

Construction Industry Council

Committee on Manpower Training and Development

Meeting No. 002/12 of Committee on Manpower Training and Development (CMTD) was held on Wednesday, 16 May 2012 at 10:00 a.m. at Meeting Room No. 1, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

The items of discussion at CMTD Meeting No. 002/12 were summarized as follows:

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| Agenda Item | Paper | Major Resolutions/Progress Highlights |
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| 2.1 | CIC/MTD/R/004/11、 CIC/MTD/R/SM1/12 and CIC/MTD/N/001/12 | Confirmation of progress reports of the last meetings – Members confirmed the 4 th progress report of CMTD held on 24 November 2011 and the progress report of a special meeting held on 27 March 2012. Discussions of the meeting held in April were also noted. |
| 2.3 | CIC/MTD/P/008/12 | Presentation on E&M training by VTC – Members noted the E&M manpower shortage in construction sites and the related E&M training courses currently offered by VTC and CICTA. Apart from offering upgrading and specified training courses for in-service personnel, VTC also provided 1-year to 3-year training courses for new entrants with around 1,000 training places. Around 400 people joined the E&M sector every year. For E&M manpower shortage, it was found that the peak period of demand for E&M workers would start from the end of 2012 to the coming few years according to the survey conducted by HKFEMC between March and April 2012. If nothing was done to cope with the situation, it was expected that the manpower shortage would worsen. |

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| 2.4 | CIC/MTD/P/009/12 | <p>Discussion on the proposed ways to cope with E&M manpower shortage –</p> <p>Members noted the results of the survey earlier conducted by HKFEMC. The number of manpower shortage in 19 E&M trades was around 3,600. Comparing with the records of site entry of workers from Construction Workers Registration Authority (CWRA), the number of inactive registered workers in 10 E&M trades was more than the estimated number of workers in shortage while there were 4 trades with fewer number of inactive registered workers. In the former case, CICTA was now conducting a survey on E&M workers via CWRA to formulate strategies attracting inactive E&M workers back to the sites. In the latter case, CICTA had discussed with HKFEMC, DEVB, EMSD, VTC and LECA about the ways to tackle the issue, including the provision of training to Refrigeration /Air-conditioning /Ventilation Mechanics and Lift/ Escalator workers through Contractor Cooperative Training Scheme.</p> |
| 2.5 | CIC/MTD/P/010/12 | <p>Discussion on the proposals made by the Steering Group on Consultancy Study of Definition and Scope of Duties of Site Supervision Personnel of the Construction Industry –</p> <p>The Committee endorsed the generic definition of site supervisor and agreed that site supervision personnel could be categorized according to the accepted nine job titles. CICTA would further submit a proposal on the scope of duties, responsibilities, qualifications and required experiences etc for each job title accordingly. The Committee would then need to compile statistics on the number of persons, age and training needs of each category of site supervisors, and also consider the need of implementing a registration system.</p> |

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| 2.6 | CIC/MTD/P/012/12 | <p data-bbox="822 308 2000 387">Discussion on the report on initial update of manpower forecast for 2012 to 2016 –</p> <p data-bbox="822 443 2000 914">Members noted that Advisory Sub-committee on Construction Industry Council Manpower Forecasting Model had discussed the above report on the initial update of manpower forecast submitted by City University of Hong Kong. It was opined that the report could be accepted. However, as the initial update was based on the existing Construction Industry Council Manpower Forecast (CICMF) Model with many assumptions adopted and lacked the data of RMAA works and private projects, the Sub-committee cautioned that statistics in the report were rough estimates and must be used with care and should not be used as the basis for policy formulation. Six recommendations were made for the research team to consider in the comprehensive enhancement of the forecast model in future.</p> <p data-bbox="822 962 2000 1465">The Committee commented and proposed a number of follow-up actions regarding the initial update of manpower forecast, mainly included: i) getting site entry record in 2012 from CWRA and comparing it with the manpower demand forecast by the consultant to find out the variance between the forecast data in consultancy study and the real data; ii) conducting survey via CWRA as soon as possible to find out the reasons why registered E&M workers did not work on site and develop measures to attract those inactive workers returning to the industry; iii) approaching key stakeholders in the industry, as proposed by CITB, to have an understanding of the progress and the expected manpower demand of their works so as to project the manpower demand in the industry more accurately and introducing fee exemption of construction trade test and intermediate trade test for three months to encourage workers to take the test, which could assist the industry to better define the trade type</p> |

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| | | <p>the workers belonged to; iv) discussing with DEVB and MTRC Ltd to standardize labour deployment record; and v) exploring the ways to get data of renovation/repair works.</p> <p>The Committee proposed consolidating comments of Members on the report on the initial update and submitting together with the report for the consideration of Construction Industry Council.</p> |
| 2.7 | CIC/MTD/P/011/12 | <p>Discussion on the proposal made by the Ad Hoc Working Group on Development of Local Construction Professionals and Supervisory Staff to Work Overseas –</p> <p>Members noted that the above working group had made minor revision to one of the Terms of Reference and also set out tasks for the first stage: requesting information of overseas construction markets from their consulates in Hong Kong to draft manual/guidelines providing information on economical, sociological, technological and legal aspects which would cover regions in Mainland China, Macau, Middle East and Malaysia.</p> |