

**Construction Industry Council**

**Construction Industry Training Board**

---

Meeting No. 003/16 of the Construction Industry Training Board (CITB) was held on Friday, 10 June 2016 at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present:	Allan CHAN	(SKC)	Chairman
	Pat-kan CHAN	(PKC)	
	Yat-hung CHIANG	(YHC)	
	Benjamin CHONG	(WHC)	
	Kwok-kwan NG	(KKN)	
	Chun-yuen TSE	(CYT)	
	Sai-yen YU	(SYYu)	
	Kai-chung LAM, Albert	(ALa)	
	Yuk-keung LEUNG	(YKL)	
In Attendance:	Jacky WU	(JW)	Development Bureau
	Patrick CHENG	(KPCg)	Development Bureau
	Christopher TO	(CT)	Executive Director
	Alex LEUNG	(AL)	Director - Training & Development
	Katherine TAM	(KT)	Senior Manager - Finance
	Ivan KO	(IK)	Senior Manager - Training & Development
	Yin-lin CHU	(YLC)	Senior Manager - Training & Development
	Victor WONG	(VWg)	Senior Manager - Training & Development
	Davis LIU	(DsL)	Senior Manager - Training & Development
	Annie HO	(AeH)	Senior Manager - Training & Development
	Angela YUEN	(AY)	Senior Manager - Council Services (only attended Agenda Item A.O.B. – 3.16.3)
	Robert LAU	(WFL)	Manager – Training & Development
	Jimmy LEUNG	(JyL)	Manager (Acting) – Training & Development
	Jamie CHAI	(JeC)	Manager - Corporate Developments (Career Support Services)

	Priscilla TAM	(PTm)	Manager - Training & Development
	Formula CHEN	(FMC)	Assistant Manager - Board Services
	Shirley LAM	(YYW)	Senior Officer - Board Services
Apologies:	Sau-kuen CHENG	(SKCg)	
	Albert HO	(AHO)	
	Sai-hong LAI	(SHL)	
	Raymond SYNN	(RSn)	
	Kyran SZE	(KS)	

## **Progress Report**

### **Action**

#### **3.1 Confirmation of the Progress Report of the previous meeting**

Members took note of Paper CIC/CTB/R/002/16 and confirmed the amended Progress Report of the 2<sup>nd</sup> meeting held on 12 April 2016.

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

##### **3.2.1 Items 2.6.2 and 2.6.3 – Integrating the progression pathways for graduates of Basic Craft Courses and subsidizing the development of courses of Vocational Training Council (VTC)**

As regards the “Diploma in Construction Programme” and the “Diploma in Management Studies (Construction) Programme” that were to be offered by VTC for CIC trainees of Basic Craft Courses, CIC based on the comments from Members had written to VTC on 23 May 2016 in relation to the qualifications these courses might lead to. Recognition from Buildings Department must first be obtained, that was, the trainees enrolled could become technically competent person T1 and Authorized Signatory (AS) for a Registered Minor Works Contractor respectively. Upon confirmation by VTC, the management would submit the proposal of subsidy to CITB for consideration. In addition, the management had revised the English title regarding

Action

the progression pathways for graduates of Basic Craft Courses by deleting the additional indication of applicability to graduates with qualifications of Secondary Three and Secondary Six.

3.2.2 Item 2.11.3– Proposed adjustment of trainees’ allowance for full-time courses

Director reported that the revised version of the captioned proposal had been circulated to Members for information in early May. It included the estimated expenditure by re-calculating the trainees’ allowance based on the comments of Members and the alignment of the effective dates of adjusted trainees’ allowance of all full-time courses to 1 September 2016. The revised proposal had been accepted by the Committee on Administration and Finance on 13 May 2016.

3.2.3 Items 2.16.3 to 2.16.6– Placement situation of graduates of plant operation courses

Based on the comments from Members, the management would review thoroughly the placement situation of graduates of all full-time courses and the granting of exemption from the arrangement which restricted graduates from reapplying for any CIC’s full-time courses within one year from their graduation. The said proposal would be submitted to Task Force on Training for consideration.

3.2.4 Item 2.19.2– Request of professional institutes/trade associations of the industry to join task forces of CIC

Members noted that Task Force on Collaborative Schemes had discussed the captioned issue in its meeting held on 10 May 2016. It was agreed that persons from professional institutes/trade associations would be invited on a need basis to attend the meeting when related professional knowledge was in need for any agenda items in the future. Task Force on Trade Testing and Task Force on Training would also follow up the above request in their coming meetings.

**Task Force on  
Trade Testing  
Task Force on  
Training**

Action

3.2.5 Item 2.3– Organisation structure and membership of CITB in 2016

Members noted that the management had acted upon the resolution of CITB to invite suitable persons to serve as members of relevant task forces/task groups/steering groups with one-year appointment. Annual renewal would be made according to the needs. Such arrangement would be standardised. Regarding the terms of office for members of the task forces/task groups/steering groups under CITB, Members agreed to adopt the practice of CIC by capping a maximum period of six years. In other words, all members would not be appointed for the same group for more than six years.

(PKC and YKL joined the meeting at this juncture.)

3.2.6 Item 2.2.1– Review on subsidy for “Construction Industry Cooperative Training Scheme (Labour Union) - Pilot Scheme”

A Member representing a labour union asked about the progress of the captioned issue. It was noted that the consultant for reviewing Training & Development Department was now actively reviewing various collaborative training schemes. Director instructed the management concerned to follow up with the labour union after the meeting. Chairman also hoped that a reply could be made to the labour union well before the next meeting.

**AeH**  
**JyL**

**3.3 Target Training Output and Budget for “Collaborative Training Scheme” for 2017, and Budget for “On-the-job Training Scheme” and “Apprenticeship Subsidy Scheme” for 2017 (for discussion)**

3.3.1 Members took note of Paper CIC/CTB/P/030/16 and noted that the captioned proposals were accepted in the meeting of Task Force on Collaborative Schemes held on 10 May 2016.

3.3.2 A Member representing DEVB pointed out that quite

Action

a large number of graduates had withdrawn from or did not participate in the “On-the-job Training Scheme” (OJTS) so as to join the “Advanced Construction Manpower Training Scheme - Pilot Scheme” (ACMTS-Pilot). Yet, 100 places were still reserved for OJTS in 2017, which might seem to be too conservative and the resources tied up would be more than necessary.

3.3.3 Director said that ACMTS-Pilot would be open for application until the end of 2016. Thus, it was necessary to reserve funding to subsidise graduates who would apply for OJTS in 2017. In fact, the number of training places for OJTS had been greatly reduced. Executive Director also pointed out that the number of training places was far beyond the actual number of enrollment for many years. It was hoped that the management could make a more accurate projection by establishing a reasonable formula based on the past figures. Director said that the management would refer to various factors, like the number of retired workers and the data on construction expenditure forecast, to enhance the projection of training places so that it could stay close to the actual number of enrollment.

3.3.4 A Member proposed that the management should consider the ways of achieving the target when estimating the number of training places, which included the ways of increasing the awareness of trainees and contractors/sub-contractors towards the training schemes, and of attracting them to apply for the schemes. Director said that the consultant was now reviewing the situation and compiling the statistics. Task Force on Collaborative Schemes had sent questionnaires to contractors, sub-contractors, trade associations and labour unions earlier on to seek their comments on the existing cooperative training schemes and the areas for improvement. Comments collected would be analysed in due course to enhance publicity. Visits to main contractors with the Chairman of CITB would also be planned.

Action

- 3.3.5 Chairman stated that CIC was committed to the provision of training for the industry, and thus, it was keen to attract more people to take part in the training schemes and join the construction industry upon completion of training. For the time being, it was hoped that a comprehensive review on various cooperative training schemes could be conducted through the consultant to identify practical improvement measures. Members were welcome to give comments during the time of report by the consultant after the meeting.
- 3.3.6 A Member representing Hong Kong Construction Industry Employees General Union (HKCIEGU) stated that HKCIEGU had participated in “Construction Industry Cooperative Training Scheme (Labour Union) - Pilot Scheme” in 2015 and offered training courses. One class had already been conducted in 2016. Yet, it was planned that no more training courses for the said scheme would be offered in the second half of 2016 and in 2017.
- 3.3.7 Members approved the target number of training output and related budget for “Collaborative Training Scheme” for 2017, and the reserved training places for OJTS and “Apprenticeship Subsidy Scheme” respectively and the related estimated expenditure. All these estimates would be submitted to Committee on Administration and Finance for approval.

**3.4 Proposed Work Plan and Budget for Construction Industry Training Board for 2017 (for discussion)**

- 3.4.1 Members took note of Paper CIC/CTB/P/031/16 and noted the proposed work plan and budget for Construction Industry Training Board (CITB) for 2017.
- 3.4.2 A Member representing a labour union stated that it had once been proposed to form a group to follow up the scrutiny of the annual work plan and budget for CITB. He opined that the budget of CITB should not be handled by way of paper circulation. A Member representing DEVB pointed out that a briefing

Action

session on the budget had been arranged over the past two years for interested Members to attend and raise questions. Thus, it was hoped that a detailed explanation could be arranged for Members in the future before submitting the paper for approval so that the flow of vetting the budget could be smoother. Chairman agreed to adopt the practice of the previous term. A briefing session would be arranged for the captioned agenda item. It was hoped that Members could find time to attend. Chairman also agreed to provide more than one option regarding the date of briefing for Members to opt for. The briefing session would be arranged on a date with attendance of the majority of Members.

**Secretariat**

(Post-meeting notes: The Secretariat had on the same day after the meeting emailed two dates for the budget briefing for Members to sign up. The dates were 8 July 2016 and 11 July 2016. After the deadline, more Members opted for 11 July. Thus, the briefing session would be held on 11 July 2016 (Monday) at 3 pm at Conference Room 1, CIC Headquarters, Wan Chai. )

- 3.4.3 A Member asked about the reason for an increase in expenditure under items of “Meeting Expenses” and “Uniform for Trainees”. A Member also asked about the percentage of salary increase. A Member representing DEVB supplemented the methodology and findings of the Pay Trend Survey of the Civil Service. Chairman suggested to bring up the issue for further discussion at the briefing session later. A Member requested to add for reference a column on the original budget in 2015 into the table of Estimated Statement of Income and Expenditure. Executive Director instructed that a briefing session must be arranged before submitting the budget proposal for the scrutiny of CITB in the future and the said arrangement had to be put on record. Director also requested the management to provide more detailed information and explanation in the budget.

**Secretariat**

**KT**

Action

**3.5 Proposed Revisions to “Advanced Construction Manpower Training Scheme - Pilot Scheme” (ACMTS-Pilot) (for discussion)**

3.5.1 Members took note of Paper CIC/CTB/P/032/16. It was noted that the proposed revision items had been accepted in the joint meeting of “Task Force on Contractor Cooperative Training and Apprenticeship Scheme” and “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme” as well as in the meeting of “Task Force on Collaborative Schemes”, a new task force formed after combining the two aforementioned task forces. A Member representing HKCIEGU declared that his union had participated in the provision of “Skills Enhancement Courses” under ACMTS-Pilot.

3.5.2 After discussion, Members agreed to relax the requirement for members of the Hong Kong Plumbing & Sanitary Ware Trade Association (“HKPSWTA”) to join the “Structured On-the-job Training” under the Pilot Scheme. Not only members of HKPSWTA were eligible for application but also sub-contractors of these members (i.e. first-tier sub-contractors). To encourage more workers to join the scheme, the eligibility of trainees was also revised. Eligibility requirements of trainees would be relaxed from accepting graduates who had completed CIC’s specified courses/schemes over the past 18 months to Hong Kong residents at the age of 18 or above who had got the intermediate trade test certificates of related trades over the past 24 months. To ensure that applicants from different trades could have an equal chance of participation, a quota of 100 was set as the upper limit of application for each trade. A review could be conducted in end June, if deemed necessary.

3.5.3 For the “Skills Enhancement Courses” under the Scheme, Members had approved the split of the two courses on “Bricklayer and Plasterer” and “Bricklayer and Tiler” into three individual courses, namely, “bricklayer”, “plasterer” and “tiler”. A

Action

worker who only got the intermediate trade test certificate for one trade could also apply. Apart from allowing Construction Site Workers General Union to include the trade of “Electrical Wireman” into its portfolio of “Skills Enhancement Courses” earlier on, Members also gave consent to HKCIEGU to include the trade of “Joiner” in its course list. In addition, if the number of trainees for a “Skills Enhancement Course” was below the requirement of 6 but not less than 4, labour unions could still conduct the course. CIC would deduct proportionally the subsidy for cost of consumables and tools based on the class size but it would not deduct the allowance for fixed costs. If a trainee quitted in the middle of the course, subsidy for expenses would not be deducted as well. As regards the favourable application results of the “Skills Enhancement Courses”, Members approved the additional increase of 100 training places. As there would be surplus from the original estimate budgeted for the “Structured On-the-job Training”, it could be used to cover the expenses to be incurred by the additional quota of “Skills Enhancement Courses”. Thus, no additional funding application would be made.

**3.6 Proposal to Adjust Trainees’ Allowance for “Collaborative Training Schemes” (for discussion)**

3.6.1 Members took note of Paper CIC/CTB/P/033/16 and noted that the captioned proposal had been approved in principle in the joint meeting of “Task Force on Contractor Cooperative Training and Apprenticeship Scheme” and “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme”. The proposal included that the allowance for any trade with manpower shortage should be adjusted upwards from \$320 to \$360 and the 26 trades with manpower shortage (C26 trades) identified by the Task Force on Short-Term Labour Supply should be adopted. In addition, CITB had accepted in its last meeting the adjustment of trainees’ allowance for full-time courses to \$360 per day for C26 trades and two trades on “Tower Crane Worker's Assistant” and

Action

“Drainlayer (Civil Engineering)”, which were outside the scope of C26 but belonged to the Enhanced Construction Manpower Training Scheme.

- 3.6.2 After consideration, Members agreed to align the trades of collaborative training schemes (trades with manpower shortage) with trades that were identified as having manpower shortage under CIC in-house courses. “Tower Crane Worker's Assistant” and “Drainlayer (Civil Engineering)” would also be included. The related trainees’ allowance would be increased from \$320 daily to \$360 daily. Yet, it would still be given out in two stages. During the time of training, it was \$270 per day. The graduation incentive was \$90 per day (which would be given out in a lump-sum after the completion of training). For other trades of regular training, allowance would also be aligned with that of CIC in-house courses, to be adjusted from \$150 daily to \$170 daily. The adjustment of trainees’ allowance for collaborative training schemes would be submitted to Committee on Administration and Finance for approval. If accepted, the proposed adjustments would be applicable to those applications for collaborative training schemes approved on or after 1 September 2016.

**3.7 Agreement on Referral of apprentices of Apprenticeship Subsidy Scheme during academic years 2014/2015 and 2015/2016 to join “Earn and Learn Pilot Scheme” offered by Vocational Training Council (for discussion)**

Members took note of Paper CIC/CTB/P/034/16. It was noted that subsequent to the approval given by CITB by way of paper circulation to refer CIC graduates, who had applied for Apprenticeship Subsidy Scheme in 2015 and 2016, to join “Earn and Learn Pilot Scheme” offered by VTC, CIC and VTC had drafted the terms of the agreement on the said arrangement. The terms stated clearly the role and responsibilities of both parties, schedule of subsidy and the quota of graduates joining the scheme. Members accepted the terms and conditions of the agreement and authorised Executive Director to sign the agreement on behalf of CIC.

Action

**3.8 Summary Notes of Meeting no. 001/16 of Task Force on Training (for information)**

Members took note of Paper CIC/CTB/P/035/16 and noted the summary notes for the first meeting of Task Force on Training held on 6 April 2016. It was also noted that papers on follow-up issues had been submitted to CITB for consideration.

**3.9 Summary Notes of Meeting no. 001/16 of Task Force on Trade Testing (for information)**

Members took note of Paper CIC/CTB/P/036/16 and noted the summary notes of the first meeting of Task Force on Trade Testing held on 6 April 2016. The main issues included: summary of discussion by course advisory panels about the testing questions for trade tests with relatively low pass rate was submitted to CITB for information; and the kick-off production of a series of video clips on simulation of trade testing to remind candidates of the points to note of relevant trade tests so as to enhance the pass rate. The web link to the first video clip on the trade test in welding had been provided some days ago to members of CITB and Task Force on Trade Testing.

**3.10 Summary Notes of Meeting no. 001/16 of Task Force on Collaborative Schemes (for information)**

Members took note of Paper CIC/CTB/P/037/16 and noted the summary notes of the first meeting of Task Force on Collaborative Schemes held on 10 May 2016. The discussion included the conduct of a survey with a view to enhance the collaborative training schemes. The related questionnaires were being collected and analysed. The report on analysis would be submitted to the Task Force for discussion in due course.

**3.11 Summary Notes of Meeting no. 002/16 of Steering Group on Implementation of CWRO Amendments (for information)**

Members took note of Paper CIC/CTB/P/038/16 and noted the summary notes of the second meeting of the captioned Steering Group held on 23 May 2016. The main points

Action

included: application situation for trade tests from female workers and ethnic minority workers as well as the effectiveness of the service teams targeted at special communities; situation on registration from holders of qualifications of trade tests and provisionally registered skilled/semi-skilled workers; and publicity highlights for the second and third quarters.

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

3.12.1 Members took note of Paper CIC/CTB/P/039/16. It was noted that, apart from plant operation courses, the average waiting times for courses on trade skills and for courses at technician level were both less than 6 months. Out of which, more English classes for Metal Scaffolding (Civil Engineering and Building Construction) would be offered to cut short the waiting time.

3.12.2 As regards the temporary suspension of application for plant operation courses due to the long waiting time while the employment situation for graduates of plant operation courses was unsatisfactory, a Member stated that the statutory function of CIC was to train manpower for the industry, and thus, it should fully utilise venues and resources to provide training. For the manpower demand in the market, it was affected by many external factors. That Member also opined that the number of training places for plant operation was not much. When there were other large-scale projects such as the construction of the third runway at the airport, the current number of training places could not cope with the demand.

3.12.3 A Member representing Labour Department pointed out that the demand for “licences for new plant operators” in the market was still great. Many trainees hoped to get the licences for operating various kinds of plants to enhance individual competitiveness and employment opportunities. Regarding the type of plant to be operated on a construction site after obtaining the licences, it was entirely the personal choice of the trainee and

Action

subject to the employment terms pertinent to the relevant position. Thus, CIC should not attach too much importance to the employment situation of trainees. Instead, it should make an effort to increase the number of training places for those trades in demand. That Member also stated that there was a mix of good and bad training providers in the market. It was hoped that CIC could increase the training places by fully utilising the existing training venues, plant and other resources while exploring new ones.

- 3.12.4 Executive Director said that CIC had actively discussed with the Development Bureau about the way to increase spatial resources. The feasibility of training local workers at neighbouring regions was being studied. Director supplemented that since the current employment situation for trainees of plant operation was not favourable, CIC had conducted expectation control among the related trainees. The relevant management staff were also assigned to follow up the feasibility of renting venues or plant from members of the Hong Kong Construction Association to conduct training/testing. Director continued that the latest progress and the ways to cut short the waiting time for plant operation courses would be reported in the next meeting.

**DsL**

**3.13 Summary Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration through Senior Workers Registration Arrangement and Trade Tests (for information)**

- 3.13.1 Members took note of Paper CIC/CTB/P/040/16 and noted that the waiting time for taking building and civil engineering trade tests could be maintained within two months as of end April 2016. For workers got registered through “senior workers registration arrangement” and trade tests, the cumulative actual numbers of the two routes exceeded the cumulative targets by 41% and 15% respectively. The combined cumulative actual figure was around 56,000, which was higher than the cumulative target of 43,800 by 28%. The rising trend

Action

continued. Out of which, the actual number of applicants for trade test was 2,400 and more than 1,800 in March and April 2016 respectively. In May, it recorded more than 2,500 applicants.

- 3.13.2 A Member asked about how the target of 87,000 registered trade workers through “senior workers registration arrangement” and trade tests was determined and whether it would be enough to cope with the market need when “designated workers for designated skills” was implemented. The management and the representative from DEVB attending the meeting gave a brief account of the background and the calculation method of the estimated target. Chairman stated that the purpose of introducing these measures was to let workers with qualified skills choose one of the ways to get registered so that they could continue to carry out the work of the relevant skills when “designated workers for designated skills” was implemented in April 2017. Although some workers might not register as skilled workers due to individual circumstances, they could still stay in the industry through other arrangements. Thus, manpower would not be reduced. Chairman continued that Construction Workers Registration Board (CWRB) was now following up the arrangement of allowing registered general workers to carry out the work of relevant skills under the “instruction and supervision” of a registered skilled worker. The industry had expressed their views on the matter and hoped that a flexible approach could be adopted by concerned parties. Thus, most workers could stay in the industry to work and employers needed not to be worried. Chairman also pointed out that the publicity of the two measures had been persistently strengthened. It was hoped that workers other than the targeted group would submit applications. Chairman also requested employers to assist in calling upon workers to submit applications well before the deadline for “senior workers registration arrangement”.

- 3.13.3 A Member representing a labour union

Action

supplemented on “senior workers registration arrangement”. He pointed out that industry practitioners put more emphasis on “senior workers registration arrangement” after the lunar new year holiday in 2016. Applications received by his labour union for such arrangement had been increased from 800 more per month on average to 2,000 in the last month. It was estimated to have around 3,000 applications in this month, which might be due to the approach of the deadline of the said arrangement in end September 2016.

**3.14 Table on Waiting Time for Plant Operation Tests (for information)**

- 3.14.1 Members took note of Paper CIC/CTB/P/041/16. Members also noted the waiting time for certification courses cum tests for six types of plant and the waiting time for revalidation courses for two of these types of plant between March and May 2016. The waiting time continued to drop to within one month for four of the aforesaid types of plant, which included the crawler-mounted mobile crane, truck-mounted crane, gantry crane and compactor crane. But the waiting time for the certification course cum test and the revalidation course on suspended working platform and the revalidation course on builder’s lift slightly exceeded the service indicator while that of the certification course cum test on builder’s lift for new joiners needed much improvement.
- 3.14.2 Members noted that the builder’s lift for training and testing broke down in early 2016. After repeated inspections and searching for backup fittings by the repairer, it was certified that the said builder’s lift could not be repaired. CIC then started the tendering exercise for the replacement of the builder’s lift but the last two tenders were unsuccessful. The tender document was now revised and a re-tender was arranged.
- 3.14.3 Executive Director said that there was a news reportage criticizing that the waiting time for CIC’s

Action

certification courses cum tests for plant operation was too long and the plant in use had been greatly worn out. Thus, the management were instructed to develop a long-term planning for the repair and replacement of plant and equipment to be used for training and testing. Regarding the waiting time that was beyond the service indicator, Executive Director said that he had explained to the CIC Chairman and was now following up closely the improvement measures, which included seeking help from the Government to increase land resources as mentioned before as well as standardizing and computerising the manpower establishment for training/testing, scheduling of training courses or tests etc.

3.14.4 Chairman hoped that the relevant management could think of some measures as soon as possible to cut short the waiting time for the certification course cum test for builder's lift. Attention should also be paid to the safety function and the need of replacement for all plant and equipment to avoid similar incident in future. Members also noted that the management was now following up the short-term remedial measures, such as reducing the number of people queued for the course through the collaborative training schemes.

**IK**

3.14.5 A Member representing Labour Department very much concurred with the suggestions by the Executive Director that active measures should be taken to cope with the demand of the industry, such as a long-term planning for the repair and procurement of plant and equipment. This approach would be beneficial to the industry. In relation to the approval and monitor of courses on operating heavy plant, Labour Department found that the quality of training courses available in the market varied greatly. Many employers or employees hoped to enroll in CIC's courses, and thus, the demand for such was relatively high. Apart from increasing resources by CIC to cope with the demand, it was hoped that industry stakeholders, such as members of Hong Kong Construction Association, could share resources. In fact, the manpower trained by CIC

Action

would ultimately join and serve the industry. Apart from the waiting time, workers also concerned about the course fees. Comparing with other service providers, the fees charged by CIC regarding the certification courses cum tests for heavy plant were relatively reasonable. That Member reiterated that CITB should not focus too much on whether a trainee could immediately join the relevant trade upon completion of the course. He said that the training and the licences could help workers in times of change in the market demand by providing a buffer and opportunities of employment. He hoped that CIC could cater for the demand from workers and the industry to provide more training opportunities.

- 3.14.6 Chairman stated that there was a need for CIC to pay attention to the employment situation of trainees of plant operation upon completion of the course. Chairman continued to say that a meeting of Task Group on Machinery and Crane Operation was held earlier on. Participants all hoped to further enhance the training and testing for plant operation. Members were welcome to give their views on the said tasks.

**3.15 Statistical data on Advanced Construction Manpower Training Scheme - Pilot Scheme (ACMTS-Pilot) (for information)**

Members took note of Paper CIC/CTB/P/042/16. It was noted that there were 340 and 204 applications received respectively for Structured On-the-job Training and Skills Enhancement Courses under ACMTS-Pilot Scheme between September 2015 and April 2016. Since there was a big gap between the actual number of applications and the target number of 800 applications for Structured On-the-job Training, it was already recommended in the previous Paper to relax the application requirements of trainees. As the response to the Skills Enhancement Courses was satisfactory and the number of applications received already exceeded the original target of 200 applications, it was also recommended in the Paper to add 100 training places for the courses. As shown by the initial statistics as of end May, the number of applications for ACMTS-Pilot reached closely at 600.

### **3.16 Any Other Business**

#### **3.16.1 Prevention of Heat Stroke**

3.16.1.1 A Member representing Labour Department stated that it became hotter and hotter in Hong Kong. CIC had assisted in introducing a number of coping measures regarding the prevention of heat stroke, which included the production of the Guidelines on Site Safety Measures for Working in Hot Weather compiled a few years ago. Apart from showing concern about the outdoor work, industry stakeholders began to worry about the stuffy working environment indoors, such as the machine room and lift shaft where heat stroke might be caused. Some preventive measures were taken to tackle the hazards of heat stroke at source. Labour Department also wanted to educate the trainees as well. It was proposed to include appropriate concepts on prevention of heat stroke in the training courses, such as symptoms before a heat stroke occurred and the channels for complaint. It was hoped that CIC could select some courses on risk-prone trades and include a half-hour session on prevention of heat stroke. Thus, trainees could be made aware of the prevention of heat stroke and the channels for complaint. This would be helpful for the enforcement work of the Labour Department in future. That Member also said that the Labour Department would be pleased to offer comments on the relevant topics. It was hoped that concise message could be conveyed to trainees.

3.16.1.2 Members also noted that there were a hundred more cases of industrial accidents over the past few years due to heat stroke.

Action

However, with concerted effort in publicity by industry stakeholders and CIC, the number of related industrial accidents was greatly reduced.

- 3.16.1.3 Director said that CIC had mentioned about “prevention of heat stroke when working under hot weather” in its safety handbook for trainees. Yet, contents about prevention of heat stroke would be strengthened and a part on the channels for complaint would be added under the safety topics of the training courses according to the comments made by the representative of Labour Department.

YLC

3.16.2 Report on lead in drinking water

Executive Director said that the report on lead in drinking water had been announced in May 2016. Some proposals had been come up in relation to the training-related contents of the report. After he had discussed with CIC Chairman and CITB Chairman, the proposals might be submitted to CITB for discussion.

3.16.3 Safety Experience and Training Centre

- 3.16.3.1 Members noted the presentation on a “Safety Experience and Training Centre”, which was proposed to be established at CIC Kwai Chung Training Centre. The presentation covered the purpose of establishing the Centre, layout of facilities and temporary schedule of work etc. The Centre would be set up in the existing premises for conducting the training of the Silver Card Courses. During the construction period, a temporary site would be made available for the delivery of the silver card courses without disruption to the existing training provision.

Action

- 3.16.3.2 In addition, the construction of the Safety Experience and Training Centre would be monitored by the Committee on Construction Safety and its working group.
- 3.16.3.3 A Member representing Labour Department raised that demand for experience training was considerably great in the market. As CIC had put resources into the construction of such training centre, it was hoped that CIC could consider leasing the concerned facilities to other organisations in the industry to enhance the overall quality of safety training and benefit more industry practitioners.
- 3.16.3.4 Ms Angela Yuen, Senior Manager-Council Services, said that the training centre would not install high-risk machinery like the “drop tower”. It was estimated that CIC would conduct around 200 Silver Card courses per year and the facilities would be available for lease during the interval. If it could benefit the industry, CIC could follow up the detailed arrangements in due course. Executive Director welcomed comments from Members in relation to the construction of the Safety Experience and Training Centre.

3.16.4 Hong Kong Youth Skills Competition

Members noted that the Worldskills Competition would be held in October 2017 at Abu Dhabi of the United Arab Emirates. The organising committee of the event now called on all members to provide possible support to competition participants. For example, employment opportunities after the competition could be provided in advance for competition participants so that they could focus on training before the event. In addition, extra training on soft skills could be provided during the training

**Action**

period. Furthermore, awards/certificates could be given out to winners as a way of encouragement. Chairman requested the Secretariat to email the recommendations from the organising committee for Members' information.

**Secretariat**

**3.17 Tentative date of Meeting 004/16**

The next meeting was scheduled for 2 August 2016 (Tuesday) at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong.

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

**CIC Secretariat  
June 2016**