

Construction Industry Council

Construction Industry Training Board

Meeting No. 006/17 of the Construction Industry Training Board (CITB) was held on Thursday, 14 December 2017 at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Present: Allan CHAN Sau-kit (SKC) Chairperson
CHAN Kim-kwong (KCCN)
CHAN Pat-kan (PKC)
CHENG Sau-kuen (SKCg)
Joseph CHI Wuh-jian (JCI)
CHIANG Yat-hung (YHC)
Henry CHAU Bing-che (BCC)
Amelia FOK Ching-yin (CYF)
Dennis WONG Chiu-lung (DW)
YU Sai-yen (SYYu)
Joey LAM Kam-ping (KPL)
ZETO Kwok-ching (KCSO) for MAK Ping-sang

In Attendance: YAU Hau-yin (HYYu) Development Bureau
Raymond IP Wai-man (RI) Development Bureau
Albert CHENG (CTN) Executive Director
Alex LEUNG (AL) Director – Training & Development
Francis WONG (FW) Director of HKIC
Wyllie FUNG (HWF) Assistant Director – Training & Development
CHU Yin-lin (YLC) Senior Manager – Training & Development
Ivan KO (IK) Senior Manager – Training & Development
Davis LIU (DsL) Senior Manager – Training & Development
Kelvin LIN (KnL) Senior Manager – Training & Development
KAN Wai-Hung (KWH) Senior Manager (Acting) – Training & Development
Olivia YIU (OaY) Manager – Trainees Recruitment
Jimmy LEUNG (JyL) Manager (Acting) – Development & Support Services

	Priscilla TAM	(PTm)	Manager - Training & Development
	Shirley LAM	(YYW)	Senior Officer - Board Services
Apologies:	Peter LAM Oi-ki	(OKL)	
	NG Kwok-kwan	(KKN)	

Progress Report

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6.1 Confirmation of Progress Report of the Last Meeting

Members took note of Paper CIC/CTB/R/005/17 and confirmed the Progress Report of the 5th meeting held on 4 October 2017.

6.2 Matters Arising from the Last Meeting

- 6.2.1 Items 5.2.3.3 to 5.2.3.5 – Graduates of Adult Full-time Short Course on Plumbing (English class) stopped returning to workplace or applied for a long vacation after working for a day or two

It was noted that under the existing arrangements, talks on occupational ethics would be given by the Career Support Services (CSS) Team and employers would be invited to attend sharing sessions with our trainees before they graduated. Members also noted that four of the trainees who were absent from work had already returned to their workplaces after CSS Team followed up with them and communicated with their employers. As for the suggestion to strengthen the inculcation of occupational ethics in ethnic minority trainees, CIC had already enhanced the teaching on the importance of responsibilities in the workplace and occupational ethics in daily training in addition to the distribution of “Occupational Ethics Handbook” published by CIC.

- 6.2.2 Item 5.6.7 – Construction Industry Manpower Forecasting Model for Site Supervisory Personnel, Technicians & Professional Staff

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It was noted that the manpower forecast for site supervisory personnel, technicians & professional staff was endorsed by the Council on 27 October 2017. Members' concerns and opinions towards the study would be considered when conducting the next manpower forecast.

6.2.3 Item 5.8.4 – Proposed Amendments to "Skills Enhancement Courses for Construction Workers"

It was noted that in order to examine ways to meet the training needs of workers and the development of the industry, the Training and Development ("T&D") of CIC had already invited employers from the construction industry and trainees to attend the sharing session on 28 November 2017. At the meeting, employers expressed their support to the conduct of "Skills Enhancement Courses for Construction Workers" while the trainees voiced out their difficulty in submitting proof of working experience of one year and views on training venue, timetable, etc., were made as well. The management would adjust the administrative arrangement and class schedule to facilitate the enrolment and attendance of trainees.

6.2.4 Items 5.10.3 & 5.10.5 – Proposed Amendments to Benchmarks of Efficiency for Collaborative Training Schemes and Statistical Data (January to June 2017)

It was noted that CIC had organised a sharing session on "Construction Tradesman Collaborative Training Scheme" for industry stakeholders on 19 October 2017. Around 50 people from 22 companies, including representatives from Development Bureau, participated in the sharing session. Thereafter, a total of 10 construction companies completed and returned the survey questionnaires sent out by CIC. Views collected were consolidated by related department which would take follow-up actions as needed. As regards the opinion raised on whether CIC would adjust the duration of initial training for the participants who were registered general workers, the feasibility of adjusting the period of initial

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training would be reviewed by the management. A proposal would be drafted for submission to relevant task forces and CITB for approval if deemed necessary.

6.2.5 Item 5.14.4 – Estimated Waiting Time for Full Time Adult Short Courses

It was noted that a mechanism had already been in place to give preference to those trainees, who could not immediately find a job in the trade they were trained for, to enrol in training courses on other trades after they were graduated for more than three months. The purpose was to keep these trainees in the construction industry first so that they could consider returning to the trade they were originally trained for if there were vacancies in the future. That mechanism might help reduce the dropout rate of our graduates in the construction industry.

6.2.6 Item 5.18.2 – Public Complaints in relation to the Training Work of CIC

It was noted that there were procedures for handling media enquiries and a complaint handling mechanism. An alert mechanism would also be set up to let Members know about the public complaints in relation to the training work of CIC.

6.3 Organisational Structure of CITB and Composition of Course Advisory Panels for Year 2018 (for approval)

6.3.1 Members took note of paper CIC/CTB/P/081/17. The organisational structure of CITB and composition of Course Advisory Panels proposed for the year 2018 were noted.

6.3.2 As the employers or respective associations of some Members had been invited to nominate representatives to serve on Course Advisory Panels, the members in question immediately made a declaration of interest at the meeting to avoid conflict of interest.

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6.3.3 Members endorsed the organisational structure of CITB in year 2018. Under the new structure, the Hong Kong Institute of Construction Management Board (“HKICMB”), the Task Force on Trade Testing, the Task Force on Collaborative Schemes and the Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study would be put under CITB. Hong Kong Institute of Construction (“HKIC”) would be led by HKICMB at the strategic level and would follow up the work of Task Force on Training which was dissolved due to overlapping of work. There would be seven internal committees/groups under HKICMB. Besides, 18 Course Advisory Panels would continue to be put under HKICMB and Task Force on Trade Testing with their terms of reference being slightly modified due to the dissolution of the Task Force on Training. Nevertheless, the composition of these panels would still adopt the existing 11-person mechanism. Proportion of representatives from certain sectors of some Course Advisory Panels would be adjusted according to the need of respective trades. Representatives from government departments might be invited to attend meetings and give advice. There were a total of 31 members of Course Advisory Panels having served on board for more than six years. The Secretariat would invite their respective associations to nominate other persons to be members of the Course Advisory Panels.

6.4 Proposed Organisational Structure of HKIC (for endorsement)

6.4.1 Members took note of paper CIC/CTB/P/082/17 and it was noted that the organisational structure of the HKIC had been endorsed by the HKICMB at its meeting on 7 December 2017.

6.4.2 Members endorsed the structure of HKIC and the creation of three Assistant Director posts under the Director of HKIC. Each of them would be responsible for different areas of work to assist in the management of HKIC. Members also endorsed the recruitment of staff to fill the established posts under

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the proposed structure but priority would be given to incumbent staff to take up the new posts in addition to their existing duties or to redeploy serving staff through internal transfers to reduce administrative expenses.

6.5 Suggestions Arising from Interim Review of Advanced Construction Manpower Training Scheme - Pilot Scheme (for approval)

6.5.1 Members took note of paper CIC/CTB/P/083/17. It was noted that the captioned proposal was discussed at the meeting of Task Force on Collaborative Schemes on 24 October 2017, and the views made by members of the Task Force were incorporated in the paper.

6.5.2 Members endorsed the amendments proposed in the interim review regarding the Advanced Construction Manpower Training Scheme - Pilot Scheme (Structured On-the-Job). They included (i) adding those subcontractors registered under the CIC's "Subcontractor Registration Scheme" to the employers' eligibility of the scheme; (ii) keeping trainees' eligibility to possessing not more than 2 years of working experience as semi-skilled workers of the related trade, but it might be relaxed to 3 years for individual trades having difficulties in trainee recruitment; (iii) allowing adjustment to the training mode to provide extra 1 to 3 days' skills upgrading courses before the Trade Tests for Construction Craftsmen according to the needs of individual trades; (iv) the giving out of trainee allowance, completion bonus and trainer subsidy to employers would be changed to monthly basis; (v) providing bonus which would be incremental according to the training duration upon completing the mid-term training; (vi) increasing the amount of bonus upon graduation, pro rata to the length of training period. As for the Skills Enhancement Courses, Members endorsed the relaxation of eligibility for enrolment to not less than 1 year of working experience upon obtaining semi-skilled workers' qualification and there would be no upper limit for years of working

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experience. It was hoped that more semi-skilled workers might become skilled workers to meet the demand of the industry. These proposed amendments would come into effect on 1 January 2018 with no retrospective period. The effectiveness of the amendments would be reviewed in the second half of 2018. In view of the current application progress, there was no need to seek additional funding for the proposed increases in the amount of subsidy.

6.6 Forming STEM Alliance with Secondary Schools (for information)

6.6.1 Members took note of paper CIC/CTB/P/084/17, and noted the objectives of the alliance, the benefits to both participating schools and HKIC upon forming the alliance, the proposed composition and structure of the alliance, as well as the upcoming events.

6.6.2 The Chairperson remarked that, whilst the community was actively promoting STEM education, the coverage of the term “Engineering” could be very wide. As training of craftsmen was the key work of CIC, relevant departments should develop corresponding publicity strategies in forming STEM alliance with secondary schools.

6.6.3 Director of HKIC added that the aims of holding a series of events for the formation of STEM alliance were to help students, teachers and principals better understand HKIC and the services provided by HKIC.

6.6.4 Regarding the proposed competition of building Pasta Tower, the Chairperson said that the Hong Kong Construction Association (“HKCA”) would invite secondary schools in Guangdong Province, Macau and Hong Kong every March to participate in a bridge building competition. It was suggested that related department might seek relevant information from HKCA for reference. As for the proposed robotic competition for the construction industry, a Member considered that CIC should provide thorough introduction and training to the

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participating teachers and students in secondary schools. OaY replied that workshops had been arranged for the competition in question. The required training would also be provided to participating teams. Later, CIC would act upon the advice of Members to contact those organisations which had previously organised similar competitions and learn from their experience. Noting that the Hong Kong Institution of Engineers (“HKIE”) had planned to set up a task force in the near future, CIC would follow up on that issue in the hope that a synergy effect might be created.

- 6.6.5 Regarding the suggestion made by a Member to expand the list of partner secondary schools, OaY said that at the outset promotion would focus on the 70 plus secondary schools on the list, and would depend on their responses to decide whether to further contact other secondary schools not on the list. In fact, there was no upper limit on the number of members of STEM Alliance. However, priority would be given to our partner secondary schools to become members of the Alliance first. Since quite a number of students from our partner schools had enrolled in CIC courses and participated in CIC activities in the past, these secondary schools must have developed a certain degree of acceptance of our CIC courses. It was expected that there would be enthusiastic responses from these schools when they were invited to participate in the competition later.

6.7 Re-offering Mobile Crane Operation Course at Shatin Training Ground and the related Expenditure (for endorsement)

- 6.7.1 Members took note of paper CIC/CTB/P/085/17 and noted that the captioned proposal had been endorsed by the Task Force on Training on 20 November 2017.
- 6.7.2 Members agreed to re-offer the 85-day Mobile Crane Operation Course at Shatin Training Ground which would be returned to the Government by the end of 2019. It was estimated that a total of 30 training places would be added in the year. Since the lease

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period of the venue was short, Members agreed to adopt the mode of outsourcing the course to contractors, subcontractors or labour unions. The course would be introduced on a pilot basis for one year in 2018 and be reviewed by the year end to decide whether to continue offering the course at Shatin Training Ground in 2019 or at other locations afterwards. Members also accepted the estimated expenditure. Approval for the additional funding would be sought from the Committee on Administration and Finance.

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6.8 Addition of Working Platform at Tuen Mun Training Ground for Increasing the Number of Training Places for Excavator Operation Course and the Related Expenditure (for endorsement)

- 6.8.1 Members took note of paper CIC/CTB/P/086/17 and also noted that the captioned proposal was discussed at the meeting of Task Force on Training held on 20 November 2017. In the light of the comments made by the Task Force, the term requiring the supplier to buy back the excavators in 2020 was added. The respective cost of conducting excavator operation course “in-house” and “outsourced” had been given in the paper for CITB’s consideration.
- 6.8.2 In response to the enquiry made by the representative of Labour Department (LD), DsL replied that the excavator operation course was a recognised course of LD. Even if the conduct of the course was outsourced to an external institution, the training content should still follow that of the related CIC course. In addition, instructors must also fulfill the qualification requirement for teaching the course. As suggested by the LD representative, the said qualifications could be verified through LD to check if the instructors were qualified for teaching the course concerned.
- 6.8.3 A Member raised that, as these excavators would only be used for two to three years and the supplier would have to buy them back afterwards, CIC might consider purchasing relatively new “second-hand”

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excavators for training.

6.8.4 DsL said that taking into consideration the element of environment requirements, it would be better to purchase new machinery. In addition, as revealed by the data of CIC Manpower Forecasting Model the problem of shortage of excavator operators would continue in the coming few years. Thus, it was expected that the increase in the number of training places might not be able to meet the demand of the industry. There might be a continued need for the two excavators to be purchased. Director of HKIC added that there would be a more complete and all-inclusive package for repair and maintenance for new machinery. Therefore, the likelihood of training to be disrupted by the need for repair would naturally be lowered. Members also noted that CIC had conducted an analysis of the procurement of new machinery and second-hand machinery. It was found that the performance of second-hand machinery, even only used for a short period, was only about 70% of that of new machinery and the economic effectiveness was not high. Therefore, the practice of purchasing new machinery should continue.

6.8.5 As the cost of outsourcing the excavator operation course would be higher than that of operating the course “in-house”, Members endorsed the proposal of conducting in house the eight classes of excavator operation course to provide a total of 24 additional training places. A fourth working platform would also be built in Tuen Mun Training Ground. Two new excavators would be purchased and an instructor would be employed under a two-year fixed-term contract. Approval for the extra funding would be sought from the Committee on Administration and Finance.

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6.8.6 Member representing Development Bureau remarked that the sludge problem in Tuen Mun Training Ground two months ago had led to public complaints. Thus, it was hoped that more attention would be paid to the impact on the surrounding environment when conducting the excavation

DsL

training in the said training ground.

6.9 Report of Assessment of the Tender to Purchase Two New Wheeled Telescopic Mobile Cranes (for approval)

6.9.1 Members took note of paper CIC/CTB/P/087/17. It was noted that CIC had adopted the Open Tender Approach to invite six crane agents or suppliers to submit tenders for the procurement contract of two new Wheeled Telescopic Mobile Cranes. A total of three tenders were received by the close of the tender.

6.9.2 Members endorsed the recommendation made by the Tender Assessment Panel, and accepted the tender submitted by Zoomlion Heavy Industry (HK) Company Limited which had attained the highest score in both the technical part and the fee part. The proposed tender price was within the budget. Members also noted that CIC had purchased machinery from the supplier before and performance of the machinery was reliable. As the supplier had secured a considerable portion of the market share and had its agent to provide repair services, after-sales service was guaranteed.

6.10 Summary Notes of Meeting No. 003/17 and 004/17 of Task Force on Collaborative Schemes (for information)

Members took note of paper CIC/CTB/P/088/17 and the summary notes of the 3rd and 4th meetings held by the captioned Task Force on 21 September and 24 October 2017 respectively. The follow-up actions in relation to the Construction Tradesman Collaborative Training Scheme and Advanced Construction Manpower Training Scheme—Pilot Scheme had already been dealt with respectively in agenda item 6.2.4 of matters arising from the last meeting and agenda item 6.5.

6.11 Summary Notes of Meeting No. 004/17 of Steering Group on Implementation of CWRO Amendments (for information)

Members took note of paper CIC/CTB/P/089/17 and the summary notes of the 4th meeting of the above Steering Group held on 16 November 2017. Members also noted that the captioned meeting would be the last meeting of the Steering Group. Summary of the work done included: (i) a total of 17

meetings had been held since 2014 to promote Senior Workers Registration Arrangement (“SWRA”), trade tests and Designated Workers for Designated Skills (“DWDS”), etc., to facilitate the successful implementation of the provision of DWDS. The total number of applications for SWRA and trade tests both exceeded their targets; (ii) views were made on the Construction Workers Registration System (“CWRS”) to be launched and the new system was fully implemented in all construction sites in Hong Kong starting from 30 September 2017; and (iii) a study on benchmarks of overseas trade testing certification was completed.

6.12 Summary Notes of Meeting No.001/17 of HKICMB (for information)

Members took note of paper CIC/CTB/P/090/17 and the summary notes of the 1st HKICMB meeting held on 16 September 2017. Members also noted that HKICMB had already held its 2nd meeting on 7 December 2017. At the meeting, the “Centre for Professional Training and Development” (專業培訓及發展中心) was renamed to “Centre for Professional Development” (專業發展中心), and the post title of “Manager, Centre for Professional Training and Development” (專業培訓及發展中心經理) was also revised to “Manager, Centre for Professional Development” (專業發展中心經理). In addition, the motto (Chinese version) was further rephrased as 「專業樂業 精益求精」, while the English version remained unchanged as “To dedicate · To excel”.

6.13 Summary Notes of Meeting No. 004/17 and 005/17 of Task Force on Training (for information)

Members took note of paper CIC/CTB/P/091/17 and the summary notes of 4th and 5th meetings of the above Task Force held on 13 September and 20 November 2017 respectively. Members also noted that the course name of “Course on Safety Supervision Skills for Site Supervisor”, which was still under discussion, had been changed to “Site Safety Supervision Skills Course”. The course proposal, upon incorporating comments from Committee on Occupational Safety and Health, would be submitted to CITB for approval.

(Post-meeting note: The representative of Labour Department after the meeting made an

amendment to the summary notes of 5th Meeting of Task Force on Training that the estimated launching time for “Site Safety Supervision Skills Course” should be Q2 2018 instead of Q1 2018 as stated in paragraph 5.2.3 of the summary notes.)

6.14 Estimated Waiting Time for Full-time Adult Short Courses (for information)

Members took note of paper CIC/CTB/P/092/17, and of the estimated waiting time of the three categories of Full-time Adult Short Courses as at 31 October 2017. The waiting time for both craft courses and technician level courses were within the six-month indicator. After the management had increased the number of training places through various means, the waiting time for machinery operation courses was expected to be gradually reduced in the coming year.

6.15 Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration through Senior Workers Registration Arrangement and Trade Testing (for information)

Members took note of paper CIC/CTB/P/093/17 and the table on the waiting time for trade tests as at 31 October 2017 in which 96% of trade testing met the 2-month indicator. There were seven trades of which waiting time for taking the tests failed to meet the indicators, and three of which had recorded very high absence rates, despite the fact that the Trade Testing Centre had phoned the workers before the test date to remind them to attend the tests as scheduled. To rectify the problem of absence without reasons, the Trade Testing Centre would give zero marks to those candidates with unexcused absences starting from January 2018. Candidates could re-apply for the tests only after one year. If candidates would like to re-apply for Trade Tests or Intermediate Trade Tests within one year, they had to pay an additional fee of HK\$800 or HK\$400 respectively. Besides, as the number of applicants for certain trades kept rising, the waiting time had not been reduced. The Trade Testing Centre would keep working over-time on weekends and arranging part-time invigilators to cut short the queue. Members also noted the charts on registered workers through SWRA as at 30 September 2016 and Trade Tests as at 31 October 2017. The accumulated actual number of registered

trade workers was approximately 176,600. Starting from the next meeting, the presentation of these data would be revised according to the comments made by the Task Force on Trade Testing.

6.16 Table on Waiting Time for Plant Operation Certification Courses cum Tests (for information)

Members took note of paper CIC/CTB/P/094/17, and the highlights of the timetable for plant operation certification tests as at 31 October 2017 in which around 84% of plant operation tests met the indicator of 2-month waiting time. Five trades were not able to meet the target, of which the trade of Builders' Lifts recorded a relatively longer waiting time. It was estimated that the queue could be cut short within one month after the newly purchased builder's lift was put into operation in the second half of December 2017. The management thanked again Development Bureau, Hong Kong Housing Authority, Chun Wo Building Construction Limited, and Gammon Construction Limited for their assistance in the matter. Members also noted that heavy rain and thunderstorms affected the testing arrangement for individual crane operation. Thus, their respective waiting time was slightly longer.

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

6.17.1 Members took note of paper CIC/CTB/P/095/17, and the statistical data of the captioned Pilot Scheme in the period from 1 September 2015 to 31 October 2017. Under the "Structured On-the-Job", 22 trainees had already completed the training, and 17 trainees had passed the Trade Tests (the passing rate was 77%). As the three-day top-up courses helped improve the chance of trainees passing the trade tests, CIC would provide a top-up course for trainees of Electrical Wiremen with relatively low passing rate. Besides, regarding the 90-hour Skills Enhancement Courses co-organised with labour unions, a total of 542 trainees completed the courses, and 363 trainees passed the Trade Tests (the passing rate was 67%). After discussing with the labour unions and conducting student surveys, the management learnt that it would be advisable to extend the training hours for certain trades to improve the passing rate. The management would

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take into consideration the views collected and if appropriate would submit a proposal on the said arrangement.

- 6.17.2 Members also noted that a new column of “the number of people on their own accord applied for and passed the trade tests after quitting / failing to complete the course” has been added to the data sheet. The purpose was to show that although some trainees might quit before completing the training courses, training they received at CIC or labour unions might help a bit when the trainees took the trade tests later on their own. Moreover, for clarity, the column of “the number of people passed the trade tests” would be amended as “the number of people completed training and passed the trade tests”.
- 6.17.3 Regarding the relatively high dropout rate of “Structured On-the-Job”, JyL said that trainees had been repeatedly reminded not to just look for temporary “fast money” and to give up the training opportunities that promised long-term job security. A number of employers would be inclined to offer attractive salaries to persuade trainees to quit their training halfway in order to meet the tight schedule of works projects. However, mostly there would not be any jobs after the projects completed. The gains did not make up for the losses could best describe the actual situation. Besides, in paper CIC/CTB/P/093/17, measures were already proposed like the “bonus for completion of interim training” and “graduation bonus” for trainees in the hope that the dropout rate of trainees receiving training would be reduced.

6.18 Any Other Business

- 6.18.1 Training Courses for Registered Skilled Workers (for discussion)
 - 6.18.1.1 Members took note of paper CIC/CTB/P/096/17 and noted the preliminary proposal for the captioned courses. After discussion, the management considered the content of

the captioned training courses should not be confined to the trade knowledge that the workers already had but be extended to cover knowledge that would work across different trades. The courses were suggested to be delivered in the form of workshops. In order to attract more registered skilled workers, no assessment would be set for the time being. Besides, the number of registered skilled workers had been increased from 100,000 to nearly 200,000 between end of March in 2015 and end of June in 2017. The increase was considerably significant, and the suitable deployment of internal resources was of paramount importance in catering for the continuing development needs of these registered skilled workers. Therefore, the management would need to discuss and plan in details before submitting a more concrete proposal for CITB's consideration.

- 6.18.1.2 The Chairperson opined that it would definitely be good for practitioners to pursue continuing development as the community continued to progress steadily. At present, many professional institutions required their members to complete certain number of hours of Continuing Professional Development ("CPD") courses. The initial thinking of CIC was to allow registered skilled workers to take the courses on a voluntary basis. The management would need to consider how the expected results could be achieved after investing resources in offering these courses. The management opined that if registered skilled workers were to be mandatorily required to take these courses in a way similar to the current practice of professional institutions, a review of the relevant ordinance might be needed and the impact might be far-reaching.

6.18.1.3 The Member representing the Hong Kong Construction Sub-Contractors Association opined that the number of registered skilled workers increased remarkably over the past two years. Many of them got registered as skilled workers through SWRA. Therefore, the offering of CPD courses could provide these workers with an opportunity to enhance their knowledge. That Member also considered that these CPD courses could be regarded as evening tutorial classes with simple assessments. If CIC could offer relevant CPD course for each trade with around 10 persons in each class, each trade each year would have accumulated quite a number of registered skilled workers who had completed CPD courses. This would definitely help upgrade the overall skill level of the industry. That Member also considered offering CPD courses as indispensable, and agreed to the idea of the management that no assessment should be set for the time being to attract more registered skilled workers to enrol in the courses. Only after the courses had been introduced for a period of time and been reviewed would it be appropriate to include suitable assessment. As for the suggestion of requiring workers to take CPD courses as a must under the relevant ordinance, it was considered absolutely not appropriate to further discuss it at the moment.

6.18.1.4 The Member representing Development Bureau expressed strong support to the introduction of courses that could continuously help enhance workers' skills and knowledge. According to the result of a survey earlier commissioned to the University of Hong Kong on the career development of construction workers, it was found that construction

workers generally did not oppose the enhancement courses. However, a majority of local workers preferred evening classes while ethnic minority workers preferred classes on Sundays. As for the course duration, workers could accept courses of 30 to 40 hours. That Member advised the management to make reference to that piece of information in designing the courses to accommodate the preference of prospective trainees. In addition, the study of the current system might also be explored provided that opinions from various aspects had been taken into account.

- 6.18.1.5 The Member representing the Federation of Hong Kong Electrical & Mechanical Industries Trade Unions opined that in order to promote the enrollment of registered skilled workers, the content of the courses should focus on the enhancement of skills and cover the skills of other related trades. The training hours of each session should not be too long and it would be appropriate to be around 2 to 2.5 hours. As for the credit to be given upon completing the proposed continuing education courses, apart from listing out the courses completed in the new workers' registration card, awarding certificates as a recognition might also be considered. In addition, the enrolment arrangements should also be made for the convenience of workers.

6.18.2 3-year Strategic Plan and Annual Business Plan

- 6.18.2.1 Executive Director expressed that starting from 2018, each standing committee under CIC should formulate a 3-year strategic plan and an annual business plan (also known as "3+1" mode). Thus, CITB had to draw up the strategic proposal of the training for

construction practitioners. Executive Director continued that the three major areas of work of CIC were Manpower, Safety and Productivity. For the area of Manpower, CITB had to consider how to strategically address the issues related to manpower like the study on whether a core workforce be established for the industry. Although the construction volume might fluctuate from time to time, there should be a core volume of construction work. Therefore, CIC might need to help maintain a certain number of workers. When there was fluctuation in the construction volume, CIC might also need to consider how to strategically provide training to meet the temporary needs of the industry, i.e. the fluctuation in the demand for workers.

- 6.18.2.2 Executive Director continued that, regarding the curriculum, the management had been instructed to review all training courses to see if there was any overlapping in the training content or any competition for students amongst courses, such that the number and types of courses could be better organised. Besides, in response to the manpower demand for the core workforce and temporary labour, CITB would need to explore the types of courses to be provided and the positioning of these courses. In addition, since HKIC would focus on training knowledge-based students, the related management board had to follow up on whether the training contents of the existing courses had to be revised.
- 6.18.2.3 Executive Director continued that there were approximately 400,000 plus registered workers in the industry. About 200,000 of them were registered skilled workers, 20,000 of them were registered semi-skilled workers and over 200,000 of

them were registered general workers. That “funnel-shaped” structure would not be ideal. CIC had to consider how to make improvement to the structure. Besides, regarding building and civil works, the appropriate proportion of the three types of registered workers and the setting of the competency of each trade would both affect the design and content of the courses. Executive Director expressed that there were a number of strategic issues for CITB to discuss in depth. All discussions had to be initiated by CITB, and the decisions made should then be executed by the management. There was interaction between CITB and the management. Executive Director hoped that based on that interactive relationship, the management could submit strategic proposals or detailed plans to CITB for discussion.

6.18.2.4 The Chairperson added that the “3+1” mode had been discussed in the previous Council meeting. All standing committees under CIC should work towards that direction. The Chairperson suggested to hold a brainstorming session before or after the coming CITB meeting to formulate the 3-year strategic plan and the detailed annual business plan.

6.18.3 Committee on Building Information Modelling

It was noted that following the establishment of Committee on Building Information Modelling, all BIM courses would hereafter be followed up by the Committee and its task forces.

6.18.4 The Second Hong Kong Welding Competition

Director reported that the Second Hong Kong Welding Competition, jointly organised by the Welding Industry Employees Association and CIC, was held on 3-8 December 2017. Over 40 practitioners joined the competition. A CIC graduate

won champions in two events for the youth group. The graduate had learnt trade skills from CIC and then obtained excellent results in an open competition. It was indeed worthy of praise.

6.18.5 A Token of Thanks to the Chairperson and Members of Task Force on Training

The Chairperson, on behalf of CITB, expressed gratitude to Ir YU Sai-yen, the Chairperson of Task Force on Training, and to members of the Task Force for their valuable opinions on training over the years.

6.18.6 Schedule of Meetings in 2018

Members took note of the Schedule of CITB Meetings in 2018 tabled at the meeting.

6.19 Tentative Schedule for the 1st Meeting in 2018

The next meeting was tentatively scheduled for 30 January 2018 (Tuesday) at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no further business, the meeting adjourned at 11:30 a.m.

**CIC Secretariat
December 2017**