

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 001/23 of Construction Industry Training Board was held on 11 Jan 2023 (Wednesday) at 9:30 am at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Kowloon, Hong Kong.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Lok-chai*	(CLCn)	
	Conrad FUNG*	(KKF)	
	HUANG Yongquan*	(YQH)	
	Bernard Vincent LIM	(BVL)	
	LO LEE Oi-lin	(OLLL)	
	Lawrence NG*	(LN)	
	William LUK	(WmL)	
	Staw WONG*	(SwW)	
	WONG Ping	(PWG)	
	Daniel YAN*	(DY)	
	Angela LEE	(DS1)	
	WAN Chi-ping	(CPW)	
In Attendance:	Eric CHAN	(ECCW)	Development Bureau
	Keith CHU	(KCu)	Development Bureau
	Ringo SHEA	(RSh)	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
	Daniel CHIU*	(DIC)	Principal – School of Professional Development in Construction (Acting)
	Roy WONG*	(RyW)	Manager – Career Support Services
	David LEUNG*	(DdLg)	Assistant Manager – Collaboration Scheme
	Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support
Apologies:	CHOW Luen-kiu	(LKC)	

\*Members and attendees attended the meeting via video conference

**Minutes**

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**1.1 Confirmation of the Minutes of the Previous Meeting**

Members took note of Paper CIC/CTB/M/006/22, and confirmed the minutes of the meeting No. 006/22 held on 16 November 2022.

**1.2 Matters Arising from the Previous Meeting**

Item 6.10 - Table on Estimated Waiting Time for Full-time Short Courses with Proposed Actions for Enhancement

Regarding the application of Hong Kong Institute of Construction (HKIC) to the Lands Department for the addition of a tower crane and gantry crane in Tai Po Training Ground and reprovision of Tuen Mun Training Ground in Siu Lam in early 2022, Kowloon Bay Campus had submitted the information on the number of additional cranes, application progress and venue requirements for the addition of another training ground to the Development Bureau (DEVB) shortly after the last meeting. DEVB had liaised with relevant departments to gain an understanding of the application status, and informed HKIC of the required supplementary information after the meeting. HKIC had also liaised with the relevant departments and followed up shortly. Regarding the application for addition of a tower crane in Tai Po Training Ground, EcC stated that it was required to submit a relevant consultancy report to the Lands Department. It was estimated that the report could be submitted in February 2023. If the application was approved in June 2023, training could be commenced by the fourth quarter of 2023. The Chairperson suggested incorporating the use of simulators into tower crane courses for training to reduce the training days. EcC responded that HKIC would study how simulator elements could be incorporated into the said course. As amendments of course content were involved, relevant Trade Advisory Panels must be consulted on the minimum requirement of training days for tower crane training course. The Chairperson asked HKIC to expedite the progress on the addition of a tower crane. CIC Chairman asked HKIC to submit the report to the Lands Department in January 2023 at the soonest. EcC stated that HKIC had invited tenders for the compilation of the said consultancy report, and the tendering for procurement of the tower crane had also commenced at the same time. It was hoped that the training could be commenced earlier in the third quarter of 2023. HKIC had also

**EcC**

launched two 7-day Skill Enhancement Courses of Tower Crane to expedite the provision of licensed practitioners for the industry. DEVB representative expressed that they had also communicated with relevant departments, and could assist in liaising with the department to gain an understanding of the application status after HKIC submitted the consultancy report.

Item 6.15 - Video for Truss-out Scaffolds

Hong Kong Construction Industry Trade Testing Centre had shared the video of Truss-out Scaffolds with Members of Trade Advisory Panel on Construction Scaffolding Works and relevant industry stakeholders.

Item 6.15 - Integration of STEAM Elements into Training Programmes

HKIC had incorporated relevant elements into unofficial educational activities for students of full-time courses with a duration of not less than one year in the academic year 2022/23, including Whole Person Development Lectures on architectural arts and aesthetics, as well as guided tours for Hong Kong buildings, etc. The Chairperson enquired whether the above-mentioned arrangements were applicable to full-time short courses. RaC responded that relevant students could also participate in the lectures and exhibitions. As the school days for most of the full-time short courses were fewer, HKIC did not arrange any guided tour for relevant students. A Member understood that it was difficult to arrange guided tours for full-time short courses with fewer school days, and suggested providing guided tours for those with more training days. RaC responded that the guided tours would be arranged subject to the course schedules of students.

**1.3 Progress Report on the Four Pillars of the Development Blueprint for Manpower Training of the Construction Industry (for information)**

Members took note of paper CIC/CTB/P/001/23, and noted the follow-up work of the key items of four areas (four pillars) of Hong Kong Institute of Construction (HKIC) including Trade Skills Development; Professional Development; New Technology/ Modern Methods of Construction (MMC)/ Modern Construction Management and Sustainability; and Construction Safety.

Regarding the course for Certificate in Gas Metal Arc Welding (690 Steels) and intensive course for Certificate in Gas Metal Arc Welding (690 Steels), RaC stated that Chinese National Engineering Research Centre For Steel Construction (Hong Kong Branch) hoped to establish a partnership with HKIC, and would explore the matter on signing a Memorandum of Understanding (MoU). HKIC would submit the relevant proposal to Hong Kong Institute of Construction Management Board for approval. CIC Chairman attached great importance to the signing of MoU, and asked for active promotion on the matter. He also enquired whether LAM Man-chun, the graduate of Diploma in Construction (Metal Works & Welding), who was awarded the Medallion for Excellence in Welding at the WorldSkills Competition 2022 would be invited to share his experience with relevant students. RaC responded that relevant arrangements would be made.

The Executive Director stated that regarding the safety issues of Truss-out Bamboo Scaffolds, the workers who performed erection of steel brackets of Truss-out Bamboo Scaffolds were required to possess more advanced trade skills as it was of high risk. Therefore, a system of “Advanced and Intermediate Certificate in Safety Training” would be launched. Upon completion of “Certificate in Safety Enhancement to Erection & Dismantling of ‘Truss-out Bamboo Scaffolds’” of HKIC, workers must pass the relevant skill assessment to obtain the “Advanced and Intermediate Certificate in Safety Training”. Only skilled workers who possessed “Advanced Certificate in Safety Training” could erect the steel brackets. Semi-skilled workers who possessed “Intermediate Certificate in Safety Training” could erect the rest of the truss-out bamboo scaffolds under the supervision of skilled workers who possessed “Advanced Certificate in Safety Training”. Skilled and semi-skilled bamboo scaffolders could also enroll “Advanced and Intermediate Certificate in Safety Training” directly. Upon the expiration of the grace period, all skilled and semi-skilled bamboo scaffolders must obtain “Advanced or Intermediate Certificate in Safety Training” respectively for the erection of truss-out bamboo scaffolds. The above-mentioned system was also applicable to new construction projects. CIC Chairman enquired about how the above-mentioned system could be promoted. The Executive Director responded that CIC would cooperate with property management companies and the Labour Department (LD), and had received support from both. Property

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management companies would also check whether workers possessed “Advanced and Intermediate Certificate in Safety Training”. CIC had discussed the above-mentioned arrangement with the industry stakeholders, and needed to explain and promote the system to the public and minority owners for the time being. LD representative stated that the existing Code of Practice for Bamboo Scaffolding Safety would be reviewed. LD would consult the industry stakeholders for the new Code of Practice to align with the implementation of the above-mentioned system. Upon the expiration of the grace period, LD would conduct enforcement in line with the new Code of Practice. CIC Chairman reminded that the videos on truss-out scaffolds must be sent to property management companies and owners' corporations. The Chairperson responded that the Committee on Repair, Maintenance, Alteration and Addition would follow up and complement.

A Member enquired whether the targets of Master Class on Modular Integrated Construction (MiC) Project Implementation included the frontline site management staff. RaC responded that the main target of the above-mentioned course was the staff of contract manager level. While the MiC training under Collaborative Training Scheme, which were under exploration, and Certificate in Modular Integrated Construction for Foreman (MICF), aimed at frontline site management staff. HKIC was reviewing the content of MICF. CIC Chairman expressed that there was an increasing demand for MiC talents in the industry, CIC could not meet the industry demand by relying on its own effort. He asked the management staff to formulate a road map on MiC training programmes after 3 months. The Chairperson responded that facing the shortage of student sources, HKIC had discussed different solutions, including collaborative training with the industry and exploring the possibility to conduct exchanges in the Greater Bay Area.

**RaC**

CIC Chairman pointed out that several recent industrial accidents were related to tower cranes, and enquired whether appropriate measures were adopted and incorporated into the training content. The Chairperson opined that a multi-pronged approach should be adopted for establishing a safety culture. In addition to best practices, technologies should also be leveraged to prevent accidents. A Member enquired whether the causes of each accident were analysed. The Executive Director responded that the causes of the several accidents varied, which could be briefly attributed to two areas, namely repair and maintenance of

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mechanical parts and behaviors of operators. CIC had asked the relevant trade associations to formulate key inspection list for tower cranes produced by different factories, hoping they could become the annex for “Form One” in the future. A manual for best practices would also be published in the future. In addition, adoption of technologies should also be kept in step, e.g. setup of operation recorders (black box), danger zone alert system and installation of CCTV system in the cabin for monitoring the danger zone. The Executive Director continued that adequate time was required for checking and repairing machinery parts thoroughly on a regular basis. However, the schedules of many work projects were tight. The quality of inspection and repair relied on concerted effort by all parties. A Member opined that in response to misconduct, retraining of relevant practitioners could be considered. Safety Team on relevant trade could consider establishing a points system, where points could be deducted or the license could be revoked for misconduct.

LD representative pointed out that LD would conduct an in-depth investigation into related accidents, details would not be revealed as it might involve legal proceedings. Every part of Safety was closely intertwined, LD would further enhance the safety of tower crane under the existing framework. For the aspect of training, senior operators could be invited to share their experience and list issues that required attention.

The Chairperson stated that HKIC had launched a 2-day “Construction Industry Safety Foundation Certificate Course” for students as a substitute for the 1-day Mandatory Basic Safety Training Course (Green Card Course). He enquired whether LD would consider reviewing the Green Card Course. LD representative responded that LD had reviewed the Green Card Course in 2018-2019, and another review was underway. CIC Chairman encouraged all Members, and CIC management staff who held a position beyond Assistant Director level to enroll “Construction Industry Safety Foundation Certificate Course”.

CIC Chairman pointed out that the construction industry was tending towards industrialisation, and MiC would be widely adopted in the future. He invited Members to consider how relevant training programmes in the direction of manufacturing could be launched, and make suggestions to the Chairperson.

**All to note**

CIC Chairman expressed his appreciation for HKIC’s effort and significant achievements on the four pillars in a short timeframe.

**1.4 ★Review on Application and Enrolment Rates of Full-time Courses in 2022 and Student Recruitment and Promotion Programmes in 2023 (for information)**

Members took note of paper \*CIC/CTB/P/002/23\*, and noted that the application rate and enrollment rate of full-time one-year and two-year programmes for the academic year 2022/23 was lower than that of the last academic year. While based on the original approved training places, the application rate and enrollment rate of full-time short programmes increased considerably compared with that of the last academic year. Members also noted that HKIC would launch a series of student recruitment and promotion plan in 2023 based on the results and analysis of the application rates and enrollment rates.

DEVB representative enquired whether there were enrolment data of other institutions. The relevant information, if any, showing that similar situation occurred in other institutes could be shared to Members after the meeting. RaC responded that enrolment data was relatively sensitive, and she would attempt to search for whether government-funded institutions had disclosed relevant data.

**RaC**

An attendee expressed that the turnover rate of his company was approximately 20% last year, of which 30% had left the construction industry and most of them were youths who felt unsatisfied and uncertain about their prospects. The stakeholders of different positions in the construction industry must optimise site safety measures to attract new blood to join the industry. CIC Chairman responded that from the analysis of promotion channels, HKIC website and referrals by family members or relatives were crucial channels for recruiting students for one-year and two-year full-time courses. As all sectors resumed normalcy progressively, more manpower was required, CIC Chairman appealed for all Members' effort in driving new blood to join the construction industry through their network.

CIC Chairman enquired about the student recruitment progress of Collaborative Training Scheme of the trade associations to which CLCn and LN belonged. CLCn responded that the recruitment result was not ideal. Even though the monthly salary for bar-bending trade reached as high as HK\$28,000, it was difficult to attract the youths to join the construction industry. The recent industrial accidents had adverse effects. It was necessary to

consider enhancing incentives to attract newcomers to the industry. LN expressed that the student recruitment result of his trade association was also not ideal. Some students still withdrew even though they had already enrolled in the courses. Hong Kong was facing the same problem, while industrial accidents also affected the image of the construction industry.

The Executive Director expressed his appreciation to CLCn and LN for their effort on student recruitment. Although the recruitment result of trade associations was not ideal, students cannot be attracted by only increasing the allowance. He continued that the trade union to which PWG belonged obtained an ideal student recruitment result and invited him to share his experience. PWG stated that his trade union mainly cooperated with clansmen associations. CLCn expressed that the students of Collaborative Training Scheme were relatively young. As the youths hoped to strive for higher income in a short timeframe, they were more likely to change jobs, while the members of his clansmen association were generally of older age. CIC Chairman stated that he had visited the trade union to which PWG belonged to have lesson observation in person, and most of the students were youngsters. Referrals by peers and relatives were more effective, therefore promotion should be conducted through these channels. He continued that there were new workers involved in two recent industrial accidents. Systematic training was very important to the development and safety of the industry. He hoped everyone to step up their effort in recruiting students.

**1.5 ★Review on Initial Dropout Rates of Full-time Courses for Academic Year 2022/23 (for 1 Year and 2 Years) and Dropout Rates of Full-time Short Courses for Academic Year 2021/22 (for information)**

Members took note of Paper \*CIC/CTB/P/003/23\*. The initial dropout rate of full-time one-year and two-year programmes for the academic year 2022/23 was 8.3%, which was slightly improved compared to the last academic year. The average dropout rate of full-time short courses for the academic year 2021/22 was 13%, which was similar to the previous figures. Members did not make further comments on the Paper.

**1.6 ★Report on Efficiency Benchmarking of Full-time Courses for Academic Year 2020/21 and 2021/22: Employment Rate and Retention Rate One Month After Graduation (for information)**



Members took note of Paper \*CIC/CTB/P/004/23\* and noted that the average employment rate after graduation for one-month, retention rates after graduation for three-month and six-month of full-time programmes in the academic year 2021/22 and the retention rate after graduation for 12-month of full-time programmes in the academic year 2020/21. Most of them met the target, except the employment rate after graduation for one-month of Certificate in Construction Programme had a slightly decrease. There was a rise in the overall employment rate compared to the last academic year. Members did not make further comments on the Paper.

**1.7 ★Summary Report of the 6th and 7th Meeting of Sub-committee on Trade Testing in 2022 (for information)**

Members took note of Paper \*CIC/CTB/P/005/23\* with no further comments.

**1.8 ★Summary Report of the 4th 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/006/23\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/007/23\* with no further comments.

**1.10 ★Report on Estimated Waiting Time for Full-time Short Courses with Proposed Actions for Enhancement (for information)**

Members took note of Paper \*CIC/CTB/P/008/23\*. LD representative said that some trade unions expressed that the waiting time for Safety Training Course of Specified Trade (Silver Card) of HKIC was long. IK responded that the waiting time for Rigger and Signaller (A12S) course was 5 months approximately, which was relatively long. HKIC had allocated resources to increase the training capacity for A12S. The waiting time was expected to reduce to within three months in the second

quarter of 2023.

**1.11 ★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/009/23\* with no further comments.

**1.12 ★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/010/23\* with no further comments.

**1.13 Any Other Business**

There being no other business, the meeting was adjourned at 11:35 a.m.

**1.14 Tentative Date of Next Meeting No. 002/23**

The next meeting was scheduled for 8 March 2023 (Wednesday) at 9:30am at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Kowloon, Hong Kong.

**CITB Secretariat  
January 2023**