

**Construction Industry Council**

**Committee on Manpower Training and Development**

Meeting No. 002/11 of the Committee on Manpower Training and Development for 2011 was held on 19 April 2011 (Tuesday) at 9:30 am at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

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Summary notes of the Committee on Manpower Training and Development Meeting No. 002/11:

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
2.1	CIC/MTD/R/001/11	<u>Confirmation of the Progress Report –</u> Members approved the Progress Report CIC/MTD/R/001/11 of the last meeting held on 25 January 2011.
2.3	CIC/MTD/P/007/11	<u>An Update on the Study on Development Strategy for Professional Resources of Hong Kong’s Construction and Related Engineering Services Sector –</u> Members took note of the objectives, approach, key deliverables and findings of the study. Major challenges facing Hong Kong’s construction professionals were identified in the study and corresponding strategies were proposed to attract, retain and nurture construction professionals so as to deliver high quality construction services and products. It was noted that there would be a slight to moderate shortage for most of the 10 professional disciplines yet the professional resources would have sufficient flexibility to cope with the short term surge in workload. Also, the Committee advised that there was a need to consider how to better develop local construction professionals and supervisory staff as well as the means to facilitate the mobility of these manpower

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		resources to overseas markets.
2.4	CIC/MTD/P/008/11	<u>Revised Report of Additional Study No.2 to Manpower Research on Off-site Technicians –</u> Members noted that CPS had obtained data from two more contractors to refine the labour multiplier for draftsmen in building construction sector at the request of the Committee to revisit the manpower situation of draftsmen. It was however opined that it might not be representative enough to amend the multiplier based on data from these two companies. Instead, CPS should dig out more data from the interior design firms, A&A works specialist contractors like curtain wall contractors and pre-cast suppliers.
2.5	CIC/MTD/P/009/11	<u>Revised Report of Additional Study No.3 to Manpower Research on Mobility of Personnel Across Construction Sectors –</u> Members took note of the fact that some civil workers had been mistakenly excluded from the calculation of the proportion of general workers being interviewed and the figure of 6% of the respondents engaging in “civil engineering works” originally given in the last version of the report had been revised to 22%. In addition, observations and views on the barriers in switching between sectors had also been included in the revised report which was accepted by the Committee.
2.6	CIC/MTD/P/010/11	<u>Revised Final Report and Executive Summary of the Manpower Research Incorporating Results of the Three Additional Studies –</u> Members expressed that since the report of the Additional Study No.2 had to be revised further to include the findings to be collected from interior design firms, specialist contractors and specialist suppliers, the Final Report and the Executive Summary were

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		subject to changes. In addition, CPS was requested to reconsider the description of the profession of draftsmen, and to elaborate on different measures to cope with any anticipated manpower shortage in the construction industry.
2.7	CIC/MTD/P/011/11	<u>Report from the Advisory Sub-committee on CICMF Model and Matters Arising from the Report –</u> Members took note of the minutes of the 1 <sup>st</sup> meeting of the Advisory Sub-committee held on 28 <sup>th</sup> February 2011. It was proposed that representatives from the building works sector and the Repair, Maintenance, Alteration and Addition (RMAA) sector should be invited in addition to the current representatives from the civil works sector to ensure a more balanced representation on the board.
2.8	CIC/MTD/P/012/11	<u>The Tender Document and Budget Estimate of the Consultancy Services for Updating and Enhancement of the CICMF Model –</u> Members endorsed the scope of work of the consultancy services which had been accepted by the Advisory Sub-committee and requested for a more detailed breakdown of the proposed consultancy fee.
2.9	CIC/MTD/P/013/11	<u>Report of the Core Group on Construction Manpower Planning –</u> Members took note of the minutes of the 1 <sup>st</sup> meeting of the Core Group held on 10 <sup>th</sup> March 2011, and noted the membership of the Core Group which would focus on discussing policy-related and strategic issues and any decisions arrived would be passed to suitable task groups to follow up.

2.10		<p><u>Any Other Business</u></p> <p><u>To Enable Local Construction Practitioners to Work Beyond Hong Kong –</u> Members requested the CIC Secretariat to prepare a discussion paper on how to enable the local construction practitioners to work beyond Hong Kong through training.</p>
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