

**[Draft]**

**Construction Industry Council**  
**4<sup>th</sup> Progress Report of the Construction Industry Training Board**

**Purpose**

This paper sets out the main points discussed at the 4<sup>th</sup> Meeting of the Construction Industry Training Board held on 29 July 2008. The record of attendance is given at Annex A.

**Progress on Matters arising from 3<sup>rd</sup> Meeting held on 16 June 2008**

2. Members noted the following –

- (i) the Sub-committee on Trade Testing would review the trade testing content of individual trades with relatively lower passing rate;
- (ii) the guideline on recommended salary levels for apprentices was being reviewed and reasons of the drop-outs were being analyzed;
- (iii) resources were re-deployed to set up a new computer room in the CICTA Kowloon Bay Training Centre to double the training places for the AutoCAD Course. The theory and practical training for shot-firers was agreed between CICTA, CEDD and the industry. Computer assisted firing simulation as part of the theory session was being studied. It was projected that a total of 30 persons could be trained in 2009 and the number would gradually be increased upto 132 by 2011 to meet the demand of the industry.

**Issues Discussed**

3. Members discussed the following items –

## **2<sup>nd</sup> Summary Report of Sub-committee on Training**

4. The Board noted the progress of the following items as discussed by the Sub-committee on Training and made suggestions on certain items:

- i) further discussion would be held with the Drainage Services Department to provide site practice for DSD training courses;
- ii) Labour Relation Officer Training Course would commence in October 2008 and about 100 persons would be trained in a year;
- iii) CICTA to consider incorporating Building Information Modelling into the training contents of the AutoCAD Course; and
- iv) CICTA would develop strategies to address the problems of ageing and succession gap in a number of civil engineering trades.

### **To Set up an outdoor training centre in Tin Shui Wai**

5. The Committee on Administration and Finance had approved the budget for setting up an outdoor training centre in Tin Shui Wai.

6. The Board directed CICTA to work closely with related government departments and to ensure the early completion of the training centre hopefully by first quarter of 2009.

### **Collaboration Scheme for Training Civil Engineering Craftsmen (Collaboration Scheme)**

7. The purpose of the proposed training scheme was to meet the demand of civil engineering workers arising from the ten infrastructure projects soon to commence. The proposal included the provision of training, equipments, and training grounds by the contractors according to a syllabus approved by and under the scrutiny of CICTA. After

completing the training, the workers had to pass the related trade tests before the contractors could receive the training subsidy from CICTA.

8. CICTA had approached the Nishimatsu Construction Co Ltd and China State Construction Engineering (Hong Kong) Ltd. Both expressed interest in the Scheme. The management would continue to seek the view of the other construction companies and develop detailed proposal for consideration by CITB.

### **Construction Industry Youth Training Scheme**

9. The aim of the Scheme was to attract youth entrants into trades with an ageing workforce e.g. bar-bending, timber/aluminium formwork, bricklaying, plastering & tiling, and painting, concreter and plumbing. CICTA, the Labour Department, and participating contractors/sub-contractors would jointly provide subsidies for the trainees.

10. There was reservation against involving sub-contractors in the scheme which might give rise to monitoring problems. The main contractors were considered to be in a better position to provide proper training and might be more committed. Furthermore, the Scheme might also encourage main contractors to employ direct labour. The Board requested the management to restructure the training schemes after due consideration of the views given by members.

### **2<sup>nd</sup> Summary Report of Sub-committee on Trade Testing**

11. The Board noted the progress of the following items discussed by the Sub-committee on Trade Testing and made suggestions on certain items:

- i) As the cost of outsourcing E&M trade tests to VTC might increase by 27%, CICTA was instructed to speed up the feasibility study to provide those trade tests in-house. A proposal with information and data including the timetable for implementation should be prepared soonest possible and circulate it for the consideration of the Board, which could then make recommendations to the Council; and

- ii) CITB agreed to the proposal of allowing workers who failed the trade tests previously to take those failed parts only on subsequent attempts. However, a suitable validity period should be imposed.

### **Further actions**

12. The following further actions were agreed –

- (a) CICTA to hold further discussion with the Drainage Services Department to provide site practice for DSD training courses;
- (b) CICTA to consider incorporating Building Information Modelling into the training contents of the AutoCAD Course;
- (c) CICTA to develop strategies to address the problems of ageing and succession gap in a number of civil trades;
- (d) CICTA to revise the proposal of the Construction Industry Youth Training Scheme;
- (e) CICTA to work closely with related government departments to ensure the early completion of the training centre in Tin Shui Wai;
- (f) CICTA to follow up the views of construction companies towards the proposed Collaboration Scheme for Training Civil Engineering Craftsmen and develop detailed proposal for the Board's consideration;
- (g) CICTA to speed up the feasibility study to provide E&M trade tests in-house and to prepare a proposal for the further consideration of the Board;
- (h) CICTA to follow up the proposals to attract intermediate

trade tested workers to take the trade tests and the implementation details; and

- (i) CICTA to study the implementation details of allowing candidates who failed the trade tests to re-attempt the failed parts only in their subsequent attempts.

**CITB Secretariat**

**August 2008**

**Construction Industry Training Board**  
**4<sup>th</sup> Meeting held on 29 July 2008 at 2:30 p.m.**  
**in Conference Room, 7/F, Management Training & Trade Testing Centre**

**Record of attendance**

**Present**

Ir Billy W.H. Wong            Chairman  
Mr. Cheung Tak-hing  
Mr. Donald Choi  
Ir Paul Chong  
Ir Helen Kwan  
Mr. Tong Sek-por, David  
Ir Jimmy Tse  
Mr. S.H. Tso  
Mr. Wan Koon-sun  
Ir Yu Sai-yen

**Absent with apologies**

Ir Dr. Lawrence Chan  
Mr. Chow Luen-kiu  
Ir Thomas Ho

**In Attendance**

Mr. Charles Wong            Executive Director (Acting)  
   Construction Industry Council

Mr. Wong Chi-lap	Senior Manager (ST & TT) Construction Industry Council Training Academy
Mr. Chu Yin-lin	Senior Manager (CT) Construction Industry Council Training Academy
Mrs. Sophie Leung	Secretary Construction Industry Training Board
Mrs. Shirley Lam	Assistant Secretary Construction Industry Training Board