

Construction Industry Council

Construction Industry Training Board

Meeting No. 003/25 of Construction Industry Training Board (CITB) was held on 14 May 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)	
	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:	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
	Stewart WAN	(StW)	Assistant Director – Training
	Rebecca CHOI	(RaC)	Assistant Director – Qualification & Quality Control
	Isaac LEE	(ILPS)	Assistant Director – Technology Application
	Chris LAU*	(CsLu)	General Manager – Finance & Procurement
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Roy WONG	(RyW)	Senior Manager – Student Affairs
	Frances YIP	(FYYW)	Senior Manager – Curriculum Development & Quality Assurance
	George AU	(GAWY)	Principal – Kwai Chung Campus
	Ron NG	(RNCw)	Principal – School of Professional Development in Construction (Acting)
	Gordon WONG	(GWKY)	Deputy Principal – Kowloon Bay Campus
	Patrick LIN*	(PLN)	Deputy Principal – Kwai Chung Campus

Leo HUI	(HLH)	Manager – Management Support
Carmen LIU	(KML)	Manager – Management Support
May LEUNG	(MyL)	Manager – Board Services & Administration Support
Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support

Apologies: Benny LEE (BLCM)

* Attended the meeting via video conference.

Minutes

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3.1 Confirmation of the Minutes of the Previous Meeting

ILPS briefed Members on the Safety Moment session including how to enhance the safety awareness of excavators, manage and install danger alert systems in fatal zones, and the new Guidelines on the Design and Construction of Bamboo Scaffolds.

Members took note of Paper CIC/CTB/M/002/25, and confirmed the minutes of the meeting No. 002/25 held on 12 March 2025.

3.2 Matters Arising from the Previous Meeting

Item 2.2 – Summary Report of the 2nd Meeting of Sub-committee on Trade Testing for 2024

The Sub-committee on Trade Testing (TT Sub-committee) discussed the proposed enhancements to reduce the waiting time for trade tests at its meeting on 8 May 2025. The TT Sub-committee agreed to implement the following enhancements in phases to further shorten the waiting time for trade tests:

- (a) Organise regular “Pre-Test Briefing Sessions” to help candidates better understand the exam requirements and familiarize themselves with the workshop environment. This aimed to help candidates pass the exam at one attempt, and reduce the need for retakes;
- (b) Distribute Examination Instructions at the registration site to help candidates clearly understand the exam requirements and prepare in advance;
- (c) Regarding the “Waiting List” arrangement, discussions on system updates will be held with CIC Information Technology Department. It aims to support candidates who wish to fill up exam vacancies resulting from other candidates’ rescheduling or withdrawals, allowing them to utilize the “Waiting List” vacancies as soon as possible; and
- (d) Arrange the Express Test for popular work trades. In addition to the exam fee, applicants for the Express Test are required for an administrative fee – HK\$1,000 for the Intermediate Trade Test for Semi-Skilled Workers and HK\$3,000 for the Trade Test for Skilled Workers. Candidates who pass the tests will be refunded. No reimbursement will be provided for those who failed.

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Candidates can apply for the Express Test once per trade on a quarterly basis. Eligible candidates can take the exam approximately two weeks after application at the soonest.

A Member stated that Express Test applications should be handled fairly and impartially, and that the other trade tests should not be delayed for prioritizing the Express Test. In addition, Express Test arrangement would be ineffective if demand was too high. Moreover, if all the practitioners in a particular sector urgently required tests for some special reasons but were unwilling to pay the administrative fee, would the addition of extra exam slots be provided to accommodate the surging demand. The Member continued to say that Express Test arrangement should be handled with caution, and that a trial run could be considered in order to collect data for analysis. IK responded that the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) would schedule Express Tests on Saturdays or Sundays to avoid affecting other trade tests. If a particular sector had special needs, HKCITTC would allocate resources to handle the case, including addition of extra exam slots. IK concurred with the Member that a trial run of Express Test arrangement would be launched.

Two Members representing trade unions stated that the Express Test arrangement would offer an alternative for workers to take exams on Saturdays and Sundays, which was convenient for workers with urgent needs or those who could not take exam leave on weekdays. Therefore, they supported the Express Test arrangement.

Another Member pointed out that there were more public works than private works, and public works contracts required a certain proportion of skilled workers. As a result, many workers had shifted to public works. The Member proposed reducing the administrative fee to HK\$500 for the Intermediate Trade Test for Semi-Skilled Workers, and HK\$1,500 for the Trade Test for Skilled Workers to attract more applications for the Trade Test for Skilled Workers. The Chairperson responded that the Express Test involved costs, and workers should also be well prepared for the Express Test. Therefore, it was more important to cultivate a proper attitude towards exam preparation among the workers. The administrative fee arrangement could be solely determined by the Management.

IK

Item 2.4 – Review of Subsidy Amount for the Collaborative

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Training Scheme (Skills Enhancement Courses) and Suggestions

The Management consulted 9 training organisations again on the effective date for adjusting the subsidy amount of the Intermediate Tradesman Collaborative Training Scheme (ITCTS) (Skills Enhancement Courses). Most training organisations hoped that the adjustment would take effect in September 2026, mainly because the current manpower demand situation in the industry had not yet stabilized. They would prefer to have more time for preparation. Members concurred to set the effective date to September 2026.

Item 2.10 – Training Strategy and Direction of Vocational and Professional Education and Training (VPET) for the Construction Industry

MYWW presented the data on Daily Attendance Record and telephone survey of registered workers, how to motivate general workers and semi-skilled workers to upskill themselves into semi-skilled workers and skilled workers respectively, as well as an initial proposal on how workers could maintain their craftsmanship skills after obtaining the qualifications of semi-skilled workers and skilled workers. In addition, it was proposed to consult industry stakeholders, Development Bureau and the Construction Workers Registration Board on the ratio of general workers, semi-skilled workers and skilled workers.

Regarding the issue of how workers could maintain their craftsmanship skills after obtaining the qualifications of semi-skilled workers and skilled workers, the Chairperson noted that the Construction Workers Registration Board was discussing how to encourage workers to continue their professional developments when renewing their registration. The Chairperson pointed out that apart from considering the provision of an eLearning platform for workers to learn about construction safety and innovative technologies, the craftsmanship skills of workers should also be upgraded.

The Chairperson mentioned that there would be a significant retirement wave among skilled workers in the next few years. Since the skilled workers were equipped with more comprehensive skillsets, their proportion should be increased. However, retirement reasons and the case of each work trade varied. Relevant retirement data was needed before a direction could be formulated on the ratio of general workers, semi-skilled

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workers and skilled workers for further consultation among industry stakeholders. A Member pointed out that general workers aged 25-40 account for 40% of the workforce and were the main targets for promotion and training. However, more information, including data on Daily Attendance Record, was needed to analyse their participation level and willingness to stay in the construction industry. The Chairperson concurred that more relevant data should be sought from Workers Registration.

MYWW

A Member pointed out that over 200,000 workers were engaging in repair, maintenance, alteration and addition (RMAA) works, and enquired whether there were data on their distribution of work trades. The Chairperson responded that it was difficult to obtain RMAA categorized data. The Committee on Repair, Maintenance, Alteration and Addition (Com-RMAA) had conducted an RMAA Consultancy Study, and relevant information could be sought from Com-RMAA for reference.

MYWW

The Chairperson stated that although the Collaborative Training Schemes would increase training places of skilled workers in the next academic year, the crux of the problem was that workers lacked motivation to upskill themselves into skilled workers, and we should study how to increase the incentives. A Member pointed out that, given the current situation where there were fewer private sector projects, it might be a good opportunity to encourage the inclusion of requirements for a certain proportion of skilled workers in private construction contracts. The Chairperson concurred that in the long term, policy support was needed to gradually stipulate the proportion of skilled workers in private works to drive workers to upskill themselves into skilled workers.

3.3 Appointment of Member to the Hong Kong Institute of Construction Management Board and Company Director to the Hong Kong Institute of Construction (For Endorsement)

Members took note of Paper CIC/CTB/P/021/25 and endorsed the appointment of Member to the Hong Kong Institute of Construction Management Board and Company Director to the Hong Kong Institute of Construction.

3.4 Membership and Term of Office of Boards under the Construction Industry Training Board (For Approval)

Members took note of Paper CIC/CTB/P/022/25 and approved

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membership and term of office of boards under the Construction Industry Training Board.

3.5 ★Summary Report of the 2nd Meeting of Hong Kong Institute of Construction Management Board for 2025 (For Information)

Members took note of Paper *CIC/CTB/P/023/25*. The Chairperson enquired about the waiting time for the Safety Training Course for Construction Workers of Specified Trade (Silver Card) – Rigger and Signaller (A12S Safety Training Course). StW responded that the waiting time for the A12S Safety Training Course had been reduced to less than 3 months. With the upcoming operation of 3 leased cranes, the waiting time would be further reduced to less than 2 months.

3.6 ★Summary Report of the 1st Meeting of Sub-committee on Trade Testing for 2025 (For Information)

Members took note of Paper *CIC/CTB/P/024/25* with no further comments.

3.7 ★Summary Report of the 1st Meeting of Sub-committee on Ethnic Minorities in Construction for 2025 (For Information)

Members took note of Paper *CIC/CTB/P/025/25* with no further comments.

3.8 Any Other Business

Vote of Thanks to the Chairperson Sr Eddie LAM and Mrs. LO LEE Oi-lin

MYWW expressed gratitude to the outgoing Chairperson, Sr Eddie LAM, for his leadership and guidance, and to the outgoing Member Mrs. LO LEE Oi-lin for her support to CITB works. The Chairperson Sr Eddie LAM thanked Members for their support, and looked forward to the incoming Chairperson's leadership in driving the development of the industry continually.

3.9 Tentative Date of Next Meeting No. 004/25

The next meeting was scheduled for 9 July 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,

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Hong Kong.

There being no other business, the meeting was adjourned at 10:50 am.

**CITB Secretariat
May 2025**