

Construction Industry Council
Construction Industry Training Board

Meeting No. 006/22 of Construction Industry Training Board was held on 16 November 2022 (Wednesday) at 9:30 am at the Board Room, 29/F, Tower 2, Enterprise Square Five, 38 Wang Chiu Road, Kowloon Bay, Kowloon.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Lok-chai*	(CLCn)	
	CHOW Luen-kiu	(LKC)	
	Conrad FUNG	(KKF)	
	HUANG Yongquan	(YQH)	
	Bernard Vincent LIM*	(BVL)	
	LO LEE Oi-lin	(OLLL)	
	Lawrence NG	(LN)	
	Staw WONG *	(SwW)	
	WONG Ping	(PWG)	
	Susanne WONG	(PAS1)	(Representing Angela LEE of Development Bureau)
	WAN Chi-ping*	(CPW)	
In attendance:	Keith CHU	(KCu)	Development Bureau
	Ringo SHEA	(RSh)	The Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Thomas HO On-sing	(TH)	Construction Industry Council Chairman
	Albert CHENG	(CTN)	Executive Director
	Rebecca CHOI	(RaC)	Assistant Director – Student & Curriculum Development
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Chris LAU*	(CsLu)	Senior Manager – Finance
	William HO	(YHH)	Principal – Sheung Shui Campus, HKIC
	Eric CHENG*	(EcC)	Principal – Kowloon Bay Campus, HKIC
	Roy WONG	(RyW)	Manager – Career Support Services
	David LEUNG*	(DdLg)	Assistant Manager – Collaboration Scheme
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support
Apologies:	William LUK	(WmL)	
	Daniel YAN	(DY)	

*Members and attendees attended the meeting via video conference

Minutes

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6.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/005/22, and confirmed the minutes of the meeting No. 005/22 held on 14 September 2022.

6.2 Matters Arising from the Previous Meeting

Item 5.3 - Detailed Business Plan and Financial Budget of Construction Industry Training Board (CITB) for Year 2023

The secretariat had submitted information of the responsible department for each project of business plan for year 2023 to CITB via email on 21 September 2022, and reported figures on student recruitment to CITB on a regular basis from 27 September 2022.

Item 5.4 – Teaching Quality

Hong Kong Institute of Construction Management Board (HKICMB) approved the development plan on Qualifications Framework for the next 3 years of Hong Kong Institute of Construction (HKIC), including optimising eight full-time short courses in 2023 and applying for recognition of the Qualifications Framework. The optimisation included the introduction of modular-based system, addition of elements of construction technologies and alignment with the requirements of Qualifications Framework. HKIC would optimise other full-time short courses progressively based on this blueprint in the future. In addition, HKIC would also compile Standard Operating Procedures for the Plumbing trade, which would be used as a trial trade. With the implementation of the relevant scheme, the consistency of teaching materials and assessment of full-time short courses would be significantly improved even if the courses were taught by different instructors.

6.3 Appointment of Members to Hong Kong Institute of Construction Management Board (for endorsement)

Members took note of Paper CIC/CTB/P/061/22, and noted that the terms of nine existing Members of Hong Kong Institute of Construction Management Board (HKICMB) would expire on 31 December 2022, among whom three Members (Mr. Peter LAM,

Ir Prof. Albert CHAN and Mr. LI Wing-leung) had served for 5.5 years, and Mrs. Deanna TO LAU had resigned from being a Member of HKICMB, appointment of new Members would be required.

Members confirmed to reappoint the five existing Members, and appoint Ir FUNG Kwok-keung as a Member under the category of “CITB Member”, and Prof WANG Fu-lee, Cr TANG Chi Wang and Mr. YUON Fuk-lung as Members under the category of “Persons the CIC thinks fit” for a term of two years, from 1 January 2023 to 31 December 2024.

6.4 ★ Work Report of the Hong Kong Institute of Construction Management Board for 2021/22 Academic Year (for information)

Members took note of Paper *CIC/CTB/P/062/22*, and the accomplishments listed in the work report of the HKICMB for 2021/22 Academic Year.

6.5 ★ Summary Report of the 5th Meeting of the Hong Kong Institute of Construction Management Board in 2022 (for information)

Members took note of Paper *CIC/CTB/P/063/22* with no further comments.

6.6 ★ Summary Report of the 4th and 5th Meeting of Subcommittee on Trade Testing in 2022

Members took note of Paper *CIC/CTB/P/064/22*. The Chairperson enquired about the exchange matters between Macau Construction Association and Hong Kong Construction Industry Trade Testing Centre (HKCITTC). IK responded that HKCITTC shared the test content, mode of invigilation and assessment with the Association. The Chairperson enquired about the matters on trade test for “unvented electric storage water heaters”. IK responded that he had learned about the arrangements from the Electrical and Mechanical Services Department. Trade tests were not required for that trade, and relevant course was provided by the Vocational Training Council. The course was designed for electricians and licensed plumbers who were required to work with that type of water heater. It was noted that the waiting time for the course admission was alleviated.

6.7 ★ Summary Report of the 3rd Meeting of Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes in 2022 (for information)

Members took note of Paper *CIC/CTB/P/065/22* with no further comments.

6.8 ★ Summary Report of the 2nd Meeting of Sub-committee on Ethnic Minorities in Construction in 2022 (for information)

Members took note of Paper *CIC/CTB/P/066/22*. The Chairperson understood that HKIC strived to attract ethnic minorities to enroll the courses, and enquired about the effectiveness as well as whether HKIC had promoted in the secondary schools where many ethnic minority students were studying. YHH responded that it was not very effective, and hoped to attract them to join the industry via ethnic minority organisations and Collaborative Schemes. HKIC had also promoted in the above-mentioned secondary schools.

6.9 ★ Training Figures of Hong Kong Institute of Construction (for information)

Members took note of Paper *CIC/CTB/P/067/22*. The Chairperson pointed out that 5,500 and 4,500 workers were required to be trained respectively by HKIC and Collaborative Schemes as of 31 March 2023. Regarding the unsatisfactory student recruitment performance of the Collaborative Schemes, the Chairperson understood that the relevant trade associations were sparing no effort in recruiting students, and hoped all stakeholders could leverage their own methods, step further and continue their effort in recruiting students, with a view to tackling the manpower shortage of the industry in the future.

6.10 ★ Table on Estimated Waiting Time for Full-time Short Courses with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/068/22*. The Chairperson expressed that there was a keen demand for Certificate in Repair, Maintenance, Alteration and Addition (RMAA) (Building Construction). He expected that HKIC could adopt a credit unit system in that programme. Students who possessed relevant certificates could be granted exemption from

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some programmes, which allowed them to flexibly arrange further study and accumulate credits within a designated time. YHH responded that Committee on RMAA would discuss the suggestions regarding the implementation of part-time programmes for the two Certificate Courses in RMAA, as well as the adoption of modular and credit unit system at its meeting on 21 November 2022. The representative of Development Bureau (DEVB) stated that they had liaised with relevant Works Departments on the employment of graduates from relevant programmes in public works.

As the waiting time of “Tower Crane Operation Course” and “Wheeled Telescopic Mobile Crane Operation Course” exceeded 6 months, EcC stated that HKIC had applied to the Lands Department in March this year for installation of additional tower crane and gantry crane in Tai Po Training Ground, and also applied for reprovision of Tuen Mun Training Ground in Siu Lam at the beginning of this year. As the above-mentioned applications were yet to be approved, no additional cranes could be installed and the waiting time could not be shortened immediately. DEVB representative expressed that they would liaise with relevant departments to understand the application status once the application information was provided by CIC. The Chairperson asked HKIC to list out the number of additional cranes, application progress and venue requirements, and submit the relevant information to DEVB within two weeks.

EcC

(Post-meeting note: Kowloon Bay Campus had submitted the information on the number of additional cranes requested, application progress and venue requirements to DEVB subsequent to the meeting on the same day. DEVB had liaised with relevant departments to understand the application status after the meeting, and informed HKIC of the required supplementary information.)

DEVB representative enquired about the work progress on the commencement of intensive programmes. RaC responded that the first class of Certificate in Electrical Wireman (Intermediate Tradesman) Intensive Programme had commenced in October, and the one in Metal Scaffolder would commence soon, while the one in plumbing and site-surveying were estimated to commence in December. Intensive programmes were part-time courses, featuring classes for 3 hours in two to three nights every week, with an approximate duration of three to four months.

6.11 ★ Table on Waiting Time and Data for Trade Tests with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/069/22* with no further comments.

6.12 ★ Table on Waiting Time for Plant and Machinery Operation Certification Courses cum Tests with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/070/22* with no further comments.

6.13 ★ Statistical Data, Progress Report and Proposed Actions for Enhancement of Construction Industry Council Approved Technical Talents Training Programmes (for information)

Members took note of Paper *CIC/CTB/P/071/22*. CIC Chairman expressed that there was a keen demand in Modular Integrated Construction (MiC) and crane operators for construction industry in the next five years, and enquired whether Collaborative Schemes would be used for training relevant talents. The Chairperson responded that as there was a substantial flexibility in the Collaborative Schemes, talents could be trained based on the demand. As a training institute, HKIC should also be well-prepared in advance. If MiC was to be vigorously promoted, there were many other conditions required to be in line with it. While other conditions were not yet ripe, HKIC would still focus on training talents with basic trade skills. The Chairperson would discuss with the management on the above-mentioned training arrangement after the meeting. CIC Chairman invited Hong Kong Construction Association (HKCA) to train MiC talents jointly. KKF expressed that HKCA members with MiC experience could be invited to assist with the design of relevant programmes. He would also appeal HKCA members for their active participation on the training.

6.14 ★ Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/072/22* with no further comments.

6.15 Any Other Business

The Major Key Performance Indicators (KPI) of Hong Kong Institute of Construction and Trade Testing in 2023

RaC and IK briefed Members on the amendments of the KPI of HKIC and Trade Testing respectively. The Chairperson enquired about the completion date of Innovative Construction Technology Hub, commencement of programmes on new technologies and construction knowledge, and when HKIC could conduct self-accreditation for its programmes. RaC stated that the Innovative Construction Technology Hub was estimated to be completed at the end of 2023, while programmes on new technologies and construction knowledge were estimated to commence in mid-2023. HKIC would revamp eight full-time short courses in 2023 and apply for recognition of Qualifications Framework qualifications. Relevant documents would be submitted in 2024 for application for programme area accreditation status in order to grant self-accreditation for programmes. The Chairperson invited the Secretariat to provide relevant business plan after the meeting.

(Post-meeting note: the Secretariat had sent the relevant information to Members on 24 November 2022.)

Regarding the educational videos for each Trade Advisory Panel to be shot by HKCITTC, the Chairperson enquired whether the 19 videos were a brand new production. IK expressed that a Member was willing to share the short video clips on trades and safety produced by his company, HKCITTC would review whether they were appropriate to be educational videos. PTm reminded that the company of the Member only allowed the relevant clips to be used for teaching purposes, consent must be obtained from the company if the clips were used for public promotion. CIC Chairman reminded the management to be aware of whether the latest safety elements were included in the clips for teaching purposes. The Chairperson enquired about the production progress of Truss-out Bamboo Scaffolding video. IK estimated that the first edition of the video would be completed by November this year, and he would share the video with CIC Chairman, the Chairperson and relevant Members later.

IK

Addition of Members to Trade Advisory Panels

CITB approved to invite Hong Kong Construction Industry Registered Specialist Trade Union Federation (the Federation) to nominate representatives to join the 18 Trade Advisory Panels with vacancies in the meeting on 14 September 2022. Members approved the addition of Members in accordance with the nomination list submitted by the Federation.

Schedule of CITB Meetings in 2023

Members took note of the schedule of CITB meetings in 2023.

Increase Construction Manpower Supply

The Chairperson expressed that there was a keen demand for manpower in the construction industry in the future, although HKIC and the industry had strived to recruit students, the shortage of students was yet to be addressed. He suggested that recruitment of students from the Greater Bay Area (GBA) to be trained in Hong Kong or in the GBA should be considered. A Member opined that training of students in the GBA could be conducted via Collaborative Training Schemes. Another Member expressed that some construction companies had set up training grounds in Shenzhen, and asked whether HKIC instructors could be invited to teach students trade skills in Shenzhen, followed by accreditation of relevant qualification. The Member continued to state that reference could be made to the method used by Singapore for establishing a base in Hangzhou for training construction workers. CIC Chairman expressed that the general direction was to strengthen collaborative training. The Executive Director had assigned the Mainland Liaison Services Department to collect relevant information and explore the possibility of using Earn and Learn to cooperate with tertiary institutions in Mainland China to train talents. Considering the unemployment rate in Hong Kong, it was not appropriate to import labours for the current phase. CIC Chairman invited representatives of trade associations and unions to strive to train and recruit more local new blood into the construction industry. DEVB representative expressed support for CIC to know more about the corresponding units in Mainland. The representative agreed that the need and feasibility about the cooperation in manpower training should be studied after understanding the situation of construction industry in Hong Kong and the Mainland.

Integration of STEAM Elements into Training Programmes

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CIC Chairman enquired about how to integrate STEAM elements into training programmes. RaC responded that the terms of office for Members of Steering Group on STEM Alliance would be expired at the end of this year. HKIC suggested reforming it as STEAM Alliance, and carrying out promotion in secondary schools. HKIC would also integrate the STEAM elements into programmes with duration no less than one year in the future. OLLL, the Chairperson of HKICMB, pointed out that STEAM elements could be integrated into whole person development at first. As some programmes were required to undergo accreditation, the relevant elements should be integrated gradually. OLLL continued that as construction was closely related to arts and culture, craftsmen were required to understand how to present them on buildings. Therefore, HKIC should arrange related conferences and visits to enhance the training for instructors. The Chairperson echoed with OLLL's opinions and asked HKIC to submit relevant proposals at the next meeting.

RaC

DEVB representative thanked CIC and the industry for their participation in Industry-wide Joint Promotion Campaign commenced recently. The promotion campaign had a series of promotions on construction industry to the public, including the introduction of innovative technologies in the industry. Promotion to the youth would also be carried out via schools and social media. The promotion campaign would strive to drive STEAM education in secondary and primary school. DEVB and Education Bureau would join hands with tertiary institutions and professional bodies to establish an online portal to consolidate relevant teaching materials for all schools in Hong Kong. In addition, the promotion video(s) of the promotion campaign would be shared to all schools in Hong Kong.

Enhancement on Safety Awareness and Training

CIC Chairman pointed out that there have been several industrial accidents recently, most of which were related to bar-bending, and the other one was related to lifting. He concerned about whether the content of programmes had been updated to cope with the situation. The Chairperson responded that HKIC often optimised the content of programmes, and reminded student to be aware of safety through the Moment of Silence in morning assemblies. A Member opined that the content of safety training in HKIC programmes was adequate, while the industry should also attach great importance on safety. The front-line workers

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should also enhance their safety awareness. A Member expressed that his association would join hands with CIC to organise seminars on safety of bar-bending. A Member representing union expressed that the programmes jointly organised by his union and HKIC also asked students to attach great importance to safety.

KKF, the Chairperson of Sub-committee on Trade Testing, responded that the 19 Trade Advisory Panels (TAPs) were conducting a comprehensive review on the content of programmes and tests, including content of safety. Some TAPs had submitted the reform reports, while those had not completed could deepen the safety awareness of students. After completing all reform reports, the 19 TAPs would consolidate the content of safety training in relevant programmes, including the common and individual safety issues of trades, and submit a report afterwards. The Chairperson opined that more technologies should be adopted in the long run to reduce accidents. CIC Chairman requested to set up safe areas and adopt Safe Lifting “3,3,3” immediately.

(Post-meeting note: The training grounds of HKIC has safe areas and adopting Safe Lifting “3,3,3”.)

In response to the Chairperson's query on how to promote safety in policy, DEVB representative stated that the Secretary for Development would introduce how to improve productivity of the construction industry, as well as how to adopt innovative technologies to improve site safety in her Blog. The representative also shown grateful on behalf of DEVB to CIC for helping to promote safety continuously in the construction industry.

6.16 Tentative Date of Next Meeting No. 001/23

The next meeting was scheduled for 16 January 2023 (Wednesday) at 9:30am at the Star Chamber, 4/F, 44 Tai Yip Street, Kowloon Bay, Kowloon

There being no further business, the meeting was adjourned at 11:35am.