

**Construction Industry Council**

**Construction Industry Training Board**

Meeting No. 003/17 of the Construction Industry Training Board was held on 21 June 2017 (Wednesday) at 9:30am at Board Room, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Summary Notes of the CITB Meeting No. 003/17:

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
3.1	CIC/CTB/R/002/17	<b>Confirmation of the Progress Report of the Previous Meeting</b> Members confirmed the progress report of 2 <sup>nd</sup> CITB Meeting held on 6 April 2017.
3.2	CIC/CTB/R/002/17	<b>Matters arising from the last meeting</b> Items 2.23.5 – For the issue of whether the requirement of having a minimum of 4 years of related working experience to apply for trade tests should be relaxed, Members were unable to reach a consensus. The Chairperson therefore suggested soliciting views of the Course Advisory Panels.
3.3	CIC/CTB/P/035/17 (for discussion)	<b>Proposed Work Schedule and Annual Budget for CITB in the Year 2018</b> In addition to reviewing the number of training places of all training courses and adjusting the number of training places for Enhanced Construction Supervisor/Technician Programme in the year 2018, Members also discussed the publicity activities for trainees' recruitment and measures for reducing the dropout rate of trainees. After going through the actual income and expenditure of the CITB in 2016, the original budget and revised budget for 2017, and the estimation for 2018 as well as the key projects that might have greater impact on the budget and capital expenditure, Members accepted the proposed work schedule and annual budget for CITB in the year 2018.
3.4	CIC/CTB/P/036/17 (for discussion)	<b>Proposed Daily One-hour Extension of Teaching Arrangement for Machinery Operation Training (Pilot Scheme)</b>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		<p>In response to the great demand in the construction industry for construction machinery operators, Members agreed to the daily one-hour extension of teaching arrangement for machinery operation training in outdoor training ground in order to shorten the training period for machinery operation courses, which would ultimately help reduce both the waiting list and waiting time. The training courses on Mobile Crane Operation and Tower Crane Operation in Tai Po Training Ground would be the first batch of courses for trial run. A review on the effectiveness of the pilot scheme would be made after a period of time to see if the scheme could be extended to other training grounds. Members also accepted the extra expenditure needed to support the said arrangement, which included the hiring of one instructor on a 2-year fixed-term contract for conducting certification tests on Crawler Mounted Crane Operation and Tower Crane Operation, the hourly wages for over-time work of existing staff and the needed installation of lighting fixtures. Approval for extra funding would be sought from the Com-ANF.</p>
3.5	CIC/CTB/P/037/17 (for discussion)	<p><b>Proposed Cessation of Investing in Construction Manpower - Skills Enhancement Courses</b></p> <p>It was noted that the captioned courses launched in 2011 had approved only 430 training places, far below the original target of 6,000 training places. However, the Advanced Construction Manpower Training Scheme - Pilot Scheme (Skills Enhancement Courses) introduced in September 2015 for training skilled workers had already received more than 300 applications and was more popular. In addition, CIC recently introduced the part-time day-released Skills Enhancement Courses for Construction Workers for training semi-skilled workers. Since the target trainees of these courses were those who wished to pass the trade testing to become skilled workers or semi-skilled workers upon course completion, Members agreed to stop accepting new applications for the less popular Investing in Construction Manpower-Skills Enhancement Courses by the end of June 2017 in order to avoid overlapping of resources and ensure better resources utilization. The captioned courses would also cease to operate after the enrollees had completed their study.</p>
3.6	CIC/CTB/P/038/17 (for discussion)	<p><b>Proposed Revamp of Welding Workshop in Sheung Shui Training Centre and Addition of Welding Simulators to Support Teaching</b></p> <p>In order to meet the training need of welders and structural steel welders, Members agreed that there</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		<p>was a need to increase the training places and take on welding simulators as teaching support tools so as to increase the training output within a shorter period of time and in a more cost effective manner. In addition, Members accepted the proposed revamp of the welding workshop in Sheung Shui Training Centre and addition of welding simulators for teaching. Members also agreed to the needed extra resources, which included the capital expenditure for the purchase of 12 sets of welding simulators and computers, 24 sets of welding machines and the expense on partial expansion of the existing welding workshop; and the recurrent expenditure for hiring one established post of welding supervising instructor and two welding instructors on fixed-term contracts. The proposed work schedule was accepted as well.</p>
3.7	CIC/CTB/P/039/17 (for discussion)	<p><b>Provision of Training Courses for Ethnic Minorities and Proposed Future Development</b></p> <p>In order to meet the increasing manpower demand of the construction industry, there was a need for CIC to actively attract and train trainees from ethnic minority backgrounds to become the industry's new workforce. Members agreed to the proposal of hiring two full-time translators on a 2-year fixed-term contract so that more training courses for people from ethnic minority backgrounds could be commenced as scheduled. In addition to targeting ethnic minority workers as the needed translators, it was hoped that the minority ethnic persons to be employed could also serve as instructors. Members also accepted other suggestions on the training for ethnic minorities and their future development, including (i) deployment of a full-time instructor for teaching Chinese and English Metal Scaffolding Course in 2017 in response to the overwhelming number of applications for the course, and further flexible deployment of staff would be made if needed; (ii) relaunch of free Construction Vocational Cantonese Course (60 hours) and adding Cantonese jargon of the concerned trades into existing syllabus of Skills Enhancement Courses for Ethnic Minorities; (iii) expansion of network with employers who were willing to hire ethnic minorities in the hope that course attractiveness could be enhanced with promising career prospects and a survey would also be conducted to collect the employers' views towards our trainees in order to refine the syllabus; (iv) enhancement of the linkage with ethnic minority organisations to understand their needs, and discuss with them on how to help their youngsters to master Cantonese and integrate into the community to boost the opportunities for future development; and establishment of a long-term relationship with ethnic minorities through providing volunteering services</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		to express our care and support.
3.8	CIC/CTB/P/040/17 (for discussion)	<p><b>Review on Trainees Taking Part in Earn and Learn Pilot Scheme in 2015/16 and Suggestions</b></p> <p>Since the Earn and Learn Pilot Scheme (Pilot Scheme) could help encourage trainees to complete their apprenticeship contract and maintain a relatively low dropout rate, Members agreed to continue the collaboration with Vocational Training Council (VTC) to refer eligible trainees to participate in the Pilot Scheme, and continue to provide the Apprenticeship Subsidy Scheme to those trainees who could not join the Pilot Scheme to enable them to complete the apprenticeship contracts. Members also agreed that graduates of four courses, namely Plastering &amp; Tiling, Metalwork, Joinery, and Painting, under the newly introduced Construction Diploma Programme would be eligible to apply for the Pilot Scheme. In addition, Members accepted the terms and conditions of referring enrolled trainees of the Apprenticeship Subsidy Scheme 2016/2017 and 2017/2018 to the Pilot Scheme, and agreed to authorize the Executive Director to sign the agreement on behalf of CIC.</p>
3.9	CIC/CTB/P/041/17 (for information)	<p><b>Addition of Simulators for Training on Machinery Operation</b></p> <p>Members noted that remarkable results had been achieved with the use of simulators in the training of excavator operation from 2015 onwards. The management intended to extend the use of simulators to cover the operational training of other construction machinery, and the estimated expenses had been set aside in the budget for 2017. It was provisionally planned to purchase a simulator, which was transformable to serve other purposes after making minor adjustments to the hardware, and could produce sound and vibration effect. The effectiveness of using simulator would be reviewed and suggestions on improvement would be collected after having been used by instructors and trainees for a period of time. A decision would then be made on whether more simulators for training purpose should be purchased. Members agreed to the suggestion.</p>
3.10 to 3.13	CIC/CTB/P/042/17 to CIC/CTB/P/045/17 (for information)	<p><b>Summary Notes of Meeting of Task Force on Collaborative Schemes (2nd meeting on 10 Apr 2017); Summary Notes of Meeting of Task Force on Training (2nd meeting on 18 May 2017); Summary Notes of Meeting of Task Group on Machinery and Crane Operation (2nd meeting on 27 Apr 2017); Summary Notes of Meeting of Steering Group on Implementation of CWRO</b></p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		<p><b>Amendments (2nd meeting on 15 May 2017)</b></p> <p>Members noted the resolutions made by the above task forces/task group/steering group at the above meetings.</p>
3.14 to 3.17	CIC/CTB/P/046/17 to CIC/CTB/P/049/17 (for information)	<p><b>Waiting Time and Data for Training Courses/ Scheme and Trade Testing</b></p> <p>Members took note of the waiting time table of adult full-time short course, trade testing and machinery operation certification course cum tests; charts of registered workers who qualified through Senior Workers Registration Arrangement and Trade Testing; and the statistical data of Advanced Construction Manpower Training Scheme - Pilot Scheme.</p>
3.18	Any Other Business	<p><b>Second Letter on Training Professional Skilled Workers</b></p> <p>It was noted that the construction company which wrote to CITB regarding the captioned matter in late March 2017 had sent in a second letter in late May 2017. The company hoped that CIC could step up its effort in training workers to become skilled workers. It also suggested the introduction of a systematic Apprenticeship Programme with a longer duration in order to elevate the quality and social status of skilled workers. The Chairperson opined that it had been the goal of CIC to nurture high-quality skilled workers for the construction industry. Further follow-ups with the construction company would be made in the hope to further optimize the training process.</p>
		<p><b>WorldSkills Hong Kong 2017 and WorldSkills Abu Dhabi 2017</b></p> <p>Members took note of the captioned contests, including the past results achieved by CIC over the years, the progress of preparing for WorldSkills 2017 and the training modes, the promotion activities and the estimated budget for WorldSkills Competition.</p>
		<p><b>Appointment of CITB Member to serve on Task Force on Safety Experience and Training Centre</b></p> <p>Members noted that the Safety Experience and Training Centre (SETC) would be established in Kwai Chung Training Centre. To monitor the project of SETC in an effective manner, CIC would form a task force to supervise the whole project. CITB Members unanimously confirmed that Mr Dennis WONG</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		<p>would serve as a member of the task force.</p> <p>In addition, Members noted that because of the importance of the project, CITB Member Ir Dr Joseph CHI was nominated by the responsible construction design consulting firm to act as the safety advisor of the project. Ir Dr CHI declared interest at the meeting.</p>
		<p><b>Extension of Term of Office of Course Advisory Panels</b></p> <p>Members noted that as the review report by the Consultant was still in progress, there would be a need to further extend the term of Course Advisory Panels by six months to 31 December 2017.</p>

**Remarks:** *The mentioned papers discussed at the Construction Industry Training Board can be made available to Council Members from the CIC Secretariat upon request.*