

Construction Industry Council

Steering Group on Implementation of CWRO Amendments

Meeting No. 003/16 of the Steering Group on Implementation of CWRO Amendments was held on Thursday, 18 Aug 2016 at 4pm at Conference Room, 2/F, Kowloon Bay Training Centre, 44 Tai Yip Street, Kowloon Bay.

Summary notes of the Steering Group on Implementation of CWRO Amendments (SGICA) Meeting No. 003/16:

Agenda Item	Paper	Major Resolutions / Progress Highlights
3.1	CIC/ICA/R/002/16	<u>Confirmation of Minutes of the Last Meeting</u> The minutes of the 2 nd meeting held on 23 May 2016 were confirmed.
3.2		<u>Matters Arising from the Last Meeting</u> <ul style="list-style-type: none">• Due to inadequate work experience or withdrawal of applications, 376 applications for skilled worker registration through senior workers registration arrangement were rejected by the end of July.• An option had been added in the trade test application form to allow workers to apply for registration at the same time. Workers registration cards would be issued after the workers have passed the trade tests.• 737 and 2,216 workers with trade tests certificates and valid general workers registration cards had successfully registered as skilled/semi-skilled workers by the end of July.• The secretariat was preparing the enforcement guidelines and set the direction for the implementation of “designated workers for designated skills” provision. Endorsement would be sought from the Sub-committee on Registration Matters and CWRB in October.• Trade tests for certain subjects were conducted on Saturdays and Sundays. The occupancy rates were maintained at 75% during office hours. Renovation was being carried out in Trade Testing Centre to increase the capacity. TTC would continue to offer subsidies.• The Workers Registration Office delivered talks to promote senior workers registration arrangement and requirements of “designated workers for designated skills” at the safety training meetings organised by three major contractors during June to July 2016. Similar promotion would be continued upon requested.

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3.3.1		<p><u>Investigation of Industry’s Readiness for the Implementation of “Designated Workers Designated Skills</u></p> <ul style="list-style-type: none"> • Over 90% of contractors and sub-contractors as well as 80% of workers were aware that the “designated workers for designated skills” would be implemented soon and they aware of the process of skilled workers registration. • The findings revealed that contractors had the highest level of awareness of the “designated workers for designated skills” provision, possibly because the respondents with deeper understanding of the provision had been assigned by the companies to participate in the survey. On the other hand, the level of awareness was relatively low among subcontractors. Generally both contractors and subcontractors had a high level of awareness of the provision. • Approximately three-quarters of senior workers were aware of the senior workers registration arrangement and nearly 30% of them had already submitted applications. Approximately 60% of non-senior workers knew the trade tests but half of them had not yet signed up. • Highly recommended by the industry stakeholders, TV, co-workers/employers, briefing sessions/talks at construction sites provided the industry with the major channels to obtain information about “designated workers for designated skills” provision. • Both contractors and workers considered that the promotional plan formulated by the CIC was adequate, yet more talks and assistance could be provided to workers at construction sites.
3.3.2	CIC/ICA/P/005/16 (for Reference)	<p><u>Numbers of Applications and Completed Cases of Skilled/Semi-skilled Worker Registration through Senior Worker Registration Arrangement and Trade Tests</u></p> <p>By the end of July, a total of 84,892 applications were received, comprised of 53,039 applied for skilled worker registration through senior workers registration arrangement and 31,853 applied for trade tests. Out of the total number of cases applied for skilled worker registration through senior workers registration arrangement, 38,547 cases were completed.</p>
3.3.3	CIC/ICA/P/005/16 (for Reference)	<p><u>Review of the Number of Registered Skilled & Semi-skilled Workers</u></p> <p>The figures of skilled workers were reported in tabular form.</p>

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3.3.4	CIC/ICA/P/005/16 (for Reference)	<p><u>Promotion of “Designated Workers for Designated Skills”</u></p> <ul style="list-style-type: none"> • Total 29 issues of half-page full colour advertisements in Headline Daily. • Approximately 360,000 times of online advertisement appeared in Apple Daily. • Whatsapp messages sent to trade associations and labour unions for forwarding to workers. • Approximately 480,000 times of advertisement appeared in Apple Daily’s action news. • Approximately 1,200,000 times of advertisement in discuss.com.hk. • Focus Group Meeting on “Designated Workers for Designated Skills” Provisions was held on 13 July. • E-mails and letters were sent to various trade associations and labour unions. • eDMs were sent to approximately 5,300 registered sub-contractors under SRS between 8 to 12 August to remind them the deadline of the senior workers registration arrangement. • Increased the broadcast frequency of TV advertisements <p>It was proposed that advertisements could be placed in Oriental Daily, in particular on horse racing days to promote senior workers registration arrangement.</p>
3.3.5	CIC/ICA/P/005/16 (for Reference)	<p><u>Trade Tests</u></p> <ul style="list-style-type: none"> • The Secretariat reported the result of the survey on the promotion work of trade tests carried out between October 2015 and June 2016. • Regarding the matter of sending instructors to explain the trade test content and play trade tests videos at sites, members suggested the instructors stay at their positions to invigilate tests while demonstration in seminars at sites could be done by playing videos. The secretariat replied that Trade Testing Centre would adjust their strategy after collecting feedback from different parties.

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3.3.6	CIC/ICA/P/005/16 (for Reference)	<p><u>Establishing Non-local Skill Accreditation and Trade Test for Qualifying Skilled Workers</u></p> <ul style="list-style-type: none"> • Subsequent to the visits to Guangzhou, Dongguan and Foshan, it was considered feasible to organise trainings and trade tests of tower crane, welding and carpentry (formwork) in those cities at the moment. A work schedule would be set out after CITB determined detail arrangements for conducting trade tests or trainings. Members suggested that trade divisions with the workforce shortage or those CIC could not provide training should be considered at first. Other trade divisions which trainings were provided in collaboration with labour unions or trade associations should not be considered at this moment. • The University of Hong Kong had started studying the qualification benchmark of overseas trade tests of 15 trade divisions in Mainland China, Singapore and Malaysia for 14 months since May. First phase of the study would start with cement sand mortar, welding and carpentry (formwork). • Members commented that no foreign candidate should be allowed to enroll for CIC trade tests unless he/she provided proof of permission of working in Hong Kong. CIC should also develop administrative measures to prevent workers from taking tests in other places instead of Hong Kong due to certain reasons.
3.4		<p><u>Any Other Business</u></p> <p>The secretariat reported the progress of CWRS development. The system passed the indoor and outdoor testing conducted inside internal facilities as well as the tests conducted by a professional laboratory. Pilot tests at construction sites had commenced.</p>

Remarks: The mentioned papers discussed at the Steering Group of Implementation of CWRO Amendments can be made available to Council Members from the CIC Secretariat upon request.