



## Human Resources

Hong Kong's economic success has always rested on the hard work of its people. As needs and the competitive environment change, the skills of our workforce must also be updated.

### To plan for and train the necessary manpower

Initiatives	Benefits
<p>The Vocational Training Council (VTC) will develop a robust and flexible mechanism so that it can provide a comprehensive system of technical education and vocational training to meet the changing needs of the market and the community.</p>	<ul style="list-style-type: none"> <li>✓ The strategy will ensure that the VTC responds flexibly to the changing needs of Hong Kong's dynamic economy.</li> </ul>
<p>The Employees Retraining Board (ERB) will focus on providing retraining for unemployed persons (aged 30 or above) with no more than lower secondary education, including new arrivals.</p>	<ul style="list-style-type: none"> <li>✓ This will provide 78 000 training places in 1997-98.</li> </ul>
<p>The ERB will introduce a placement-tied and performance-based payment system to enhance the performance of the training bodies.</p>	<ul style="list-style-type: none"> <li>✓ This will improve the effectiveness of the scheme in meeting the requirements of employers and the retraining needs of the local workforce.</li> </ul>



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### Initiatives

The ERB will improve their retraining programme with a view to helping retrainees secure and hold down their jobs.

We are reviewing the Supplementary Labour Scheme to see if it meets its intended objectives and the changing needs of our economy.

### Benefits

- ✓ This will enhance the effectiveness of the scheme in enabling unemployed and displaced workers not only to rejoin the workforce but also to sustain them in employment.
- ✓ This is to ensure that an employer is allowed to import workers to meet a genuine need, subject to priority being given to the employment of local workers.



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#### Initiatives

We are currently reviewing the pilot scheme on the entry of professionals from the mainland and the outcome is expected within this year.

Our aim is to devise effective and appropriate measures to meet the needs of employers to import professionals from the mainland who possess special skills, knowledge and experience of value to, but not readily available, in Hong Kong.

We are conducting a study on the manpower needs of the construction industry. The results of the study will be available within 1997. We will identify how best to expand and improve the training and retraining programmes for that industry to help meet its growing manpower needs over the next decade, and facilitate the job placement of trained and retrained workers. We will consider taking specific measures, including labour importation, to meet any shortfall.

#### Benefits

✓ This will ensure that we will be able to tap the experience and expertise of professionals from the mainland in strengthening Hong Kong's long-term economic competitiveness.

✓ This will ensure that there is sufficient and suitably trained workers equipped to meet the demands of the construction industry over the next decade as a result of the government's plans to boost Hong Kong's housing supply and infrastructural development.



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### Initiatives

We will explore ways of helping the textile and clothing industries meet its manpower needs. Even that many of the manufacturing processes of the industries have to be done in Hong Kong, we need to ensure an adequate supply of local labour. We will provide in the first place ample opportunities to train our local workers to join the industries.

We will sponsor a series of studies on the manpower and training needs of key service industries. The results of the studies will be available progressively during 1998 and 1999.

### Benefits

- ✓ This will ensure an adequate and stable supply of labour for the textile and clothing industries.
- ✓ This will ensure that we will respond promptly to the changing needs of the service sector and provide training in specific areas to cater for increased demand for new skills.