findings like the aging problem and mis-match of manpower demand and supply would be made.

1.3.3 Members also noted the concerns expressed by the Steering Group at its last meeting over the difference between the figures drawn from the CWRA database about the number of registered site workers working on a typical day and the number of workers projected by CPS for 2009. The CWRA figure was 37,000 while the CPS projection was 67,000, showing a difference of some 30,000. The Steering Group had requested CPS to work with CWRA to try to explain the differences.

All related parties

1.3.4 At the request of DEVB, CPS would forward the draft Executive Summary of the Final Report for their reference after the conclusion of the additional surveys and other related data updating. Members also agreed that CICTA should thoroughly study the recommendations of the Final

CPS

D (T),

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Report and identify the way forward for the Committee's consideration before submitting the Report to CIC for approval.

Members

- 1.3.5 Members agreed to accept the Interim Report No.2 on the CICMF Demand Model and the Interim Report No.3 on the CICMF Supply Model given at the Annexes of the Paper.

1.4 Proposal for Variation No.3 on the Additional Study on Mobility of Construction Personnel across Building Works, Civil Works and Decoration/Renovation Works

1.4.1 Members took note of Paper CIC/MTD/P/004/09 and the aims of the additional study, i.e. to look into the mobility of construction personnel across the above three sectors, and to identify the barriers to the mobility across them. Members also noted the scope of the study, the qualitative approach to be adopted to collect data through telephone interviews and interviews with construction managers, the consultancy fee of \$150,000 and the study time of 3 months.

1.4.2 Members opined that phone interviews should be conducted tactfully to gain cooperation of respondents such that a large number of valid samples could be achieved. Furthermore, consideration should be given to providing attractive souvenir items to improve the quality and quantity of responses. Trade union representatives of the Committee offered to help in conducting the proposed interviews of workers if needed. CPS was also advised to note that workers engaged in minor household decoration/renovation works might not be registered and the study needed to cover them also. After discussion, Members agreed to forward the proposal for Variation No.3 on the additional study on mobility of construction

CPS

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personnel for the consideration and approval of the Committee on Administration and Finance of CIC. D(T)

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

1.5 Proposal on Consultation and Promotion Programme Plans for the ‘Code of Conduct for Personnel in the Construction Industry’

1.5.1 Members took note of Paper CIC/MTD/P/005/09 on the work plan for the implementation of the Code of Conduct for construction personnel. The work plan included a plan for industry consultation and another for promotional activities. For the consultation plan, letters had been sent out to collect views on the draft Code and seminars with key stakeholders to explain the content of the Code would follow. As for the promotional plan, the promotion period was tentatively scheduled for 3 years starting from 2010. Members also noted the various promotional activities proposed for different targets and the proposed appointment of a public relations agency to coordinate all activities on behalf of CIC as well as the estimated yearly expenses of about \$250,000.

1.5.2 Members agreed to the proposed direction of the work plan and a more detailed proposal on the promotional activities and the related expenses would be prepared in due course for Members’ consideration. D(T)

1.6 Tender Document and Fee Estimate for Consultancy Study of Definition and Scope of Duties of Site Supervisors for the Construction Industry

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- 1.6.1 Members noted Paper CIC/MTD/P/006/09 (Revised) which included the tender document of the proposed consultancy study, the proposed tenderers list and the consultancy fee estimate of \$600,000 plus 10% contingency. Members also noted the background leading to the commission of the proposed consultancy study, through which a clear definition of site supervisors and a common base could be established for research into the need and scope for mandatory registration.
- 1.6.2 In response to an opinion expressed on the relatively restricted scope of the consultancy study given the estimated consultancy fee, Members suggested to include an additional task to study what personnel other than site supervisors would be involved in supervisory work in between the layers of professionals and workers in the construction industry. Members agreed that the total number of site supervisors could be worked out once a clear definition was laid down by the consultant. As regards the proposed tenderer list, Members opined that experiences in management and construction would be the prerequisite conditions that the prospective tenderers had to meet.
- 1.6.3 Members also expressed that at present training courses provided by CICTA only focused on the training of general supervisors but not the training of specific trade supervisors. These general supervisors having received 1 or 2 years' training in CICTA did not have the required practical skill-set which could only be acquired through working on sites. Therefore, CICTA should review the current course syllabus to involve contractors such that sufficient on-the-job training could be provided. Furthermore, CICTA should examine the feasibility of providing training for specific trade supervisory staff. Views were also expressed on the need to enhance the

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competency of site supervisors through continuous training so as to facilitate their career advancement.

- 1.6.4 To conclude, Members agreed to the commission of the consultancy study with an expanded scope of service and make provision of about \$660,000 for conducting the said consultancy study. The project scope of the tender document would be rewritten based on comments from Members and circulated to Members for consideration to save time. The prerequisite of having experiences in the management and the construction fields had to be highlighted in the invitation to tender and a briefing for interested parties could be arranged. The Committee on Administration and Finance will review the matter and the Construction Industry Council will approve the matter prior to any tenders being issued.

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1.7 Any Other Business

As regards the proposal of giving support to students of the Christian Zheng Sheng College, Members opined that students' visit to CICTA's training centres and career talks could be arranged to encourage them to take up construction training. Other than courses in traditional trades, courses like AutoCAD may be considered for these students.

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1.8 Tentative Date of Next Meeting for 2009

Next meeting to be scheduled.

- 1.9 There being no further business, the meeting was adjourned at 4:15 pm.

CMTD Secretariat
July 2009