

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 004/23 of Construction Industry Training Board (CITB) was held on 5 July 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, Hong Kong.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Lok-chai	(CLCn)	
	CHOW Luen-kiu	(LKC)	
	Conrad FUNG	(KKF)	
	HUANG Yongquan	(YQH)	
	LO LEE Oi-lin	(OLLL)	
	William LUK	(WmL)	
	Lawrence NG	(LN)	
	Staw WONG*	(SwW)	
	WONG Ping	(PWG)	
	Angela LEE	(DS1)	
	NG Ho-wang	(VNg)	
In Attendance:	Keith CHU	(KCu)	Development Bureau
	Ringo SHEA	(RSh)	Hong Kong Federation of Electrical and Mechanical Contractors
	Peter LAM	(OKL)	Chairperson, Sub-committee on Ethnic Minorities in Construction
	(For item 4.3 only)		
	Thomas HO	(TH)	Chairman, Construction Industry Council
	Charles HO	(CHLC)	Assistant Director – Training
	William HO	(YHH)	Head of Certificate Training
	William THONG	(WTg)	Head of Diploma & Machinery Training (Acting)
	Chris LAU*	(CsLu)	General Manager – Finance & Procurement
	Kenneth WU*	(KKCW)	Senior Manager – Industry Development, Construction Productivity
	(For Matters Arising )		
	Ron NG*	(RNCw)	Principal - School of Professional Development in Construction (Acting)
	Roy WONG	(RyW)	Manager – Career Support Services
	Robert LAU	(WFL)	Manager – Trade Testing
	Samuel WONG	(SIWg)	Manager – Safety Training
	Garfield SIU*	(GSu)	Manager, CITAC
	(For Matters Arising		

only)  
Angus NG\* (ANg) Manager – Information Technology,  
(For Matters Arising Data Management  
only)  
Eddie KONG\* (EKg) Manager – Management Support  
Priscilla TAM (PTm) Manager – Board Services &  
Administration Support  
Formula CHEN (FMC) Assistant Manager – Board Services &  
Administration Support  
Apologies: Bernard Vincent (BVL)  
LIM  
Daniel YAN (DY)

\*Members and attendees attended the meeting via video conference

**Minutes**

**Action**

**4.1 Confirmation of the Minutes of the Previous Meeting**

Members took note of Paper CIC/CTB/M/003/23, and confirmed the minutes of the meeting No. 003/23 held on 10 May 2023.

**4.2 Matters Arising from the Previous Meeting**

Item 3.3 – Manpower Demand for Riggers

The manpower demand for riggers would be discussed together with Trades with Manpower Shortage under Matters Arising Item 3.9.

Item 3.5 – Membership Composition and Terms of Reference of Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study (CICMF Task Force)

The Secretariat had invited representatives of relevant professional institutions to join CICMF Task Force and revised the terms of reference, with the term of office expiring on 30 June 2025 for all members. Members approved the new membership list and terms of reference of CICMF Task Force.

Item 3.6 – Approval Procedure for the Recognised Bridging Courses for Trade Tests

Hong Kong Construction Industry Trade Testing Centre (HKCITTC) submitted a Proposal on Selection and Review Mechanism of Training Organisations and their New Bridging Courses Recognized by Trade Testing at the meeting of Sub-committee on Trade Testing held on 29 June 2023. The Sub-committee on Trade Testing suggested that the selection process should include review on whether the training organisation had violated the Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region, and the application terms might have to add relevant requirements. The revised paper should be submitted to the Sub-committee on Trade Testing for approval.

Item 3.9 – Student Recruitment through Third-Party Institutions or Organisations

The Hong Kong Institute of Construction (HKIC) submitted a

Proposal on Student Referral Programme to the Hong Kong Institute of Construction Management Board (HKICMB) on 13 June 2023. HKICMB approved the proposal.

Item 3.9 – Trades with Manpower Shortage

CHLC gave briefings on the 10 trades that were suffering most from manpower shortage, and the relevant trainings at HKIC. A Member stated that there was a serious shortage of Tower Crane Workers (Erecting, Dismantling, Telescoping & Climbing) in the industry, and enquired whether the training places for Plant and Equipment Mechanic (Construction Work) included Tower Crane Workers. WTg responded that the training quota included those for Tower Crane Workers. However, enrollment for this course was not enthusiastic. The number of students failed to reach the upper limit in some classes. The Management discussed with relevant stakeholders of the industry and asked them to invite suitable candidates to apply. CIC Chairman asked the Member representing the Hong Kong Construction Sub-Contractors Association (HKCSA) to liaise with relevant associations under their purview to encourage suitable candidates to apply for the course. The Member stated that tower crane work was relatively dangerous due to its work at height nature, making the course difficult to recruit students.

CIC Chairman called for associations' active participation in collaborative training for False Ceiling Installers. He enquired when the trade unions would launch False Ceiling Installer Collaborative Training Course, and suggested that HKIC should also launch relevant programmes. The Member representing the Hong Kong Construction Industry Employees General Union (HKCIEGU) mentioned that they would launch the course as soon as possible. CHLC responded that HKIC was planning to launch a False Ceiling Installer Skill Enhancement Course. The Chairperson understood that different types of false ceiling works were now mostly carried out by workers from different trades. Given the current situation, CIC Chairman pointed out that the workers who did not receive proper training on false ceiling installing were likely to cause industrial accidents. Therefore, relevant training programmes should be launched as soon as possible.

The Member representing the Registered Specialist Trade Contractors Federation (RSTCF) pointed out that RSTCF and HKIC had jointly organized supervisor programmes for several

trades, which would help the supervisors to monitor the construction procedures and safety more effectively. Students of the supervisor programmes were required to pay tuition fees, which was a disincentive for the practitioners to enroll in the programmes. Therefore, RSTCF would provide a full grant for tuition fee to students currently taking supervisor programmes. In addition, RSTCF would provide instructors for the programmes. The Member hoped that HKIC instructors would be able to teach relevant programmes after sitting-in on the class in the future.

CIC Chairman suggested that both HKIC and the trade unions should launch Paving Block Layer programmes. Members representing HKCIEGU and Hong Kong Construction Industry Registered Special Trade Union Federation (HKCIRSTUF) stated that their trade unions could launch relevant training programmes.

The Chairperson enquired whether the CIC Manpower Forecasting Model included the factor of retirement in the construction industry. The representative of Development Bureau (DEVB) mentioned that the retirement factor was included in the Manpower Forecasting Model. However, it excluded the increased productivity arising from the adoption of innovation and technology, and the impact of the annual additional training places at HKIC. These, together with the soon-to-be-launched Labour Importation Scheme for the Construction Sector, were expected to help relieving the manpower shortage problem in the industry. CIC Chairman stated that the aging construction workforce posed a serious problem. In a recent site visit, he saw the adoption of robots for bricklaying and tiling. He urged the industry to proactively adopt innovation and technology.

#### **4.3 Report and Recommendations by Sub-Committee on Ethnic Minorities in Construction (for approval)**

Members took note of Paper CIC/CTB/P/036/23. YHH briefly introduced the report of Sub-committee on Ethnic Minorities in Construction (EM Sub-committee) and the recommendations. He added that HKIC would launch the Certificate in Drainlaying in English.

The Chairperson was glad that EM Sub-committee identified the major problem for recruiting Ethnic Minorities (EM) to join the construction industry. He enquired about the specific recommendations to assist employers in recruiting EM. A

Action

Member agreed that verbal communication was the crux of the problem as employers usually only recruit workers whom they could communicate with. In addition, the daily-paid construction industry was unattractive to EM. It would help if CIC subsidized employers for a monthly-paid EM bellwether to lead EM workers as a pilot.

The Chairperson stated that he had recently met with the representatives of relevant EM organisations. The representatives did not know that HKIC offered subsidies to students who enrolled in the courses. HKIC had to step up course promotions. Members agreed that some of the EM had grown up in Hong Kong and knew Cantonese. It was necessary to absorb these EM. The Chairperson agreed that if the whole team EM workers could work together, the communication problem could be solved.

CIC Chairman enquired about the popular work trades among EM. RyW responded that more EM were engaged in Aluminum Formwork and Tunnelling works. CIC Chairman suggested EM Sub-committee to consider including representatives from the Aluminium Formwork. The Chairperson of EM Sub-committee responded that representatives from Bar-bending & Fixing and Aluminium Formwork would be invited to join EM Sub-committee.

**Secretariat**

The Chairperson of EM Sub-committee stated that they would study how to assist employers in recruiting EM through subsidizing a bellwether, with recommendations to be submitted later. CIC Chairman expected EM Sub-committee to submit the recommendations in about four weeks. If the employers had successful cases, CIC could take promotional video for the employer for promotion on social media.

**Sub-committee  
on Ethnic  
Minorities in  
Construction**

After deliberation, Members approved the report and recommendations made by the EM Sub-committee.

**4.4 Review on Subsidy for Administrative Fee of Intermediate Tradesman Collaborative Training Scheme (ITCTS) (for approval)**

Members took note of Paper CIC/CTB/P/037/23.

The Member representing HKCSA expressed that they had allocated much resources into the monthly Recruitment Day. The administrative fee involved was mostly a nominal amount.

Action

Despite the limited impact of the Recruitment Day, HKCSA would continue recruiting new joiners. They did not object to CIC's decision. The Chairperson enquired whether other recruitment methods would be adopted. The Member said HKCSA had deployed various ways and collaborated with different organisations such as Correctional Services Department, Housing Department and District Council members. They also recommended to consider approaching the second-to third-tier athletes. However, HKCSA did not have such contacts. It was hoped that CIC could approach them via Leisure and Cultural Services Department, encouraging more second-to third-tier athletes to join the construction industry.

The Member representing RSTCF stated that they had recruitment events every month as well. Although they had no comments on the cancellation of the scheme, they did not agree that the scheme should link with recruitment results. Given the fact that the scheme had launched for less than one year, the results had yet to be seen.

DEVB representative mentioned that amid the intense competition for manpower among different sectors, the efforts of the two associations were undoubted. The construction industry spent a lot of efforts in recruiting students since last year, well ahead of other industries. Taking into account that the subsidy scheme had been launched for only one year, CIC could consider continuing the trial if resources allowed. In this way, there would be more channels to help address the manpower shortage. CIC Chairman agreed with the view of DEVB.

The Chairperson responded that cancellation of the subsidy initiative was not linked with recruitment results but the principle of fairness. He enquired whether applications from other organisations would be accepted.

A Member opined that there should be equal treatment, and applications from other organisations, including trade unions, should be accepted. CIC Chairman pointed out that the subsidy initiative aimed to encourage employers to take the "first-hire-then-train" approach. As trade unions were not employers, they did not fulfill the application criteria. A Member agreed that the subsidy initiative could be extended while the principle of fairness should be considered. DEVB representative stated that if other organisations would like to join the scheme, HKIC should consider how to assess the level of competence of the

Action

organisations to ensure that they could carry out student recruitment activities. The Chairperson agreed with DEVB that the interested organisation had to submit a proposal outlining the student recruitment plan. Another Member commented that resources were limited and if other organisations wished to apply for the scheme, HKIC had to set up a mechanism to outline the requirements such as the size of the organisations and their training schemes. In addition, CIC could adjust the amount of subsidy if many qualified organisations would like to join the scheme.

After deliberation, Members confirmed to extend the administration subsidy for Intermediate Tradesman Collaborative Training Scheme (ITCTS) for one year. HKIC had to establish a mechanism to define the application criteria for administration subsidy. On a fair basis, other organisations meeting the requirements could also apply for the administration subsidy.

RyW

**4.5 Enhance the Payment Arrangements of Bonus for Skill Enhancement Courses (General Workers to Intermediate Tradesman) (for approval)**

Members took note of Paper CIC/CTB/P/038/23.

The Member representing (HKCIRSTUF) stated that change of the payment arrangements of bonus would discourage workers from taking relevant courses. HKCIRSTUF had already allocated resources to add training venues and facilities. Moreover, the requirement to engage in relevant work trade for three months upon graduation in order to be eligible for the HK\$10,000 bonus was inconvenient for workers. The Member said that HKCIRSTUF agreed with the decision of CIC, but hoped that CIC could set a grace period so that the training organisations could make corresponding arrangements in respect of student recruitment. The Chairperson expressed that the enhancement aimed to encourage short course students to join the construction industry upon course completion for resource optimization. The grace period for the enhancement could be extended, if necessary. DEVB representative stated that CIC aimed to encourage Skill Enhancement Course students to join the construction industry upon completion of the courses. The enhancement did not change the principle and the amount of bonus had not been reduced. The enhancement would only be applied to new classes in the future with no impact on existing students.



The Chairperson enquired how the graduates could prove themselves engaging in the relevant work trade for three months upon graduation. RyW responded that they could provide the construction site Daily Attendance Records, pay slips and employer's certification as proof of documents. The Member representing HKCIRSTUF stated that Repair, Maintenance, Alteration and Addition (RMAA) workers did not have Daily Attendance Records. They were usually paid by cash and hard to obtain proof from employers. The Chairperson agreed that clarifications had to be made on how RMAA workers could prove themselves engaging in the relevant work trade for three months upon graduation.

After deliberation, Members agreed to withdraw the paper on enhancing payment arrangement of bonus for Skill Enhancement Courses (General Workers to Intermediate Tradesman) for further discussion.

**4.6 ★ Summary Report of the 2nd Meeting of Hong Kong Institute of Construction Management Board for 2023 (for information)**

Members took note of Paper \*CIC/CTB/P/039/23\* with no further comments.

**4.7 ★ Summary Report of the 2nd Meeting of Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes for 2023 (for information)**

Members took note of Paper \*CIC/CTB/P/040/23\* with no further comments.

**4.8 ★ Summary Report of the 2nd Meeting of Sub-committee on Ethnic Minorities in Construction for 2023 (for information)**

Members took note of Paper \*CIC/CTB/P/041/23\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/042/23\* with no further comments.

**4.10 ★ 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/043/23\* with no further comments.

**4.11 ★ Statistical Data and Progress Report for Enhancement of Construction Industry Council Approved Technical Talents Training Programmes (for information)**

Members took note of Paper \*CIC/CTB/P/044/23\* with no further comments.

**4.12 ★ Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme (for information)**

Members took note of Paper \*CIC/CTB/P/045/23\* with no further comments.

**4.13 Any Other Business**

Explore the Enhancement and Ways to Strengthen Training Courses

Members noted that CIC proposed to launch “Multi-skills Training Programme” to offer incentives and support to current skilled workers (i.e. workers registered as skilled workers or semi-skilled workers in a trade sector), and encourage them to receive training in another trade sector and to become registered skilled workers or semi-skilled workers in that trade sector. The Programme would offer subsidy to students taking part-time Skill Enhancement Courses co-organised with trade unions under the Collaborative Training Scheme, as well as Part-Time Day/Evening Courses offered by the Hong Kong Institute of Construction. CIC planned to include those 13 work trades that would face manpower shortage starting from 2023 as per the forecast of CIC Manpower Forecasting Model into the Enhanced Construction Manpower Training Scheme (ECMTS), such that training subsidy could be increased to attract more new joiners for the trainings and construction industry. More training places for Collaborative Training Scheme were required so as to support the Labour Importation Scheme for the Construction Sector and provide additional training for local labour. Details of the Programme would be proposed, including the actual number of

extra training places and additional budget.

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

**4.14 Tentative Date of Next Meeting No. 005/23**

The next meeting was scheduled for 13 September 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, Hong Kong.

**Construction Industry Training Board Secretariat  
July 2023**