

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 003/15 of the Construction Industry Training Board (CITB) was held on Tuesday, 17 March 2015 at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present :	Ir Dr PANG Yat-bond, Derrick	Chairman
	Mr CHAN Pat-kan	Member
	Ms CHENG Sau-kuen	Member
	Prof CHIANG Yat-hung	Member
	Sr CHONG Wing-hong, Benjamin	Member
	Ir HO Ngai-leung, Albert	Member
	Mr LAI Sai-hong	Member
	Mr LAM Ping-hong, Roert	Member
	Mr NG Kwok-kwan	Member
	Ir SYNN Raymond-cheung	Member
	Mr TSE Chun-yuen	Member
	Mr LAM Kai-chung, Albert	Member
	Mr LEUNG Yuk-keung	Member
In Attendance:	Mr FU Chin-shing, Ivan	Member of Task Force on Trade Testing
	Ir LAU Chun Kit, Ricky	Ch AS (Works) 6
	Mr LAM Shing-tim	AS (Works Policies) 9
	Ir Alex LEUNG	Director - Training & Development, CIC
	Ir CHU Yin-lin	Senior Manager - Construction Training, CIC
	Mr Ivan KO	Senior Manager - Construction Trade Testing, CIC
	Mr CHEUNG Yuk-lung	Senior Manager - Development & Support Services, CIC
	Dr Thomas TONG	Chief Research Consultant, CIC
	Mr Jimmy LEUNG	Manager - Development & Support Services, CIC (Acting)
	Ms Jamie CHAI	Manager - Trainees Career Support, CIC
	Ms Joyce AU	Manager - Board Services, CIC

	Mrs Shirley LAM	Senior Officer - Board Services, CIC
Apologies :	Mr SZE Kyran Dr HO Wai-wah	Member Member of Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme
	Mr LOK Kwei-sang, Tandy	Chairman of Task Force on Training

### **Progress Report**

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

Members took note of Paper CIC/CTB/R/002/15 and confirmed the revised Progress Report of the 2<sup>nd</sup> meeting held on 10 February 2015.

#### **3.2 Matters arising from the last meeting**

- 3.2.1 Agenda Item 2.2.2—Integrating the benchmarks for effectiveness of cooperative training schemes and CIC courses

The captioned item would be followed up under Agenda Item 3.5.

- 3.2.2 Agenda Item 2.3—Integration of professional development and progression pathways for construction practitioners and the future development of CIC's training work

As regards the comment that a trainee who had attained Level 2 in three subjects in the Diploma of Secondary Education and completed the Enhanced Construction Supervisor / Technician Training Scheme was not required to join the Yi Jin Programme, the management would make the necessary addition to the professional development and progression pathways. In relation to the

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discussion on the timetable for part-time day-release DVE courses (non-PPE disciplines) with Vocational Training Council (VTC), Director reported that VTC had drafted the course syllabi for the relevant courses and would continue to discuss the detailed arrangement. The said courses could serve as incessantly-articulated advanced courses for trainees of Basic Craft Courses who wished to pursue further study.

For adjusting the contents of Construction Supervisor/Technician Training Programme to meet the qualification equivalent to a T1 course or get exemption from taking some modules of a T1 course as well as the study of a list of CIC courses to be accepted under Qualifications Framework, the management had contacted Buildings Department (BD) and just received from BD the requirements and syllabi for T2 and T3 courses for reference. When developing the training for T2 and T3 later, CIC would also consider the number of years required for the promotion from T1 to T2 and T3. In addition, CIC would study the resources required for listing its courses under Qualifications Framework and also the priority of the tasks to be undertaken by CITB in coming years.

- 3.2.3 Agenda Item 2.4—Lists of membership for course advisory panels for 2015/2016 and proposed list of substitute organizations

Members noted that the revised lists of membership for course advisory panels and substitute organizations based on the comments from CITB were circulated on 5 March 2015. The results, comments raised by individual Members and responses from the management would be provided for Members' information in due course.

- 3.2.4 Agenda Item 2.10.2—Improving the waiting time for plant operation courses

Members noted that CIC had drafted an initial

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proposal for conducting a training course on Crawler-mounted Mobile Crane Operation by the approach of apprenticeship. It would further discuss with Hong Kong Construction Association and Labour Department in mid-March on the feasibility of the proposal.

**3.3 Proposal of Advanced Construction Manpower Training Scheme – Pilot Scheme (for discussion)**

3.3.1 Members took note of Paper CIC/CTB/P/021/15 and noted the background and proposed contents of the captioned pilot scheme. Chairman stated that the Secretariat had consulted Hong Kong Construction Association, Hong Kong Construction Sub-Contractors Association, Hong Kong Federation of Electrical and Mechanical Contractors Limited and relevant trade associations over the past two weeks.

3.3.2 As regards the arrangement that CIC reserved the right to recover the trainee allowance if an employer withdrew from the scheme without reasonable explanation, a Member representing Hong Kong Construction Sub-Contractors Association (HKCSA) enquired the definition of “reasonable explanation” and hoped that CIC could provide examples for employers for easy understanding to avoid any future dispute. Director stated that only the framework and overarching principles were provided for the pilot scheme at the present stage. The detailed arrangements of the scheme would be followed up and proposed by respective task forces under CITB.

**Manager –  
Development &  
Support  
Services  
(Acting)  
and the  
two related task  
forces**

3.3.3 A Member opined that CIC had to be careful in handling the differences among the trainee allowance, trainer subsidy and monthly salary in the first two years for each trade and strike a balance among them.

3.3.4 A Member representing Hong Kong Construction Employees General Union asked about the criteria

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for selecting the proposed list of trades to be included under the pilot scheme and pointed out that the proposed monthly salary of trainees for the first two years under the subsidized trades in Table 6 did not match with the market rates. He also enquired what CIC would do if the target number of training places for the pilot scheme could not be met. Director responded that the minimum monthly salary was listed for employers' reference and they could not pay less than that amount. Discussion with industry stakeholders was needed for confirmation of the amount.

- 3.3.5 A Member also pointed that the increase in monthly salary from the first year to second year was too high and required an adjustment. Otherwise, it would be difficult to attract employers to join the pilot scheme. That Member went on to say that Tables 2 and 3 categorized the 18 trades into three main types. The difference in allowance/subsidy between the first type and the third type varied greatly, which would adversely affect the attractiveness of those trades with relatively lower allowance/subsidy. Thus, it was proposed to categorize the trades into two types only.

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Development &  
Support  
Services  
(Acting)**

- 3.3.6 Chairman stated that it was just a general direction to propose the 18 trades. After further discussion with the industry, suitable trades could be added based on actual circumstances. Concerning the proposed minimum monthly amounts for the first year and second year, it was meant to ensure that employees could receive reasonable amount of monthly salary. Yet, the amounts had to be discussed with relevant stakeholders and the final amounts could still be adjusted.

- 3.3.7 A Member asked about the cost-effectiveness of the estimated expenditure of \$217 million for the proposed pilot scheme. He also expressed concern over how many trainees out of the 1,000 subsidized trainees could complete the training and

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obtain the qualification of construction trade test. In addition, that Member also proposed to find out the main reasons why construction practitioners did not take the trade test so that resources could be channelled into tackling the issues in question, which would be more effective.

**Manager –  
Development  
& Support  
Services  
(Acting)**

3.3.8 Chairman stated that semi-skilled workers usually worked on sites for 3 to 4 years and then considered taking the construction trade tests to become skilled workers. The proposed pilot scheme meant to build a suitable environment with employers and provide systematic training to facilitate eligible semi-skilled workers to become construction craftsmen earlier. Chairman continued that many workers with qualification of intermediate trade test might not have the chance to come across the diversified skills and working procedures when working on sites, which would hinder their development of skills. Through the provision of subsidy, the said pilot scheme encouraged employers to offer systematic site training to assist their employees in mastering comprehensive skills and enhancing their own skills in a shorter time for attaining the qualification of construction craftsmen.

3.3.9 That Member said that the proposed pilot scheme only used the provision of subsidy as an incentive to attract employers and trainees with semi-skilled qualifications to take part. Yet, the reason why the workers did not take construction trade tests involved the structure of the industry itself. CIC should explore how to encourage semi-skilled workers to take the trade test and become skilled workers voluntarily without any incentive.

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(Acting)**

3.3.10 Chairman quoted Germany as an example. Since the German society placed high value on the training of skilled talents, private organizations set up their training centres to train their staff and also established relevant positions with opportunities for promotion within the structure. However, based

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on its established functions, CIC could only enhance its training work. For the training of construction craftsmen with site practice, it must be collaborated with employers in the industry. If the said pilot scheme was found to be effective, it could become a regular training scheme. Chairman also said that full-scale monitoring and assessment would be conducted for evaluating the effectiveness of the pilot scheme.

- 3.3.11 There were concerns that the working procedures to be examined in individual trade tests might not be the procedures commonly adopted during the routine work on sites. Chairman stated that training provided by employers under the said pilot scheme could be practical training across places and projects, and needed not be limited to site training. Yet, it must meet the technical requirements of construction trade tests.
- 3.3.12 Member representing Construction Site Workers General Union had no comment towards the implementation of the captioned scheme, including the proposed skills enhancement courses to be collaborated with labour unions.
- 3.3.13 CITB approved implementing the Advanced Construction Manpower Training Scheme – Pilot Scheme, which included the operation of skills enhancement courses in collaboration with labour unions, and accepted the target of 1,000 training places and the related estimated expenditure of around \$217 million. The overall estimated expenditure would be submitted to Committee on Administration and Finance for approval while individual applications for providing training and estimated expenditure in the future would be submitted to relevant task forces for consideration. In addition, the said pilot scheme would serve as the blueprint for advanced cooperative training of other suitable trades. Chairman requested the management to revise the Paper according to the comments above.

**Manager –  
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**3.4 Proposed revision to trades under Enhanced Construction Manpower Training Scheme (for discussion)**

3.4.1 Members took note of Paper CIC/CTB/P/022/15 and noted that the list of specified trades under the captioned scheme (ECMTS) had been reviewed according to the current mechanism. It was also noted that Hong Kong Tower Crane Engineering Association Limited proposed to re-list Tower Crane Worker's Assistant Course under ECMTS.

3.4.2 Members agreed to re-list Tower Crane Worker's Assistant as the specified trades under ECMTS. Two related courses, namely "Tower Crane Worker's Assistant" and "Tower Crane (Erecting, Dismantling, Telescoping & Climbing) Worker's Assistant", would then be re-listed as ECMTS short courses with effect from 1 March 2015. The related courses under cooperative training schemes would also be regarded as trades of ECMTS with daily trainee allowance adjusted from \$150 to \$320. Furthermore, Members approved that the current review mechanism of ECMTS needed not to consider the half-yearly manpower demand survey on contractors as conducted by CIC. It was because other reports on manpower demand or forecast could have provided the necessary information.

**3.5 Benchmarks for effectiveness of full-time courses and cooperative training schemes and preliminary statistics (for discussion)**

Members took note of Paper CIC/CTB/P/023/15 and accepted eight benchmarks for effectiveness of full-time courses and cooperative training schemes as well as the preliminary statistics. Chairman suggested reviewing the effectiveness of courses and cooperative training schemes with reference to two benchmarks each time during the initial stage.

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**3.6 Proposal of splitting up Metal Formwork and Concreting Course (for discussion)**

3.6.1 Members took note of Paper CIC/CTB/P/024/15 and noted the comments from related course advisory panels towards the split-up. The captioned proposal was already accepted by Task Force on Training.

3.6.2 Members approved splitting up Metal Formwork and Concreting Course into two separate ECMTS courses, namely “Metal Formwork Erector” and “Concreting”. Members also approved the proposed course contents for the two courses with the training period of 52 days and 24 days respectively. The required capital expenditure of \$100,000 and additional expenditure of around \$1.74 million, which included expenditure for hiring one instructor by a two-year contract, consumable materials and trainee allowance etc, for operating the Concreting Course were also approved.

**3.7 Proposal of splitting up Mobile Crane Operation Course (for discussion)**

3.7.1 Members took note of Paper CIC/CTB/P/025/15 and noted the comments from related course advisory panels towards the split-up. The captioned proposal was already accepted by Task Force on Training.

3.7.2 Members approved splitting up Mobile Crane Operation Course into two separate courses, namely “Crawler-mounted Mobile Crane Operator Course” and “Wheeled Telescopic Mobile Crane Operator Course”. Members also approved the contents proposed for the two courses. The training periods of these two courses were both of 55 days. The said proposal involved no additional expenditure.

**3.8 Proposals on CIC courses targeted at ethnic minorities**

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**and the related publicity (for discussion)**

- 3.8.1 Members took note of Paper CIC/CTB/P/026/15 and noted that Task Force on Training had accepted the captioned proposals. The Task Force also suggested extracting suitable information from the CIC's information kit for liberal studies – “Hong Kong Construction Industry” to produce promotional leaflets and placing a copy of the information kit in relevant social welfare organizations for reference.
- 3.8.2 Members accepted the proposed courses targeted at ethnic minorities and the related publicity.

**3.9 Proposed revisions to the trade test on Window Frame Installer (for discussion)**

- 3.9.1 Members took note of Paper CIC/CTB/P/027/15 and noted the proposed revisions, which included keeping the task of wiping/filling the window frame and adding the check-list for window frame installation. The above revisions were accepted by Task Force on Trade Testing but it opined that the mark assigned to each item shall be re-allocated in the check-list.
- 3.9.2 Chairman stated that the test questions had been discussed thoroughly by relevant task force and the proposed revisions made by the task force could be accepted directly under normal circumstances. A Member enquired whether the task force could accept the proposal without submission to CITB for endorsement. Director said that the functions of the task force were to review courses or trade tests and make recommendations to CITB subsequently while the final right of approval rested in CITB. Another Member added that members of course advisory panels or task forces could represent the views of different industry stakeholders and thus the recommendations made had to be considered and approved by CITB.

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3.9.3 Members approved the proposed revisions to the trade test on Window Frame Installer.

**3.10 Proposal of adding trade tests of “False Ceiling Worker” (Trade Test and Intermediate Trade Test) and “Partition (Metal Frame) Worker” (Trade Test) (for discussion)**

3.10.1 Members took note of Paper CIC/CTB/P/028/15 and noted the proposed contents for the newly added False Ceiling Worker (Trade Test and Intermediate Trade Test) and Partition (Metal Frame) Worker (Trade Test). Task Force on Trade Testing had already discussed the proposed contents.

3.10.2 Members accepted the proposed test contents for the captioned two trades. Members also accepted the proposal by the Task Force that a worker should be issued the trade test certificate on Partition (Metal Frame) at the same time if he/she successfully obtained the trade test certificate on False Ceiling.

**3.11 Proposed test contents for newly-added trades (Painting and Decorating) in response to CWRO Amendments (for discussion)**

3.11.1 Members took note of Paper CIC/CTB/P/029/15 and noted the 10 craftsmen’s skills and related trade test questions proposed for the newly-added Painting and Decorating trade in response to CWRO Amendments. Members also noted the comments from course advisory panels towards the proposed test contents. Task Force on Trade Testing opined that 7 out of 10 craftsmen’s skills could follow the existing test questions while 2 new skills and 1 sub-skills converted from current level of intermediate trade test to level of trade test could adopt the new test questions. Future arrangement for practical test for Painting and Decorating (Master) was also proposed.

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3.11.2 Chairman of Task Force on Trade Testing supplemented that the current arrangement would remain unchanged. Candidates were allowed to choose 7 out of 8 existing skills papers for examination and a certificate for Master discipline would be issued if a pass was obtained. It was hoped that the current test arrangement could have a smooth transition amid the amendments made to the CWRO. If the test arrangement was changed now, workers might correlate such change with the CWRO Amendments. In addition, the Task Force would continue to review the suitability of test contents and test arrangement in the future.

3.11.3 Members accepted the proposals in relation to the test contents for 10 craftsmen's skills in Painting and Decorating made by Task Force on Trade Testing and the practical test arrangement for the Master discipline of the trade.

**3.12 Proposed test contents for newly-added trades (Construction Plant and Asphalter (Road Construction)) in response to CWRO Amendments (for discussion)**

3.12.1 Members took note of Paper CIC/CTB/P/030/15 and noted the 10 intermediate test contents proposed for Construction Plant and Asphalter (Road Construction) in response to CWRO Amendments as well as an exemption route for the Plant and Equipment Operator (Tunnelling) - Tunnel Boring Machine. Members also noted the comments from Task Force on Trade Testing in relation to the passing requirements for individual plant operation tests, including Piling Operative, Plant and Equipment Operator (Tunnelling) and Marine Construction Plant Operator (Hoisting) as well as Asphalter.

3.12.2 Members accepted the contents for 10 newly added tests of Construction Plant and Asphalter (Road Construction) and one exemption arrangement as well as the passing requirements for individual

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trades proposed by Task Force on trade Testing.

**3.13 Proposed test contents for newly-added Cable Jointer (Low Voltage) and Overhead Linesman in response to CWRO Amendments (for discussion)**

3.13.1 Members took note of Paper CIC/CTB/P/031/15 and noted the contents of the captioned two trades as well as the proposal of outsourcing the tests. Task Force on Trade Testing had already discussed the test contents and revised the test arrangement for the topic of electrical inspection. It also proposed the re-examination arrangement for the electrical inspection.

3.13.2 Chairman concerned about the number of organizations that could undertake the said tests and reminded that competitive tender should be pursued. Senior Manager-Construction Training said that there were a few organizations in the market which could undertake the said tests. Members approved the test contents for Cable Jointer (Low Voltage) and Overhead Linesman, the proposal of outsourcing the two tests and the estimated expenditure. The test fee per candidate would remain at \$150.

**3.14 Results of consultation on the revised contents for Construction Trade Tests for the newly-added Carpenter (Formwork- Civil Construction) / (Building Construction) (Striking) (for information)**

Members took note of Paper CIC/CTB/P/032/15 and noted that CITB had proposed earlier to delete the task of “removing iron nails on formwork” from the captioned tests. Related course advisory panels had been informed of the revision.

**3.15 Progress report for On-the-job Training Scheme in 2013/2014 and data analysis (for discussion)**

3.15.1 Members took note of Paper CIC/CTB/P/033/15 and noted the report for the captioned scheme in

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2013/2014, the data analysis on participating graduates, results of the survey on participating employers and the actions to be taken in 2015.

- 3.15.2 Chairman said that graduates from the captioned scheme were not many but the retention rates for graduates under the above scheme and those not under the schemes as listed in Table 3 showed that the On-the-job Training Scheme could help enhance the retention rate of graduates. Although the employers opined that the said scheme still had rooms for improvement, it was worth implementing with reference to the statistics. When integrating all cooperative training schemes into a “Construction Industry Subsidy Training Scheme”, CIC had to consider how to attract more employers to join the On-the-job Training Scheme to further enhance the retention rate of graduates.

**Manager –  
Development &  
Support  
Services  
(Acting)  
Manager –  
Trainee Career  
Support**

- 3.15.3 A Member expressed that related expenditure should be added in the report in future. Another Member opined that the presentation of Graph 4 in the paper regarding the satisfaction level of employers towards On-the-job Training Scheme had to be revised. Chairman requested the respective management personnel to adjust accordingly the report on the latest data for On-the-job Training Scheme, which would be submitted six months later.

**Manager –  
Trainee Career  
Support**

**3.16 Summary Report of the 1st meeting of Task Force on Training in 2015 (for information)**

- 3.16.1 Members took note of Paper CIC/CTB/P/034/15 and noted the summary report of the 1<sup>st</sup> meeting of the captioned task force. For the proposed enrolment deposit for full-time courses, trial run would be conducted for Basic Craft Courses to avoid wasting the training resources.
- 3.16.2 As regards the “Table on estimated waiting time for full-time adult short courses” as of 3 March 2015 tabled in the meeting, Members noted that

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the waiting time for most courses categorized as trade skills and technician level could be maintained within half a year. Only the waiting time for courses on plant operation made no significant improvement. Members also noted that the Labour Department had visited Tuen Mun Training Ground in March 2015 to inspect the installation of simulators for training. If it was approved by the Labour Department, the simulator training could be included in the training of Excavator Operation (EOC) in August to further increase the training capacity of the said course. Moreover, the waiting time for Mobile Crane Operation and Tower Crane Operation could be reduced by one year after measures of adding new cranes, splitting up the courses and hiring more instructors etc. were taken.

3.16.3 A Member representing Labour Department expressed that the proposal of developing venue for the purpose of training to increase training capacity was worth exploring but it must comply with the requirements of relevant laws. That Member also pointed out that plant operation was a high-risk trade and the requirements for safe operation must not be compromised. For the proposal of training for the above trade through the approach of “learning while working” on sites, the Labour Department was definitely against it. That Member stated that to allow a person, who had not yet fully mastered the knowledge and skills of plant operation and not yet obtained a valid certificate, to learn the operation of cranes on sites not only was a breach of laws and threatened the work safety on sites, but also posed hazards to the general public and the public facilities as the cranes could be extended with a wide coverage, which might affect area outside the site. Senior Manager-Construction Training said that the concern of Labour Department had been recorded in the minutes of the task force.

3.16.4 The waiting time for the course on Bulldozer and

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Loader Operation (BLC) continued to be around one year but the manpower demand for such trade in the market was not much. A representative from DEVB attending the meeting suggested providing more information to applicants in the queue to let them know about the manpower demand for the respective trade and consider if they would continue queuing for that course or change to apply for other courses with manpower demand.

**Senior  
Manager –  
Construction  
Training**

3.16.5 A Member representing Labour Department pointed out that there were a few fatal accidents involving mobile cranes in early 2014, which aroused the public's concern. Mobile cranes could be classified by wheeled, truck-mounted and crawler-mounted types while each had different levels of loading. It was raised by the industry that the current training of mobile crane operation did not provide specific training corresponding to the different loading capacity of cranes and the licences for crane operation were not classified according to the different levels of loading. Thus, the Labour Department proposed to explore specific training for cranes with different levels of loading and issue licences according to the level of loading to respond to the concern of the industry and prevent similar accidents from happening again.

3.16.6 Chairman said that CIC placed a special emphasis on the subject and hoped to cooperate with Labour Department to reduce the number of similar accidents.

**Senior  
Manager –  
Construction  
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**3.17 Summary Report of the 1<sup>st</sup> meeting of Task Force on Trade Testing (for information)**

3.17.1 Members took note of Paper CIC/CTB/P/035/15 and noted the summary report of the 1<sup>st</sup> meeting of the captioned task force. In the "Summary table on waiting time for trade tests" as of 28 February 2015 tabled in the meeting, only three trade tests were required to wait till March or April 2015 for

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meeting the target of a two-month timeframe and the waiting time for such trade tests had been reducing in the past two months.

- 3.17.2 Chairman of Task Force on Trade Testing stated that the Task Force would review later whether the contents of trade tests, which had relatively lower passing rate, could meet the requirements for practical operation in the market currently. It would also pay close attention to the requirements of the industry towards construction trade tests and intermediate trade tests after the amendments to Construction Workers Registration Ordinance came into effect.
- 3.18 Summary Report of the 1<sup>st</sup> joint meeting between 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 (for information)**

Members took note of Paper CIC/CTB/P/036/15 and noted the summary report of the 1<sup>st</sup> joint meeting between the two captioned task forces.

**3.19 Any Other Business**

- 3.19.1 Paper on applications for cooperative training schemes for circular resolution
- 3.19.1.1 Chairman stated that a Member enquired earlier about whether the email addresses of all Members could be disclosed in the email to facilitate Members to “reply all” to express opinions and discuss with each other. However, for privacy reasons, CIC would maintain the current practice. If a Member wanted to pass his/her comment to other Members, the Secretariat would forward the respective comment to all.

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3.19.1.2 A Member considered that CITB should focus on the discussion of higher-level topics regarding innovation or the whole industry/society. Approval for courses/trade tests or subsidy applications could be taken up by functional groups under CITB.

3.19.1.3 Chairman stated that meeting procedures of CITB had been enhanced over the past year and the outstanding tasks had been handled as far as possible. The reports of task forces could be further simplified and integrated. For the applications for cooperative training schemes, relevant departments had verified the contents and financial estimates of the applications in advance but it still required the final approval from CITB. Chairman said that there were different stakeholders in different task forces with different needs. Thus, CITB had the role to strike a balance and reach a consensus among them. Yet, Chairman promised to further reduce the administrative work of CITB to spare more time for discussion of the foremost projects at present, such as “Advanced Construction Manpower Training Scheme” and “Construction Industry Subsidy Training Scheme”, as well as the review on training venues and facilities to be conducted in due course.

3.19.2 Construction Industry Cooperative Training Scheme (Labour Union) – Pilot Scheme

For the previous discussions on how to handle the employment contract of the captioned scheme, Members noted that CIC would accept an intention of employment signed between the employer and the employee in relation to the training provision of Metal Scaffolding.

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3.19.3 WorldSkills Competition

Director reported that the biennial WorldSkills Competition would be held in August 2015 at Sao Paulo in Brazil. Four candidates from CIC would take part in Joinery, Plumbing and Heating, Wall and Floor Tiling, and Painting and Decorating. Members would be briefed about the latest progress of the competition.

3.19.4 Build a Better Hong Kong 2015

Director reported that CIC and Development Bureau would jointly organize the captioned variety show to raise fund for Construction Charity Fund to help promote a culture of caring in the industry. The show would be recorded on 23 March 2015. All Members were cordially invited to attend the show and it would be broadcasted in the night slot of 28 March 2015

3.19.5 Construction Industry Sports Day cum Charity Fun Day 2015

Director reported that the captioned event would be held on 12 April 2015 at Kowloon Bay Sports Ground and all Members were cordially invited to attend.

**3.20 Tentative date of the next meeting 003/15**

The next meeting was scheduled for **21 April 2015 (Tuesday) at 8:30 a.m.** at Meeting Room 1, Construction Industry Council Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong.

There being no other business, the meeting was adjourned at 11:30 a.m.

**CIC Secretariat  
March 2015**