

Construction Industry Council

Committee on Manpower Training and Development

Meeting No. 003/11 of the Committee on Manpower Training and Development for 2011 was held on 20 July 2011 (Wednesday) at 9:30 am at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Summary notes of the Committee on Manpower Training and Development Meeting No. 003/11:

Agenda Item	Paper	Major Resolutions/ Progress Highlights
3.1	CIC/MTD/R/002/11	Confirmation of the Progress Report – Members approved the Progress Report CIC/MTD/R/002/11 of the last meeting held on 19 April 2011.
3.3	CIC/MTD/P/014/11	An update on the recent forecast of the Electrical and Mechanical (E&M) manpower resources in the coming years by the Hong Kong Federation of Electrical and Mechanical Contractors Ltd (HKFEMC) – Members took note of the update given by HKFEMC on the recent forecast of the Electrical and Mechanical (E&M) manpower resources in the coming years. It was noted that the estimated number of E&M workers to be required in the coming five years for the public sector, private sector and MTR sector would be 28,300 workers in total while the current E&M workers in the contracting field totaled 29,100 according to the 2009 VTC Manpower Survey Report. Based on this estimation, there would be a surplus of around 800 E&M workers. However, according to the data on age profile of registered E&M workers obtained from the Construction Workers Registration Authority, over 25% of registered E&M skilled workers aged 50 or above. The retirement of skilled E&M workers in the coming few years would become a critical issue in the manpower supply in E&M contracting field.

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3.4	CIC/MTD/P/015/11	<p>A presentation on the provision of Electrical and Mechanical training by the Vocational Training Council (VTC) –</p> <p>Members noted the presentation on the provision of E&M training by VTC. It was noted that the estimated number of graduates of courses leading to the award of Basic Craft Certificate (BCC)/Technician Foundation Certificate (TFC)/Diploma in Vocational Education (DVE) and Craft Certificate running upto 2016 would be about 2,000 each year. The three challenges ahead included a lack of interest among secondary school students to pursue a career in engineering field, particularly at the craft level; the graduates’ aspiration to pursue further studies; and the low birth rate.</p> <p>The actions to be taken after the two presentations included:</p> <ul style="list-style-type: none"> i. to seek data from CWRA on the number of E&M workers who entered sites for more than 60 days in the past year and the distribution of these active workers in different streams of the trade; ii. to find out the E&M trades with supply-demand mismatch by consulting related organizations; and iii. to provide information on the wastage rate of graduates of BCC/TFC/DVE/Craft Certificate by VTC and the proportion of graduates taking up capital works to those performing RMAA works.
3.5	CIC/MTD/P/016/11	<p>Revised Report of Additional Study No.2 to Manpower Research on Off-site Technicians –</p> <p>Members noted that there would be a shortage of draftsmen and the imbalance manpower</p>

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		<p>condition would be diminished gradually from 23% in 2009 to 12.8% in 2013. Whereas, the respective manpower shortage of QS technicians and E&M technicians ranged from around 15% to 10% and from around 7% to 4% in the same period. Members agreed to request CITB to consider increasing the training capacity of draftsmen related and QS related courses while the mild shortage envisaged for the E&M technicians was not significant enough to conclude an imbalanced supply condition. The revised report of Additional Study No.2 of the Manpower Research was accepted.</p>
3.6	CIC/MTD/P/017/11	<p>Revised Final Report and Consolidated Executive Summary of Manpower Research – Members agreed to accept the revised Final Report and consolidated Executive Summary of the Manpower Research. It would be submitted for the consideration of the CIC but with a footnote highlighting that the figures contained in the revised Final Report were already lagged behind and upcoming would be an initial update of the Construction Industry Council Manpower Forecasting (CICMF) Model.</p>
3.7	CIC/MTD/P/018/11	<p>Revised Tendering Arrangement for Consultancy Services for Updating and Enhancement of Construction Industry Council Manpower Forecasting (CICMF) Model – Members agreed to invite the CityU team to carry out the initial quick update of the manpower forecasts for 2011 to 2015 based on the existing CICMF Model and endorsed the estimated budget of \$275,000. For the updating and enhancement of the CICMF Model, Members agreed to call an open tender and accepted the estimated budget of \$2,640,000 for the consultancy services.</p>

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3.8	CIC/MTD/P/019/11	Development of Local Construction Professionals and Supervisory Staff – Members accepted the proposal of forming a working group to identify the type of local construction professionals and supervisory staff who might wish to work in the Mainland and other overseas markets, and their training and information needs so as to facilitate the export of these manpower resources.