



CONSTRUCTION
INDUSTRY COUNCIL
建造業議會

Manpower Forecast for Hong Kong Construction Industry

February 2023



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1. Background

Background

Construction Industry Council (CIC) is established under the Construction Industry Council Ordinance (Cap. 587).

The main functions of CIC are to forge consensus on long-term strategic issues, convey the industry's needs and aspirations to Government, as well as provide a communication channel for Government to solicit advice on all construction-related matters.

CIC has been regularly updating the construction expenditure and manpower forecast. Having regard to the latest update of construction expenditure forecast released in May 2022, CIC updated its construction manpower forecast and publish them in this documentation in February 2023.



2. Objective

Objective

The objective of the Manpower Forecast is to provide forecast results including the following information :

(a) the trends of manpower demand and supply in the HK construction industry; and

(b) the gap between the demand and supply of the construction manpower

with a view to supporting policy makers to formulate short-term actions and long-term strategies for meeting the future construction manpower demand.



3. Forecast Methodology

Construction expenditure forecast (as published in May 2022 and recapped below)

CONSTRUCTION EXPENDITURE FORECAST FOR PUBLIC AND PRIVATE SECTORS*

(2021/22 TO 2030/31)

公營界別及私營界別
建造工程量預測*
(2021/22 至 2030/31)

Actual Expenditure & Mid-Term
實際工程量及中期預測

Public Sector
公營界別

Private Sector
私營界別



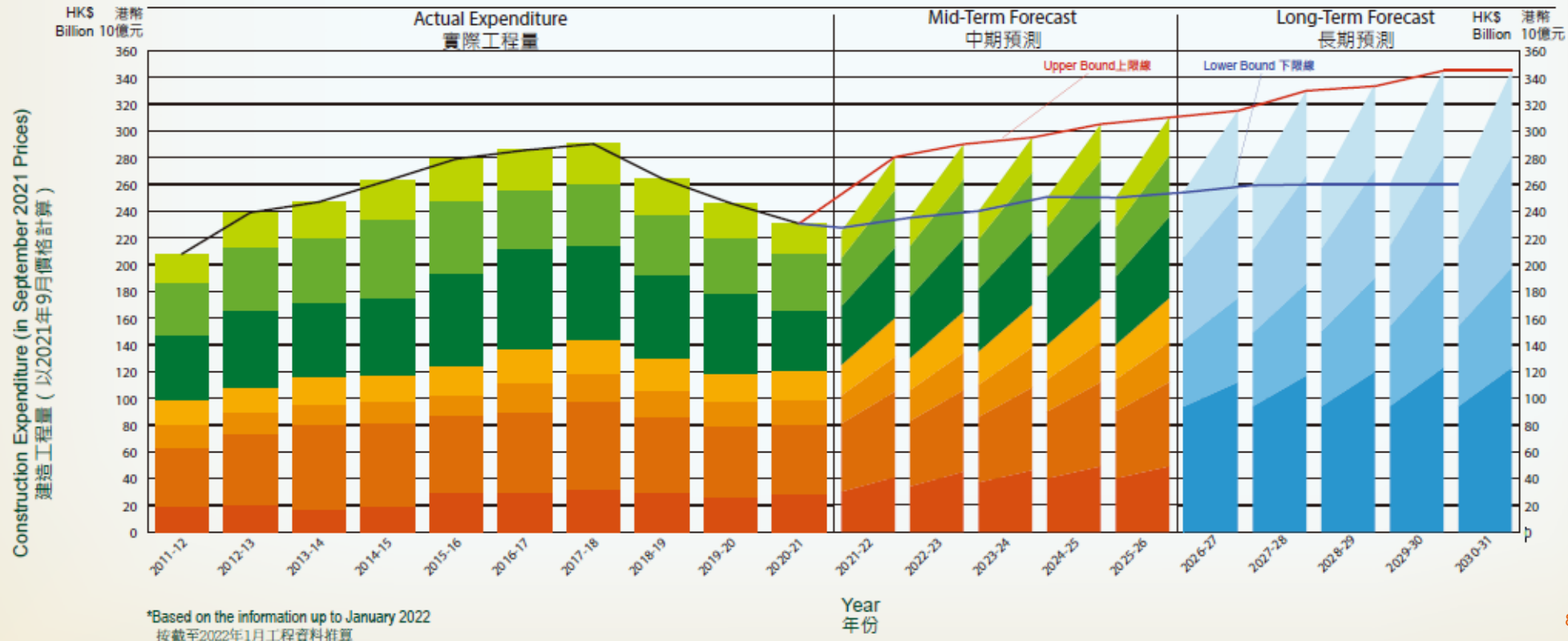
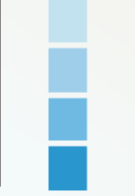
*E&M Works - Electrical and Mechanical Works
機電工程 - 電力與機械工程

*RMAA Works - Repair, Maintenance, Alteration and Additional Works
裝修及維修工程 - 維修·保養·改建及加建工程

Long-Term
長期預測

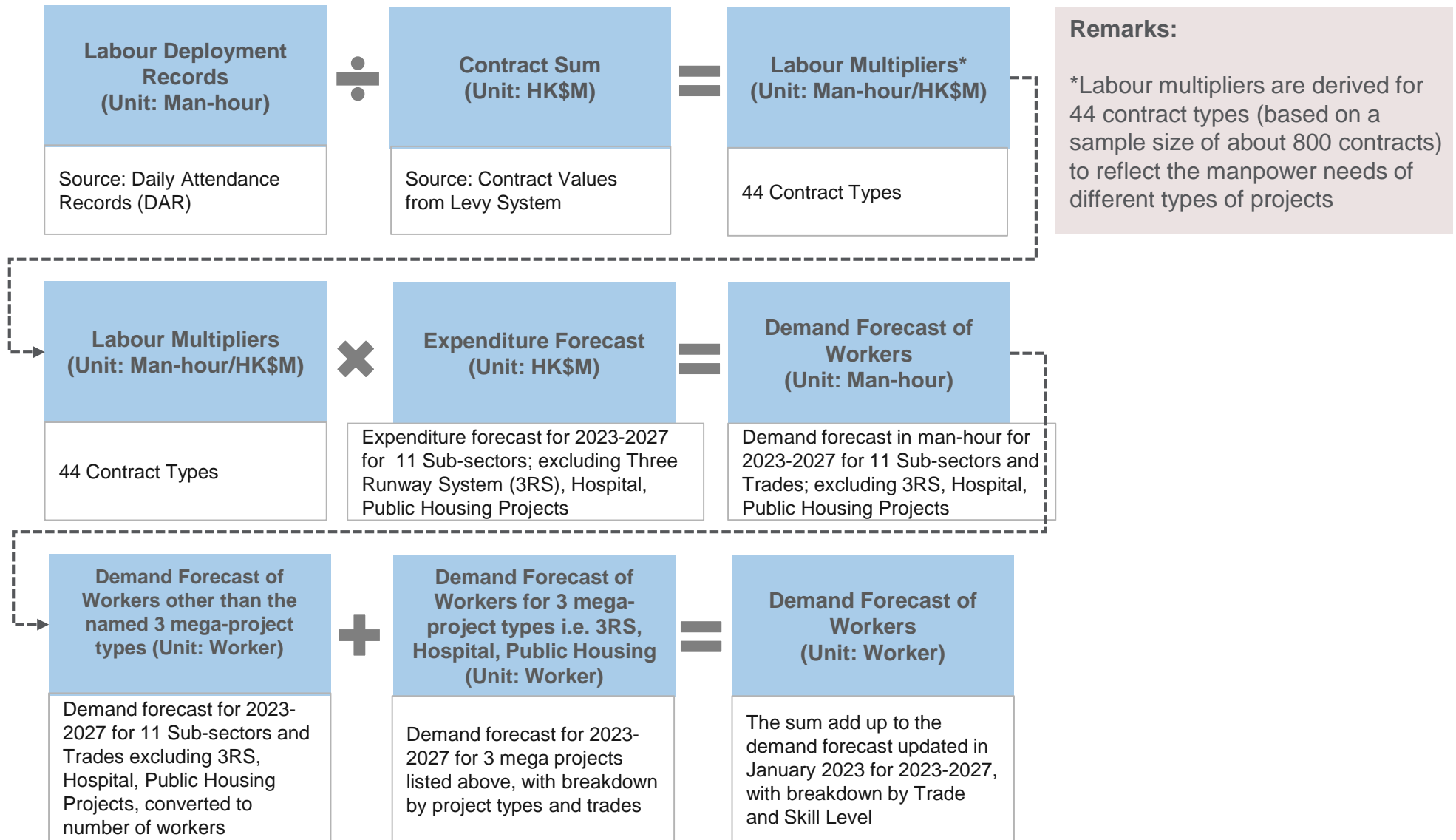
Public Sector
公營界別

Private Sector
私營界別

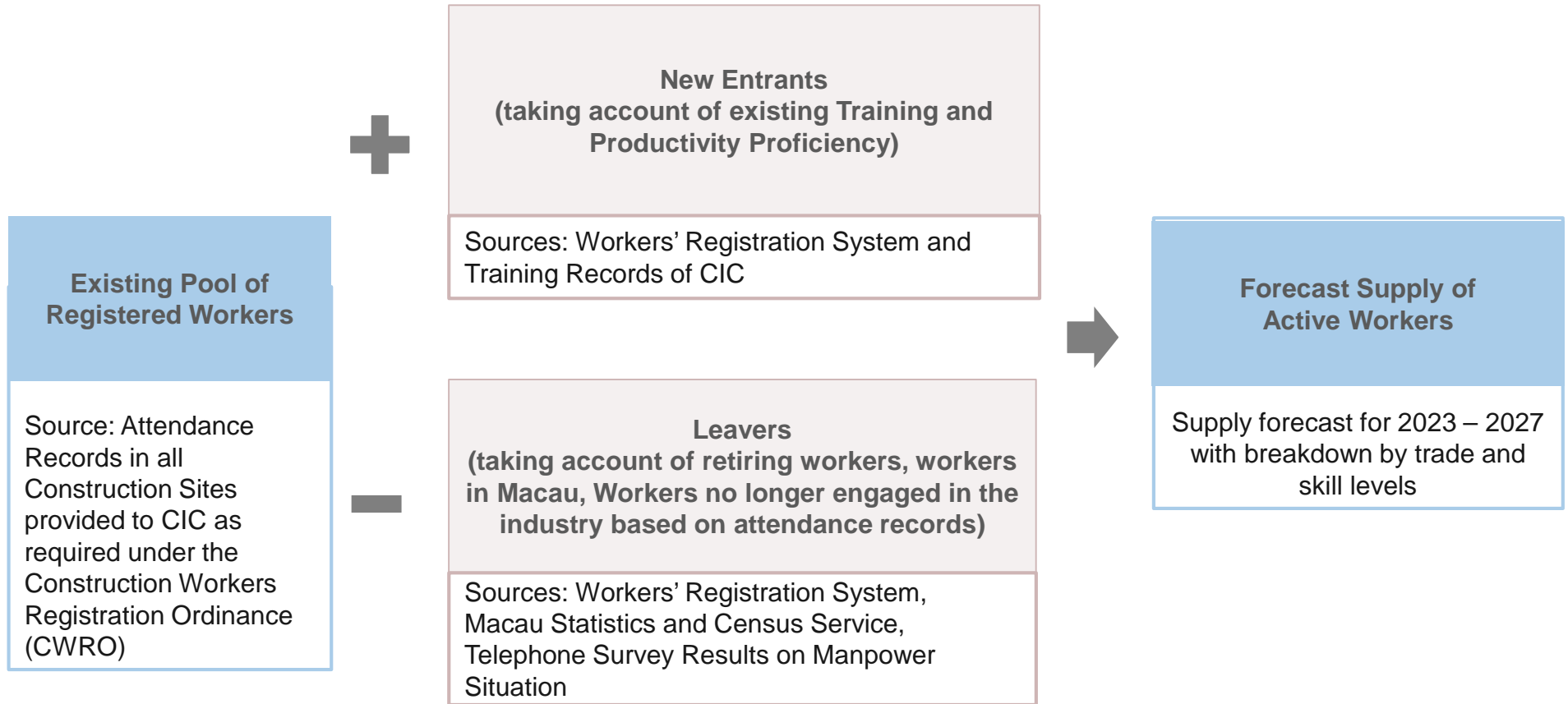


*Based on the information up to January 2022
按截至2022年1月工程資料推算

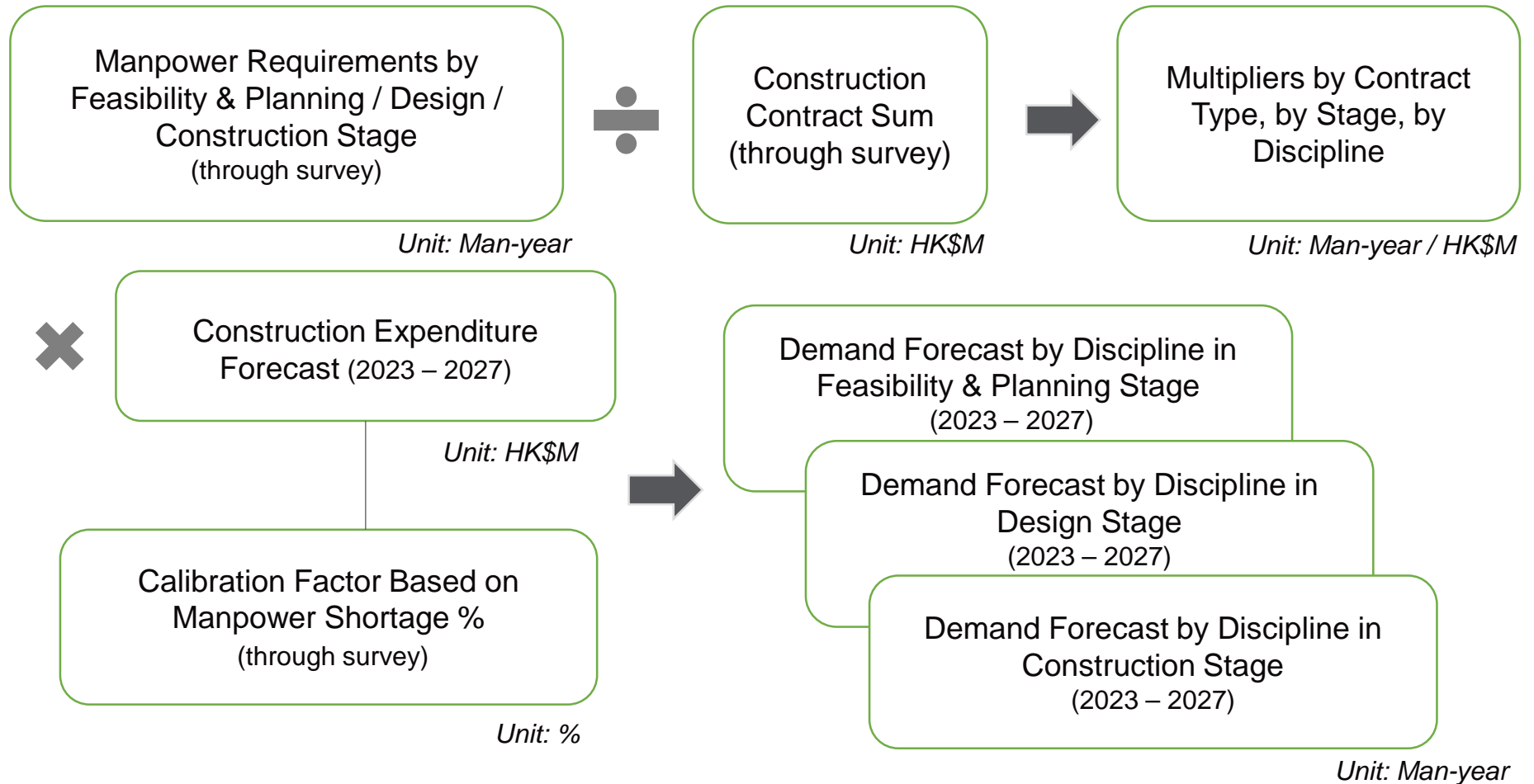
Construction Workers – Methodology for forecasting demand



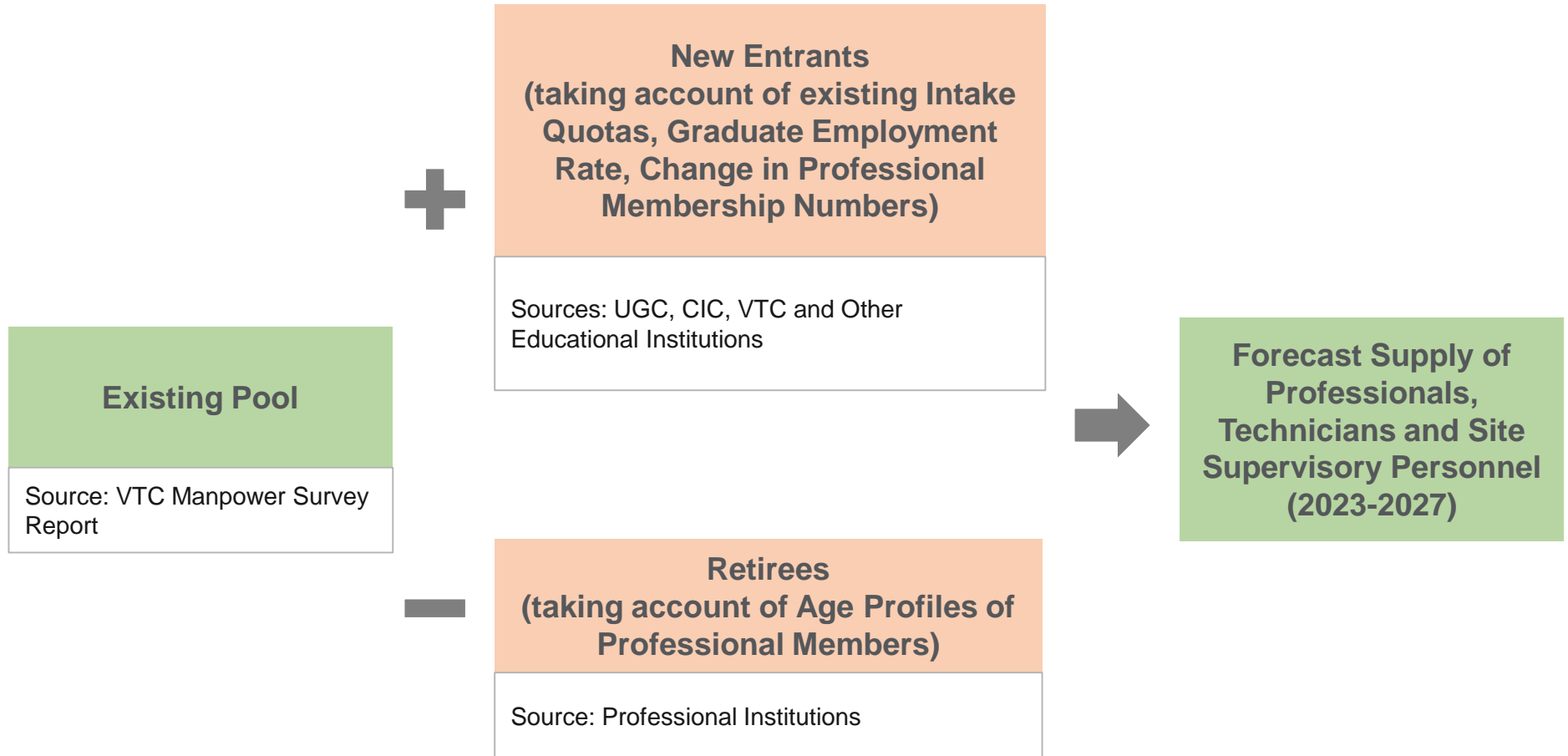
Construction Workers – Methodology for forecasting supply



Professionals, Technicians and Site Supervisory Personnel – Methodology for forecasting demand



Professionals, Technicians and Site Supervisory Personnel – Methodology for forecasting supply



Industry consultation

- Consultation with relevant industry associations:

- (1) For professional, technician and Site Supervisory Personnel

- Construction Industry Training Board
 - Clients
 - Professional Institutions
 - Contractors/Sub-contractors Association

- (2) For skilled/semi-skilled workers

- Construction Industry Training Board
 - Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study
 - Contractors/Sub-contractors Association
 - Labour Union



4. Forecast Results

Part A: Overall Forecasted Mismatch (demand less supply)

	2023	2024	2025	2026	2027
Skilled/Semi-Skilled Workers	10,000 – 15,000	15,000 – 20,000	15,000 – 20,000	20,000 – 25,000	35,000 – 40,000
Technicians	2,500 – 3,000	4,000 – 4,500	4,000 – 4,500	5,000 – 5,500	5,500 – 6,000
Site Supervisory Personnel	1,000 – 1,500	1,500 – 2,000	1,500 – 2,000	1,500 – 2,000	2,000 – 2,500
Professionals	4,000 – 4,500	5,500 – 6,000	5,500 – 6,000	5,500 – 6,000	6,000 – 6,500

Stable trend, no shortage expected	Considerable shortage (16% to 25%)
Mild shortage (5% and less)	Serious shortage (25% and more)
Moderate shortage (6% to 15%)	

Note: Forecast numbers have been rounded to the nearest 100. Figures shown are the difference of supply and demand in that year. Percentage range shows the percentage of the projected mismatch for an individual year as compared to the supply in the same year. Comparison with the supply could reflect how far we need to enhance the supply to catch up with the projected demand, serving the purpose of manpower planning.






Part B: Forecasted Mismatch – Skilled/semi-skilled Workers

Major Trade	2023	2024	2025	2026	2027
Bar Bender and Fixer	Green	Green	Green	Green	Yellow
Cement Sand Mortar Worker	Green	Yellow	Yellow	Yellow	Orange
Concrete and Grouting Worker	Yellow	Orange	Orange	Orange	Red
Curtain Wall and Glass Panels Installer	Green	Yellow	Green	Yellow	Orange
Drain and Pipe Layer	Yellow	Yellow	Yellow	Yellow	Orange
Electrician	Green	Green	Yellow	Yellow	Yellow
False Ceiling Installer	Orange	Red	Red	Red	Red
Fire Service Mechanic	Yellow	Yellow	Green	Green	Green
Leveller	Yellow	Orange	Orange	Red	Red
Lift and Escalator Mechanic	Yellow	Yellow	Yellow	Orange	Orange
Metal-steel Worker	Green	Yellow	Yellow	Yellow	Orange
Painter and Decorator	Green	Yellow	Yellow	Yellow	Orange
Paving Block Layer	Red	Red	Red	Red	Red
Plant and Equipment Mechanic (Construction Work)	Yellow	Orange	Yellow	Yellow	Yellow
Plant and Equipment Operator	Green	Yellow	Yellow	Orange	Orange
Refrigeration/ Air- conditioning/ Ventilation Mechanic	Green	Yellow	Green	Yellow	Yellow
Rigger/Metal Formwork Erector	Yellow	Orange	Orange	Orange	Red
Scaffolder	Yellow	Orange	Orange	Orange	Red
Welder	Yellow	Orange	Orange	Orange	Red
Woodworker	Green	Yellow	Yellow	Yellow	Orange

Blue	Stable trend, no shortage expected	Orange	Considerable shortage (16% to 25%)
Green	Mild shortage (5% and less)	Red	Serious shortage (25% and more)
Yellow	Moderate shortage (6% to 15%)		

Part B: Forecasted Mismatch – Technicians and SSPs

Discipline	2023	2024	2025	2026	2027
BIM Coordinator	Orange	Green	Green	Green	Green
BIM Modeller	Green	Green	Green	Green	Green
Civil/ Structural/ Geotechnical Engineering Technician	Orange	Orange	Orange	Orange	Red
Clerk of Works / Inspector	Orange	Orange	Orange	Orange	Orange
Draftsman	Green	Yellow	Yellow	Yellow	Orange
Environmental Technician	Yellow	Green	Green	Green	Green
E&M Engineering Technician	Yellow	Yellow	Orange	Orange	Orange
Fire Services Technician	Yellow	Orange	Orange	Orange	Yellow
Landscape Technician	Green	Green	Green	Green	Green
Lift/Escalator Technician	Yellow	Yellow	Yellow	Orange	Orange
Project Coordinator	Green	Green	Green	Green	Green
Refrigeration/Air-conditioning/Ventilation Technician	Orange	Red	Orange	Orange	Yellow
Safety Officer	Yellow	Yellow	Yellow	Yellow	Yellow
Site Agent	Orange	Orange	Orange	Orange	Orange
Site Foreman	Green	Green	Green	Green	Green
Supervisor	Green	Green	Green	Green	Green
Surveying Technician (Building)	Green	Yellow	Orange	Orange	Orange
Surveying Technician (Land)	Yellow	Yellow	Yellow	Yellow	Yellow
Surveying Technician (Town Planning)	Green	Yellow	Orange	Red	Red
Surveying Technician (Quantity)	Yellow	Yellow	Yellow	Yellow	Orange
Technical Officer	Green	Yellow	Yellow	Orange	Orange

 Stable trend, no shortage expected	 Considerable shortage (16% to 25%)
 Mild shortage (5% and less)	 Serious shortage (25% and more)
 Moderate shortage (6% to 15%)	

Part B: Forecasted Mismatch – Professionals

Discipline	2023	2024	2025	2026	2027
Architect	Orange	Orange	Orange	Orange	Orange
BIM Manager	Yellow	Yellow	Green	Green	Green
Building Surveyor	Yellow	Yellow	Yellow	Yellow	Yellow
Civil Engineer	Yellow	Yellow	Orange	Orange	Orange
Construction Manager / Site Engineer	Yellow	Orange	Orange	Orange	Orange
Electrical / Mechanical Engineer	Orange	Orange	Orange	Orange	Orange
Environmental Engineer	Yellow	Yellow	Yellow	Orange	Orange
Geotechnical Engineer	Yellow	Orange	Orange	Orange	Orange
Land Surveyor	Green	Yellow	Yellow	Yellow	Green
Landscape Architect	Yellow	Green	Yellow	Yellow	Yellow
Structural Engineer	Yellow	Orange	Orange	Yellow	Yellow
Town Planner	Yellow	Yellow	Yellow	Yellow	Yellow
Quantity Surveyor	Yellow	Yellow	Yellow	Yellow	Orange

Blue	Stable trend, no shortage expected	Orange	Considerable shortage (16% to 25%)
Green	Mild shortage (5% and less)	Red	Serious shortage (25% and more)
Yellow	Moderate shortage (6% to 15%)		



5. Way Forward

Way Forward

1. To submit the forecast results to Development Bureau for its consideration and provide input to the Bureau for its formulation of the necessary manpower measures to address the manpower needs of the industry.
2. To continue the regular update on the manpower forecast for workers, technicians & site supervisory personnel and professionals.



6. Disclaimer

Disclaimer

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Thank You
