

SURVEY ON CONSTRUCTION MANPOWER RESOURCES

Please give us your feedback (using tick or free text) on the questions given below and re-fax back to **fax no: 63242581** or **email : acesing@starhub.net.sg**

Name of Company/Firm: _____ Fax no: _____

Name of Contact Person: _____ Contact no: _____

Email Address: _____

S/N	Construction related issues	Company's Feedback
Q1	Please state the size of your company workforce based on the categories given.	Tick your answer: <ul style="list-style-type: none"> • <input type="checkbox"/> 10 staff and less • <input type="checkbox"/> Between 11 to 25 staff • <input type="checkbox"/> Between 26 to 50 staff • <input type="checkbox"/> Between 50 to 100 staff • <input type="checkbox"/> More than 100 staff
Q2	Is your company hiring supervisory/technical and professional staff now or the next 6 months? <i>[If your answer to Q2 is yes, please answer Q3 to Q7. If your answer to Q2 is no, please answer Q3, Q4 and Q7.]</i>	Tick your answer(s): <ul style="list-style-type: none"> • <input type="checkbox"/> Yes, hiring now • <input type="checkbox"/> No, not hiring
Q3	(a) What are the existing recruitment channels that your company has been using for job recruitment? Please indicate and rank them in order of 1(highest) and 4(lowest). (b) Does your company have any difficulty in recruiting local poly or university grads? (c) If your answer to part (b) is yes, please tick the reasons.	Tick your answer(s) <ul style="list-style-type: none"> • <input type="checkbox"/> News advertisement () • <input type="checkbox"/> Online job posting () • <input type="checkbox"/> Recommendations () • <input type="checkbox"/> Others: _____ () Tick your answer: For university: <input type="checkbox"/> Yes <input type="checkbox"/> No For poly grads: <input type="checkbox"/> Yes <input type="checkbox"/> No
		Tick your answer(s): <ul style="list-style-type: none"> • <input type="checkbox"/> Response to advertisement is not good • <input type="checkbox"/> High expected salary • <input type="checkbox"/> Skills/experience does not match requirements • <input type="checkbox"/> Others: _____

	(d) Do you have any comments/ concerns on recruitment of locals?	<hr/> <hr/>
Q4	<p>Does your company have any difficulty in hiring foreign staff under MOM's work pass system? If yes, please answer (a) and (b).</p> <p>(a) For which type of work pass does your company face difficulty in application?</p> <p>(b) What difficulties do you face in recruiting the type of work pass mentioned above?</p>	<p>Tick your answer: <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Tick your answer (s): <input type="checkbox"/> Work Permit <input type="checkbox"/> E pass <input type="checkbox"/> S pass <input type="checkbox"/> Other passes</p> <p>Tick your answer(s): <input type="checkbox"/> Dependency ratio <input type="checkbox"/> Quota (S pass only) <input type="checkbox"/> Qualification <input type="checkbox"/> Experience</p>
Q5	<p>How many additional staff do you intend to recruit and what will be the highest salaries that you are willing to offer? (E.g. 3 design engineers (3), \$2000 if you need 3 more design engineers whom you are willing to pay \$2000 each)</p>	<p>Tick your answer(s):</p> <ul style="list-style-type: none"> • <input type="checkbox"/> Project director () \$ _____ • <input type="checkbox"/> Project/landscape architects () \$ _____ • <input type="checkbox"/> Designers () \$ _____ • <input type="checkbox"/> Design engineers () \$ _____ • <input type="checkbox"/> Resident engineers () \$ _____ • <input type="checkbox"/> Quantity surveyors () \$ _____ • <input type="checkbox"/> Land surveyors () \$ _____ • <input type="checkbox"/> Clerk-of-works/RTOs () \$ _____ • <input type="checkbox"/> Struct/Arch/M&E co-ordinators () \$ _____ • <input type="checkbox"/> CAD /Draftsman () \$ _____ • <input type="checkbox"/> Architectural assistants () \$ _____ • <input type="checkbox"/> Engineering assistants () \$ _____ • <input type="checkbox"/> Site supervisors () \$ _____ • <input type="checkbox"/> Safety officer () \$ _____ • <input type="checkbox"/> Others _____ () \$ _____

Update on Overseas Recruitment of Professionals

*A short- term solution to meet the
industry's demand*

Sok Cui Ping
Manpower Planning Department
Manpower and Strategic Policy Division
Building and Construction Authority

Issue Raised at Last CIJC Meeting

- Tight supply for middle level manpower
- Meeting noted the expanded list of acceptable foreign qualifications for
 - *REs and RTOs,*
 - *professional/ technical personnel under CRS,*
 - *project managers and engineers required by GPEs*and that BCA would be adjusting requirements for supervision teams
- To explore joint overseas recruitment

Joint overseas recruitment drive

- Met up with HR agencies on proposed approach for joint recruitment drive overseas
 - *Recruitment needs of several companies to be consolidated*
 - *Appointed HR agency to source, short-list and arrange for interviews at source country*
 - *Fee structure*
- Proposed approach was discussed with CIJC in a follow-up meeting on 3 June 08.

Proposal on joint overseas recruitment drive

Follow-up with CIJC

- Survey conducted to gauge the level of interest of firms in overseas recruitment.

Industry association	Number of respondents	Number of firms hiring technical/professional staff now or next 6 months	Number of firms interested in overseas recruitment drive	Preferred countries
SCAL	14	8	5	HK, Malaysia
SIA	13	10	3	Any country
ACES	6	5	2	ASEAN countries
SIBL	4	2	1	India
Total	37	25	11	

- SIA, SCAL and ACES interested to participate in this joint initiative. Initiative also supported by CIJC Chairman.

Proposal on joint overseas recruitment drive

Moving on...

- Participating associations will seek consent from their members to represent them in this recruitment drive.
- Associations will be involved in appointment of recruitment agency on behalf on their members.
- BCA can then help to consolidate the hiring needs of the individual firms and provide subsequent facilitation/ assistance in the recruitment exercise.

Thank you.