

**Construction Industry Council****Construction Industry Training Board**


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Meeting No. 005/25 of Construction Industry Training Board (CITB) was held on 9 October 2025 (Thursday) 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:	Simon LIU	(SiL)	Chairperson
	CHAN Lok-chai*	(CLCn)	
	Albert CHAN*	(AtC)	
	Franki CHAN	(FiC)	
	HUANG Yongquan	(YQH)	
	Benny LEE	(BLCM)	
	William LUK	(WmL)	
	TSE Wang-yu	(TWY)	
	Staw WONG	(SwW)	
	Daniel YAN*	(DY)	
	Pamela LAM	(DS1)	
	NG Ho-wang	(VNg)	
In Attendance:	Susanne WONG	(PAS1)	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
	Isaac LEE	(ILPS)	Assistant Director – Technology Application
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Roy WONG	(RyW)	Senior Manager – Student Affairs
	Tracy TSE	(TTCS)	Senior Manager – Safety Training & Culture Development
	Andrew LO	(ALo)	Principal – Sheung Shui Campus
	George AU	(GAWY)	Principal – Kwai Chung Campus
	Ron NG	(RNCw)	Principal – School of Professional Development in Construction (Acting)
	Benny LEUNG	(BLg)	Deputy Principal – Kowloon Bay Campus
	Carmen LIU	(KML)	Manager – Management Support
	May LEUNG	(MyL)	Manager – Board Services & Administration Support

Thomson CHEUNG*	(TCCL)	Manager – Finance
Erman LAM*	(EnL)	Manager – Student Development
Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support

Apologies:      CHOW Luen-kiu      (LKC)  
                         Rex WONG              (RWg)

\*Attended the meeting via video conference.

## **Minutes**

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#### **5.1 Confirmation of the Minutes of the Previous Meeting**

TTCS briefed Members on the Safety Moment session, introducing safety suggestions for transporting cranes and its components, work-at-height reminders for metal moulder installation, and safety suggestions for electrical equipment maintenance.

Members took note of Paper CIC/CTB/M/004/25, and confirmed the minutes of the Meeting No. 004/25 held on 9 July 2025.

#### **5.2 Matters Arising from the Previous Meeting**

There were no matters arising from the previous meeting.

#### **5.3 Financial Budget and Detailed Business Plan of Construction Industry Training Board for 2026 (For Endorsement)**

Members took note of Paper CIC/CTB/P/034/25. MYWW briefed Members on the financial budget, detailed business plan, and related key performance indicators (KPIs) for the Hong Kong Institute of Construction (HKIC) and the Trade Testing Centre for 2026. Members endorsed the Paper and noted that the overall financial budget would be subject to revision and approval by the CIC.

#### **5.4 Proposed Membership Composition of Trade Advisory Panel (TAP) for 2026-2027 (For Approval)**

Members took note of Paper CIC/CTB/P/036/25, and noted the following proposed changes:

- (a) To revise the number of TAP members under the “Person the CITB Thinks Fit” category for 2026-2027 from three into three to four, in order to gather broader feedback from the industry ; and
- (b) To select a suitable young representative from among the awardees of the Construction Industry Outstanding Young Person Award, the Hong Kong Institute of Construction Outstanding Alumni Award, the Construction Industry Outstanding Apprentice Award and HKIC graduates. In the absence of a representative from these background, the Management would recommend a Member from the

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working groups under the Construction Industry Council Youth Affairs Committee (CICYAC).

The Member representing the Hong Kong Construction Industry Employees General Union noted that the union had thousands of members engaged in fire service systems and air-conditioning trades, and suggested inviting the trade union to participate in the TAP for the relevant trade. The Chairperson responded that the trade union representative could join under the “Person the CITB Thinks Fit” category for the relevant TAPs.

After deliberation, Members approved the proposed membership composition of the Trade Advisory Panel for 2026-2027.

**5.5 Construction Industry Vocational Qualifications Pathway Pilot Programme (For Approval)**

Members took note of Paper CIC/CTB/P/038/25.

The Chairperson remarked that both the industry and the public were not quite familiar with the job title “Construction Specialist Trade Supervisor” (Site Supervisor), and enquired whether the proposed job title had been officially confirmed. He pointed out that, as plastering would be the first trade launched under the Vocational Qualifications Pathway (VQP) Pilot Programme, its job title must be carefully considered and systematically promoted.

RaC responded that the Site Supervisor serves as frontline management personnel for subcontractors. The Working Group on the Diploma in Construction Specialist Trades Management (Programme Working Group) had discussed the job title and concluded that Site Supervisor was more appropriate. WmL added that the Site Supervisor was responsible not only for skills supervision but also for human resources and financial management, acting as a bridge between subcontractor employers and frontline personnel. Prior to launching the programme, the Programme Working Group had consulted industry practitioners across various trades, and agreed to adopt Site Supervisor as the job title. He opined that promotional efforts for the job title could be strengthened.

Members took note that Site Supervisor was a commonly used job title among subcontractors. However, given that the VQP is

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open to public access, it was generally believed that a clearer and more comprehensible job title would be preferred. The Development Bureau (DEVB) representative said that the VQP had also been implemented in other industries, and therefore a generic job title should be considered rather than one specific to the construction industry.

RaC responded that reference could be made to the Qualifications Framework Level 3 of the security services industry, which used both generic and industry-specific job titles separated by a slash for clarity. Both the Chairperson and Members concurred the proposal.

Members suggested various options for a generic job title, including Foreman, Site Supervisory Personnel, Supervisor, and Manager. The Chairperson noted that the entry requirement for the Inspector of Works in public works was set at Qualifications Framework Level 4. Taking into account the feedback from Members, the Programme Working Group should then submit a proposed job title to the CITB for approval by circulation of papers.

In response to the Chairperson's enquiry, RaC said that practitioners must first obtain the Semi-Skilled Worker qualification before advancing to the Site Supervisor role. Additionally, members also noted that the pathway from Semi-Skilled Worker to Skilled Worker was a separate progression. Semi-Skilled Workers wishing to progress along the skillset pathway may pursue the Skilled Worker qualification, while those aiming for the management pathway may upgrade themselves through the proposed VQP.

After deliberation, Members approved the proposed Construction Industry Vocational Qualifications Pathway Pilot Programme, with the job title to be approved by circulation of papers later.

[Post-meeting note: On 30 October 2025, the Working Group on the Diploma in Construction Specialist Trades Management confirmed the job title of Construction Specialist Trade Supervisor as "Construction Specialist Trade Supervisor / Site Supervisor (Plastering)". On the same day, the Secretariat circulated the job title to the CITB for consideration and approval.]

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**5.6 Proposed Membership Composition of the Hong Kong Institute of Construction Management Board (HKICMB) and Appointment of Members to the Construction Industry Council Youth Affairs Committee (CICYAC) (For Approval)**

Members took note of Paper CIC/CTB/P/039/25.

The DEVB representative stated that public officers were appointed as Committee Members in their official capacity. As public officers were subject to regular rotation, their term of office would generally not exceed the duration designated by the Committee.

Members approved the following suggestions:

- (a) To add one CICYAC Member to the HKICMB, and to increase the number of Person the CITB Thinks Fit to eight, in order to engage one Member from the Subcontractor category and one Member from the Academic (Tertiary Education / Vocational Education) sector; and
- (b) The proposed appointment / reappointment of the Chairperson, Vice-Chairpersons and Members to the CICYAC.

**5.7 ★Summary Report of the 4th Meeting of Hong Kong Institute of Construction Management Board for 2025 (For Information)**

Members took note of Paper \*CIC/CTB/P/037/25\* with no further comments.

**5.8 Any Other Business**

**Support Measures for Unemployed / Underemployed Practitioners**

RaC stated that, in view of recent adjustments in the private sector of the construction industry, the CIC would implement new measures to encourage recently unemployed or underemployed workers to participate in Skills Enhancement Courses and "Multi-Skilled" training, which aim to increase their employment opportunities and enhance overall manpower competency within the construction industry. Incentives would include tuition-free courses and one-off subsidies upon programme completion.

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Details of the measures would be announced in due course.

Members also noted that the measures aimed to encourage underemployed or unemployed construction workers in acquiring additional skills for work trades with manpower demands in the medium to long run. By increasing training places for "Multi-Skilled" programmes and Skills Enhancement Courses, and offering one-off training subsidies, the measures could help workers facing employment difficulties to upgrade their skill levels, benefiting the development and quality enhancement of the construction industry.

The Chairperson stated that volume of public works was increasing, and the number of Repair, Maintenance, Alteration and Addition works in the private sector was relatively low. He agreed that it was a timely opportunity to strengthen promotion of "Multi-Skilled" programmes. The Chairperson expected that trade unions would step up efforts to promote relevant programmes among workers following the announcement of the measures.

**5.9 Tentative Date of Next Meeting No. 006/25**

The next meeting was scheduled for 14 November 2025 (Friday) at 2:30pm at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Hong Kong.

There being no other business, the meeting was adjourned at 10:55 am.

**CITB Secretariat  
October 2025**