



CONSTRUCTION
INDUSTRY COUNCIL
建造業議會



Construction Industry Council **2020 MAJOR WORK PLANS**



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Chapter

01

Executive Director's Message





Chapter 1


Executive Director's Message

The construction industry is one of the pillar industries for Hong Kong's economic growth and long-term sustainable development. Our strengths in developing an elaborate infrastructure system as well as achieving admirable construction output are globally recognised. Over the years, the Construction Industry Council (CIC) has been proactively advocating innovation and digitisation in the industry. It has also continuously driven the application of new technologies and green practices in construction projects of both public and private sectors.

The CIC embraces innovative technologies in a knowledge-based and technology-driven economy. Facing the challenges of labour shortage, ageing workforce, high construction costs, etc., the CIC spares no efforts to combat the situation by nurturing a construction workforce with professional knowledge and skills. Moreover, on sustainability and social responsibility, the CIC is committed to enhancing quality assurance, improving site safety, reducing environmental impacts and upgrading registration services for the construction industry.

With extensive development opportunities in the Mainland and worldwide, such as the Greater Bay Area Initiative, the CIC will continue to uphold professional standards and streamline regulatory requirements of the industry. To this end, the CIC has established framework and models, published guidelines and references, and facilitated sharing of knowledge and information for industry stakeholders.

To conclude 2019, the CIC has witnessed remarkable progress and achievements on many fronts. For example, on industry development, we organised the DfMA Alliance Launching Ceremony & CITAC Technical Conference on Industrialisation in March and co-organised the Construction Innovation Expo 2019 with the Development Bureau (DEVB) and the Center of Science and Technology Industrial Development under the PRC Ministry of Housing and Urban-Rural



Development in December. On good corporate governance, the CIC was awarded a Commendation on Corporate Governance Improvements by the Hong Kong Institute of Certified Public Accountants in December 2019.

Starting 2020 and in the years to come, the CIC will be implementing a variety of new strategies and measures in alignment with the following Core Initiatives:

(a) Industrialisation;

(b) Embracing Construction Innovations and New Technologies;

(c) Construction Industry Sports and Volunteering Programme;

(d) CIC Approved Technical Talents Training Programme;

(e) Hong Kong Institute of Construction (HKIC) Repositioning;

(f) Digitisation;

(g) Monthly Pay for Construction Workers; and

(h) Design for Safety

Although Hong Kong has gone through months of unrest in 2019, I am confident that the construction industry and Hong Kong, working hand in hand, will soon be able to overcome the adversities and move ahead. Through the initiatives in this booklet of 2020 Major Work Plans, the CIC hopes to paint a bright and colourful future for the Hong Kong Construction Industry!



Ir Albert CHENG Ting-ning
Executive Director

January 2020

Chapter

02

Innovation and Industry Development





Chapter 2

Innovation and Industry Development

Preamble

The construction industry has been facing many challenges in recent years, e.g. declining productivity, high construction costs, labour shortage, unsatisfactory site safety performance, etc. It is important to find new methods and operations for the industry to attract new blood and stay competitive. Innovative technology is an option.

The HKSAR Government is well aware of the challenges faced by the construction industry and the benefits that innovative technology can bring, namely improved productivity, reduced costs, increased competitiveness, etc. Since 2017, the Government has been taking measures to promote and drive the adoption of innovative technology and their applications to the construction industry. The CIC has also echoed the Government's efforts by the following initiatives: (a) adoption of Modular Integrated Construction (MiC) in the construction industry; (b) adoption of Building Information Modelling (BIM) technology in the design of major government capital works projects; (c) establishment of the new Construction Innovation and Technology Application Centre (CITAC) to provide the latest information on local and overseas construction technologies; and (d) implementation of a HK\$1 billion Construction Innovation and Technology Fund (CITF) to encourage wider adoption of innovative technology to transform the construction industry.

In 2020, the CIC will roll out more initiatives to promote innovative technology and its applications to the construction industry. These new initiatives are built on the framework of three key pillars (i.e. innovation, professionalisation and revitalisation) given in Construction 2.0, as well as CIC's Core Initiatives to enhance safety, built quality, productivity and environmental performance of the industry.



Initiatives

2.1 *Facilitating Knowledge Sharing on MiC*

- Revamp the existing MiC Display Centre to become a MiC Resource Centre for conducting focus group workshops/seminars and providing updates on pilot projects and MiC technology by Q4 2020.
- Collect information on MiC projects in Hong Kong for dissemination to the construction industry at appropriate times and for preparation of case reports.

2.2 *Developing an Innovation and Technology (I&T) Knowledge Hub*

- Consolidate the MiC Resource Centre, CITAC i-Club & DfMA Alliance to form an I&T Knowledge Hub by Q4 2020.

2.3 *Conducting BIM Research*

- Complete Stage 2 of the Research and Development (R&D) project on “BIM-based Rebar Design Optimization and Prefabrication Automation” by Q4 2020, with the whole project completed by Q1 2021.
- Complete Stage 4 of the R&D project on “BIM-Automation of Gross Floor Area Calculation, Fire Safety and Prescribed Checking for General Building Plans Preparation” by Q4 2020, with the whole project completed by Q3 2021.

2.4 *Publishing BIM Objects*

- Collect BIM objects used by government departments in their projects, check their compliance with the CIC Production of BIM Object Guide General Requirements and upload them to the CIC BIM Portal for use by the industry throughout 2020.

2.5 *Developing Reference BIM Specifications, Agreement and Standards*

- Complete BIM Specifications and Agreement for BIM implementation in the private sector, including exploring the feasibility of “Pay for BIM” by Q3 2020.
- Complete enhancement of CIC BIM Standards – General, incorporating the good practice of information management based on ISO19650 by Q4 2020.



2.6 Establishing Certification and Accreditation Schemes for BIM Coordinators

- Launch the Certification and Accreditation Schemes for BIM Coordinators, and develop the syllabus for the BIM Coordinator Courses by Q2 2020.
- Promote the Schemes to practitioners and training providers after the launch.

2.7 *Administering Construction Innovation and Technology Fund*

- Promote the CITF to enterprises and practitioners of the construction industry to boost the adoption of innovation and technology in construction projects; use the Lu Pan x CITF Information Day as a platform to showcase the innovations and technologies supported by the CITF.
- Organise CITF Accelerator Seminars to allow suppliers and users to exchange information and for users to gain better knowledge of the products and their applications.

2.8 *Advocating Technology Adoption*

- Work with government departments and others to identify projects for adoption of technologies (e.g. Unmanned Aerial Vehicle Surveying, Artificial Intelligence Assisted Image Analytics and IoT Sensors and Associated Tools, etc.) in construction projects and promote the benefits to the private sector.

2.9 Establishing a Construction Robots Certification Scheme

- Develop assessment standards, testing guides and operational framework for qualifying on-site construction robots for welding, painting and plastering by Q4 2020 for promulgation in Q1 2021 to enable the establishment of a construction robots certification scheme.

2.10 *Developing Measures to Drive DfMA*

- Develop a DfMA Appraisal Framework with an Appraisal Guide and an Assessment Tool by Q3 2020.

2.11 Making Recommendations on Driving DfMA

- Prepare a paper on short to long term measures to drive wider adoption of DfMA in the construction industry by Q4 2020.



2.12 Implementing Measures for Productivity Enhancement

- Formulate a mechanism for industry stakeholders to share views and give suggestions on productivity enhancement measures for consultation with regulatory and client bodies by Q4 2020.
- Establish target areas and identify the measures required for enhancing productivity in the Electrical and Mechanical sector by Q4 2020.

2.13 Producing Reference Material for Use by the Industry

- Produce a Reference Material on Logistics and Transport for MiC modules by Q2 2020.

2.14 *Implementing Design for Safety*

- Complete a feasibility study on the implementation of Design for Safety in the construction industry by Q3 2020.
- Prepare a roadmap in consultation with stakeholders to promote and facilitate the adoption of Design for Safety by Q4 2020.

2.15 *Developing New Safety Mobile Application*

- Develop a new safety mobile application to include a safety message dispatch function and an e-wallet for CIC qualifications by Q4 2020.

2.16 *Improving Safety of Truss-out Bamboo Scaffolding Works*

- Prepare Guidelines on safety of truss-out bamboo scaffolding works by Q4 2020.

2.17 Reviewing Safety Roles and Responsibilities

- Produce a Reference Material on the Safety Roles and Responsibilities of Key Stakeholders in the Hong Kong Construction Industry, and formulate a promotion plan to reinforce the industry's awareness on this subject by Q4 2020.

2.18 Organising Construction Safety Activities

- Organise the Construction Safety Week 2020 by Q2 2020 and the follow-up Site Safety Gathering activities in the remaining months of the year, focusing on prevention of fall from height and lifting operations.



Chapter

03

Industry Partnership and Internationalisation





Chapter 3

Industry Partnership and Internationalisation

Preamble

The CIC as a statutory body acts as an active and dedicated partner of the industry and the international community. Locally, it provides a platform for different stakeholders of the construction industry to forge closer links and wider networks for collaborative opportunities and mutual benefits. Internationally, the CIC acts as a bridge between local organisations, Mainland institutions and overseas partners including government bodies, academic institutions, industry developers, professionals and construction enterprises.

From the manpower perspective, the CIC supports the industry's development by introducing new trades for collaborative training and enhancing service standards of various collaboration schemes. It also promotes professionalism by expanding its existing network with the Registered Contractors and Subcontractors, establishing new ties with young leaders of the construction industry and strengthening the CIC alumni and graduates' bonding.

To uplift the standard of industry performance and maintain a healthy construction market, the CIC will develop a Reasonable Construction Time Index for observance by the industry, which is expected to be launched in late 2020. To gain latest knowledge and expertise, keep abreast of advanced technologies and grasp development opportunities from international markets, the CIC will organise various study tours and technical visits to the Mainland and overseas countries in the coming year.

The CIC plays an integral role and a pivotal position in the Hong Kong construction industry. To foster a positive image and increase recognition by the society, the CIC will organise a wide array of interactive publicity campaigns for the public and industry stakeholders, including press conferences, Construction Luncheons, Breakfast Round Table Meetings and CIC website enhancement.

3.1 *Expanding Network with Registered Specialist Trade Contractors and Registered Subcontractors*

- Continue to connect CIC with over 6,100 Registered Specialist Trade Contractors and Registered Subcontractors to drive collaboration and strengthen professionalism of the construction industry.

3.2 *Executing CIC Approved Technical Talents Training Programme*

- Solicit support and recognition from the Government on qualifications of apprentices who have completed the CIC Approved Technical Talents Training Programme (ATP).
- Solicit support from public organisations, such as Housing Department (HD), Airport Authority, etc. for adopting training requirements of ATP in their contracts.

3.3 Expanding Network and Enhancing Recognition of Intermediate Tradesman Collaborative Training Scheme and Advanced Construction Manpower Training Scheme – Pilot Scheme

- Expand collaboration network with partners including non-governmental organisations and local district offices, etc., in addition to the Labour Department.
- Facilitate various stakeholders e.g. HD, to conduct Intermediate Tradesman Collaborative Training Scheme and Advanced Construction Manpower Training Scheme – Pilot Scheme after signing of public works contracts.

3.4 Maintaining a Healthy Construction Market

- Launch a Reasonable Construction Time Index as an objective benchmark for construction time performance of superstructure projects in Hong Kong by Q1 2021.
- Promulgate findings and recommendation of research study on site supervision practice by Q4 2020.



3.5 Organising Technical Tours and Visits

- Organise study tours with targeted construction industry leaders/ organisations to gain knowledge, expertise, collaboration and synergies on advanced construction practices and technologies such as in robotics.
- Organise technical visits to project sites in Hong Kong and overseas to learn from the projects and to keep abreast of the latest developments in implementing advanced construction practices and technologies such as in MiC and DfMA.

3.6 Communicating Proactively with the Public

- Disseminate information on the work of CIC and the construction industry by organising press conferences on a quarterly basis. The CIC website will be revamped to provide an interactive communication platform to the public.

3.7 Building Industry Image

- Organise publicity campaigns to uplift the image of construction industry and enhance the brand awareness of CIC, including the CIC Sustainable Construction Award and Construction Month in 2020, in connection with the yearly theme of “Construction Sustainability”.

3.8 Establishing Young Leaders Network

- Build up and promote the Young Leaders Network for young construction managers, site supervisors and appropriate alumni of the HKIC to nurture new generation leaders.
- Provide opportunities of cross sectoral collaboration, stakeholders interaction and network development for young leaders of registered companies under the CIC registration schemes.

3.9 Strengthening Network with Alumni

- Establish Alumni Anchor Group in March 2020 for mobilising the Outstanding Alumni to provide industry-related initiatives and suggestions.
- Hold the Best Alumni Award Presentation Ceremony for recognition of alumni’s contributions in Q3 2020.

3.10 Introducing New Trades for Collaborative Training

- Study the needs and provide training on trades with immediate demand (currently not provided by HKIC), such as reclamation works, piling operative, lift mechanic, etc. through collaborative training to meet the market demand.

3.11 Enhancing Service Level of Various Collaboration Schemes

- Review and improve quality assurance mechanism in line with the service pledge in terms of processing time for schemes/subsidy reimbursement applications.
- Arrange regular briefing sessions for employers to better inform them of the required documentation on schemes/subsidy reimbursement applications.

3.12 Developing a Pool of CIC Spokespersons

- Engage Chairpersons of the CIC Boards/Committees and the top management as the CIC Spokespersons in making public announcements and disseminating information, to build trust and credibility with the media and public.

3.13 Engaging Industry Stakeholders

- Continue to engage the stakeholders by organising a series of industry engagement and networking events, including CIC Construction Luncheons and Breakfast Round Table Meetings.



Chapter

04

Knowledge and Professionalism





Chapter 4

Knowledge and Professionalism

Preamble

In response to the Chief Executive's 2017 Policy Address, the CIC endeavours to provide a full range of support and quality services to industry stakeholders by training more quality and professional construction practitioners. Services are not limited to the registration of workers, provision of training and conduct of trade testing.

The CIC has been striving to provide quality training and development programmes. In the wake of defining the positioning of HKIC's programmes in 2019, the CIC instantly embarks on the upgrade of a series of infrastructure facilities in line with programme development, including renovation of campuses. The CIC will work towards enhancement of course contents, introduction of new programmes according to market needs, and seeking Qualifications Framework (QF) accreditation in phases through the Hong Kong Council for Accreditation of Academic and Vocational Qualifications to boost the recognition status of our training programmes.

At the same time, the CIC will continue to encourage industry practitioners to pursue continuing education and optimise the application requirements for trade testing.

Moreover, the year 2020 is the 45th anniversary of construction training in Hong Kong. The CIC will hold a number of publicity events, hoping to let the public review the history, acknowledge the professional image of CIC and know more about the services being provided. The CIC will also hold the inaugural Hong Kong Construction Skills Competition as well as the WorldSkills Hong Kong Competition & Carnival 2020 to promote construction skills.

By carrying out the above initiatives, the CIC wishes to reach an ultimate goal of enhancing knowledge and professionalism in the construction industry.



Initiatives

4.1 *Implementing Major Revamp of Full-time Year-long Programmes*

- Establish infrastructure support for programme development, and finalise revamped programme plan and new curriculum framework of the new “Certificate in Construction” programme for consultation in Q2 2020.
- Add foundation skills subjects (FSS) to programmes in Q3 2020, starting with Certificate in Construction.
- Obtain recognition of the new “Certificate in Construction” programme, including Electrical and Mechanical in Q4 2020.

4.2 Conducting Qualifications Framework Accreditation

- Seek accreditation at QF Level 2 for a number of trades of Certificate in Construction in Q4 2020.
- Commence curriculum review of Diploma in Construction and develop new streams.
- Develop a new Advanced Diploma in Construction in Specialist Trade for accreditation exercise in 2021.

4.3 Implementing New Trade Test Application Requirements

- Ensure smooth implementation of the new trade testing application requirements to minimise abuse of trade testing service.

4.4 Launching Construction Workers Professional Development Scheme

- Launch the new Construction Workers Professional Development Scheme, aiming to encourage construction workers to upgrade their skills, develop their careers, and recognise their achievements and professionalism in the industry.

4.5 Developing MiC Courses to Meet the Needs of the Industry

- Develop a designer course for MiC/DfMA by Q3 2020.



4.6 Reviewing and Developing Safety Courses to Meet the Needs of the Industry

- Review HKIC's existing safety training courses and update the course contents where necessary.
- Benchmark with overseas practice to develop a new Lifting Supervisor Safety Course by Q3 2020.
- Review the structure and contents of the existing signaler and A12 lifting training courses, and revise the course contents and materials to enhance lifting operation safety by Q2 2020.

4.7 Developing Tai Po Permanent Campus

- Finalise the User Requirements and Schedule of Accommodation for training operation at Tai Po permanent campus in Q1 2020.
- Lobby and seek support from District Council members and local communities on developing the Tai Po new campus by Q4 2020.

4.8 Completing Uplifting Projects for HKIC Campuses, Revamping Works for HK Construction Industry Trade Testing Centre and Setting-up for HKIC New Training Grounds

- Complete the renovation works for the three HKIC Campuses by Q4 2020 for a better teaching environment.
- Complete the feasibility study for the revamping works for the HK Construction Industry Trade Testing Centre by Q3 2020.
- Complete the setting-up of the HKIC new training grounds at So Kwun Wat, Siu Lam and Lam Tei by Q4 2020.

4.9 Implementing Student Counselling Service

- Implement fully the student counselling service as part of Whole Person Development Education in HKIC.

4.10 Implementing Citizenship Education in HKIC

- Promote Citizenship Education across the formal, informal and non-formal education for full-time long students.



4.11 Securing Placement and Retention Rates of HKIC Graduates in the Industry

- Organise career education related workshops for students, conduct satisfaction surveys, and launch the career advising system to support the employment and retention of graduates in the construction industry.
- Produce a handbook on positive work attitude and value for students.

4.12 Developing and Launching Urban Forestry Support Fund (UFSF) – Trainee Programme

- Develop and roll out the UFSF – Trainee Programme under the purview of DEVB hopefully by Q2 2020 (subject to funding approval by the Legislative Council), in order to train up arborists and tree workers as a pilot scheme.

4.13 Launching New Programmes

- Launch an Electrical and Mechanical programme on “fire facility & system” and other related programmes for the Electrical and Mechanical Services Department.
- Launch new safety programmes, including Lifting Supervisor, Silver Cards of Soil Nail Installation, Signal Man for Lifting Operation and Diver for the Construction Industry.
- Launch new part-time courses, such as BIM, MiC and other management courses.

4.14 Organising 45th Anniversary of Construction Training in Hong Kong

- Launch various events for the 45th Anniversary of Construction Training in Hong Kong, such as the kick-off ceremony and an international forum in March 2020, exhibitions in Q2/Q3 2020 and an Open Day in Q4 2020.
- Release a historical publication on construction training.

4.15 Organising Inaugural Hong Kong Construction Skills Competition

- Organise the first Hong Kong Construction Skills Competition cum Open Day in March 2020 to boost the local construction workers craftsmanship and skills.

4.16 Organising WorldSkills Hong Kong Competition & Carnival 2020 and Preparing for WorldSkills Competition 2021

- Form the WorldSkills Competition Alumni group in Q1 2020 to support the CIC's future competitions and competitors.
- Develop collaboration with counterparts in the Mainland China.
- Upgrade the skills, capability, language proficiency, cultural competency and exposure of the CIC competitors.
- Establish a supportive and caring teamwork culture among the CIC competitors, trainers, experts, interpreters and the related staff members.

4.17 Organising BIM Awards and Competition

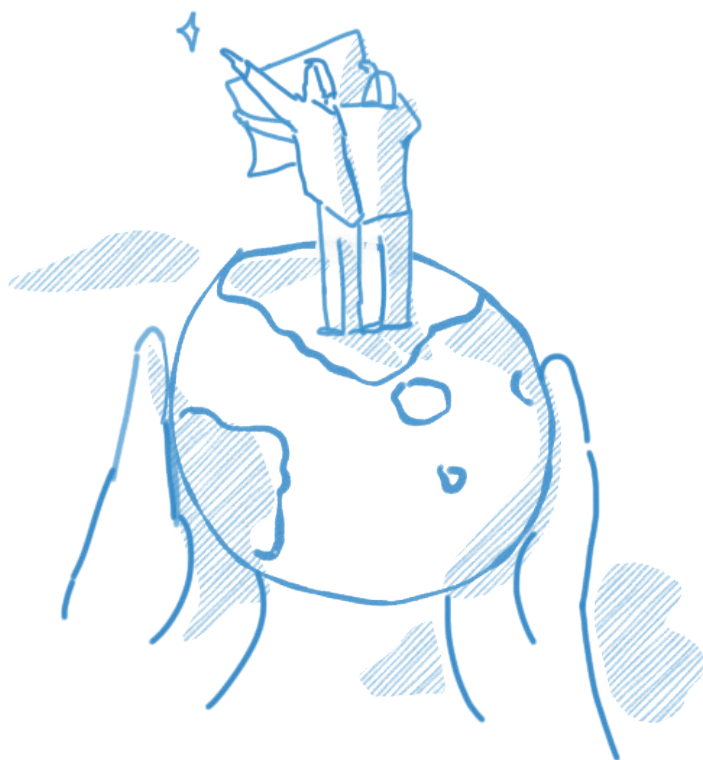
- Organise BIM Awards 2020 for outstanding performers in construction industry in the adoption of BIM by Q4 2020.
- Organise BIM Competition for tertiary students to enrich their BIM knowledge and competency through a collaborative and competitive learning approach by Q2 2020.



Chapter

05

Sustainability and Social Responsibility



Chapter 5

Sustainability and Social Responsibility

Preamble

Sustainability and social responsibility are the core values of the CIC. They are of paramount importance in underpinning the long-term growth and development of the construction industry.

Sustainability focuses on meeting and balancing the current and future needs of our stakeholders. To strike a balance between the needs of the economy, society and environment, the CIC is committed to bolstering innovation and technology, enhancing knowledge and skills, increasing awareness of health and safety, preserving the natural environment, as well as striving for continuous improvements.

For initiatives pertaining to the industry, the CIC leads the development of a low-carbon construction roadmap for Hong Kong and launches the Sustainable Construction Model which recommends the best practices of sustainable construction and green finance for industry practitioners. On the areas of resources, talent and culture, for instance, the CIC advocates energy-saving and a paperless office, promotes talent development and retention. It also cultivates the corporate values of Caring, Integrated, Committed and a safety culture relentlessly.

The CIC fulfills its corporate social responsibility mainly through the Construction Industry Sports and Volunteering Programme (CISVP). Under the CISVP, to boost a healthy and caring lifestyle, various sports and volunteering services are organised for industry practitioners. Besides, the CIC has made constant efforts to support construction workers and cater for their welfare. As regards ethnic minorities in Hong Kong, the CIC Task Force on Ethnic Minorities in Construction collaborates with the Government and the ethnic minority communities to provide training and recruitment opportunities for the group.



Initiatives

5.1 Implementing Sustainable Construction Model and Smart Waste Management

- Launch the Sustainable Construction Model recommending the best practices of sustainable construction and green finance during construction stage by Q3 2020.
- Commence the smart waste management by Q4 2020.

5.2 *Reinforcing Construction Industry Sports and Volunteering Programme*

- Engage more organisations of the construction industry to participate in CISVP. Promote the Caring Construction Organisations Scheme to strengthen the caring image of the industry.

5.3 Implementing Technically Competent Persons Registration Scheme

- Launch the first and ever registration scheme, Technically Competent Persons Registration Scheme (TCPRS), for site supervisory personnel as commissioned by the Buildings Department (BD), for the long-term sustainable development of the construction industry.
- Roll out the TCPRS jointly with the BD in Q2 2020.

5.4 Attracting Ethnic Minorities to Join the Industry

- Attract more ethnic minorities to join the construction industry. The CIC's Task Force on Ethnic Minorities in Construction will further collaborate with the Home Affairs Department and stakeholders from the Ethnic Minority communities to formulate initiatives on training and recruitment by mid-2020.

5.5 Upgrading Services and Support for Construction Workers

- Improve basic support and relevant services e.g. offering more industry information to construction workers by providing a new and more spacious CIC Service Centre (Nam Cheong).
- Target to launch grand opening of the brand-new, expanded and upgraded CIC Service Centre (Nam Cheong) in March 2020.

5.6 Organising Construction Workers Festival 2020

- Organise the Construction Workers Festival 2020, which focuses on promoting welfare and development for registered construction workers; hold various development workshops and seminars for construction workers during the Festival.

5.7 Introducing Construction Workers Credit Card

- Launch a tailor-made dual currency platinum credit card for issue in Q2 2020 for registered construction workers' use in both Hong Kong and the Greater Bay Area.

5.8 Organising Attractive and Educational Marketing Activities at CIC – Zero Carbon Park

- Organise activities to promote environmental sustainability, for instance, conducting guided tours at the CIC – Zero Carbon Park.

5.9 Organising Leadership Summit 2020

- Organise the Leadership Summit 2020 in Q4 with the key theme of adopting innovation in the subcontractor sector to cope with the innovation and technological trend in the construction industry.

5.10 Improving Indoor Air-conditioning and Outdoor Lighting and Landscaping Works at CIC – Zero Carbon Park

- Complete the air-conditioning improvement works in the exhibition hall and the outdoor lighting and landscaping works by Q1 and Q3 2020 respectively.

5.11 Advocating Paperless Office

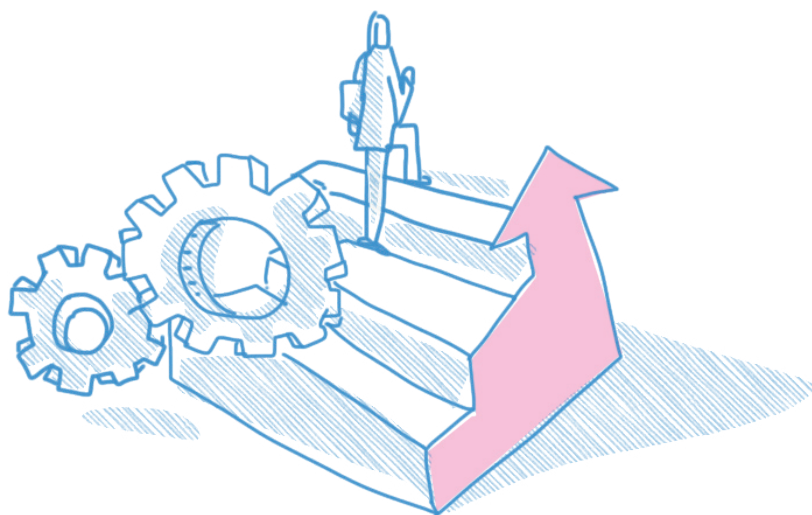
- Promote paperless office in the CIC through system automation, awareness training workshops, green tips, and regular reminders; develop a new portal to centralise all service requests.



Chapter

06

Excellence and Advancement





Chapter 6

Excellence and Advancement

Preamble

The CIC is committed to driving excellence for the construction industry. In the fast-evolving environment nowadays, it is important for the CIC to proactively embrace potential opportunities while at the same time prepare for challenges ahead.

With the work scope of CIC becoming more diverse, the adoption of innovative initiatives and latest technologies plays an even greater role in supporting the CIC's existing and new functions. Close collaboration between departments and teams is also essential to foster work excellence.

Efforts are made to develop and optimise human capital through talent management, staff development and engagement programmes. Construction safety measures and corporate governance are enhanced to support internal units and various stakeholders. State-of-the-art information technology (IT) systems and applications are implemented in parallel with the mentioned initiatives to achieve advancement of efficiency and effectiveness in daily work.

The CIC will continue to foster its corporate culture and uphold the core values of "Caring, Integrated, Committed". Through this journey, it is believed that the CIC will sail through future uncertainties and live up to its vision and missions.



Initiatives

6.1 Bolstering Corporate Culture

- Reinforce CIC's corporate culture core values of "Caring, Integrated, Committed" through a series of team building and corporate culture building workshops. Strengthen bondages with Culture Champions in new staff onboarding programme, staff relations activities and reaching out to various stakeholders.

6.2 Strengthening Talent Management, Staff Development and Engagement

- Conduct a robust talent management review to structurally develop the core competencies of management, teaching and support staff to ensure an efficient and effective workforce with the right mix of capabilities to align with the development of the construction industry and the CIC.
- Enhance Human Resources Management System and the mobile platform HRConnect with new modules covering the whole human resources management process. Staff will be able to develop their skillsets and get connected via the system and the mobile platform.
- Develop an integrated onboarding programme including welcome pack, hands-on information, e-training materials, orientation day and buddy scheme to welcome new staff and help them integrated into the new environment.

6.3 Facilitating Service Enhancement

- Review and improve the Service Enhancement policy and procedures. Conduct regular sharing/training sessions with Line Managers to ensure timely and effective handling of comments/grievances. Improvement measures will be recommended to uplift the corporate image of the CIC, minimise operational risks and act as whistle blower.

6.4 Launching New Information Technology in Registration and Administration

- Develop a whole new IT application system and a mobile app to manage the entire registration and administration process of the TCPRS to provide a more user-friendly service to the public.

6.5 Building Campus Networking in HKIC

- Build a network and security infrastructure for the classrooms and teaching facilities in various campuses of HKIC to provide centralised account management, document storage and internet environment.

6.6 Developing e-Operations in School of Professional Development in Construction

- Deploy a new portal and launch a new mobile app for the School of Professional Development in Construction to provide various kinds of course information and materials and to facilitate online course enrollment.

6.7 Upgrading Financial Reporting Tools

- Upgrade the reporting tool for CIC's financial results through Business Intelligence for better monitoring of CIC's financial performance.

6.8 Facilitating Information Technology Enhancement

- Implement IT solutions to reinforce CIC's cybersecurity.
- Upgrade the Trade Test Management System and apply the e-Written Test and e-Survey platform for most of the trades to improve system performance and offer better user experience.
- Revamp the Levy Assessment and Collection System in 2020 to enhance the levy collection process and increase work efficiency.

6.9 Enhancing Enterprise Resource Planning System

- Upgrade the Enterprise Resource Planning System to facilitate electronic submissions by vendors and to allow access by using mobile devices.

6.10 Strengthening Internal Audit

- Carry out the scheduled audit assignments in accordance with the approved 3-Year Audit Plan to ensure good corporate governance.



6.11 Enhancing Grade Management

- Enhance secretariat skills and grade management of secretariat staff by organising regular training workshops on good secretariat practices and writing skills.

6.12 Reviewing Procurement Policy

- Review and develop lists of qualified vendors for IT and other services to assure proper vendor qualifications.
- Perform Technical Project Review and Audit for ongoing CIC projects.
- Conduct vendor engagement sessions and surveys for better understanding on vendors' capabilities and expectations.








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