

Construction Industry Council

Construction Industry Training Board

The 2nd Meeting of the Construction Industry Training Board was held on Monday, 28 June 2010 at 10:30 am in Conference Room, CICTA Management Training and Trade Testing Centre, Level 7, No. 95 Yue Kwong Road, Aberdeen, Hong Kong.

Present : Ir Billy W H Wong Chairman
Mr Enoch Lam
Ir Thomas Ho
Mr Chow Luen-kiu
Mr S H Tso
Mr Lok Kwei-sang, Tandy
Mr Jimmy Tse
Ir Helen Kwan

In Attendance : Ir Jimmy Chan Chief Assistant Secretary
(Works) 6, DEVB
Mr Charles Wong Director (Training), CIC
Mr Wong Chi-lap Senior Manager (ST), CIC
Mr Chu Yin-lin Senior Manager (CT), CIC
Mrs Sophie Leung Secretary, CITB
Mrs Shirley Lam Assistant Secretary, CITB

Apologies : Mr Donald Choi
Mr Lai Yuk-fai, Stephen
Mr Cheung Tak-hing
Dr Lo Kin-ki
Ir Poon Lok-to, Otto

Progress Report

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2.1 Confirmation of the Progress Report of the 1st meeting held in 2010 and the Summary Report of the Special Meeting

Members confirmed the progress report of the 1st meeting held on 6 January 2010 (Paper CIC/CTB/R/001/10) and the summary report of the special meeting held on 26 March 2010 (Paper CIC/CTB/R/SM1/10).

2.2 Matters arising from the 1st meeting held in 2010

2.2.1 Agenda item 1.3 – Courses on Restoration of Heritage Buildings

The item would be discussed under a separate item below. As for the introduction of ‘master craftsman’ qualification, it was still under consideration. Meanwhile, regarding the suggestion of providing training courses on other trades relating to heritage restoration, the CICTA had, after consultation with industry practitioners, ascertained that electrical trades did have stronger training needs in this regard. Accordingly, relevant knowledge and training would be added to the syllabus of the course concerned.

2.2.2 Agenda item 1.4 – Surrender of certain area in Sheung Yuet Road Training Ground for building the walkway system in Kowloon Bay

Members noted that the government had gazetted the issue in January 2010 and public views were sought. The CICTA had lodged an objection in February and there was no further development at this stage.

2.2.3 Agenda item 1.5 – Building Maintenance Worker Training Course

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Members noted that the issue on the qualifications to be awarded following the offer of the course on a regular basis was still being studied.

- 2.2.4 Agenda item 1.6 – Amendment to entry requirements of Tower Crane Routine Inspection and Maintenance Course

The item would be discussed under a separate item below.

- 2.2.5 Agenda item 1.7 – Commissioning a consultancy to conduct a research on target trainees of full-time courses

Members noted that the research was expected to be completed by September 2010.

- 2.2.6 Agenda item 1.8 – Trade test questions for phase 2 of subdivision of trade tests

The item would be discussed under a separate item below.

- 2.2.7 Agenda item 1.9 – Procurement of a new tower crane

Members noted that the tower crane had been delivered to the training ground and installation was expected to be completed in July 2010.

- 2.2.8 Agenda item 1.11 – Committee on Employers Subsidy Scheme

Members noted that the committee would convene a meeting soon to review the Apprentice Subsidy Scheme (Trial).

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2.3 Matters arising from the Special Meeting

Members noted that the proposal approved by the CITB by circulation of paper on earmarking an additional budget of \$3.8 million to provide for 300 training places in phase 1 of the “Investing in Construction Manpower” project had been submitted to the Construction Industry Council for consideration and endorsement had been given. The CICTA was presently recruiting instructing staff required under the scheme and trainees would be enrolled in July for courses to commence in September. The working group formed jointly by representatives from the CICTA and the Development Bureau would convene the second meeting on the following day of this meeting to follow up on the critical path, timetable and additional resources required under the training scheme. Discussion paper would be submitted for CITB’s consideration soon.

D(T)

2.4 Future development strategies of CICTA

2.4.1 Members noted that the Committee on Manpower Training and Development had convened earlier and set four policy directions for 2010 and 2011. They were :

- (i) to formulate strategies to assist construction workers and supervisors to work overseas;
- (ii) to introduce more training courses on civil trades to meet market demand;
- (iii) to review the division of labour between the Vocational Training Council and the CICTA in the provision of Electrical & Mechanical (E&M) training to achieve greater coordination and efficiency; and
- (iv) to consider including the demand and supply of TCPs in the CICMF Model in order to facilitate the provision of appropriate

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training.

- 2.4.2 Study the current status and future development of civil-engineering related training courses

Members noted the list of CICTA full-time course tabled at the meeting (please refer to the Annex), which highlighted the civil, building and/or E&M training elements covered in the courses. It was noted that Basic Craft Courses focused on building works training whereas Adult Short Courses offered certain civil works training and Construction Supervisor/Technician Programme provided specialized training in the three disciplines.

A Member expressed that the demand of the industry on civil trade workers in the future would be enormous. A Member also remarked that exclusive training in heavy civil works was not available although some of the CICTA's courses did cover training in civil trades. It was therefore suggested that an in-depth discussion should first be held with industry practitioners to study the needs of the industry in detail so as to review the training focus and training portfolio in the upcoming five years before considering ancillary facilities and manpower resources of the CICTA.

D(T)

- 2.4.3 Study the status quo and future development of building works and E&M-related training courses

The Member representing the Development Bureau expressed his support for the launch of this strategic study. He further indicated that the study should begin with the demand for

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workers in trades of all disciplines and then make reference to the list of trades for registration under the Construction Workers Registration Ordinance in order to ascertain the availability of corresponding trade tests and top-up courses to the same effect. In addition, it was suggested that the Construction Industry Council should also consider devising a fair mechanism to subsidise course fees in addition to the provision of trade tests and courses since the government was conducting an in-depth discussion on Competition Law.

After further discussion, Members agreed to separately study the current status and future development of building works and E&M works related training as two independent topics, which would also review if there were any overlapping in the training provisions with other training institutes, any deficiencies and possibilities of collaboration with other organizations.

D(T)

A Member raised that legal advice had to be sought to ascertain whether the competition law under discussion would be contravened if course allowances were to be provided or course running costs were to be subsidised.

As it was known that there would be enormous manpower demand in certain trades related to infrastructure projects, some Members opined that preparation work for providing courses for these trades could be commenced whilst further data were to be collected and analysed to quantify the demand.

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2.5 Capacities, schedule and trainee allowances of Basic Craft Courses and Supervisor/Technician

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Programme in 2010/2011 training year

Members took note of Paper CIC/CTB/P/012/10 and discussed the drop-out rates of Basic Craft Course trainees and the wastage rate of the graduates. Members requested the management to provide information on current post-training counselling service and consolidate data on such wastage for CITB's reference so as to assess whether the courses were able to meet the needs of the industry as well as to ascertain how placement service could be enhanced for effective allocation of resources.

D(T)

Members also noted that the capacities and schedule of the Supervisor Programme as given on the paper were still based on the current two-year course structure. As for the new supervisor courses proposed in response to the budget earmarked by the government earlier to enhance training and retraining courses by the CIC, a training curriculum had been drafted. It was expected to be ready for launch next year. The training period would be around one year and senior secondary school graduates under the new academic structure might apply. Accordingly, there would be two types of supervisor programme, i.e. the existing two-year supervisor programme and the new supervisor programme with training period of around one year, running in parallel in 2011, but the entry requirements of them would be different.

A Member expressed that the CICTA was required to review current Civil Supervisor Course comprehensively and to thoroughly study the ways to reinforce such training so as to catch up with the changes in skills and requirements as manpower demand from the civil works projects was beyond dispute.

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Meanwhile, Members discussed the two training directions, i.e. 'single-skill' and 'multi-skill', and

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agreed to adopt ‘multi-skill’ as the long-term teaching strategy of the CICTA. Members also agreed to review and revise the contents of Basic Craft Courses on this basis for full implementation of such training strategy. In addition, the Chairman remarked that since the industry had diverse views on the skills to be possessed by workers, the issue should be brought up to the Construction Industry Council for discussion. The CIC, which acted as an industry coordinator, should discuss and establish the industry-wide strategies.

D(T)

D(T)

A Member added that the Construction Industry Council should also discuss with the Construction Workers Registration Authority, which was reviewing registration legislation, in addition to holding discussions with relevant policy bureaux in the implementation of the industry-wide strategies. At the meeting, Members also expressed their opinions on the review of the Construction Worker Registration Ordinance and the qualification requirements of trade tested craftsmen as imposed by the industry.

In conclusion, Members requested the management to follow up on the opinions above. Members endorsed the total training targets, which would be 525 and 281 respectively, of Basic Craft Courses and Supervisor/Technician Programme in 2010/2011 training year and approved an increase of trainee allowances at a rate of around 3% for the two types of courses with effect from September 2010 as follows:

D(T)

| | Basic Craft Courses | | Supervisor/ Technician Programme | |
|--------|-------------------------|---|-------------------------------------|--------------------------------------|
| | Monthly allowance \$ | Daily allowance for site practice | Monthly allowance \$ | Daily allowance for site practice |
| Year 1 | 1,600 | 45 | 2,380 | 25 |
| Year 2 | 1,850 | 45 | 2,380 | 25 |

2.6 Capacity, schedule and trainee allowances of Full-time Adult Short Courses in 2010/2011 training year

Members took note of Paper CIC/CTB/P/013/10 and approved a total capacity of 1,350 for Full-time Adult Short Courses in 2010/2011 training year as well as an increase of trainee daily allowance from the current rate of \$90 to \$100.

SM (CT)

Meanwhile, a Member pointed out that Full-time Adult Short Courses, totalling more than 20, had been focusing on training in building trades and it was necessary to reinforce training in civil trades. Chairman pointed out that such arrangement was due to organizational structure of the CICTA and it was understandable. Therefore, the management was requested to proactively consider replenishing the human resources that were short of in the current establishment.

D(T)

2.7 Capacity and Schedule of Part-time Courses in 2010/2011 training year

Members took note of Paper CIC/CTB/P/014/10 and approved the proposed capacity of part-time courses in 2010/2011 training year, which would be around 62,300.

SM(ST)

Members also discussed whether courses should be run according to the enrolment or to the needs of the industry and opined that the CICTA should plan its courses according to the latter. If enrolment was not satisfactory, the CICTA should step up the recruitment effort to attract more people to enrol for courses with demand in the industry.

2.8 Proposal on running a Restoration of Heritage Buildings (Plastering) Course

Members took note of Paper CIC/CTB/P/015/10 and reiterated that target trainees of the proposed course

should be workers having attained the skilled worker level in accordance with the resolution of the last meeting. As for the instructing staff, mainland instructors might be invited to teach in Hong Kong if required. Member requested the management to launch the 24-day course as soon as possible. Concerning trainee allowance, it would be set at \$100 per day with a capacity of 12 trainees in each class according to the earlier resolution of allowance increase for all Full-time Adult Short Courses. SM (CT)

2.9 Deliberation on guidelines for verifying of applicant's experience for Tower Crane Routine Inspection and Maintenance Course

Members took note of Paper CIC/CTB/P/016/10 and accepted the guidelines for verifying the working experience of the course applicants for Tower Crane Routine Inspection and Maintenance Course. The guidelines required an applicant to declare on the enrolment form the authenticity of the information submitted and to provide relevant supporting documents to substantiate his/her working experience for verification to ensure compliance with the admission requirements. SM (CT)

2.10 Considering the proposal for running two Safety Training Revalidation Courses for Construction Workers of Specified Trades (Silver Card Courses)

Members took note of Paper CIC/CTB/P/017/10 and approved the Silver Card Revalidation Course on Tower Crane Worker (Erecting, Dismantling, Telescoping & Climbing) and the Silver Card Revalidation Course on Construction Materials Rigger as approved by the Board of Studies on Construction Safety Courses earlier. The class sizes of the two courses would be 30 and 24 respectively. Course fee for each trainee would be \$110. SM (ST)

2.11 Progress report on taking back of construction-related E&M trade tests from VTC for

CICTA's administration

Members took note of Paper CIC/CTB/P/018/10 and noted that the CICTA could only complete the taking back of all E&M trade tests in September 2010, which would be one month behind schedule due to the extended hand-over period of two E&M trade tests.

2.12 Considering the Civil Trades Cooperative Training Scheme submitted by Gammon Construction Limited

Members took note of Paper CIC/CTB/P/019/10 and a Member made a declaration of interest immediately.

Members noted the application details of the submission by the construction company and CICTA's preliminary assessment recommendations. Members also noted that workers who were considered competent and who had been employed by the contractor concerned would be eligible for joining the Scheme. Meanwhile, courses on trades that workers were going to work in should be unavailable in the CICTA at the particular time. As for expatriates, if they possessed a valid work visa and were employed by the contractor concerned, they should be eligible too.

The Member representing the Development Bureau expressed that workers trained under the Scheme were expected to be local workers. However, a Member pointed out that the Scheme should also cover the expatriates. As there was already a stringent policy on importation of workers in place in Hong Kong, unskilled workers could not be imported from abroad under such policy. Besides, there was no need for skilled workers imported from abroad to receive training under normal circumstances. The Member representing the Development Bureau stressed that the fundamental principle of the cooperative training scheme was to ensure the running of the scheme in accordance with the law and proper procedures.

After discussion, Members accepted the application **SM(ST)**

submitted by Gammon Construction Limited under the Scheme for training 25 tunnel workers and the application for a subsidy of \$180,000.

2.13 Proposal on phase 2 subdivision of trade tests for Marble Workers (Polishing), Carpenters (Formwork Stripping), Plasterers (Floors) and Joiners (Fitters)

Since there was still no consensus in the industry on the setting of the skill levels of trades designated for subdivision in phase 2, the CITB opined that it was not appropriate to discuss the matter at this stage.

2.14 Proposal on procurement of a new hydraulic crawler crane

Members took note of Paper CIC/CTB/P/021/10 and noted that the CICTA had earmarked \$5.6 million in the 2010 budget for the procurement of a new hydraulic crawler crane. Members also enquired about matters like the organizational structure of the suppliers and crane brands.

After discussion, Members agreed to acquire a 70-tonne hydraulic crawler crane by open tender and accepted the tender documents concerned. Meanwhile, one of the Members was invited to assign a representative from his company to serve as a member of the assessment panel for the tender to assist in selecting the most suitable hydraulic crane.

SM (CT)

(Mr Jimmy Tse left the meeting at this junction.)

2.15 Any Other Business

Director (Training) reported that the CICTA would hold the Construction Mega Fun Day cum Hong Kong Youth Skills Competition 2010 at Construction Industry Council Training Academy Sheung Shui Training Centre on 10th & 11th July 2010 and all CITB Members were cordially invited to attend the event.

**All
Members**

2.16 Tentative date of next meeting

To be advised.

**All to
note**

There being no further business, the meeting was adjourned at 12:32 pm.

**CITB Secretariat
July 2010**

CICTA Full-Time Courses related with Civil, Building and E&M Trade

| Nos | Code | Full time Training Courses | Civil | Building | E&M |
|----------------------------|------|--|-------|----------|-----|
| <u>Basic Craft Courses</u> | | | | | |
| 1 | BP | Bricklaying, Plastering & Tiling | | ✓ | |
| 2 | CJ | Carpentry & Joinery | | ✓ | |
| 3 | ML | Marble-laying | | ✓ | |
| 4 | MW | Metal Works | | ✓ | |
| 5 | PD | Painting, Decorating & Sign-writing | | ✓ | |
| 6 | PP | Plumbing & Pipe-fitting | | ✓ | |
| 7 | CS | Construction Scaffolding Works | ✓ | ✓ | |
| 8 | EC | Electrical Installation | | | ✓ |
| 9 | PM | Construction Plant Maintenance & Repairs | | ✓ | ✓ |

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|-------------------------------------|-----|---|---|---|---|
| <u>Full-Time Adult Short Course</u> | | | | | |
| 1 | BTT | Bricklaying, Plastering & Tiling (BTT) | | ✓ | |
| 2 | WDG | Welding | ✓ | ✓ | |
| 3 | MCB | Metal Scaffolding (Civil Engineering and Building Construction) | ✓ | ✓ | |
| 4 | MCR | Certificate in Metal Scaffolding (Civil Engineering and Building Construction) | ✓ | ✓ | |
| 5 | CWF | Construction Scaffolding Works | ✓ | ✓ | |
| 6 | SIS | Site Surveying | ✓ | ✓ | |
| 7 | SVS | Surveying and Setting-out | | ✓ | |
| 8 | PDT | Painting | | ✓ | |
| 9 | SWC | Structural Steel Welding (Civil Engineering and Building Construction) | ✓ | ✓ | |
| 10 | SFE | Structural Steelwork and Falsework Erector(Civil Engineering and Building Construction) | ✓ | ✓ | |
| 11 | BCJ | Joinery for Building Works | | ✓ | |
| 12 | PPB | Plumbing and Pipe-fitting in Building Construction | | ✓ | |
| 13 | SBP | Steelworks Painting (Civil Engineering and Building Construction) | ✓ | ✓ | |
| 14 | BAR | Bar-Bending & Fixing | ✓ | ✓ | |
| 15 | TRC | Tower Crane Operation | ✓ | ✓ | |
| 16 | MKC | Metal Formwork and Concretor (Civil Engineering and Building Construction) | ✓ | ✓ | |
| 17 | EMM | Earth Moving Machine Operation | ✓ | | |
| 18 | DCE | Drainlaying (Civil Engineering) | ✓ | | |
| 19 | TAP | Timber and Aluminium Formworks | ✓ | ✓ | |
| 20 | MBC | Mobile Crane Operation | ✓ | ✓ | |
| 21 | ACD | Computer Aided Drafting | ✓ | ✓ | ✓ |
| 22 | CCO | Compactor Operation | ✓ | ✓ | |
| 23 | BRM | Repair & Maintenance in Building Works | | ✓ | |
| 24 | TTP | Timber Formwork Top-up (Civil Engineering) | ✓ | | |
| 25 | TCW | Tower Crane(Erecting,Dismantling,Telescoping & Climbing) Worker's Assistant | ✓ | ✓ | |
| 26 | UPL | Underground Pipelaying | ✓ | ✓ | |
| 27 | GIA | Ground Investigation Operator Assistant | ✓ | ✓ | |

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|--|-----|--|---|---|---|
| <u>Construction Supervisor / Technican Programme</u> | | | | | |
| 1 | DBD | Diploma in Building Construction Supervision | | ✓ | |
| 2 | DCV | Diploma in Civil Engineering Supervision | ✓ | | |
| 3 | DSV | Diploma in Building Services Supervision | | | ✓ |
| 4 | CMM | Certificate in Quantity Measurement | ✓ | ✓ | ✓ |

10-Jun-10

Construction Industry Council Training Academy (CICTA)