

Construction Industry Council

Construction Industry Training Board

Meeting No. 002/17 of the Construction Industry Training Board was held on 6 April 2017 (Thursday) at 9:30am at Board Room, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Summary Notes of the CITB Meeting No. 002/17:

Agenda Item	Paper	Major Resolutions/ Progress Highlights
2.1	CIC/CTB/R/001/17	Confirmation of the Progress Report of the Previous Meeting Members confirmed the progress report of 1st CITB Meeting held on 25 January 2017.
2.2	CIC/CTB/R/001/17	Matters arising from the last meeting Items 1.2.1 –For the measures to deal with candidates who absented from tests for no reason, the Task Force on Trade Testing agreed that these candidates should be given a “zero” mark for the tests they were supposed to take. If these candidates would like to apply for the tests again within one year, an additional fee would be charged at HK\$400 for Intermediate Trade Test and at HK\$800 for Trade Test respectively.
2.3	CIC/CTB/P/015/17 (for discussion)	Proposed Training Places for Full-time Courses in Year 2018 Members agreed to provide 812 training places for regular Full-time Adult Short Course, 4,090 training places for Full-time Adult Short Course – Labour Shortage Trades, 75 training places for short course jointly organised with Correctional Services Department, 640 training places for Basic Craft Courses, 301 training places for Construction Supervisor/Technician Training Programme, 120 training places for Enhanced Construction Supervisor/Technician Training Programme (9+6) in Year 2018. The total number of training place for full-time training courses would be 6,038, about 5% more than that in the previous year, and the number of graduates was expected to be 4,366. Members also agreed to add two classes of plumbing & pipe-fitting course and to recruit two more instructors of plumbing & pipe-fitting

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		trade on a two-year fixed-term contract.
2.4	CIC/CTB/P/016/17 (for discussion)	<p>Proposed Training Places for Part-time Courses in Year 2018</p> <p>Members agreed to provide a total of 92,400 training places for part-time training courses in Year 2018, in which 12,166 training places would be for Skills Enhancement Courses, 6,593 training places for Technology & Management Courses, 66,446 training places for Safety Courses, 6,620 training places for mechanical operation related certification courses, 500 training places for regular courses for various institutions, and 75 training places for irregular tailor-made courses. The total number of training places would be approximately 4% more than that in the previous year.</p>
2.5	CIC/CTB/P/017/17 (for discussion)	<p>Training places and Budget for Collaborative Training Schemes in Year 2018</p> <p>As the new collaborative training scheme "Construction Tradesman Collaborative Training Scheme" (CTS) to be launched in mid-2017 would help boost the number of scheme participants, Members agreed that the total number of training places for collaborative training schemes for semi-skilled workers could be increased to 2,500, among which 1,000 would be for CTS, 1,100 for Contractor Cooperative Training Scheme, and 400 for Contractor Cooperative Training Scheme-E&M Trades. In addition, the Advanced Construction Manpower Training Scheme-Pilot Scheme would provide 800 training places in 2018, in which 300 training places would be for Structured On-the-job and 500 would be for Skills Enhancement Courses. Members also accepted the budget for collaborative training schemes in the Year 2018.</p>
2.6	CIC/CTB/P/018/17 (for discussion)	<p>Proposal on Reorganising the Management Structure for Training and Development</p> <p>Members took note of the briefing on the Consultancy Report of the Review of CIC's Training and Development, and accepted the proposed strategies and related management structure on training and development, as well as the governance structure of CITB. The proposed strategies included developing vocational education and training to provide holistic knowledge, professional ethics, education and trade skills as well as the introduction of qualifications framework; developing structured and diversified continuous development courses, to be operated in a self-financing manner, to enhance the knowledge and skills of construction industry practitioners; developing trade testing/certification and accreditation</p>

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		to ensure the CIC's authority to recognize industry qualifications; and enhancing the effectiveness of collaborative training schemes and exploring other opportunities for industry-wide cooperation. It was opined by Members that the focus should be on the training of trade skills instead of vocational education, and the proposed qualification certification should not affect registered skilled workers. A Member representing a labour union had expressed reservation about the proposed management structure. As for the governance structure of CITB, it was opined that the composition of Course Advisory Panels emphasized too much on the participation of trade employers and there was a need to increase the number of representatives for workers.
2.7	CIC/CTB/P/019/17 (for discussion)	<p>Work Plan for CITB for Years 2018-2022</p> <p>Members accepted the work plan for CITB from 2018 to 2022, including regular tasks like provision of training (in-house and collaborative training), trade tests, subsidy schemes, manpower research, etc and other occasional projects. Members also noted that if the paper on reorganising the structure for training and development be endorsed, there would be changes to the work plan of CITB.</p>
2.8	CIC/CTB/P/020/17 (for discussion)	<p>Cooperate with Caritas Institute of Community Education (CICE) to offer Diploma Yi Jin (DYJ)</p> <p>If CIC could work with a recognised institution to launch DYJ, the exposure and penetration of CIC in the market could be enhanced in a short time. In addition, a new channel would be opened for CIC to recruit trainees as DYJ had a certain appeal to secondary six graduates. Members endorsed the cooperation of CIC with CICE, which was offering DYJ courses, to provide two elective courses, namely "Introduction to Hong Kong Construction Industry" and "Civil & Building Construction Basic Craft", of the Elective Cluster "Construction Industry Training". Members also agreed to sign an agreement with the institute and provide a free mainland study tour for the course trainees. The cost of organising the study tour would be settled by the tuition fee to be handed over to CIC by CICE. Trainees upon completing the course would be given the priority to apply for the Construction Supervisor/Technician Programme.</p>
2.9	CIC/CTB/P/021/17 (for discussion)	<p>Introduction of a Refresher Course for Register of Minor Works Contractors (RMWC)</p> <p>To help inactive registered minor works contractors (RMWC) satisfy the exemption arrangement for</p>

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		renewal/restoration of their registration without the need to provide job reference on an relevant item of minor works, Members agreed to the proposal to offer a part-time day-release “Refresher Course for Register of Minor Works Contractors (RMWC)”, which would be a 9-hour course with a maximum of 30 trainees per class. Trainees must have a 100% attendance and pass the course assessment in order to get the certificate. The course fee would be \$1,000 per trainee.
2.10	CIC/CTB/P/022/17 (for discussion)	<p>One more Skills Enhancement Course under Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Course for Levelers)</p> <p>As the trade test result for leveler was not satisfactory and no labour unions could offer skills enhancement course for semi-skilled levelers, Members agreed to the proposal to introduce a skills enhancement course for levelers under the Advanced Construction Manpower Training Scheme – Pilot Scheme to help the trade workers to pass the trade tests. Members also accepted the proposed course content, assessment criteria and total budget of the course.</p>
2.11	CIC/CTB/P/023/17 (for discussion)	<p>Proposal to enhancing Aluminium Formwork Training of “Enhanced Construction Industry Manpower Training Scheme on Timber Formwork”</p> <p>In order to enable prospective new entrants to have the ability to sufficiently meet the needs and operation of today’s timber and aluminium formwork industry after completing the “Enhanced Construction Industry Manpower Training Scheme on Timber Formwork”, Members agreed to the proposal of enhancing the aluminium formwork training of the aforementioned course. The training days would be increased from the original 95 days to 105 days. Members also consented to the provision of \$800,000 for purchasing and installing 3 sets of aluminium formwork and other related training equipments and facilities.</p>
2.12	CIC/CTB/P/024/17 (for discussion)	<p>Satisfaction Rate Report of Employers and Graduates 2015-2016</p> <p>CIC continued to conduct surveys on employer’s satisfaction towards the working performance of CIC graduates and the graduates’ satisfaction towards courses offered by CIC. The survey covered the period from July 2015 to June 2016 for all full-time courses and collaborative training schemes. The performance of graduates of full-time courses and collaborative training schemes received positive</p>

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		<p>feedback from employers. The respective overall scores of “satisfactory” and “very satisfactory” were over 84% and 95%, both exceeded the target set for overall satisfaction rate at 80% by CIC. Regarding graduates’ evaluation on CIC full-time training courses and collaborative training schemes, there were positive feedbacks with overall satisfaction rates standing at 95% and 89% respectively. The evaluation rate for the former courses was similar to that in last year, but the rate for the latter one was 6% higher than that in the previous year. Members accepted the improvement measures proposed by the management based on findings of the survey, which included continuing to organize graduates sharing sessions, arranging site visits, inviting graduates to attend annual CIC Alumni Lo Pan Dinner, and visiting employers more frequently.</p>
2.13	CIC/CTB/P/025/17 (for discussion)	<p>Introduction of a Construction Diploma Programme</p> <p>In order to clarify the positioning of Basic Craft Courses (BCC), and to provide craftsmanship training specially for youngsters with secondary six qualifications to equip them to become knowledgeable tradesmen capable to continue to move upwards to work as trade supervisors, Members agreed to the proposal to launch a Construction Diploma Programme. The programme would allow trainees to master a construction trade skill and pass the related intermediate trade tests, and at the same time to learn basic construction management knowledge. The programme would be a full-time course, with 270 training days, tentatively scheduled for introduction in September 2017. A total of four core subjects would be offered, which included plastering & tiling, metal works, carpentry & joinery, and painting. Apart from attending the course, trainees had to provide 30-hour voluntary services and complete 60-hour sports training prior to graduation. The number of trainees per class would be 20. Sheung Shui Training Centre and Kowloon Bay Training Centre would at the same time offer four core subjects, providing a total of 160 training places, which would be allocated from the 640 training places planned for BCC. The subsidy for trainees of the programme would be the same as that of BCC (the subsidy for courses started in September 2016 was \$ 3,150 per month).</p> <p>Members also agreed to recruit two more instructors for leveling training. The related staff cost together with the tuition fees of \$2.88M per year for 160 trainees to attend the first year part-time Diploma of Foundation Studies (Engineering) would be included in the amended budget for the year of 2017. If trainees upon graduation signed apprenticeship contracts and continued to take the second year part-time</p>

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		day/evening Diploma of Foundation Studies (Engineering), they would be able to claim full sponsorship from CIC for their school fees for second year after completing the course. The school fees would amount to about \$1.76M per year for a total of 160 trainees. The said expense would be included in the budget for 2018. Members also agreed that starting from September 2017, Construction Supervisor/Technician Programme should only accept applicants at least having obtained Level 2 in five subjects in HKDSE, including English Language, Chinese Language, Mathematics or with equivalent qualification.
2.14 to 2.18	CIC/CTB/P/026/17 to CIC/CTB/P/030/17 (for information)	Summary Notes of Meeting of Task Force on Collaborative Schemes (1st meeting on 14 Feb 2017); Summary Notes of Meeting of Task Force on Trade Testing (1st meeting on 8 Mar 2017); Summary Notes of Meeting of Task Force on Training (1st meeting on 8 Mar 2017); Summary Notes of Meeting of Task Group on Machinery and Crane Operation (1st meeting on 16 Feb 2017); Summary Notes of Meeting of Steering Group on Implementation of CWRO Amendments (1st meeting on 23 Feb 2017) Members noted the resolutions made by the above task forces/task group/steering group at the above meetings.
2.19 to 2.22	CIC/CTB/P/031/17 to CIC/CTB/P/034/17 (for information)	Waiting time and figures of training courses/schemes and trade/certification tests Members took note of the tables on waiting time of Full time Adult Short Courses, Trade Tests and Certification Training Courses and Tests of Construction Machinery, the charts on workers got registered through Senior Workers Registration Arrangement and Trade Tests, and the training statistics on Advanced Construction Manpower Training Scheme-Pilot Scheme.
2.23	Any Other Business	Proposed amendments to new Collaborative Training Scheme Members accepted the two amendments proposed to the new collaborative training scheme, namely (i) the amendment to the arrangement of giving out allowance to trainees, under which the employers would give out allowance to trainees on behalf of CIC first and then apply for reimbursement from CIC to avoid possible delay in place of the original proposal to have CIC directly given out allowance to trainees after receiving payrolls submitted by employers; and (ii) the amendment to the arrangement for

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		trainee's participation in the follow-up training, under which the original two half-day discussion sessions per month would be replaced by a full-day discussion session per month to increase the discussion time and reduce the travelling time for trainees.
		CIC Construction JobsNet Members noted that the JobsNet would cease its operation from 1 July 2017 onwards to be in line with the provision of one-stop service and avoid duplication of resources. Job seekers could use the "Dedicated Webpage on Construction Jobs" set up in the Interactive Employment Service website of the Labour Department.
		Letter on Training Professional Skilled Workers Regarding the views made in a letter from a construction company on investing more resources in the systematic training of skilled workers, Members expressed that CIC had already launched the Advanced Construction Manpower Training Scheme and would still proactively consider from multiple perspectives to try to meet the demand from the industry. Management staff was requested to prepare the draft reply.
		Requirement on Working Experience for Trade Test Task Force on Trade Testing would follow up the requirement of a minimum of 4 years' relevant working experience before applying for Trade Test.

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