

**LegCo Panel on Manpower
(Meeting on 27 June 2002)**

Progress on Establishing the Manpower Development Committee

Purpose

This paper informs Members of the progress on establishing a Manpower Development Committee (MDC) and its Preparatory Committee (PC).

Background

2. In 2001, the Government commissioned a consultancy study to review the existing organisational set-up and service delivery model of vocational training and retraining. The objective of the study is to identify an optimal organisational set-up and service delivery model that can promote life-long learning and meet the growing need for training and retraining in the vocational sector in Hong Kong.

3. Having considered the consultant's recommendation, the Administration proposes to set up a MDC which would be tasked to advise the Secretary for Education and Manpower on the co-ordination and regulation of vocational training and retraining, assessment of labour market demand, disbursement of funds to training providers and trainees, output and service standards, performance monitoring and quality assurance. As a key feature, a qualifications framework is to be developed to provide the foundation for output and service standards, and address co-ordination and information in the market.

4. To pave the way for the MDC to be established, a PC would be set up. The tasks of the PC are to define the staff size, skills and budget needed for the full MDC, propose legislative amendments to reflect changes in the roles and responsibilities of the Vocational Training Council (VTC) and the Employees Retraining Board (ERB), study the remit of ERB, improve manpower demand studies, and undertake preparatory work for setting up a qualifications framework.

Work Progress

5. Currently, we are conducting research on different systems and organizational set-up for training and retraining in overseas countries, assessing different approaches to labour market analysis and ways to improve the manpower surveys currently undertaken by VTC, reviewing the relevant ordinances to identify the legislative amendments required, studying the remit of ERB with a view to refining provisions of retraining in future, as well as examining other administrative matters such as office accommodation and secretariat support for the MDC.

6. To facilitate the preparatory work to be undertaken by the PC, we have commissioned a consultant in May 2002 to undertake a desk-top study on the framework for developing a qualifications framework and the associated quality assurance mechanisms. As part of this groundwork, we will conduct a comparative study on the frameworks adopted in eight different countries (Australia, China, Germany, New Zealand, Singapore, South Africa, United Kingdom and the United States), focusing on their strengths, weaknesses and applicability to Hong Kong. In addition, we will develop a prototype for the information technology sector covering all qualification levels and progression pathways for the sector. This will serve as a model for developing the qualification levels and progression pathways in other sectors in future.

Way Forward

7. Owing to staffing constraints, there has been some delay in the establishment of the PC which we envisage will have broad representation, including workers union, training provider, employer, academic, chamber of commerce and government official. We expect the PC to be established in late 2002 or early 2003 when the Principal Official responsible for education and manpower is more settled in the new position. The MDC will be established about one year thereafter.

Education and Manpower Bureau
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