

Vocational Training Council

Transport Logistics Training Board

2002 Manpower Survey Report of the Transport Logistics Industry

Executive Summary

Introduction

1. The Transport Logistics Training Board of the Vocational Training Council was set up by the HKSAR Government to be responsible for, among other duties, determining the manpower situation and training needs in the transport logistics industry. In January/February 2002 the Training Board conducted a manpower survey of the transport logistics industry covering 10 sectors: warehousing and cold storage, trucking and container haulage, airfreight transport, forwarding agents, stevedore, sea freight transport, ship management and chartering, cargo handling terminals, international couriers and other transport logistics service providers.

Main Survey Findings

Manpower

2. The survey revealed that in January/February 2002 the total manpower in terms of industry-related employees (i.e. excluding 10,765 administrative and supporting employees) in the transport logistics industry was 78,921. The total number of establishments was 12,063. Their distributions are listed below:

	Sector	Establishment	Manpower by Job Level				Total
			Managerial	Supervisory	Clerical	Operative	
(a)	Warehousing and Cold Storage	298	414	682	827	2 684	4 607
(b)	Trucking and Container Haulage	9 354	1 260	3 646	4 043	30 925	39 874
(c)	Airfreight Transport - Airline Companies	40	127	169	377	48	721
(d)	Forwarding Agents	1 902	3 018	3 962	8 203	2 324	17 507
(e)	Stevedore	100	53	95	102	907	1 157
(f)	Sea Freight Transport	205	643	571	879	208	2 301
(g)	Ship Management and Chartering	92	553	418	591	49	1 611
(h)	Cargo Handling Terminals	8	211	1 486	882	2 976	5 555
(i)	International Couriers	17	151	398	664	1 714	2 927
(j)	Other Transport Logistics Service Providers	47	205	233	231	1 992	2 661
	All Sectors	12 063	6 635	11 660	16 799	43 827	78 921

Vacancies

3. The total manpower included the number of existing employees plus vacancies. At the time of the survey, the number employed and vacancies were as follows:

All Sectors

Job Level	Managerial	Supervisory	Clerical	Operative	Total
Number of Existing Employees	6 589	11 610	16 704	43 754	78 657
Vacancy	46	50	95	73	264
Total Manpower	6 635	11 660	16 799	43 827	78 921

Turnover

4. The survey revealed that 11,749 employees left the industry in the 12 months preceding January 2002. The distribution of turnover by job level was as follows:

All Sectors

Job Level	Managerial	Supervisory	Clerical	Operative	Total	% of Total Manpower
Turnover	291	738	2 770	7 950	11 749	14.87%

Wastage

5. The survey revealed that 2,695 employees left the industry permanently for reasons including emigration, retirement, starting own business and further studies in the 12 months preceding January 2002. The distribution of wastage by job level was as follows:

All Sectors

Job Level	Managerial	Supervisory	Clerical	Operative	Total	% of Total Manpower
Wastage	107	334	677	1 434	2 695	3.4%

Employees' Training Needs

6. The survey revealed that according to feedback from employers 30,751 employees would require training of various kinds. The distribution of employees with training needs by job level was as follows:

All Sectors

Job Level	Managerial	Supervisory	Clerical	Operative	Total
Number of Employees required training	3 674	7 645	10 336	9 096	30 751

Manpower Forecast

Manpower Projection

7. Using a newly developed regression model, the Training Board forecasts that the transport logistics industry will have the manpower growth in the next three years as follows:

Year	Actual Manpower	Manpower Projection	Annual Growth	Annual Growth Rate
2002	78 921			
2003		80 798	1 877	2.4%
2004		82 792	1 994	2.5%
2005		84 927	2 135	2.6%

Annual Training Requirements

8. Based on the projected manpower growth and a wastage rate of 3%, the Training Board has worked out the additional training requirements for the next 3 years to be as follows:

Year	Managerial	Supervisory	Clerical	Operative	Total
2003	361	637	916	2 387	4 301
2004	376	663	954	2 485	4 478
2005	393	693	997	2 599	4 683

Education and Training Opportunities

Education for Pre-entry People

9. The Training Board observes that in recent years, several tertiary institutions start to offer many more full time courses in transport logistics for young people aspiring to join this industry. The number of places is estimated to be about 500 as listed below:

Award	Number of Institutions	Estimated Annual Intake
Bachelor - Business Stream	1	60
Bachelor - Engineering Stream	1	30
Higher Diploma - Business Stream	4	285
Professional Diploma/Diploma/ Certificate/Foundation Certificate	1	100-150
Total	7	475-525

Training for Employees

10. To upgrade the workforce and to attract more people to join, the HKSAR Government generously subsidizes both in-service and pre-entry people under the “Skills Upgrading Scheme” and the “Continuing Education Fund”. The annual intakes to part-time transport logistics related courses are estimated as follows:

	Estimated Number of Courses	Estimated Annual Intake
Courses for supervisory level and above	100	2 000-4 000
Courses for clerical and operative level	30	1 000-2 000

Recommendations

11. Based on the projected manpower growth and the wastage rate, the Training Board recommends the annual training requirements for 2003/2005 as follows:

Job Level

Managerial	361 - 393
Supervisory	637 - 693
Clerical	916 - 997
Operative	2 387 - 2 599

12. In view of the rapid development of the transport logistics activities and to meeting the identified skills of logistics, the Training Board recommends that specially designed programmes should be developed and offered for employees working in logistics firms. The Training Board also estimates that the manpower of this area would grow rapidly.

13. The Training Board supports the Government's Skills Upgrading Scheme and Continuing Education Fund to upgrade in-service personnel and train pre-entry people.

14. The Training Board recommends employees acquire professional qualifications relating to transport logistics such as membership of the Chartered Institute of Logistics and Transport, and of the Hong Kong Logistics Association.

15. The Training Board recommends the industry and related institutions to organize road shows, exhibitions, talks and seminars to publicize transport logistics training and job opportunities among employers, employees and young people.

16. The Training Board recommends to forge a closer link through seminars, conferences and visits among the local training providers, associations and institutions with their counterparts in Mainland China to leverage networking and cross-boundary manpower training in transport logistics.

17. The Training Board recommends setting up special programmes for small to medium firms conducting transport logistics business in the Mainland.

18. The Training Board recommends course providers to include knowledge of China logistics such as operations, law and regulations, customs clearance and other related areas.