

Construction Industry Council**Construction Industry Training Board**

Meeting No. 006/24 of Construction Industry Training Board (CITB) was held on 6 November 2024 (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)	
	Franki CHAN	(FiC)	
	CHOW Luen-kiu	(LKC)	
	HUANG Yongquan	(YQH)	
	Benny LEE	(BLCM)	
	LO LEE Oi-lin	(OLLL)	
	TSE Wang-yu *	(TWY)	
	Staw WONG	(SwW)	
	Rex WONG *	(RWg)	
	Daniel YAN *	(DY)	
	Pamela LAM	(DS1)	
	NG Ho-wang	(VNg)	
In Attendance:	Alfred CHAN	(AdCn)	Development Bureau
	Winnie HO *	(WHWY)	Development Bureau
	Ringo SHEA	(RSh)	Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Morgan YANG	(MYWW)	Director – Hong Kong Institute of Construction
	Rebecca CHOI	(RaC)	Assistant Director – Qualification & Quality Control
	Stewart WAN	(StW)	Assistant Director – Training
	Isaac LEE	(ILPS)	Assistant Director – Technology Application
	Chris LAU *	(CsLu)	General Manager – Finance & Procurement
	George AU	(GAWY)	Principal – Kwai Chung Campus
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Priscilla TAM	(PTm)	Senior Manager – Student Affairs
	Jonas YIM	(JoY)	Senior Manager – Safety Training & Culture Development
	KWAN Wing-yin	(WYK)	Principal – Sheung Shui Campus (Acting)
	Ron NG *	(RNCw)	Principal – School of Professional Development in Construction (Acting)
	Roy WONG *	(RyW)	Manager – Collaboration Scheme
	Carmen LIU	(KML)	Manager – Management Support

	May LEUNG	(MyL)	Manager – Board Services & Administration Support
	Zenaria CHENG *	(ZC)	Manager – Youth Affairs
	Leo HUI *	(HLH)	Manager – Management Support
	Karol CHEUNG *	(KIC)	Assistant Manager – Management Support
	Shiron CHAN *	(SHCn)	Assistant Manager – Central Office
	Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support
	Carol HU	(CHSH)	Associate
	Meghan CHAN *	(MCWY)	Graduate Trainee
Apologies:	William LUK	(WmL)	

* Attended the meeting via video conference.

Minutes

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6.1 Confirmation of the Minutes of the Previous Meeting

JoY briefed Members on the Safety Moment session and the points to note for Manual Handling Operation.

Members took note of Paper CIC/CTB/M/005/24, and confirmed the minutes of the meeting No. 005/24 held on 11 September 2024.

6.2 Matters Arising from the Previous Meeting

Item 5.2 (Item 4.9) – Table on Estimated Waiting Time for Full-time Short Programmes with Proposed Actions for Enhancement

Regarding the consideration of setting up a “restriction period of re-enrollment” for applicants who were absent without excuse, students of the Machinery and Crane Operator Short Programmes had to attain an attendance of 95% or above. Among these, the Bulldozer and Loader Operation Programme and the Excavator Operation Programme required 100% attendance for graduation. Training allowance was provided for the Machinery and Crane Operator Short Programmes. If an applicant who had enrolled in any of the programmes with training allowance, the applicants would not be allowed to enroll in other programmes with training allowance for at least one year.

The Chairperson pointed out that, given the labour shortage in the construction industry, the above-mentioned mechanism might deter applicants from joining the construction industry. RaC mentioned that the above-mentioned mechanism aimed to prevent applicants from repeatedly enrolling in programmes for the training allowance instead of joining the construction industry. The Chairperson responded that he understood the arrangement of the Hong Kong Institute of Construction (HKIC) but had to pay attention to whether the arrangement would deter applicants from enrolling in the programmes.

The Chairperson enquired about the mechanism to verify the proof of working experience of applicants. RaC responded that accepted proof of working experience from applicants included MPF contribution records, affidavits made at Home Affairs

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Enquiry Centres, and work references issued by employers on company letterhead with the employer's contact information. HKIC would conduct spot checks and contact the employers. For suspicious cases, search services would be conducted via the Companies Registry to verify the proof of working experience. Among the applications received, 30% of those under the Collaboration Schemes would be spot-checked, while 10% of those under HKIC would be spot-checked. The Chairperson suggested that legal advice could be sought to consider accepting the applicant's declaration of work experience and confirmation of truthfulness in the application form, so that the applicant would not need to take the oath in person at Home Affairs Enquiry Centres. In any case, HKIC should reserve its right to pursue legal actions for its benefit. RaC responded that there was a Programme Enrollment Declaration in the application forms of HKIC and Collaboration Training Schemes, and legal advice would be sought on the acceptance of self-declaration of work experience by applicants in the application form.

RaC

(Post-meeting note: The Programme Enrollment Declaration requests the applicant to declare that the information provided are true and accurate, otherwise it may result in the invalidation or cancellation of the programme enrollment. The applicant may be required to compensate the Construction Industry Council (CIC) for any training costs, return the training allowance and incentive bonus received, etc. The CIC also has the right to pursue the responsibility of the applicant through legal channels.)

Item 5.3 – Utilization of Training Places under Collaborative Training Schemes for Academic Year 2023/24 and the Proposed Training Targets for Academic Year 2024/25

The Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes would discuss the exemption of working experience proof for the Special Class of "Multi-Skilled" Training Course under Intermediate Tradesman Collaborative Training Scheme (Skills Enhancement Courses) at its meeting scheduled for 18 November 2024.

Item 5.4 – Proposed 3-Year Plan from 2024/25 to 2026/27 and Training Places for 2024/25

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RaC reported to Members on the breakdown of training quota targets for semi-skilled workers and skilled workers. The Chairperson pointed out that applications for HKIC programmes had tripled those of the Collaborative Training Schemes as of 15 October 2024, and enquired about the reason for it. RaC told that applications for HKIC programmes were accepted all year round, whereas collaborative training programmes were open to applications only after CITB confirmed the training quota on 11 September 2024. The slight delay resulted in fewer applications. However, the training organisations remained positive about meeting their training targets.

Item 5.5 – Financial Budget and Detailed Business Plan of Construction Industry Training Board for Year 2025

RaC reported to Members on the cost of various programme with and without training allowance. Members also noted the reasons for the cost trend of different types of programmes.

Item 5.12 – Summary Report of the 1st Meeting of Subcommittee on Trade Testing for 2024

Regarding the development of initiatives to assist workers in attaining the “One Examination, Multiple Certifications” qualification in the future, the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) would announce the differences in trade testing standards between the Greater Bay Area (GBA) and Hong Kong. HKCITTC would explain and demonstrate the GBA standard test to relevant recognised training organisations for updating their training programmes in due course as necessary.

The Chairperson mentioned that if the differences of the standard between the “One Examination, Multiple Certifications” and the trade testing were small, consideration could be given to assisting workers in attaining the “One Examination, Multiple Certifications” qualification through the Continuing Professional Development (CPD) module in the future. If there were significant differences, consideration could be given to organising top-up programmes.

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A Member enquired about the purpose of implementing the “One Examination, Multiple Certifications” in the GBA and whether it would affect the employment opportunities of local workers. MYWW responded that the “One Examination, Multiple Certifications” had a clear direction to enhance the craftsmanship standards in the GBA. DEVB supplemented that the overall target of “One Examination, Multiple Certifications” was to enhance training quality and technical standards, as well as to nurture talent for the construction industry in the GBA. In setting the standards for the GBA, the principle of “adopting the higher standards, and covering more elements”, would be adopted to follow the higher requirements in the three places and cover the respective elements of the courses of the three places, as well as to combine the training strengths of the three places. The existing measures of Labour Importation Scheme also safeguarded the employment priority of local workers. Application for importation of labour would be considered only if employers could approve that they had failed to hire the local workforce. The policy remained unchanged. The Chairperson pointed out that globalization required a common standard, and the levels in the Asia Pacific and GBA had to be upgraded.

Item 5.18 – Data on Training Capacity for Foundation Certificate in Construction Safety (Green Card Course)

The number of graduates from the HKIC Green Card course for academic years 2022/23 and 2023/24 was 4,276 and 4,848 respectively. The training quota for academic year 2024/25 was 6,000. If overtime training classes were arranged, the maximum training capacity could reach 6,860 annually.

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

Members took note of Paper CIC/CTB/P/059/24 and the proposed appointment of members to the Hong Kong Institute of Construction Management Board (HKICMB).

DEVB said that since HKIC training programmes focused on technology elements, it could consider adding a representative from a training institution or tertiary institution related to the construction industry who was familiar with new technologies

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and construction techniques in the future. The Chairperson and Members agreed with DEVB's recommendation.

After deliberation, Members confirmed the proposed appointment of members to HKICMB.

6.4 ★Summary Report of the 4th Meeting of Hong Kong Institute of Construction Management Board for 2024 (for information)

Members took note of Paper *CIC/CTB/P/060/24*.

Since the Secretariat was circulating the minutes of the 5th meeting of HKICMB for 2024, which was excluded from the meeting agenda. To ensure Members were informed of the latest discussion items of HKICMB, MYWW briefed Members on the discussion summary of the 5th Meeting of HKICMB for 2024.

MYWW reported that CIC had sent seven construction candidates to compete in the 47th WorldSkills Competition (WSC). A total of two Medallions for Excellence were received, which was the best results ever. MYWW expressed that the enhanced training had proved to be effective. The observations and learnings from mainland China and other regions had also helped upgrading the technical levels of Hong Kong candidates.

The Executive Director mentioned that despite the remarkable results in WSC this time, Hong Kong was suffering from a lack of young candidates. He appealed to associations to proactively nominate young employees for the next WSC. The Executive Director continued to say that CIC would allocate more resources by setting up independent training facilities at the Sheung Shui and Kwai Chung Campuses, and dedicating instructors who were not required to take up teaching duties to train the WSC candidates. The Executive Director stated that CIC and HKIC needed to step up promotions for the WSC candidates this year to attract young people to join the industry.

PTm

A Member pointed out that one of the Hong Kong candidates withdrew from the competition at short notice this year. It was suggested that two candidates be trained for each trade in the future.

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(Post-meeting note: If there were sufficient candidates, CIC could arrange training for two candidates in the same trade. The practice had been adopted before.)

MYWW supplemented that the contents of the WSC were heading towards three key directions, namely Digital Construction, System Integration and Artificial Intelligence Application. HKIC would proactively participate in the category of Digital Construction of the Competition, and adopt the “Teaching through Competition” to enhance the teaching level in Digital Construction.

6.5 ★Summary Report of the 3rd Meeting of Sub-committee on Ethnic Minorities in Construction for 2024 (for information)

Members took note of Paper *CIC/CTB/P/061/24*.

Regarding whether considerations would be given to providing the Bamboo Scaffolding Programme in English, Members took note that bamboo scaffolding employers were less inclined to recruit Ethnic Minorities (EM) workers. In view of the existing resources and actual market demand, the Bamboo Scaffolding Programme for EM workers was not a priority for the time being. HKIC would continuously observe the changing demand in the industry, and review the feasibility of offering related programmes in due course.

The Chairperson stated that bamboo scaffolding for Repair, Maintenance, Alteration and Addition (RMAA) works mostly involved truss-out bamboo scaffolding. The Labour Department required workers who perform erection, substantial addition, alteration or dismantling of truss-out bamboo scaffolds should hold a valid certificate of “Advanced Level Truss-out Scaffolder Safety Training” or “Intermediate Level Truss-out Scaffolder Safety Training” issued by CIC before performing specified work. The Chairperson reminded HKIC to consider the requirements of the above-mentioned actual work and the likelihood of EM graduates being hired when considering the provision of the Bamboo Scaffolding Programme in English.

The Chairperson enquired whether HKIC had comprehensive

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data on EM training. Ms. Rebecca CHOI stated that the Collaborative Training Schemes had trained about 25, 80 and 90 EM students in 2021, 2022 and 2023 respectively. The Management would provide HKIC's training data to CITB after the meeting.

GAWY

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

Members took note of Paper *CIC/CTB/P/062/24* with no further comments.

6.7 ★Statistical Data of Construction Industry Council Approved Technical Talents Training Programmes (for information)

Members took note of Paper *CIC/CTB/P/063/24* with no further comments.

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

Members took note of Paper *CIC/CTB/P/064/24*. The Chairperson mentioned that the Financial Secretary allocated HK\$1 billion to CIC in the 2022/23 Budget, and enquired about the utilization. RaC responded that HKIC had discussed with DEVB to extend the funded training places to cover more training schemes and courses, and it was expected to be implemented in 2025. The budgeted income of HKIC for 2025 had also included the relevant plan. The funding would expire by the end of 2028.

6.9 ★Table on Waiting Time and Data for Trade Tests (for information)

Members took note of Paper *CIC/CTB/P/065/24* with no further comments.

6.10 ★Table on Waiting Time for Plant and Machinery Operation Certification Courses cum Tests (for information)

Members took note of Paper *CIC/CTB/P/066/24*. The Chairperson enquired about the enrollment status of the Tower Crane Operation Programme, and asked HKIC to report on the

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issue later.

(Post-meeting note: Tai Po Training Ground has added two tower cranes, doubling the annual training quota. Student Recruitment Department updates the new class information on the HKIC website regularly for interested parties. There is no waiting arrangement.)

6.11 Any Other Business

Progress Report on Key Performance Indicators (KPI)

Members took note of the KPI progress for HKIC and Trade Testing.

Meeting Schedule for 2025

Members took note of the CITB meeting schedule for 2025.

Safety Culture Revamping Plan

The Chairperson echoed the idea of the Safety Culture Revamping Plan, and enquired how the elements could be incorporated into safety training courses. MYWW responded that safety awareness of both teaching and non-teaching staff would be strengthened, and safety leadership and comprehensive safety awareness would be integrated into the Standard Code of Practice to reinforce students' safety awareness. A Member pointed out that the idea of the Safety Culture Revamping Plan was brilliant. However, frequent inspections would impose pressure on the HKIC staff. It was hoped that the inspections would aim at enhancing HKIC facilities, both hardware and software, supported by sufficient resources.

The Chairperson pointed out that the quality of Green Card Course offered by HKIC was guaranteed. It was hoped that all the Green Card Courses would be organised by HKIC in the future to enhance the safety awareness of newly joined construction workers. It was also hoped that the safety awareness of HKIC students would have a positive impact in the industry.

A Member said that there were about 130 training organisations

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offering Green Card Courses in the industry and concerned whether CIC could provide sufficient training places to meet the market demand. Another Member mentioned that obtaining a Green Card was the basic requirement for joining the construction industry. Therefore, it would be better if the courses could start within one week of application.

A Member pointed out that recent construction accidents mainly involved work-at-height. It was necessary to analyse the root cause and prescribe the right remedies to enhance relevant safety awareness and training. Regarding the Green Card Course, the quality of revalidation courses offered by other training organisations should be reviewed. It should also review whether HKIC had sufficient facilities to provide all the related training.

The representative of the Labour Department responded that the quality of the Green Card Course had no direct correlation with the duration of the programme, but mainly depended on the training content. The Labour Department reviewed the content of the Green Card Courses and accidents from time to time. The industry had strong confidence about the HKIC Green Card Course. Despite this, HKIC was mainly focusing on training its students, which might not be able to meet the training demand of the industry.

A Member believed that safety was a continuous education process which took time to establish gradually. It was hoped that employers would post safety reminders densely in places such as changing rooms or escalators at construction sites where workers congregated.

The Chairperson stated that there were a lot of issues involved in the offering of all Green Card Courses by HKIC. The training capacity of HKIC had to be taken into consideration and discussion with stakeholders should be continued.

The Executive Director mentioned that safety was multifaceted, and should start from management work. CIC was currently conducting a Safety Survey Report, and studying the Frontline Personnel Safety Performance Recording Platform for frontline site personnel and workers, and consulting different stakeholders on the details.

6.12 Tentative Date of Next Meeting No. 001/25

The next meeting was scheduled for 15 January 2025 (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.

**CITB Secretariat
November 2024**