

**Construction Industry Council**

**Construction Industry Training Board**

Meeting No. 002/25 of Construction Industry Training Board (CITB) was held on 12 March 2025 (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)	
	William LUK	(WmL)	
	TSE Wang-yu	(TWY)	
	Staw WONG	(SwW)	
	Rex WONG*	(RWg)	
	Daniel YAN*	(DY)	
	Pamela LAM	(DS1)	
	NG Ho-wang	(VNg)	
In Attendance:	Susanne WONG	(PAS1)	Development Bureau
	Alfred CHAN	(AdCn)	Development Bureau
	Winnie HO*	(WHWY)	Development Bureau
	Ringo SHEA	(RSh)	Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Albert CHENG	(CTN)	Executive Director
	Morgan YANG	(MYWW)	Director – Hong Kong Institute of Construction
	Stewart WAN	(StW)	Assistant Director – Training
	Rebecca CHOI	(RaC)	Assistant Director – Qualification & Quality Control
	Isaac LEE	(ILPS)	Assistant Director – Technology Application
	Ivan KO	(IK)	Senior Manager – Trade Testing
	George AU	(GAWY)	Principal – Kwai Chung Campus
	Andrew LO	(ALo)	Principal – Sheung Shui Campus
	KWAN Wing-yin*	(WYK)	Deputy Principal – Sheung Shui Campus
	Greg CHAN*	(GCKC)	Deputy Principal – School of Professional Development in

		Construction
Roy WONG	(RyW)	Manager – Collaboration Scheme
Carmen LIU	(KML)	Manager – Management Support
May LEUNG	(MyL)	Manager – Board Services & Administration Support
Leo HUI	(HLH)	Manager – Management Support
Derek CHOW*	(DkC)	Manager – Curriculum Development & Quality Assurance
Ada LAU*	(ALNY)	Manager – Career Support Services
Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support
Meghan CHAN*	(MCWY)	Graduate Trainee

\* Attended the meeting via video conference.

**Minutes**

**Action**

**2.1 Confirmation of the Minutes of the Previous Meeting**

ILPS briefed Members on the Safety Moment session and the points to note regarding the safety supervision of the installation and dismantling of structures and braces.

Members took note of Paper CIC/CTB/M/001/25, and confirmed the minutes of the meeting No. 001/25 held on 15 January 2025.

**2.2 Matters Arising from the Previous Meeting**

Item 1.5 – Safety Training Course for Construction Workers of Specified Trade (Silver Card course) – Rigger and Signaller (A12S Safety Training Course)

As at 28 February 2025, there were 1,340 applicants on the waiting list for the A12S Safety Training Course. Given that the Hong Kong Institute of Construction (HKIC) had a training capacity of 240 students per month, the average waiting time was approximately 7 months. Starting from mid-March 2025, HKIC added a special Saturday class at the Tai Po Training Ground. The average waiting time would be shortened to 4 months and was expected to be shortened to 3 months from September onwards.

The Chairperson stated that the Safety Training Course was very important, and that the waiting time should not be too long. He enquired whether HKIC would consider offering an Early Enrollment Service option for applicants with an urgent need to take the Safety Training Course. MYWW responded that HKIC would optimize its resources and seek additional resources to increase its training capacity. Applicants could view the class dates and arrangements of the Safety Training Course online and enroll in classes that suit their needs.

Item 1.5 – Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses)

HKIC was discussing with the Development Bureau (DEVB) to relax the class requirements for the Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses), and would inform the training organisations the results.

Item 1.5 – Training and Maintenance of the Center for Future

Construction (CFC)

The Construction Industry Council (CIC) would assign two existing staff from other departments to support operation of CFC. The Chairperson enquired about the timeline for the official operation of CFC. ILPS responded that the works at CFC would be completed by the end of March 2025, and the training contents were currently being prepared. The opening ceremony was expected to be held in May of the same year.

Item 1.5 – Incorporate the "One Examination, Multiple Certification" Element in Training Courses

HKIC was working with the Mainland to establish a GBA standard for the training and assessment of skilled workers and on-site professionals in the construction industry. Upon confirmation of the standard, the management would proactively consider incorporating the GBA standard requirements into HKIC's training courses. Regarding the launch of new technology courses, HKIC was actively developing the S960 Robotic Course and the Painting Robotic Course to train talents for the industry. CFC had also set up various new construction technology devices for training.

Item 1.5 – Enhance the Quality of Frontline Management Personnel

HKIC would launch new technology courses every academic year to groom industry talents. For example, the Master Class on AI for Construction (including LLM) was held from November 2024 to February 2025 to align with the development of new technology. The School of Professional Development in Construction (SPDC) had initially approached professional organizations, such as the Hong Kong Institute of Construction Managers (HKICM), to explore the possibility of co-organising short-term courses to enhance the quality of frontline management personnel. SPDC had also received support from the Chartered Institute of Building (CIOB) in February 2025 to distribute its programme information in CIOB's member correspondence.

The Chairperson enquired about the collaboration status with CIOB and HKICM.

MYWW responded that the collaboration mode between HKIC

and CIOB covered the following three aspects:

- (a) CIOB recognized that the qualification of HKIC's Advanced Diploma graduates met the academic qualification requirements for its Technical Membership (TechCIOB);
- (b) CIOB offered HKIC access to its e-learning resources, which were uploaded to HKIC's e-learning platform; and
- (c) CIOB distributed SPDC's programme information such as Master Class programme information in its member correspondence.

ILPS responded that, apart from the initial approach to HKICM for co-organising courses for frontline management personnel, SPDC was studying the possibility of developing a Dynamic Risk Assessment course for construction workers.

Item 1.6 – Review on Initial Dropout Rates of Full-time (1-Year and 2-Year) Programmes for Academic Year 2024/25, and Dropout Rates of Full-time Short Programmes for Academic Year 2023/24

Regarding the reducing the dropout rates of full-time students, the management and teaching staff would continue to follow the learning status of students, particularly by establishing and maintaining close teacher-student relationships in the first three months of the course. Counselling service would be offered timely to strengthen students' interest in studying. Information on the latest industry updates would also be provided continuously to reinforce students' confidence and interest in staying in the construction industry. Student Recruitment Department would continue to explain the programme requirements and future job nature to applicants in detail during the recruitment stage to ensure that applicants could select appropriate courses, thus reducing dropout rates. In addition, Student Development Department would continue to organize Orientation Day, Training Camp and student activities to enhance students' sense of belonging, and join hands with teaching staff to provide counselling service for students with learning or emotional problems.

Item 1.9 – Summary Report of the 2nd Meeting of Subcommittee on Trade Testing for 2024

Regarding the study to shorten the service pledge of waiting time

for trade tests, the Sub-committee on Trade Testing was reviewing the resource allocation of trade tests to achieve a better balance between the waiting time, passing rate and pre-exam preparation. The Chairperson asked the management to report a proposal on shortening the service pledge of waiting time for trade tests at the next meeting.

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**2.3 Proposed Training Allowance for Full-time Programmes for Academic Year 2025/26 (For Approval)**

Members took note of Paper CIC/CTB/P/013/25, the allowance amount provided by other training institutes and the year-on-year percentage change of consumer price index. Members approved the suggestion that the training allowance for full-time programmes for academic year 2025/26 would remain unchanged.

**2.4 Review of Subsidy Amount for the Collaborative Training Scheme (Skills Enhancement Courses) and Suggestions (For Approval)**

Members took note of Paper CIC/CTB/P/014/25. CLCn, YQH and TWY declared their conflicts of interests as the President of the Registered Specialist Trade Contractors Federation, Vice-President of the Federation of Hong Kong Electrical & Mechanical Industries Trade Unions, and General Secretary of the Hong Kong Construction Industry Employees General Union respectively.

RaC stated that the subsidy amounts for different work trades had been set at the launch of the Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses). For Intermediate Tradesman Collaborative Training Scheme (ITCTS) (Skills Enhancement Courses), the subsidy amounts for all work trades were set with reference to the average amount of the subsidy of the Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses). Therefore, Ernst & Young (EY) had recommended in its audit report that a review mechanism for funding support should be established and the review should be conducted regularly. Regarding the suggestion in the paper that the adjustment of the subsidy of ITCTS (Skills Upgrading Courses) should take effect in the next academic year (i.e. academic year 2025/26), a Member proposed deferring the above-mentioned effective date.

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The Chairperson enquired about the implementation date of the previous subsidy adjustments, and the reason for deferring the effective date as proposed by the Members. RaC responded that in order to align with the operations of HKIC and the Finance Department, the implementation date of the adjustment of the subsidy was generally September of each academic year. The deferral of the effective date was mainly to allow more time for training organisations to adapt to the change. DEVB Member stated that the subsidy adjustments also covered work trades with labour shortages, and such impact should be considered. RaC said that training organisations did not provide training for a single work trade. The subsidy amounts for some work trades increased while those for others decreased. All training organisations were informed of the proposed adjustments, and understood that the impact on the total subsidy to be received was insignificant. The Chairperson suggested that the management should sort out the reasons for deferring the effective date, and the effective date would be decided at the next CITB meeting after consulting the training organisations.

**RaC**

After deliberation, Members approved the following suggestions:

- (a) Allowance for the Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses) for the academic years 2025/26 and 2026/27 would remain unchanged;
- (b) The subsidy amount for each work trade of ITCTS (Skills Enhancement Courses) was calculated proportionally according to the mechanism. Due to significant adjustments in some work trades, the rate of the first adjustment was set at 50% to minimise the impact on training organisations;
- (c) Tuition fee for the Special Class of "Multi-Skilled" Training Course under ITCTS (Skills Enhancement Courses) would remain at HK\$4,500. HKIC would deduct the tuition fees paid by students to training organisations and provide the remaining amount of the subsidy to the training organisations; and
- (d) The effective date for the adjustment of the subsidy amount for the ITCTS (Skills Enhancement Courses) would be discussed at the next meeting.

**2.5 2025 Work Plan to Promote Ethnic Minorities to Join the Construction Industry (For Information)**

Members took note of Paper CIC/CTB/P/015/25 and the 2025 work plan for promoting ethnic minorities to join the construction

industry.

A Member stated that the safety issues mentioned at the Council meeting on 21 February were very important, and hoped that such message could be conveyed to Ethnic Minority (EM) workers. The Chairperson said that the HKIC programmes had already covered safety elements. MYWW supplemented that HKIC had conducted a survey on “Safety Culture Analysis on Ethnic Minority Workers in Hong Kong” in late 2024, and safety operation guidelines had also been incorporated into the training programmes. HKIC would continue to enhance its safety efforts.

**2.6 ★Work Report of the Hong Kong Institute of Construction Management Board for Academic Year 2023/24 (For Information)**

Members took note of Paper \*CIC/CTB/P/016/25\* with no further comments.

**2.7 ★Summary Report of the 1st Meeting of Hong Kong Institute of Construction Management Board for 2025 (For Information)**

Members took note of Paper \*CIC/CTB/P/017/25\* and the progress of the 50th anniversary celebrations with no further comments.

**2.8 ★Summary Report of the 3rd Meeting of Sub-committee on Trade Testing for 2024 (For Information)**

Members took note of Paper \*CIC/CTB/P/018/25\* with no further comments.

**2.9 ★Summary Reports of the Extraordinary Meeting and the 1st Meeting of Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes for 2025 (For Information)**

Members took note of Paper \*CIC/CTB/P/019/25\* with no further comments.

**2.10 Any Other Business**



Training Strategy and Direction of Vocational and Professional Education and Training (VPET) for Construction

The Chairperson briefed Members on the terms of reference of CITB. He also stated that starting from this meeting, apart from papers for CITB's endorsement or approval, the CITB meetings would focus on discussing strategic issues. The number of meetings per year could be reduced as necessary in the future.

MYWW briefly introduced the key training directions and training figures of HKIC in recent years, as well as statistical data of registered workers as at January 2025.

The Chairperson asked Members to deliberate on the following issues:

- (a) The proper ratio of registered general workers, registered semi-skilled workers, and registered skilled workers, and how to drive general workers and semi-skilled workers to upskill themselves into semi-skilled workers and skilled workers respectively; and
- (b) How workers could maintain their craftsmanship skills after obtaining the qualifications of semi-skilled workers and skilled workers.

The Executive Director mentioned that the ratio among the three types of registered workers should be an inverted triangle. It would be better to have the largest number of skilled workers. He continued that under the current "Designated Workers for Designated Skills" Provision, general workers / semi-skilled workers were allowed to carry out construction work under the instruction and supervision of semi-skilled workers / skilled workers of related specified trade divisions at a decent pay. Therefore, they had no incentive to upskill themselves into skilled workers. The Executive Director encouraged employers to offer a higher pay for skilled workers, and motivate general workers and semi-skilled workers to take the related training programmes provided by the CIC. Meanwhile, the CIC would also organize a Craftsmanship Competition to honour outstanding craftsmen. In addition, public works contracts had specific ratios for skilled workers, and such requirements could be extended to private

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works contracts. In the long run, consideration might be given to amending the “Designated Workers for Designated Skills” Provision.

Regarding the lack of incentive for general workers and semi-skilled workers to upskill themselves into skilled workers, Members concurred that private works contracts could include a required ratio for skilled workers, while employers should encourage general workers to upskill themselves into skilled workers. In addition, Members raised other comments: 1) Trade unions should encourage their members to upskill into skilled workers; 2) In the early stage of setting the trade tests, allowances were offered to general workers / semi-skilled workers who obtained the skilled worker qualification to attract general workers / semi-skilled workers to take trade tests. This approach could be considered; 3) Consideration might be given to setting up preparatory courses or other means to assist general workers / semi-skilled workers in preparing for the Trade Test for Skilled Workers; 4) Hong Kong Construction Industry Trade Testing Centre had uploaded comprehensive preparatory contents to its YouTube channel, covering safety elements and key points; 5) As certain work trades were suffering from labour shortages, it was also necessary to hire general workers and semi-skilled workers at a salary close to that of skilled workers; and 6) It is believed that unless there was a pay scale mechanism, workers’ salary would be auto-adjusted based on the market demand and supply.

(Post-meeting note: Workers who obtained their first skilled worker, semi-skilled worker qualification or related license by taking trade tests on or after 1 January 2025, and updated their Construction Workers Registration Card information were eligible to participate in the Construction Workers Professional Development Scheme, and would have the opportunity to receive a Certificate of Appreciation and a cash prize from the CIC.

- (a) Registered general workers obtaining the skilled worker qualification: cash prize of HK\$5,000; or
- (b) Registered general workers obtaining the semi-skilled worker qualification: cash prize of HK\$3,500; or
- (c) Semi-skilled workers obtaining the skilled worker qualification: cash prize of HK\$3,500.)

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The Chairperson responded that it was necessary to consider how to increase incentives from various aspects, including policy support. In addition, the industry's image could be enhanced if the payment of wages were standardized and workers were guaranteed to receive their wages on time.

DEVB representative pointed out that the Government allocated HK\$1 billion to the CIC in the 2022-2023 Budget to increase training for the new joiners to upskill into semi-skilled workers, as well as to increase training quotas and allowances to assist and encourage graduates who had completed semi-skilled worker training and the existing semi-skilled workers to upskill into skilled workers. Since the CIC utilized the HK\$1 billion subsidy to launch and enhance the above-mentioned training policies, the number of skilled workers had not dropped further, while the number of semi-skilled workers had increased by over 20,000 in the past two years. In this regard, the current allowance policy had served as an incentive. Further exploration could be made to provide more incentives. A Member mentioned that a ratio for skilled workers in private works contracts could be explored, followed by a review of its effectiveness. DEVB representative stated that if work trades suffering from labour shortages were required to engage a certain ratio of skilled workers, the feasibility should be carefully assessed. The policy should also balance the interests of both employers and workers, and take into account cost control factors.

According to the statistics of registered workers as of January 2025, the total number of registered workers was 668,216. The numbers of general workers, semi-skilled workers, and skilled workers were 412,351, 54,396 and 201,469 respectively. A Member opined that the actual number of workers entering the construction labour market was lower than the above figure. DEVB representative pointed out that about 270,000 registered workers did not have Daily Attendance Records. It was estimated that 80-90% of them had retired and the others had left the construction industry. It was therefore difficult to attract them to re-join the construction industry. About 390,000 workers were still engaged in construction-related work, including repair, maintenance, alteration and addition work, of which about 140,000 were site workers. The Chairperson stated that an

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analysis should be conducted on the ratio of general workers, semi-skilled workers, and skilled workers among the above-mentioned 390,000 workers. The Executive Director agreed with the Chairperson's suggestion and asked MYWW to obtain related data from the Workers Registration Department.

**MYWW**

Regarding the issue of how workers could maintain their craftsmanship skills after upskilling into semi-skilled workers and skilled workers, a Member pointed out the skill level of semi-skilled workers varied with different years of experience. A Member stated that semi-skilled workers with certain years of experience but without the skilled worker qualification could be considered as "Preparatory Skilled Worker". The Executive Director responded that he agreed with the ideas proposed by the Chairperson. Construction workers who had obtained the semi-skilled worker and skilled worker qualifications did not need to retake the trade tests. The key point was how to maintain their craftsmanship skills. MYWW pointed out that engineers had to take Continuing Professional Development (CPD) programmes on a regular basis, but there were none for construction workers. DEVB representative responded that it was necessary to consider whether CPD was applicable to construction workers. Consideration could be given to enhancing the safety awareness of workers by a pilot scheme. No amendments to the legislation would be required.

The Chairperson and Executive Director asked the management to propose preliminary suggestions on the ratio among general workers, semi-skilled workers and skilled workers; how to motivate general workers and semi-skilled workers to upskill into semi-skilled workers and skilled workers; and how workers could maintain their craftsmanship skills after upskilling into semi-skilled workers and skilled workers at the next meeting.

**MYWW**

Proposal on the Training Figures of HKIC

RaC reported that due to the digitization of HKIC, the management had integrated the relevant training data and would present the reports in Power BI module, and it was suggested to report to CITB in the new format on a monthly basis. Members approved the related suggestion.

**2.11 Tentative Date of Next Meeting No. 003/25**

The next meeting was scheduled for 14 May 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  
March 2025**