

Construction Industry Council

Construction Industry Training Board

Meeting No. 005/17 of the Construction Industry Training Board (CITB) was held on Wednesday, 4 October 2017 at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Present:	Allan CHAN	(SKC)	Chairperson	
	Kim-kwong CHAN	(KCCN)		
	Pat-kan CHAN	(PKC)		
	Yat-hung CHIANG	(YHC)		
	Amelia FOK	(CYF)		
	Peter LAM	(OKL)		
	Kwok-kwan NG	(KKN)		
	Dennis WONG	(DW)		
	Sai-yen YU	(SYYu)		
	Dominic CHOW	(DCW)	for Joey LAM	
	Ping-sang MAK	(PSM)		
In Attendance:	Raymond IP	(RI)	Development Bureau	
	Albert CHENG	(CTN)	Executive Director	
	Wyllie FUNG	(HWF)	Assistant Director – Training & Development	
	Yin-lin CHU	(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	
	Wai-Hung KAN	(KWH)	Senior Manager (Acting) – Training & Development	
	Miranda YEAP	(MYP)	Senior Manager – Council Services (only for agenda items 5.3, 5.4 and 5.5)	
	Kam-Sang LI	(LKS)	Senior Manager – Industry Development (Productivity)	} (only for agenda item 5.6)
James WONG	(JsW)	Manager – Research & 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	
Presenter:	Ka-kui CHAN	(KKCh)	Chairman of Construction Industry Council (for agenda items 5.3, 5.4 and 5.5)	
	Thomas NG		The University of Hong Kong	} (for agenda item 5.6)
	Kelwin WONG		The University of Hong Kong	
	Ziwei TANG		The University of Hong Kong	
Apologies:	Henry CHAU	(BCC)		
	Sau-kuen CHENG	(SKCg)		
	Joseph CHI	(JCI)		

Progress Report

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5.1 Confirmation of Progress Report of the Last Meeting

Members took note of Paper CIC/CTB/R/004/17 and confirmed the Progress Report of the 4th meeting held on 3 August 2017.

5.2 Matters Arising from the Last Meeting

5.2.1 Item 4.2.1 – Requirement on Years of Working Experience for Trade Tests for Construction Craftsmen

Members took note of the arrangement that workers who had not yet possessed the required four years of related working experience, upon paying a deposit of HK\$800 together with a recommendation letter issued by their employers or labour unions, might be allowed to apply for the Trade Tests for Construction Craftsmen. That arrangement was expected to be introduced by the Trade Testing Centre on 1 January 2018, and would be reviewed after it had been implemented for one year.

5.2.2 Items 4.3.2 and 4.3.4 – Report on Benchmarks of

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Efficiency for Full-time Short Courses (Application Rate, Intake Rate and Dropout Rate)

It was noted that the relevant department in recruiting trainees would mention not only the actual working environment and industry prospects, but also the salary for new joiners to prevent prospective applicants from having overly high expectation of the industry and of future remuneration package. In addition, the CIC regularly organised briefing sessions and invited industry employers or graduates to share their experience and help trainees establish reasonable expectation of their future work. A report would be submitted for members' information after all the expectation management activities were concluded. Regarding the proposed remuneration adjustment for instructors to make the posts more appealing, the management noted that the current remuneration package for instructors at the CIC was in line with the market median after following up with the HR department. As for those trades for which comparatively high salary was paid in the market, the CIC would adjust the salaries of the related posts as appropriate and the CIC would also consider extending the employment period to make the posts more appealing to applicants.

(PSM, SYYu and DCW joined the meeting at this juncture.)

5.2.3 Items 4.4.2 to 4.4.19 – Report on Benchmarks of Efficiency for Full-time Courses (Employment Rate and Retention Rate)

5.2.3.1 It was noted that the average employment rate of graduates of Metal Scaffolding Course (English) and Welding Course (English) within 1 month after graduation was around 50%. The Career Support Services Team of the CIC had already liaised with those employers who had employed ethnic minorities and arranged interviews to increase the employment opportunities of our graduates. The Team

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would continue to follow up on the issue.

5.2.3.2 A Member said that Members of the Hong Kong Federation of Electrical & Mechanical Contractors Limited (HKFEMC) had responded to the call of the HKFEMC to employ graduates of the Full-time Adult Short Course on Plumbing (English) and offered them decent salaries. However, there were graduates who stopped returning to workplace after working for one day or two and applied for long vacation. The Member hoped to raise the issue in the meeting to find out the reason behind, so as not to affect the employment opportunities of the ethnic minority graduates in the future.

5.2.3.3 The Chairman of the CIC opined that the Career Support Team should handle the case as soon as possible and find out the underlying reason. The Chairman also expressed that the case highlighted the importance of occupational ethics. Training should comprise not only the teaching of craft skills, but also the nurturing of ethics like how to conduct oneself and deal with others as well as one's work attitude. There was a need for the management to examine and strengthen the training arrangement to inculcate occupational ethics in our trainees.

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5.2.3.4 The Chairperson of CITB opined that the Career Support Team, in addition to investigate why the trainees did so, should also collect the responses from the employers. The Chairperson also expressed that since the trainees in question had demonstrated a proactive and positive learning attitude when they were under training, it was hoped that they

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would not be abandoned by the CIC and the employers.

5.2.3.5 The Member representing the Development Bureau expressed concern and said that the government was ready to help. The CIC was also requested to proactively follow up on the case and provide appropriate support. It might consider offering assistance through ethnic minority staff of the CIC to make use of their same ethnic background to find out the reason behind. That member also agreed with the Chairman of the CIC that, in addition to providing skills training, the teaching of occupational ethics for our ethnic minority trainees should be strengthened to win back employer's confidence in employing ethnic minority graduates.

**HWF
and
KWH**

5.2.3.6 As for the review of "Skills Enhancement Courses for Construction Workers", a paper was drafted and the matter would be followed up in agenda item 5.6.

(PKC joined the meeting at this juncture.)

5.2.4 Items 4.5.2 to 4.5.9 – Publicity Strategies on Trainees Recruitment for Full-time Courses of Year 2017

It was noted that the management would complete the review on annual recruitment and publicity work by November 2017. A proposal on recruitment and publicity work for the Year 2018 would be submitted in due course.

5.2.5 Items 4.6.2–Work Report and Proposed Dissolution of the Task Group on Machinery and Crane Operation

It was noted that the management had already passed the follow-up items mentioned in the captioned work report to related committees to follow up.

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- 5.2.6 Items 4.14.13 and 4.15.1.4 – Vision and Mission Statement of the Hong Kong Institute of Construction (HKIC) and its corporate governance

It was noted that the above items would be followed up on in agenda items 5.3 and 5.5 respectively.

5.3 The Vision, Mission Statement and School Motto of the HKIC (for endorsement)

- 5.3.1 It was noted that the three papers in relation to the HKIC would be presented by the Chairman of the CIC.

- 5.3.2 The Chairman of the CIC introduced the vision, mission statement and school motto of the HKIC as listed in paper CIC/CTB/P/064/17, in which the elements included should be able to reflect the training functions of the HKIC and the aspiration of training the next generation of practitioners for the construction industry. These would also help the stakeholders understand the goal and direction of the HKIC. The first draft of the captioned issue had been discussed by Members in the last meeting. The official paper had been endorsed and appropriately amended by the HKIC Management Board on 16 September 2017.

- 5.3.3 Members endorsed the vision, mission statement and school motto of the HKIC listed in the paper. The endorsed version would be submitted to the Council for final approval.

5.4 Terms of Reference of the HKIC Management Board (for endorsement)

- 5.4.1 The Chairman of the CIC briefly introduced the terms of reference of the HKIC Management Board (HKICMB) given in paper CIC/CTB/P/065/17. It was noted that the HKICMB endorsed the paper on 16 September 2017.

- 5.4.2 Members endorsed the terms of reference of the

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HKIC Management Board as set out in the paper and the endorsed version would be submitted to the Council for approval.

5.5 The Governance Structure of the HKIC (for endorsement)

- 5.5.1 The Chairman of the CIC briefly introduced the governance structure of the HKIC and the relevant regulatory approval procedures (paper CIC/CTB/P/066/17). The proposed governance structure was built upon on provision of sufficient autonomy and execution power to fulfil the requirements and statutory duties under the Construction Industry Council Ordinance regulating the training provided by the CIC. On one hand, the CIC could effectively make use of the expertise of members of the HKICMB, while on the other hand sufficient monitoring and supervision over the HKIC by the CIC and CITB could be assured. It was noted that the governance structure of the HKIC was discussed and endorsed by the Committee on Administration and Finance (“Com-ANF”) at its meeting on 11 August 2017.
- 5.5.2 In response to the enquiry raised by a Member, the Chairman of the CIC said that the HKIC would be expected to be in full operation on 1 April 2018. The Executive Director added that because the CIC would recruit trainees under the new brand “HKIC” in the middle of next year, the CIC therefore had to publicly announce the establishment of the HKIC before then. Other related systems such as governance structure should also be launched at the same time, but the details had to be discussed with the HKIC Director designate.
- 5.5.3 The Member representing the Development Bureau expressed support to the direction of the HKIC governance structure as listed in the paper, and was of the opinion that the division of labor amongst various units was very clear and a balance was struck between allowing the making of effective decisions and ensuring there was sufficient supervision from the CIC. Regarding the composition of the Hong

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Kong Institute of Construction Management Board (HKICMB), there were members with education background along with members who were serving industry practitioners. That member believed that such composition would help promote vocational education in the construction industry. Moreover, as the echelon of the industry representatives serving on CITB was very broad, the role of CITB would remain crucially important. In addition, the HKICMB had to submit a 3-year strategic plan & yearly plan as well as the annual financial budget to the CITB. The CITB would then provide guidance to HKICMB in the light of the actual needs of the construction industry. It was anticipated that CITB and HKICMB would interact with each other well to facilitate the training work of the CIC. That member also opined that the CIC had worked well in delivering vocational training in the past few years. In 2017, for example, the CIC got an increasing number of intakes albeit facing an overall decreasing number of secondary graduates and an expected continuity of the decreasing trend in the next few years. The establishment of HKIC, although was a new challenge, was considered by that Member that the governance structure could meet the expectations of the community, parents and students. In fact, the recent focus of parents and students were no longer on just finding a job. There were a number of surveys revealing that promotion ladder and industry image had become the priority consideration of youngsters looking for a job. That might be a good development.

- 5.5.4 Members endorsed the governance structure of the HKIC as listed in the paper, namely the approval processes on corporate governance, on finance and on training, as well as the related regulatory approval procedures. The approved governance structure would then be incorporated into the operation manual of the HKIC for the compliance of the HKICMB and all staff of the HKIC.
- 5.5.5 The Chairman of the CIC also presented the initial drafts of the proposed logo of the HKIC and sought views of Members. Members' opinions were mixed.

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The Chairman said that Members were welcome to make suggestions to the Executive Director before the month of November 2017 **All Members**

5.6 Manpower Forecast of Site Supervisory Personnel, Technicians and Professionals in the Construction Industry (for endorsement)

- 5.6.1 Members took note of paper CIC/CTB/P/067/17 and the three-year manpower forecast study on the demand and supply of site supervisory personnel, technicians and professionals in the construction industry commissioned to the research team from the University of Hong Kong (HKU) in 2016. Prof. Thomas NG from HKU briefly introduced the background and objective of the research concerned, the methodology of estimating the related manpower demand and supply, as well as the forecast result of the captioned research for year 2018-2025 after data amendment through interviews and meetings with task force/focus groups. According to the forecast, there would be an overall manpower shortage for site supervisory personnel, technicians and professionals in the construction industry. Members agreed to the suggestion of the research team to release a simplified version of the manpower forecast result to provide an easily comprehensible message to the public. Members also noted that the research team in the coming two years would conduct data analysis and consultation work to update the manpower forecasts of site supervisory personnel, technicians and construction professionals
- 5.6.2 In response to the enquiry by the Chairperson of CITB, Prof. NG replied that the task force of the concerned research had questioned the reliability of the forecast result in their earlier meeting. The research team used a backtracking approach to examine the actual situation in 2016 which was then compared with that of the forecast situation. It was found that the forecast was highly accurate. The manpower forecast of the coming ten years would be fine-tuned by using “adjustment coefficient” to overcome the constraint of “multipliers”.

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5.6.3 The Member representing the Hong Kong Federation of Electrical & Mechanical Contractors (HKFEMC) expressed concern about how would the manpower demand and supply of the five trades, namely air-conditioning and ventilation, fire services installation, plumbing & drainage, electricity and lift, be grouped under the category of E&M Engineering Technicians as listed in the research. Prof. NG said that the current research on manpower supply was conducted by analysing the data in the VTC Manpower Survey Report. The research team would need the manpower data of the aforementioned five trades in order to conduct a more precise analysis. Prof. NG expressed that a further review would be made in the second round of the research.

**HKU
Research
Team**

5.6.4 The Member representing the Development Bureau said that the research conducted by the HKU was jointly commissioned by the CIC and Development Bureau. As regards the opinions raised by the Member for the HKFEMC, the Member for Development Bureau remarked that whilst some technicians in the E&M industry were doing repair work but some of them were participating in new construction projects. Therefore, it was suggested that HKU might follow up with the Member for the HKFEMC on matters related to E&M work such as the ratio of working hours and actual job titles. Besides, the concerned research was a rolling research. In addition to the currently reported research data of 2017, another set of data of 2018 would subsequently be generated to show the differences.

5.6.5 That Member also remarked that the said research was not an academic study. The purpose of the research was to provide directions for training work. The CIC and Development Bureau had already presented the data to related government departments and training institutions. Further discussions on these data with the industry would be arranged soon. In addition, both the CIC and Development Bureau hoped that there could be more emphasis on the

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training of site supervisory personnel, and that the relevant data could be used for planning next step of work such as the implementation of voluntary registration system and enhancement of training.

5.6.6 Prof. NG appealed at the meeting that the accuracy of the survey would rely heavily on the data collected from construction projects. Considerable difficulties were encountered in collecting data from private construction projects. Therefore, it was hoped that Members present could provide assistance and share the related construction projects' information with the research team.

5.6.7 Members endorsed the result of Manpower Forecast of Site Supervisory Personnel, Technicians and Professionals in the construction industry, and requested the HKU Research Team to follow up on the opinion raised by the Member for the HKFEMC.

**HKU
Research
Team
and
JsW**

5.7 Streamlining the Meeting Procedures of CITB (for approval)

5.7.1 Members took note of paper CIC/CTB/P/068/17, and noted the background and proposed improvement plan on streamlining the meeting procedures of the CITB. A Member raised that amendment was to be made to the remarks related to procurement procedure, as given in Appendix B of page C73, from "before issuing tender" to "paper on awarding tender".

5.7.2 Members passed a series of suggestions to enhance the meeting procedures of CITB so as to uplift its operational efficiency in which 9 items were involved. There were individual items which would need not to be submitted to the CITB for approval. Besides, 12 items did not require any amendment. Upon the establishment of the HKIC, the HKICMB would lead HKIC on the strategic level. It would also report to the CITB and was held accountable.

5.8 Proposed Amendments to "Skills Enhancement Courses for Construction Workers" (for approval)

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- 5.8.1 Members took note of paper CIC/CTB/P/069/17, and noted the background and proposed content of the captioned suggestion.
- 5.8.2 The Chairperson of the CITB expressed that after the implementation of the "Designated Workers for Designated Skills" (DWDS) Provision, registered general workers must be under the instructions and supervision of registered skilled workers to carry out designated skill work. Offenders usually would be advised to observe the provisions. However, in recent days, there was hearsay that related enforcement might be tightened. The Chairperson went on to say that the three proposed amendments listed in the paper might help increase the number of course enrolments.
- 5.8.3 The Executive Director said that at present there were over 400,000 registered workers. Regarding the target number set for training, the Executive Director used the example of the contractual requirement of projects of the Hong Kong Housing Authority in which at least 85% of the workers employed by contractors must be registered skilled workers. Currently, over 50% registered skilled workers aged 50 or above and would eventually reach the retirement age in the next ten years. There was a need for CIC to train more semi-skilled workers to fill in the manpower gap. The Executive Director was of the opinion that a target for training 80% of general workers to be semi-skilled workers should be set and a training timetable should be worked out accordingly.
- (SY Yu left the meeting at this juncture.)
- 5.8.4 The Member representing the Development Bureau expressed support to the three suggestions listed in the paper. That Member also opined that although there were a monthly increase of about 3,300 registered workers over the past three years, a majority of them were registered general workers.

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Therefore, the CIC had to make an effort to elevate the skill levels of registered general workers. The “Skills Enhancement Courses for Construction Workers” would be a good start. That Member also said that in the survey conducted earlier by the CIC targeting registered general workers who aged below 45 in order to understand their learning motives and preferred time for training, it was revealed that many registered general workers preferred evening training on weekdays. That Member hoped that in the next meeting the management would report the content and findings of the survey concerned, and would also review on how the Training Division of the CIC could accommodate workers’ training needs and industry development by making reference to the existing apprenticeship programme for E&M trades under which a trainee would also undertake part-time day-release courses during the training period. To invite employers and trainees to focus group meeting to solicit their opinions was suggested.

HWF

5.8.5 Members agreed to the proposed amendments to “Skills Enhancement Courses for Construction Workers”, which included:

- i) the CIC would give preference to those general workers who had not possessed any semi-skilled worker qualification to take skills enhancement courses, and also those who had already possessed semi-skilled worker qualifications to enrol for skills enhancement course on trades other than the one they were already skilled in to achieve the objective of “multi-skills”. However, the latter would enjoy a lower priority in enrolment and each of them could enroll for a skills enhancement course on a trade other than the trade he/she already skilled in only after 12 months upon completion of one skills enhancement course;
- ii) the CIC would enhance publicity work to promote the benefits of obtaining semi-skilled worker qualification. A message that workers could be gradually upgraded to "master

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craftsmen" should be included in the leaflet. Posters should be put up in construction sites to promote courses more directly; and

- iii) the CIC would strengthen the collaboration with trade unions or institutions, based on a model similar to the current Trainees' Referral Scheme. In order to encourage labour unions / trade unions / individuals to recommend workers to enrol in CIC's courses, a reward would be awarded to them upon recommending a worker who could successfully complete a designated skills enhancement course. The cost to be incurred would be included in the publicity expenses and the scheme would be put into trial run between 15 October 2017 and 31 August 2018.

5.9 Proposed Amendments to Skills Enhancement Courses of "Advanced Construction Manpower Training Scheme – Pilot Scheme" (for approval)

- 5.9.1 Members took note of CIC/CTB/P/070/17, and noted that the captioned suggestion was endorsed by the Task Force on Collaborative Schemes on 21 September 2017. The Member representing the Hong Kong Construction Industry Employees General Union (HKCIEGU) declared his interest immediately in the meeting, as the labour union to which that Member belonged had put in a request to conduct one of the courses covered by the captioned proposal.
- 5.9.2 Members agreed to the proposed amendments to the Skills Enhancement Courses of the "Advanced Construction Manpower Training Scheme – Pilot Scheme", which included allowing the HKCIEGU to add the trade of "Floor Layer (Timber Flooring)" under the list of skills enhancement courses offered by the HKCIEGU; and allowing Hong Kong Confederation of Trade Unions - Construction Site Workers General Union to add the trade of "Carpenter (Formwork - Building Construction)"

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under their list of skills enhancement courses. Members also accepted the related course content and the continuation of the existing method of reimbursement calculation for trade unions' costs. The training quota of the Pilot Scheme would remain at 800 (the original quota set in 2015 was 200 training places, which were then gradually increased to 800 places in January 2017) and no additional costs would be needed.

5.10 Proposed Amendments to Benchmarks of Efficiency for Collaborative Training Schemes and Statistical Data (January to June 2017) (for approval)

- 5.10.1 Members took note of paper CIC/CTB/P/071/17 and the endorsement of the captioned proposal by the Task Force on Collaborative Schemes on 21 September 2017.
- 5.10.2 It was noted that the calculation method of the efficiency benchmarks for the Collaborative Training Schemes did not reflect the actual training situation during the review period. Thus, 3 out of the 5 related benchmarks, namely: the enrolment rate, the dropout rate, and the overall passing rate had to be amended according to the actual situation during the period. The year-on-year rates of change on the number of enrolment would also be added. It was also noted that for the results of the efficiency benchmarks of the captioned schemes during January - June 2017, compared with that of the same period last year, an increase was recorded for application rate, enrolment rate, year-on-year rates of change on the number of enrolment, dropout rate and overall passing rate. Only that the retention rate – 3 months after graduation (including those who could not be reached and were presumed no longer working in the industry) was slightly lower than the figures of the same period last year.
- 5.10.3 The Member representing the Development Bureau expressed that, compared to the figures in 2016, most of the benchmarks of efficiency in the first half of 2017 were observed to have improvements.

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Although the number of intake increased, the dropout rate still managed to drop and the overall pass rate was even higher than before. The result was promising. That Member added that regarding the “Construction Tradesman Collaborative Training Scheme” (CTS) which was newly introduced in April 2017, the number of applications and enrollments at the current stage still lagged behind the original target. Therefore, it was expected that the management staff concerned could contact contractors, sub-contractors and potential trainees more to learn about their opinions towards the new scheme and to provide a report with detailed analysis in the next meeting to address the issue. In addition, that Member opined that the old collaborative schemes had gradually been replaced. Therefore, it was hoped that some suggestions on improvement of intake rate could be put forward at the early stage of the new scheme.

JyL

- 5.10.4 In response to the view that some sub-contractors were reluctant to join the new collaborative training scheme because of the requirement that trainees must attend the 2-month pre-training at the CIC, the Member representing the Hong Kong Construction Sub-Contractors Association (HKCSA) pointed out that pre-training also existed in the previous “Subcontractor Cooperative Training Scheme” (SCTS). The pre-training, which helped trainees grasp the basic skills and safety knowledge of working in construction site, was considered a good arrangement. That Member suggested the CIC contacting those sub-contractors who previously joined the SCTS to learn about their reasons of not applying to join the new CTS and to collect their opinions so that analysis could be conducted. That Member further commented that the previous SCTS was first processed through the HKCSA and their affiliated unions to hire those who wished to join the industry, then through the HKCSA and their affiliated unions to allocate these new joiners to their members, to save the cumbersome procedures. However, under the new scheme, sub-contractors had to hire workers themselves. That arrangement might

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have discouraged the sub-contractors from putting in their applications.

- 5.10.5 The Executive Director said that, there was feedback from sub-contractors that workers upon their completion of training would soon be employed by other sub-contractors because of the higher salaries. Those employers who were interested in training their workers might feel depressed. Regarding the unhealthy phenomenon of having trained employees being attracted by the lure of higher salaries offered by short-term jobs, the Executive Director suggested that a reward system be considered to support those sub-contractors who were interested in joining the CTS. A scoring system for those who joined the CTS to accumulate scores according to the number of persons trained could be thought of. Government might consider only allowing those sub-contractors with certain scores to be awarded contracts to set an example. The Executive Director then instructed the management to collect views and conduct analysis before the next meeting, to find out the reason why the industry response to the new scheme was not as expected, and to report and make enhancement suggestions in the next meeting.

JyL

- 5.10.6 Members agreed to the proposed amendments to the calculation method of the benchmarks of efficiency for the Collaborative Training Schemes, and accepted the data and the related analysis as well as the proposed follow-up work in the light of the statistical data.

5.11 Summary Notes of Meeting No. 003/17 of Steering Group on Implementation of Construction Workers Registration Ordinance (CWRO) Amendments in 2017 (for information)

Members took note of paper CIC/CTB/P/072/17 and the summary notes of the 3rd Meeting of the above Steering Group held on 10 August 2017.

5.12 Summary Notes of Meeting No. 003/17 of Task Force on Training in 2017 (for information)

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Members took note of paper CIC/CTB/P/073/17 and the summary notes of the 3rd Meeting of the above Task force held on 20 July 2017.

5.13 Summary Notes of Meeting No. 003/17 of Task Force on Trade Testing in 2017 (for information)

Members took note of paper CIC/CTB/P/074/17 and the summary notes of the 3rd Meeting of the above Task Force held on 26 July 2017.

5.14 Estimated Waiting Time for Full Time Adult Short Courses (for information)

5.14.1 Members took note of paper CIC/CTB/P/075/17, and the estimated waiting time of the three categories of Adult Full-time Short Courses as at 31 August 2017.

5.14.2 The Executive Director raised for discussion the issue of whether the training places currently offered by the CIC was to meet the expectation of the people on the waiting list or to meet the needs of the construction industry. The Executive Director quoted the Tower Crane Operation Course as an example, for which over 60 people were on the waiting list whilst only 36 training places were on offer by the CIC per year. According to the natural wastage of the industry, the training of 36 new tower crane operators should be enough to fill the vacancies. In addition, about 20 tower crane operators would be trained by the sub-contractors themselves annually. As such, the industry should not be in lack of tower crane operators. However, a number of people were still on the waiting list of the training course. That might be attributed to the considerable earnings of that trade practitioners. The Executive Director opined that in investing resources in enhancing the training efforts, CIC should carefully clarify whether it was to meet the needs of the construction industry or to meet the expectation of the people on the waiting list.

5.14.3 Some Members agreed with the Executive Director that while putting in resources for manpower

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training, there would be a need to clarify whether the people upon completion of training ultimately stayed in the construction industry. Some Members however opined that the provision of training places should be in line with the demand and supply of the industry. As for the unsatisfactory placement results of graduates of a few courses, for which the waiting time for admission was still long, there might be insufficient understanding of the course applicants towards the industry. Therefore, it was necessary to let the applicants have a clear understanding of the career prospect of the industry upon completion of the courses at the time of recruitment so that they could have a reasonable expectation. The Assistant Director expressed that the CIC had implemented the management of expectation to enable trainees to learn about the actual situation and entry-level pay of the trade in question before their courses got started.

- 5.14.4 The Member representing the Development Bureau opined that it would not be appropriate for the CIC to set training places just because of the demands of the industry or the preferences of individual trainees at that particular time. As there were "card reading devices" being installed in construction sites, that Member suggested making use of the data for a more detailed analysis. On the wastage of trainees, owing to the fact that real-time market needs were short-term in nature in most situations, the number of jobs for workers of related trades would be instantaneously affected when the number of projects of a specific trade dropped. However, training was a mid- to long-term task. When the training of a trade was stopped for any one year, it might not be able to make up the shortage to meet the needs instantaneously in the following year. Therefore, it would not be appropriate to link training directly with the real-time market demand. Moreover, as nearly half of the skilled workers aged over 50, the CIC might need to consider how training efforts could cope with the forthcoming tide of retirement in the middle term. As there were graduates who could not get a job in related trades in the short term, the CIC might consider assisting these trainees in finding jobs

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in other trades in the industry. When vacancies of that trade appeared at a later stage, the CIC might arrange those trainees who might still be interested to take up the jobs. That could help reduce the number of graduates leaving the construction industry. In addition, the market situation might be affected by some unpredictable factors such as in the event of “filibuster”. Therefore, it would not be appropriate for CIC to adjust the number of training places drastically just because of the placement rate of a particular period. That Member also hoped that the CIC could look into the ways to get back those graduates who had already left the construction industry or left their original trade to take up the vacancies of related trades.

- 5.14.5 The Executive Director said that setting the number of training places was an important topic. Therefore, it was hoped that the discussion of the subsequent CITB meetings could focus on that topic. The Executive Director added that relevant management staff would follow his lead to conduct in-depth study and then table the result for the discussion of CITB. As pointed out by a Member earlier, training work was not a short-term work. Even though the career prospect of a specific trade might not be satisfactory at a time, there was a need to maintain a certain number of training places to allow these graduates to stay in the industry. When the volume of work picked up, graduates who were working in other trades could return to their original trade. As some graduates might become unfamiliar with the skills acquired earlier due to the fact that they had been working in other trade, the CIC might consider providing short revision courses to these graduates to cope with the industry’s requirements. The Executive Director hoped that a mechanism which could strategically set the number of training places could be established through discussions.

5.15 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)

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Members took note of paper CIC/CTB/P/076/17, and the table on the waiting time for trade tests as at 31 August 2017 in which 95% trade testing met the 2-month indicator. The charts on eligible workers for trade registration through Senior Workers Registration Arrangement (SWRA) and Trade Tests as at 1 September 2017 were also noted.

5.16 Table on Waiting Time for Plant Operation Certification Course cum Tests (for information)

Members took note of paper CIC/CTB/P/077/17, and the main points of the timetable for plant operation certification tests as at 31 August 2017 in which around 84% of plant operation tests met the indicator of 2-month waiting time. Regarding the procurement of a builders' lift, it was noted that the installation of the lift had already finished. Enhancement works were underway and pending the approval of Electrical and Mechanical Services Department. It was expected that it could be put into operation in December 2017 for conducting certification tests.

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

Members took note of paper CIC/CTB/P/078/17, and the statistical data of the captioned Pilot Scheme from 1 September 2015 to 31 August 2017. It was also noted that the management would submit a proposal in the next meeting to improve the current situation that about 40% of intakes would quit the scheme in the end.

5.18 Any Other Business

5.18.1 Construction Industry Sports Day and Charity Fun Day 2017

Members were cordially invited by the management to support and participate in the "Construction Industry Sports Day and Charity Fun Day 2017" to be held in the Hong Kong Sports Institute on 5 November 2017.

5.18.2 Public Complaints in relation to CIC Training Work

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The Member representing Development Bureau pointed out that a newspaper earlier reported a complaint concerning the flow of muddy water into a nearby river in one of the training grounds of the CIC. That Member suggested an Alert System should be established for Members to take note of the public complaints in relation to the training work of the CIC.

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5.18.3 Skills Enhancement Courses of "Advanced Construction Manpower Training Scheme - Pilot Scheme"

5.18.3.1 A Member said that, as reflected by instructors who coached the above courses, the courses had been on offer for two years during which the hourly rates for instructors had not been adjusted. It was therefore hoped that the CIC might consider adjusting the hourly rates for instructors according to inflation.

5.18.3.2 Another Member said that, since the launch of the scheme the admission requirement had been relaxed from the originally proposed "one-year related working experience after having acquired the qualification of passing intermediate trade test" to the current practice of "one to three year(s)' related working experience after having acquired the qualification of passing intermediate trade test". That Member suggested further relaxation of the admission requirement to "one to five year(s)' or more related working experience after having acquired the qualification of passing intermediate trade test" to allow more practitioners to meet the admission requirement. That Member further stated that, as these workers had already been working in the industry for a long period, their chance of quitting the course before completion

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might be low. Another Member raised that for workers who currently obtained four to ten years of related working experience after having acquired the qualification of passing intermediate trade test, not only there were no chance for them to become registered skilled workers under the SWRA, but also there were no advanced arrangement for uplifting their skills comprehensively. In view of the fact that at present the number of registered semi-skilled workers was not large with only about 20,000, the CIC should consider allowing these workers to enrol in skills enhancement courses. The related management staff said that a paper in response to the opinions just voiced had already been drafted and would be submitted in the next meeting.

5.19 Tentative Schedule for the 6th Meeting in 2017

The next meeting was tentatively scheduled for 14 December 2017 (Thursday) 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 12:35 p.m.

**CIC Secretariat
October 2017**