

Construction Industry Council
4th Progress Report of
Committee on Manpower Training and Development

DRAFT

Purpose

This paper sets out the main points discussed at the 4th Meeting of the Committee on Manpower Training and Development held on 25 April 2008. The record of attendance is given at Annex B.

Issues Discussed

2. Members discussed the following items –

Progress Report of the Study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector

3. The Advisory Group held its second meeting on 23 April 2008 to deliberate on the study findings and the consultant would refine the draft Interim Report according to the views given at the meeting. The consultant would prepare a working paper on the formulation of strategies and implementation plans to attract, maintain and nurture construction professional resources. DEVB would update Members of the progress in due course.

Report of the Steering Group on Manpower Research

4. Only one tenderer responded to the call for tender. It would conduct a Demonstration and Presentation on 5 May 2008. The proposed fee was in a lump sum within the proposed budget. If the consultancy study was commissioned in May 2008, the consultant would embark on the research in early June and the final report would be made available in mid December 2008. Members agreed that the recommendations of the Steering Group could be circulated to the Committee Members for endorsement.

5. Members noted that the findings of the above two studies commissioned by DEVB and CICTA respectively should provide a complete picture of the manpower resources at all levels of the construction industry. The re-useable forecast model was also a key objective of the study to facilitate the timely management of demand and supply of the industry workforce. It was also noted that the strategy to develop the professional resources might benefit local companies which were engaged in the regions beyond Hong Kong.

Work Plan

6. Members noted the present position of the five priority tasks (Annex A). The course review in response to the 3+3+4 education system should be expanded to cover all full time courses provided by CICTA to address trainee recruitment problems.

7. The amalgamation between CIC and CITA was completed. Since the review of manpower situation in the construction industry and the review of the full-time courses provided by CICTA were underway, Members agreed to bring forward the start date of the last two priority tasks in 2009 to the financial year 2008, i.e. drafting the codes of conduct for construction personnel and reviewing the need for mandatory registration scheme for site supervisors.

8. It was also agreed to form a multi agency working group to oversee the review on site supervisors due to the complexity of the subject.

Further actions

9. The following further actions were agreed –

- (a) DEVB would update the Committee of the progress of the consultancy study on Development Strategy for Professional Resources of Hong Kong's Construction and Related Engineering Services Sector in due course;
- (b) the Steering Group upon receiving recommendations from the Technical Assessment Panel would seek endorsement of the

Committee by circulation of paper to speed up the commencement of the study on demand and supply of construction supervisors, technicians or workers in Hong Kong;

- (c) the start date of the last two priority tasks, i.e. drafting the codes of conduct for construction personnel and reviewing the need for mandatory registration scheme for site supervisors, would be brought forward to the financial year 2008; and a working group would be formed to oversee the latter.

CMTD Secretariat

April 2008

workers who wish to acquire new skills to take up less strenuous jobs	Sept/2008	- ditto -
c. construction workers when idling or returning from Mainland China or Macau who might wish to acquire multi-skills to enhance their employability	Sept/2008	- ditto -
d. single-skilled workers wishing to upgrade their skills to obtain the Trade Test qualification	Sept/2009	- ditto -
e. experienced workers wishing to enhance their skills and careers prospects	Sept/2009	- ditto -
f. ethnic minorities who wish to acquire skills in construction to join the labour market	Nov/2008	Appropriate Adult Short Courses conducted in English
g. potential trainees of the re-structured basic craft and supervisor courses entailed by the changes of the education system	Sept/2009	re-structured basic craft and supervisor courses
<ul style="list-style-type: none"> • Codes of conduct for construction personnel 	Dec/2008	Draft codes to be completed, to commence consultation with the stakeholders
<ul style="list-style-type: none"> • Review of the need for mandatory registration scheme for site supervisors 	Dec/2009	Recommendations for action and implementation strategy

CMTD Secretariat
April 2008

Committee on Manpower Training and Development
4th Meeting held on 25 April 2008 at 2:30 p.m.
in Conference Room, 7/F, Management Training & Trade Testing Centre

Record of attendance

Present

Mr. Billy Wong	Chairman
Mr. Francis Bong	
Mr. CHOI Chun-wa	
Mr. Peter Lee	
Mr. NG Koon-kwan	
Mr. TSE Chun-yuen	
Mr. WAN Koon-sun	
Mr. C.K. Mak	Permanent Secretary for Development (Works)
Mr. Donald Choi	The Hong Kong Institute of Architects
Mr. Paul Chong	The Hong Kong Federation of Electrical and Mechanical Contractors
Mr. CHOW Luen-kiu	Hong Kong Construction Industry Employees' General Union
Mr. FAN Yiu-cheung	Union of Hong Kong Electrical Engineering Assistants
Mr. Joseph Tsieh	Hong Kong Marble & Granite Merchants Association

Absent with apologies

Mr. Stephen Lee	Hong Kong Construction Association
Mr. Jimmy Tse	Hong Kong Construction Association
Mr. David Tong	Development Bureau

In Attendance

Mr. Jimmy Chan	Development Bureau
Mr. Charles Wong	Executive Director (Acting) Construction Industry Council
Mrs. Sophie Leung	Secretary Committee on Manpower Training and Development
Mrs. Shirley Lam	Assistant Secretary Committee on Manpower Training and Development