

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 006/16 of the Construction Industry Training Board (CITB) was held on Thursday, 8 December 2016 at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Present:	Allan CHAN	(SKC)	Chairperson
	Pat-kan CHAN	(PKC)	
	Sau-kuen CHENG	(SKCg)	
	Yat-hung CHIANG	(YHC)	
	Benjamin CHONG	(WHC)	
	Albert HO	(AHO)	
	Kwok-kwan NG	(KKN)	
	Raymond SYNN	(RSn)	
	Chun-yuen TSE	(CYT)	
	Sai-yen YU	(SYYu)	
	Dominic CHOW	(DCW)	for Albert LAM from Development Bureau
	Chiu-wang TSANG	(CWTg)	for Yuk-keung LEUNG from Labour Department
In Attendance:	Jacky WU	(JW)	Development Bureau
	Patrick CHENG	(KPCg)	Development Bureau
	Alex LEUNG	(AL)	Director - Training & Development
	Yin-lin CHU	(YLC)	Senior Manager - Training & Development
	Ivan KO	(IK)	Senior Manager - Training & Development
	Davis LIU	(DsL)	Senior Manager - Training & Development
	Victor WONG	(VWg)	Senior Manager - Training & Development
	Jamie CHAI	(JeC)	Manager - Corporate Developments (Career Support Services)
	Olivia YIU	(OaY)	Manager - Corporate Developments (Trainees Recruitment)
	Jimmy LEUNG	(JyL)	Manager (Acting) - Development & Support Services
	James WONG	(JsW)	Manager - Research & Development (In attendance for Agenda item 6.17 only)

	Priscilla TAM	(PTm)	Manager - Training & Development
	Shirley LAM	(YYW)	Senior Officer - Board Services
Apologies:	Sai-hong LAI	(SHL)	
	Kyran SZE	(KS)	

## **Progress Report**

### **Action**

#### **6.1 Confirmation of the Progress Report of the Previous Meeting**

Members took note of Paper CIC/CTB/R/005/16 and confirmed the Progress Report of the 5<sup>th</sup> meeting held on 4 October 2016.

#### **6.2 Matters Arising from the Last Meeting**

##### **6.2.1 Items 5.5.3 and 5.5.4—Extension of daily training hours of Plant Operation Courses**

The Director reported that the proposed extension of daily training hours of Plant Operation Courses was preliminarily discussed at the meetings of relevant Course Advisory Panel and Task Force on Training (TF-TNG). The management would table a detailed proposal at next TF-TNG meeting for discussion. In addition, the management would continue to liaise with related trade associations to discuss the possibility of borrowing part of contractors' sites for the time being having no construction schedule for the purpose of providing training on lorry-mounted crane operation requiring relatively simple setting.

##### **6.2.2 Item 5.7.3—Benchmarks of efficiency and statistical data of Collaborative Training Schemes**

The Director reported that for the convenience of Members to review the data of Collaborative Training Schemes (trades with manpower shortage), the management would summarise the figures of

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enrollment as at the reporting date and the corresponding period in the year before in the report on statistical data in the future.

6.2.3 Item 5.12.4 – Summary Notes of Meeting No. 003/16 of Task Force on Training (TF-TNG)

For the matter of whether to introduce a part-time course for concrete mixer operators or hold talks for concrete mixer operators of suppliers, the management would, according to the comments of TF-TNG, liaise with concrete suppliers to understand their actual needs first and then suggest the most effective arrangement to TF-TNG. It was also noted that the management was following up the suggestion of the representative of Labour Department at the last meeting to add training of operating grab-mounted lorries to the crane operation courses. A discussion paper would be submitted after the curricula was revised for the TF-TNG's consideration.

6.2.4 Item 5.15.4—Summary Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration through “Senior Workers Registration Arrangement” and Trade Tests

It was noted that the management had furnished information, including the number of people waiting for trade tests of those trades which had exceeded the service indicator, to the Development Bureau. For individual trades with relatively high absence rate and withdrawal rate, it was noted that Trade Testing Centre had reminded candidates by various means to turn up for the tests as scheduled before the testing date. There was a suggestion that candidates who had accrued a total of two unexcused absences in the same test should be blacklisted and forbidden to apply for such test for twelve months. However, the representative of Development Bureau advised that if the original intention of these measures to tackle the absence of candidates was to avoid affecting other candidates in the queue and not to deprive the

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candidates in question of the opportunity to take trade tests, CIC would consider telling candidates with unexcused absences for two times the testing date for the third time might be considerably deferred. The representative also pointed out that not to accept applications from candidates with unexcused absences for twelve months would render CIC unable to conduct tests for these candidates even when there were vacant time slots and was in violation of the original intention of these measures. Therefore, the representative hoped that CIC would re-consider adopting a more appropriate handling approach. The management replied that a discussion would be made with the Chairperson of Task Force on Trade Testing (TF-TRT) about the related arrangement.

**TF-TRT and  
IK**

- 6.2.5 Items 5.15.5 and 5.15.7 – To draw up a list of employers who would provide testing venues

It was noted that in response to a complaint on application for Trade Test on Piling Operative (Bored Pile) received by a labour union, the management was preparing a list of employers who would be able to provide testing venues for trades that required candidates to specify a testing venue. The list would be prepared as a long-term measure for those candidates in need and the progress would be reported at the next meeting.

For the provision of assistance to candidates in searching for testing venues and the need to make corresponding arrangement before assigning candidates to take trade tests at the related sites as well as the clarification of the relevant liabilities and insurance matters of CIC, the Director reported that the management had liaised with insurers and confirmed that the arrangement was covered by the provisions of the insurance policy taken out by CIC.

(SKCg joined the meeting at this juncture.)

**6.3 Bar-bending Machine Maintenance and Repairs Course  
(for discussion)**

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- 6.3.1 Members took note of Paper CIC/CTB/P/073/16. It was noted that the captioned course proposal was accepted by Task Force on Training.
- 6.3.2 A Member for Development Bureau expressed support to the introduction of the proposed course in order to meet the training demand of the industry. Nevertheless, he requested CIC to consider offering certain amount of subsidies for specified courses based on its financial situation with a view to aptly lower the course fee. In the light of the substantial surplus in the budget of CIC in recent years, it was hoped that CIC would review the use of levy income in providing construction training in a more efficient way.
- 6.3.3 A Member asked about the unfavourable responses from trainees towards the job of repairing bar-bending machines. He doubted whether it was related to the huge difference in wages received by a Mechanic and a Bar Bender, inducing people intending to join the industry to apply for Bar Bending Course. The Member also advised including such training in the Bar Bending Course to attract people to join the trade through the higher salary of being Bar Benders.
- 6.3.4 Another Member raised that the cost per class was about HK\$20,000 and two classes were expected to be introduced in 2017. The total cost involved would not be great. The Member suggested CIC providing incentives under which applicants could get a full reimbursement of course fees upon completing the course. Such arrangement not only helped reduce the drop-out rate to avoid wasting CIC's training resources, but also provided manpower in need for the industry.
- 6.3.5 A Member opined that the reason for a shortage of technicians for repairing bar-bending machines was unclear. The paper and information learnt about at the meeting were not able to indicate the core of the

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issue. The Member also expressed that he personally did not object the introduction of the course but was concerned whether the training of a number of technicians for repairing bar-bending machines for the industry could truly solve the problem which the industry was facing.

6.3.6 The Chairperson expressed that CIC could launch the training course for a trial run as the industry had voiced its demand for the course. The management could then report the enrollment later.

YLC

6.3.7 Members agreed to launch the Bar-bending Machine Maintenance and Repairs Course and the course syllabus. The training duration of the course would be 35 hours. There would be 12 trainees per class and the course fee would be HK\$2,100 per trainee.

**6.4 Part-time Course on the Principle of New Engineering Contract (NEC) (for discussion)**

6.4.1 Members took note of Paper CIC/CTB/P/074/16. It was noted that the captioned course proposal was accepted by Task Force on Training. It was also noted that the proposed course was a foundation course for in-service personnel to gain basic knowledge towards NEC. A Member opined that considering the level of the course as a foundation course, there was a need to make a remark.

6.4.2 Members agreed to launch the Part-time Course on the Principle of New Engineering Contract (NEC) and the related syllabus with training duration of 27 hours. The maximum number of trainees per class would be 30 and the course fee would be HK\$3,000 per trainee.

**6.5 Part-time Training Course on Introduction of Carbon Labelling Scheme (for discussion)**

6.5.1 Members took note of Paper CIC/CTB/P/075/16. It was noted that the captioned course proposal was accepted by Task Force on Training.

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6.5.2 Members agreed to launch the Part-time Training Course on Introduction of Carbon Labelling Scheme and the related syllabus with training duration of 15 hours. The maximum number of trainees per class would be 15 and the course fee was set at HK\$3,500 per trainee.

**6.6 Part-time Training Course on Introduction of Building Information Modeling (BIM) Data Management;**

**6.7 Part-time Training Course on Introduction of Basic Building Information Modeling (BIM) and Project Management; and**

**6.8 Full-time Adult Short Course on Building Information Modeling (BIM) (70 days)  
(for discussion)**

6.6.1 Members took note of Papers CIC/CTB/P/076/16, CIC/CTB/P/077/16 and CIC/CTB/P/078/16. It was noted that the captioned three course proposals were accepted by Task Force on Training (TF-TNG).

6.6.2 The Director briefed that the captioned three course proposals were all related to the topic of Building Information Modeling (BIM). The application of BIM would be a major trend in the future and the Government was vigorously promoting its application. Therefore, CIC proposed three training courses for practitioners at different levels and of various positions. The primary aim of the Part-time Training Course on Introduction of Building Information Modeling (BIM) Data Management was to assist practitioners in mastering the practical data management skills in BIM. The targeted trainees for the course were professional and technical personnel, draughtsmen and computer technicians. The course duration would be nine hours and the maximum number of trainees per class was ten. The Part-time Course on Introduction of Basic Building Information Modeling (BIM) and Project Management was to enable practitioners to know how BIM could be adopted in project management. The trainee target would be professional and technical personnel and managerial staff. The course duration was 15 hours and the maximum number of

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trainees was 15 per class. Both the aforesaid courses were self-financing part-time courses with course fee of HK\$4,000. Trainees would be awarded certifications as long as their attendance rate reached 80% and they passed the assessment. The Adult Short Course on Building Information Modeling (BIM) (70 days) was a full-time course which would teach trainees basic BIM modeling skills. Trainees could receive an allowance of HK\$170 per day during the training period of 70 days. The maximum number of trainees per class was 20. Trainees would be awarded certifications as long as their attendance rate reached 95% and they passed the assessment.

- 6.6.3 In response to an enquiry from a Member about the admission requirements of the Adult Short Course on Building Information Modeling (BIM) (70 days), IK explained that as most of the teaching tools and reference books of the course were mainly in English, the current admission requirement of having completed Secondary 5 / DSE or above matched the actual need of the industry. If the requirements of the course were relaxed, there would be trainees with different capabilities and various educational levels in the class affecting the progress of learning and teaching. The proposed admission requirements would help ensure that the progress of learning of trainees could be at the same pace.
- 6.6.4 The Member remarked that if there was a requirement for English proficiency, it could be stated in the admission requirements. He also opined that the notion of "lenient entry, stringent exit" should be adopted to attract more people who were interested in working in that field to apply. For comparing the proposed course with the Computer Aided Drafting Course (ACD) and Measurement Technician Assistant Training Course (AMT), IK replied that the operations of BIM and ACD shared some similarities, and cost estimates regarding labour and materials in AMT would be taught in the BIM course.
- 6.6.5 The Chairperson considered that the admission

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requirements of the proposed course were lenient. The Director also pointed out that there was no need for trainees to get a pass in specified subjects.

- 6.6.6 The Member reverted to a matter, which was mentioned earlier at the TF-TNG meeting, that a person with a Graduate Certificate issued by a mainland university intended to apply for a CIC course (which required the completion of Secondary 5 or above) yet he was requested to have his qualifications to be assessed first by Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ). IK replied that persons with non-local academic qualifications needed to undertake qualification assessments at HKCAAVQ if he/she intended to take CIC courses with certain academic requirements. However, as advised by the Chairperson of TF-TNG, CIC would provide practical assistance to these applicants, including furnishing related information about qualifications assessments being carried out by HKCAAVQ. Given the growing number of new arrivals with certificates from Mainland institutions, the Member requested CIC to review the arrangement of the need to undertake qualifications assessment at HKCAAVQ by the applicants with non-local qualifications. The Chairperson agreed to carry out the review.

**IK**

- 6.6.7 A Member for Development Bureau supported the launch of the proposed courses in principle and hoped that there would be more practitioners who could understand and master the application of BIM in the industry. The Member suggested CIC to consider simplifying the administrative arrangements, including those on admission requirements. Moreover, as the Government would vigorously promote the applications of BIM, there was a need to follow up the enrollment situation of these courses. The management was requested to report the enrollment figures of these courses so as to let Members know the latest demand for these courses.

**IK**

- 6.6.8 A Member opined that the proposed admission

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requirements of the Short Course on BIM did not spell out clearly whether graduates of Diploma of Vocational Education (DVE) Programme and Craft Certificate Programme of Vocational Training Council (VTC) for Secondary 3 students were qualified to apply for the said course. He suggested determining the admission requirements by the levels of Qualifications Framework (QF) but the management pointed out that HKCAAVQ must have accredited the VTC programmes. Qualifications conferred upon completing these courses could be referred to the Qualifications Register of the Government.

- 6.6.9 Another Member pointed out that Employees Retraining Board (ERB) ran various computer drafting courses, and it was believed that graduates of these courses would be interested in the proposed BIM course. Since most of ERB courses had undertaken qualification accreditation and obtained ranking, CIC could make reference to the admission criteria and arrangement of ERB.
- 6.6.10 As regards the remark of a Member that there should be stricter criteria for courses with training allowance but relatively lenient criteria for part-time courses charging tuition fees, the Chairperson stated that even trainees had to pay course fees, there must be certain admission requirements for CIC courses to ensure the quality of the courses. The Chairperson also said that as it was hoped there would be more new entrants, CIC could consider providing courses of elementary level for persons interested yet without the required qualifications as preparatory courses.
- 6.6.11 A Member for Development Bureau suggested that CIC could refer to the criteria of other training institutes in dealing with applications submitted by persons with non-local qualifications with a view to reduce the need for applicants to undertake qualification assessments at HKCAAVQ for individual courses they intended to take. The management was also requested to provide related information at the next meeting. Regarding the

**IK**

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targeted trainees and requirements of the course, CIC could consider accepting Secondary 3 students who had completed CIC's Basic Craft Courses or construction-related courses provided by other training institutes and a specified period of working experience. The Member also advised to review the admission requirements of other similar courses.

**IK**

6.6.12 IK replied that CIC could work on the comments made by Members to design a BIM Bridging Course for persons with an educational level of Secondary 3 but below Secondary 5 to ensure that the overall learning progress of trainees admitted could be taken care of. Graduates of the aforesaid bridging course would be entitled to enroll in the proposed Full-time BIM Short Course.

6.6.13 The Chairperson concluded that the management should consider refining further the admission requirements of Adult Short Course on BIM and making reference to the criteria of other training institutes in handling applications from persons with non-local qualifications in addition to follow up the proposal of introducing a BIM Bridging Course.

**IK**

6.6.14 Members agreed to introduce the "Part-time Training Course on Introduction of Building Information Modeling (BIM) Data Management", the "Part-time Training Course on Introduction of Basic Building Information Modeling (BIM) and Project Management", and the "Adult Short Course on Building Information Modeling (BIM) (70 days)".

**6.9 Report on Review of Skills Enhancement Courses for Ethnic Minorities – Pilot Scheme and Proposals for Future Development (for discussion)**

6.9.1 Members took note of Paper CIC/CTB/P/079/16. It was noted that the captioned proposal and additional information subsequently provided in the Paper, including the figure of about 11,200 ethnic minorities who had registered as general workers, and the suggestion of conducting two more courses on trades

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of Concretor and Plasterer in addition to the courses on trades of General Welder, Plumber and Metal Scaffolder, were all accepted by Task Force on Training. CIC was now drafting courses which would help train local workers to become semi-skilled workers. The consistency of Skills Enhancement Courses for ethnic minorities and those for local workers would be followed up in the future.

6.9.2 A Member for Development Bureau supported the regularization of the courses and welcomed the arrangement of adding two more trade courses. Regarding the significant improvement to the recruitment results of the courses subsequent to the assistance rendered by ethnic minority staff and CIC planned to enlist more ethnic minority staff, the Member requested the management to report the expansion of the related staff establishment. In addition, there were over 10 thousands ethnic minority workers who had registered as general workers and thus there would be considerable demand for the courses. It was hoped that the granting of approval for additional classes could be expedited in the future. The Member also requested the management to report soonest possible the enrollment situations of the courses so as to better answer the industry's need.

6.9.3 A Member opined that considering over 10 thousands ethnic minorities who had registered as general workers in the industry, the proposed number of trainees of ten per class was far from enough. YLC replied that ethnic minority workers could apply for the courses as long as they got registered as general workers and possessed one-year related working experience. The establishment of ten trainees per class was a way for instructors to thoroughly know the technical level of every trainee with a view to providing suitable guidance for skills enhancement. If the usual establishment of 15 trainees per class was adopted, there would not be enough time for instructors to take care of every trainee. Moreover, CIC had considered the communication barriers in languages and collected

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comments from related instructors and interpreters on teaching the courses prior to finalizing the number of trainees per class. The arrangement of ten trainees per class could bring desirable training results. Nevertheless, CIC could re-assess the feasibility of increasing the number of trainees to 12 per class based on the comments from Members. The Director advised reviewing the conduct of these courses earlier to make an appropriate adjustment to the number of trainees per class as well as extra classes.

YLC

- 6.9.4 A Member for Development Bureau requested the management to explore the collaboration with the industry including the labour unions to enhance CIC's capacity to provide training for ethnic minorities. The Chairperson said that the management had been instructed to increase the training and testing capacity of CIC as far as possible, which included conducting courses and providing testing on Saturdays, Sundays and public holidays for the convenience of workers. He also hoped that the proposed courses could help ethnic minority workers to enter the local job market to facilitate the localisation of ethnic minorities.
- 6.9.5 Members agreed to introduce Skills Enhancement Courses for Ethnic Minorities, the proposed course contents for five trades and the related estimated expense of HK\$1.35 million.

**6.10 Continuing Professional Development (CPD) Courses for Licensed Plumbers (for discussion)**

- 6.10.1 Members took note of Paper CIC/CTB/P/080/16. It was noted that the captioned course proposals were accepted by Task Force on Training.
- 6.10.2 Members agreed to introduce five part-time Continuing Professional Development Courses for Licensed Plumbers, namely Course on Assembling Separate Water Meter complete with Pipes, Course on Assembling Stainless Steel Potable Water Pipes Complete with Fittings, Course on Installation of Copper Tube Header in Water Meter Portion, Course

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on Practising Polyethylene (P.E.) Pipe Connection and Course on Review of Hong Kong Waterworks Standard Requirements for Plumbing Installation in Buildings Chapters 1 to 10. Training hours for each course would be two or three hours. The number of trainees per class at workshops was 10-15 trainees while the number of trainees for classroom lectures was 30 per class. Suggested course fees ranged from HK\$100 to HK\$570. Each continuing professional development course recognised by the Water Supplies Department would be assigned with CPD credits.

**6.11 Proposal to Relax the Re-enrollment Restrictions for Enhanced Construction Manpower Training Scheme (for discussion)**

6.11.1 Members took note of Paper CIC/CTB/P/081/16. It was noted that the captioned proposal was accepted by Task Force on Training.

6.11.2 Members agreed to relax the re-enrollment restrictions for Enhanced Construction Manpower Training Scheme (ECMTS). Originally, trainees who had participated in ECMTS were prohibited from enrolling in another ECMTS course for life yet it was amended that they were forbidden to enroll in another ECMTS course for one year only. When they intended to enroll in another ECMTS course, trainees who graduated for more than a year were required to submit supporting documents of one-month employment as per year in the industry; those who graduated for less than a year would be subject to a less stringent requirement. The measures were applicable to graduates of all full-time courses with allowance and Collaborative Training Schemes. However, in the case that graduates of ECMTS were unable to engage in respective trade due to a lack of related jobs, they could enroll in another ECMTS course after three months they graduated. Those measures would take effect from 1 January 2017 onwards. The management would review the arrangement of relaxing re-enrollment restrictions in late 2018.

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**6.12 On-The-Job Training Scheme Yearly Report 2016 and Proposal (for discussion)**

- 6.12.1 Members took note of Paper CIC/CTB/P/082/16. It was noted that captioned report and proposal were accepted by Task Force on Collaborative Schemes.
- 6.12.2 Members accepted the yearly review report of On-The-Job Training Scheme in 2016 and agreed to terminate the Scheme and stop accepting applications from 1 January 2017 onwards. The applications approved would still be valid until the completion of the 18-month training. It was expected to receive 80 applications for the Scheme in 2016 and the related estimates of subsidy expense in 2016-2018 for these applications would amount to about HK\$7.64 million.

**6.13 Proposal for Introducing a New Collaborative Training Scheme to replace the current Collaborative Schemes for the Training of Semi-skilled Workers (for discussion)**

- 6.13.1 Members took note of Paper CIC/CTB/P/083/16. It was noted the review of existing collaborative schemes and the proposed content of the new collaborative scheme. Highlights included: (i) existing five collaborative schemes would be replaced by a single collaborative training scheme with a focus on a total of 24 trades with severe manpower shortage; (ii) fostering commitment of employers and trainees through employment on monthly paid basis and incentive for training efforts; (iii) direct payment of allowance to trainees and offering competitive earnings; (iv) improving training effectiveness through standardised training periods (standardized to three months or six months), initial training for trainees (standardised to one month or two months) and enhancement of follow-up work; (v) briefing would be held for employers and their performance would be assessed by results of Intermediate Trade Tests; (vi) Train-the-Trainer Programs for instructors would be held and accreditation mechanism would be launched in the future; and (vii) employers would be responsible for

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trainee recruitment while CIC could also recruit trainees for their employment. Under the new scheme, the minimum average salary of trainees of trades with six-month training and trades with three-month training would be around HK\$14,000 and over HK\$15,000 per month respectively. The consultant had widely consulted the industry and the responses to the new collaborative scheme was positive. The new collaborative training scheme was expected to be launched in the second quarter of 2017 upon getting approval for its introduction.

6.13.2 The Chairperson said that the new collaborative scheme would focus on contractors and sub-contractors who acted as employers yet other bodies might also play a part. The purposes of the new collaborative scheme were to simplify procedures and ensure that subsidies would be given to trainees and instructing staff of the employers directly. The rationale of the scheme was to train semi-skilled workers with the assistance of the industry. It was expected that the scheme would attract more new entrants to join the industry through participating in the collaborative training scheme with a systematic one- or two-month pre-training and two- to five-month practical training on sites, and a monthly-salary mechanism. The management would commence preparatory work once the new collaborative scheme was accepted.

6.13.3 For the difference of over HK\$1,000 between the average monthly salary of trades with three-month training and that of trades with six-month training, a Member was concerned that applicants would tend to enroll in three-month-training trades which offered a higher average monthly salary. To narrow the difference in the average monthly salary of these two types of trades, the Member suggested adjusting the amount of reward. The Chairperson agreed to review the composition, namely subsidy, salary and reward, of income of trainees during the training period.

**JyL and the  
Consultant**

6.13.4 Since it was necessary to monitor closely the effectiveness of the new collaborative scheme,

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Members agreed to review trades with three-month training on a half-year basis while trades with six-month training would be reviewed on an annual basis. Nevertheless, the management should report to CITB immediately if there were special circumstances.

**JyL**

- 6.13.5 A Member for Development Bureau advised that as there were terms requiring contractors to participate in collaborative training schemes in the public project contracts, it was necessary to set a transition period for existing Contractor Cooperative Training Scheme when the new collaborative scheme was launched for the sake of fulfilling the related contractual terms by the contractors concerned throughout the project period already commenced. Moreover, since the success of the new collaborative scheme depended very much on the support from contractors and sub-contractors, the management and the Chairperson were requested to continue liaising with employers in the industry and carry out an internal and preliminary estimate of the number of applications in the first year of the introduction of the new collaborative scheme to ensure that the number of trainees enrolled in the first year exceeded the total number of trainees enrolled by the existing five collaborative schemes in 2016. Lastly, as there was an upturn in the number of applications for existing collaborative schemes in 2016 and there would be certain degree of drop-out rate for every training programme, it was suggested to point out the deficiencies of existing schemes in a more positive way. On the whole, the Government looked forward to see the smooth implementation of the new collaborative scheme, and CIC could step up its efforts to push ahead the new collaborative scheme with contractors and sub-contractors.

**JyL and the  
Consultant**

- 6.13.6 A representative of Development Bureau requested CIC to follow up the training demands of trades which were not included in the new collaborative scheme, i.e. those trades listed in item 5.6 (c) of the Paper without Intermediate Trade Tests/Certification Tests, like the Tunnel Worker, Lift Mechanic and

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Tower Crane Erection & Dismantling Workers' Assistant. CIC should study the provision of suitable training for these trades if there were training needs. For trades without related Intermediate Trade Tests, CIC might consider directly providing training of skilled workers for these trades. For trades which were not registered trades under Construction Workers Registration Ordinance like the Tower Crane Erection & Dismantling Workers' Assistant, CIC could consider designing individual skills tests recognized by the industry for these trades for identification of skills level of workers who completed such training. The Director replied that these suggestions would be passed to the Consultant for follow-up actions.

**JyL and the  
Consultant**

- 6.13.7 Members accepted the proposal to replace existing collaborative schemes for training of semi-skilled workers with the new collaborative scheme.

**6.14 Proposal to Increase Training Places of Contractor Cooperative Training Scheme in Year 2016 (for discussion)**

- 6.14.1 Members took note of Paper CIC/CTB/P/084/16. It was noted the captioned proposal was accepted by Task Force on Collaborative Schemes.
- 6.14.2 Members agreed to the suggestion of increasing the training places of the collaborative training schemes in 2016 by 400 places, of which 300 places would be reserved for Contractor Cooperative Training Scheme and the remaining 100 places for Contractor Cooperative Training Scheme – E&M Trades, as well as the related budgetary arrangement.

**6.15 Proposal to Subsidize Mandatory Basic Safety Training Course for VTC's Diploma of Vocational Education Subsidy Programme - Craftsman for three years from 2016-2017 to 2018-2019 (for discussion)**

- 6.15.1 Members took note of Paper CIC/CTB/P/085/16. It was noted the captioned proposal was accepted by Task Force on Collaborative Schemes.

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6.15.2 Members agreed to the proposal of subsidizing Mandatory Basic Safety Training Course for VTC's Diploma of Vocational Education Subsidy Programme – Craftsman for three years from 2016-2017 to 2018-2019. The number of trainees entitled to receive the subsidy totalled 1,200 and the total amount of subsidy would be HK\$168,000.

**6.16 Proposed Tender Documents for Purchase of One Set Brand New 50-ton Hydraulic Crawler Crane (for discussion)**

6.16.1 Members took note of Paper CIC/CTB/P/086/16. It was noted the captioned proposal was accepted by Task Force on Training.

6.16.2 Members agreed to the purchase of a new set of 50-ton hydraulic crawler crane to replace a 35-ton crane purchased in 1991.

**6.17 Skilled Construction Workers Forecast (2017-2025) (for discussion)**

6.17.1 Members took note of Paper CIC/CTB/P/087/16 and the presentation given by JsW of Research & Development Department on the manpower forecast of skilled workers in the construction industry. The manpower forecast of skilled workers in construction industry from 2017-2025 projected by the CIC Manpower Forecasting Model was also noted. In short and medium terms, there would be a shortage of approximately 10,000 to 15,000 skilled workers in the construction industry.

6.17.2 A Member for Development Bureau stated that according to the result of the forecast there would be persistently a more severe shortage of skilled workers in three trades, namely Carpenter, Plasterer and Refrigeration/ Air-conditioning/ Ventilation Mechanic. Development Bureau had requested CIC to enhance the training of these trades in a targeted way based on the results of the forecast. For the formwork trade, the technology of aluminum formwork had been widely adopted. Development

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Bureau would discuss the measures in coping with manpower shortage in that field with CIC and related organisations in the industry, including the introduction of new training courses to meet the industry's need. For the manpower shortage in Plasterer, the measures to enhance training and attract more new entrants were needed to be explored. As the training of Refrigeration/ Air-conditioning/ Ventilation Mechanic was provided by VTC, Development Bureau hoped that CIC would share the figures of the aforesaid trades with VTC after the manpower forecasting report was accepted. The management was requested to follow up the training places of the aforesaid trades with the VTC and see whether appropriate measures targeting at the estimated manpower shortage could be introduced.

**HWF**

- 6.17.3 Members accepted the report on manpower forecast for skilled workers in the construction industry from 2017 to 2025.

**6.18 Report on Benchmarks of Efficiency of Full-time Courses and Statistics (Application Rate and Enrollment Rate) (for discussion)**

- 6.18.1 Members took note of Paper CIC/CTB/P/088/16 and noted the captioned report which was accepted by Task Force on Training. It was noted that the application rates of Basic Craft Courses and Construction Supervisor/Technician Programme in September 2016 were 76% and 129% respectively; and their respective enrollment rates were 73% and 111%. The application rate and enrollment rate of Full-time Short Courses were 99% and 84% respectively during the period from January to September 2016. Members also noted the follow-up tasks by CIC in response to these figures, which included the active recruitment of instructors for courses which could not be launched due to lack of instructors; the use of multifaceted promotions to boost the application rate and enrollment rate; and the follow-up of the effects of increasing the amount of training allowance.

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6.18.2 Members accepted the report and analysis of the results on application rate and enrollment rate of Full-time Courses and the related follow-up tasks.

**6.19 Proposal of Increasing Training Quota of Crane Operators (Construction Crane Operators and Loadshifting Machinery Operators) (for discussion)**

6.19.1 Members took note of Paper CIC/CTB/P/089/16 and noted the proposal of increasing training places for plant operators through reshuffle of training grounds and addition of plant and manpower in order to shorten the waiting time of courses for plant operation. For training places for lorry-mounted crane operation, Tat Mei Road Training Ground would be assigned as the sole training ground for lorry-mounted crane operation and two more lorry-mounted cranes, extra resources for land reformation and four additional instructing staff would be employed. Training places would then be increased by 168 to 240 places annually (a total of 40 classes). For training places for crawler-mounted mobile crane operation, after emptying Tai Po Outdoor Training Ground through the relocation of lorry-mounted crane training course, the vacated area at the aforesaid training ground would be used as the training venue for crawler-mounted mobile crane operation. It was suggested purchasing two additional wheeled telescopic mobile cranes, putting in extra resources for preparation of training ground and recruiting two more instructing staff. Training places of Crawler-mounted Mobile Crane Operation Course (CMO) would be increased by 10 to 40 places (a total of eight classes) while training places of Wheeled Telescopic Mobile Crane Operation Course (WMO) would be raised by 30 to 40 places (a total of eight classes). For training places for Loadshifting Machinery Operation, after the relocation of Bar-bending and Fixing Course from the Tuen Mun Outdoor Training Ground, the vacated area would be used as additional training venue for Excavator Operation Course with one more excavator, extra resources for formation of soil

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platform and one more instructing staff to be employed. Training places would be increased by 21 to 63 places (a total of 21 classes).

6.19.2 Members accepted the suggestion of increasing the training places for plant operation through allocation of extra resources for formation of outdoor training grounds and addition of plant and instructing staff, as well as the related budget estimates of capital and operational expenses. The aforesaid proposal would be submitted to the Committee on Administration and Finance for approval. Upon receiving approval from CIC, the management would immediately embark on the reshuffle of training grounds and recruit the related instructing staff. It was expected the additional classes could be commenced in March 2017.

6.19.3 In response to an enquiry from a Member whether CIC would lift the application suspension after increasing the training places for plant operation, the Director said that the ultimate goal of the proposal was to resume processing of applications for plant operation courses. However, a review would be performed subject to the situation following the increase in training places.

**6.20 Reference Highlights of Good Practice for Connecting Pipes (Copper Tube) (for information)**

Members took note of Paper CIC/CTB/P/090/16. It was noted that CIC would introduce to the practitioners the “Good Practice of Pipe Connecting (Copper Tube)” in response to the recommendations made in the Report of the Commission of Inquiry into Excess Lead Found in Drinking Water. The reference materials were discussed and accepted by the Course Advisory Panel on Plumbing & Pipe-fitting. The Good Practice would be printed in the form of printed leaflets and distributed at various organisations and venues to promote the good practice to the practitioners.

**6.21 Memorandum of Understanding for CIC and Mainland Vocational Training Institutions (for information)**

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Members took note of Paper CIC/CTB/P/091/16. It was noted that CIC intended to sign non-binding Memorandums of Understanding with Guandong Construction Polytechnic and Sishan Construction Training Centre in Foshan to enhance the bilateral collaborative relationship in the development of skills training and trade testing.

**6.22 Summary Notes of Meeting No. 003/16 and 004/16 of Task Force on Collaborative Schemes (for information)**

Members took note of Paper CIC/CTB/P/092/16 and noted the summary notes of Meeting No. 003/16 and No. 004/16 of Task Force on Collaborative Schemes.

**6.23 Summary Notes of Meeting No. 004/16 of Steering Group on Implementation of CWRO Amendments (for information)**

Members took note of Paper CIC/CTB/P/093/16 and noted the summary notes, in relation to CITB, of Meeting No. 004/16 of the captioned Steering Group. Highlights included: (i) the University of Hong Kong would submit an interim report of the first stage of Study on the Benchmark of Overseas Certifications of Trade Testing in mid-December 2016; (ii) a full review of trade testing was suggested regarding the low passing rates of a number of trades; (iii) an extension of the subsidy scheme up to 31 March 2017 and the scheme would be reviewed by the Secretariat afterwards; and (iv) CIC would sign Memorandums of Understanding on cooperation with vocational training institutions in Mainland China (the related Paper 091/16 had been submitted to CITB for information).

**6.24 Table on Estimated Waiting Time for Full-time Adult Short Courses (for information)**

Members took note of Paper CIC/CTB/P/094/16 and noted that the waiting time for both types of courses on trade skills and at technician level were within six months. Applications for courses on Plant Operation were suspended but it might be re-opened for application after plant, manpower and venue resources were increased.

**6.25 Summary Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration**

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**through “Senior Workers Registration Arrangement” and Trade Tests (for information)**

6.25.1 Members took note of Paper CIC/CTB/P/095/16. It was noted that as at 31 October 2016, the expected waiting time for three trade tests, namely Carpenter (Formwork - Building Construction), Piling Operative (Bored Pile) and Carpenter (Formwork - Civil Construction/Building Construction) (Striking) exceeded the service indicator of 2 months by two months while the waiting time for the other four tests slightly exceeded the service indicator. With new testing venues being put into operation, deployment of part-time invigilators and overtime work at weekends, the waiting time of the aforesaid trade tests would meet the service indicator in December 2016 or January 2017.

6.25.2 Members also noted that as at 31 October 2016, the accumulative actual numbers of workers registered as Registered Trade Workers through Senior Workers Registration Arrangement and Trade Tests were about 111,000 and 37,700, representing 3.63 times and 1.27 times of the target of cumulative numbers respectively. The sum of these two figures of workers totalled about 148,800, representing 2.34 times of the target of the sum of cumulative numbers. Of which, the number of workers registered as skilled and semi-skilled workers was over 62,700.

**6.26 Table on Waiting Time for Plant Operation Certification Courses cum Tests (for information)**

Members took note of Paper CIC/CTB/P/096/16. It was noted that as at 31 October 2016, the waiting time of certification courses on crane operation exceeded the service indicator, namely Tower Crane, Lorry-mounted Crane and Builder's Lift. The waiting time for the first two certification tests were expected to meet the target in January 2017. For the waiting time for certification tests on operation of Builder's Lift, as the class of theory training for Certification Course on Builder's Lift had been resumed in early November 2016 and Chun Wo

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Construction Company (Chun Wo) agreed to lend CIC a Builder's Lift, CIC would provide practical training and test on operation of Builder's Lift from 11 December 2016 onwards. It was expected that through borrowing the Builder's Lift from Chun Wo on Sundays and/or public holidays to conduct practical training and tests, the waiting time of the related operation certification test would meet the target in March 2017. The progress of the tender exercise of purchasing a builder's lift was also noted. The new builder's lift was expected to be delivered to Hong Kong in February 2017 and to be put in service in April 2017. The management expressed gratitude to the Hong Kong Construction Association, Chun Wo, Development Bureau and Housing Authority again and would continue to borrow builder's lift from other contractors through the Hong Kong Construction Association in order to reduce the number of people waiting for the certification tests on Builder's Lift.

**6.27 Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme (for information)**

Members took note of Paper CIC/CTB/P/097/16. It was noted that during the period from 1 September 2015 to 31 October 2016, the number of applications received and places approved of Structured On-the-job under the captioned scheme were 578 and 488 respectively. The number of applications received and places approved of Skills Enhancement Courses were both 286.

**6.28 Any Other Business**

6.28.1 Dates of CITB meetings in 2017

It was noted that dates of six meetings of CITB and the briefing on budget in 2017 were tabled at the meeting.

6.28.2 Streamlining approval procedures of plant purchase and application of Virtual Reality technology in training

The Director reported that the management would draft papers regarding the captioned matters for discussion.

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- 6.28.3 Vote of thanks to outgoing Members and a Government Representative going to retire

The Chairperson expressed gratitude on behalf of CITB to the following Members, who would leave at the expiry of their term of office by the end of the year, and Mr. Yuk-keung LEUNG of Labour Department who would retire soon:

Ir Raymond SYNN	Ir Albert HO
Mr. Chun-yuen TSE	Sr Benjamin CHONG

The Chairperson thanked again the outgoing Members and the government representative going to retire for their support to the work of CITB. Members were cordially invited to join the farewell lunch on 16 December 2016.

(Post-meeting matter: CIC resolved at its meeting on 9 December 2016 that the CITB Members to leave on 31 December 2016 were as follows:

Ir Raymond SYNN	Ir Albert HO
Mr Chun-yuen TSE	Sr Benjamin CHONG
Mr Kyran SZE	Mr Sai-hong LAI

Mr Yuk-keung LEUNG, representative of Labour Department, would soon retire from the Government.)

**6.29 Tentative date of Meeting No. 001/17**

The next meeting was scheduled for 25 January 2017 (Wednesday) at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no other business, the meeting was adjourned at 12:40 noon.

**CIC Secretariat  
December 2016**