

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 003/17 of the Construction Industry Training Board (CITB) was held on Wednesday, 21 June 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)	
	Henry CHAU	(BCC)	
	Sau-kuen CHENG	(SKCg)	
	Joseph CHI	(JCI)	
	Yat-hung CHIANG	(YHC)	
	Amelia FOK	(CYF)	
	Peter LAM	(OKL)	
	Kwok-kwan NG	(KKN)	
	Dennis WONG	(DW)	
	Sai-yen YU	(SYYu)	
	Albert LAM	(ALa)	
Mimi NG	(MN)	Representing Mr MAK Ping-sang of Labour Department	
In Attendance:	Raymond IP	(RI)	Development Bureau
	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
	Oi-yen LEE	(OYL)	Assistant Director - Registration Services
	Patrick KWOK	(PkK)	Manager - Finance
	Olivia YIU	(OaY)	Manager - Trainees Recruitment
	Jamie CHAI	(JeC)	Manager - Career Support Services
	Jimmy LEUNG	(JyL)	Manager (Acting) - Development & Support Services
	Priscilla TAM	(PTm)	Manager - Training & Development
	Shirley LAM	(YYW)	Senior Officer - Board Services

**Progress Report**

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**3.1 Confirmation of Progress Report of the Last Meeting**

Members took note of Paper CIC/CTB/R/002/17 and confirmed the Progress Report of the 2<sup>nd</sup> meeting held on 6 April 2017.

**3.2 Matters Arising from the Last Meeting**

**3.2.1 Item 2.3.3 – Proposed Training Places for Full-time Courses in Year 2018**

Members took note of the Report on Employment and Retention Rates of Graduates of Full-time Courses in the Years of 2016 and 2017. In 2016, the employment rate of graduates was 94% and their retention rates after three months, six months and twelve months were 87%, 84% and 79% respectively; while in 2017, the employment rate of graduates (as of May 2017) was 84% and their retention rate after three months was 78%.

**3.2.2 Item 2.6.15 – Proposal on Re-organisation of Training and Development**

Members noted that the proposal on establishing Hong Kong Institute of Construction (“HKIC”) was discussed and accepted in the Construction Industry Council (“CIC”) Meeting held on 28 April 2017. The Consultant had already re-examined the management structure and other related areas for Training and Development (“T&D”) according to the views of Members of CIC and CITB, and would report on the changes made in the briefing session to be held after the meeting.

**3.2.3 Item 2.9.3 – Introduction of the New “Refresher Course for Registered Minor Works Contractors (Individual)”**

It was opined that in providing the above-mentioned course for registered minor works contractors, there was a need for CIC to consider the contractors’ needs

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in meeting the due date of the renewal period and to ensure the class schedule could satisfy the demand of the industry practitioners. In this regard, the management staff had already contacted the Vocational Training Council offering the same course and would make the necessary coordination.

3.2.4 Item 2.22.2 – Statistical Figures of Advanced Construction Manpower Training Scheme-Pilot Scheme

Members noted that the proposal to raise the ceiling of training places for “Bar Benders & Fixers” to 300 due to the overwhelming response would not affect the overall training places of the Pilot Scheme (Structured On-the-Job). The budget would also not be affected as the overall training places would remain at 800.

3.2.5 Item 2.23.4.4 – Letter on Training Professional Skilled Workers

Members noted that the Chairperson of CITB had replied the construction company regarding the aforesaid issue on 28 April 2017, but the construction company sent in the second letter (the letter had been tabled at the meeting) dated on 31 May 2017 listing out a number of suggestions which would be discussed under Any Other Business.

(SKCg, DW and SYYU joined the meeting at this juncture.)

3.2.6 Item 2.23.5 – Requirement on Years of Working Experience for Trade Tests for Construction Craftsmen

Members noted that the Task Force on Trade Testing (“Task Force”) had already discussed whether the requirement of having a minimum of 4 years of related working experience to apply for trade tests should be relaxed in the meeting on 9 June 2017. It was considered that a deposit could first be collected from

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applicants who could not fulfil the requirement of 4 years of experience. If that applicant could pass the trade test, the deposit would be returned. Otherwise, the amount would be confiscated. The Task Force also considered that the suggestion was “easy-in but not easy-out”. In addition, the testing content would not be affected and its quality would not be lowered. The Task Force also suggested that the amount of deposit could make reference to the current surcharge which was HK\$ 800.

Member representing the Hong Kong Construction Sub-Contractors Association (HKCSCA) pointed out that the requirement of 4 years of relevant working experience was laid down by predecessors through years of experience and observation. Workers had to work in a trade for a period of time in order to master the skill level as a skilled worker. If a talented worker who did not have 4 years of working experience but still wanted to apply for trade test, the CIC could consider requiring the applicant to provide a letter of recommendation from his/her employer or instructor. In addition, there were views that the skill level of workers was below the standard and there was a need for them to stay in the industry longer to gain more experience, and that CIC should play a part in safeguarding the skill level of workers.

Member representing the Hong Kong Construction Industry Employees’ General Union (HKCIEGU) cited the Senior Workers Registration Arrangement as an example and said that it was not easy to obtain proof of working experience from employers. It was expected to be very difficult for a worker who did not have 4 years of relevant working experience to obtain a letter of recommendation from his/her employer. That member continued that applying for trade test was the personal decision of workers and that CIC should not deprive the workers of their right to take trade tests and should not require them to obtain a letter of recommendation from their employers as a pre-requisite to take the trade tests.

The Member for HKCSCA pointed out that the letter

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of recommendation would not be equivalent to the documentary proof of years of working experience. If an employer or instructor considered a worker did possess excellent skills, he/she would not refuse to issue a letter of recommendation to encourage the worker to apply for the trade test for construction craftsman. The Member also opined that employers would not discourage their employees from applying for trade tests just because of the need to give out higher salary for a qualified skilled worker.

The Chairperson suggested that the issue of relaxing or not the requirement of having a minimum of 4 years of relevant working experience be referred to the Course Advisory Panels (CAPs) for their discussion. The Member for HKCIEGU opined that the CAPs functioned only at an advisory level within the structure of CITB, and that the issue had already been discussed and accepted by the Task Force on Trade Testing. The Member also opined that from the stance of his labour union and workers, there should not be any barriers to hinder workers from applying for trade testing. All these would adversely affect the livelihood and advancement of workers. However, some Members considered that the CAPs covered a wider spectrum of industry practitioners in that issue and therefore agreed to the Chairperson's suggestion of seeking the views of CAPs on that matter.

**IK &  
Course  
Advisory  
Panels**

**3.3 Proposed Annual Budget for CITB in the Year of 2018 (for discussion)**

- 3.3.1 Members took note of Paper CIC/CTB/P/035/17. The revised budget of CITB for 2017 and the proposed budget for 2018 were also noted.
- 3.3.2 Concerning the training places for in-house full-time training courses and expected number of graduates given in the presentation, Member representing the Development Bureau (DEVB) asked for the reasons for reducing the training places of Enhanced Construction Supervisor / Technician Programme (“9+6” Course) from 179 in the Year of 2017 to 120 in the Year of 2018. YLC replied that the future

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direction of the aforesaid course was not decided when the management worked out the estimated places for the year 2018 in early 2017. The number of places was therefore preliminarily set at 120, which was then accepted by CITB in April 2017. However, after our recent proactive contact with employers in the industry and consultation meeting with employers who had employed graduates of “9+6” Course, it was realized that the industry’s feedback on “9+6” Course had become very positive. Quite a number of construction companies welcomed the CIC’s arrangement to provide construction supervisors / technicians from time to time via the “9+6” Course, which could flexibly respond to the market demand for manpower. Trainees also tended to accept the arrangement of a shorter training period. The management would soon draft a paper to propose adjustments to the training places of the Course in 2018 after having reviewed the admission criteria and re-specified the development direction of the Course.

- 3.3.3 The Member for DEVB was of the view that the CIC should set the training places according to the demand and supply of manpower. It was pointed out that the proposed training places of the “9+6” Course for 2018 was fewer than the estimated number of graduates of the Course in the revised budget in 2017, deviated from the actual situation. The Chairperson opined that since the management had planned to adjust the number of training places for the Course, the number of training places of the Course in 2018 could be increased to 160 or 200 by amending the existing document.

**DSL &  
Finance  
Department**

- 3.3.4 In response to the enquiry from a Member whether CIC had formulated corresponding publicity strategies and measures for the estimated number of training places to increase the expected number of graduates, YLC replied that CIC kept on trying to accommodate full enrolment or slightly over-enrolment in courses but a number of trainees might have quitted after the course started due to their adaptability or physical problems. In addition, there might have classes not fully enrolled and thus there

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might be a difference between the expected number of graduates and the number of training places. The Member suggested the provision of the number of students enrolled in each course to allow members to understand the dropout situation of trainees.

(PKC joined the meeting at this juncture.)

3.3.5 A Member expressed that from previous meetings with trainees of "9+6" Course and "18+6" Course, it was found out that they all learned about the courses through their friends. They also said that it was not easy to search for the two courses in the CIC website. Thus, there would be considerable room for improvement regarding the publicity approach which seemed not suitable for appealing to applicants aged below 30. The Member also stated that in considering how to attract new entrants, staff of relevant departments should put themselves in new entrants' shoes to help applicants understand the construction industry, different types of trades and their division of labor.

3.3.6 YLC said that related departments had been proactively taken into account actual situations to adjust and strengthen the publicity work. It was believed that the results would become more significant in the next quarter or next year. CIC had also set aside a certain amount in the budget for expenses on publicity work. The related publicity activities would be briefly introduced in the relevant slide of the presentation with the goal of narrowing the gap between the recruitment results and the number of training places. The Chairperson requested the management to submit a paper in the next meeting listing out the publicity strategies and activities for members to consider.

**OaY**

3.3.7 Some Members pointed out that apart from publicity work, CIC seemed to have no practical measures to address the problem of the dropout of trainees in the early stage of their training. The situation reflected that trainees had insufficient understanding of the construction industry or the course content. The

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Member suggested making reference to the “trial employment” approach to allow trainees to visit training centres and learn about the training content of individual trade before they formally started their training. Moreover, CIC might consider taking some short videos of a few minutes to introduce the training details of various trades while ensuring better expectation management to enable interested applicants to have a clear idea of the starting salaries and form reasonable expectation, and to clearly understand whether the trade concerned was suitable before applying for the course.

- 3.3.8 A Member very much concurred with the suggestion of letting applicants know in advance the course content of specific trades and remarked that her trade union had also organised "trial classes". Therefore, the Member suggested CIC to consider providing a half-day or full-day “experience class” for interested parties to know better the training content of various trades and the prospect of related sectors. That Member also suggested CIC to review recruitment situation and the cost-effectiveness every six months to see if there would be a need to enhance publicity work and increase budget. The Chairperson pointed out that since the subject of the discussion paper had been on budget estimates, detailed information on the training effectiveness was thus not provided. In order to allow members to know more about the key performance indicators of CIC in the provision of courses, the Chairperson requested the management to submit a benchmark report on full-time courses every six months. **OaY and JeC**
- 3.3.9 A Member opined that CIC should strive to lower the trainees’ dropout rate and to introduce soft measures to retain trainees to complete their courses and join the construction industry. If the dropout rate could be reduced, the number of graduates would be increased. That Member also expressed that a more rigorous target should be set for trainees’ dropout rate to seek for continuous improvement. The Chairperson requested the management to submit a report with suggestions for improvement on trainees’ recruitment **OaY & JeC**



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and retention work.

3.3.10 In response to the suggestion to set a target to reduce trainees' dropout rate, the management said that they would try their best to reduce the dropout rate to 20%. A Member remarked that setting a target would be good but unfit trainees should not be kept just for meeting the target. That Member also expressed that the proposed target should not be set as an inflexible target and staff should not be penalized because of such target. Another Member suggested to address the issue at source, i.e. not to indiscriminately admit unqualified trainees so that it might help reduce the dropout rate after course commencement. The Chairperson stated that CIC has been prudent in picking the appropriate applicants who had really shown their interest in joining the construction industry. CIC would strive to introduce more measures to enable trainees to complete their courses.

3.3.11 Members took note of the actual income and expenditure of CITB in 2016, the original budget and revised budget for 2017, and the estimation for 2018 as well as the key projects that might have greater impact on the budget and capital expenditure. After further deliberation, Members accepted the CITB's work plan in 2018 and the proposed budget as well as the revised budget for 2017.

**3.4 Proposed Daily One-hour Extension of Teaching Arrangement for Machinery Operation Training (Pilot Scheme) (for discussion)**

3.4.1 Members took note of Paper CIC/CTB/P/036/17. It was noted that the captioned proposal was accepted by Task Force on Training on 18 May 2017.

3.4.2 Members agreed to the daily one-hour extension of teaching arrangement for machinery operation training in outdoor training ground, and the training courses on Mobile Crane Operation and Tower Crane Operation in Tai Po Training Ground would be the first batch of courses for trial run. A review on its effectiveness would be made after a period of time to

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see if the scheme could be extended to other training grounds. Members also accepted the extra expenditure to support the said arrangement, which included the hiring of one instructor for conducting certification tests on Mobile Crane Operation and Tower Crane Operation on a 2-year fixed-term contract, the hourly wages for over-time work of existing staff and the needed installation of lighting fixtures. Approval for the extra funding would be sought from the Com-ANF.

**3.5 Proposed Cessation of Investing in Construction Manpower - Skills Enhancement Courses (for discussion)**

3.5.1 Members took note of Paper CIC/CTB/P/037/17. It was noted that the captioned proposal was accepted by Task Force on Training on 18 May 2017.

3.5.2 Members agreed to stop accepting new applications for Investing in Construction Manpower - Skills Enhancement Courses by the end of June 2017. In addition, the Investing in Construction Manpower - Skills Enhancement Courses would also cease to operate after the enrollees had completed their study.

**3.6 Proposed Revamp of Welding Workshop in Sheung Shui Training Centre and Addition of Welding Simulators to Support Teaching (for discussion)**

3.6.1 Members took note of Paper CIC/CTB/P/038/17. It was noted that the captioned proposal was accepted by Task Force on Training on 18 May 2017.

3.6.2 Members accepted the proposed revamp of welding workshop in Sheung Shui Training Centre and addition of welding simulators to support teaching. Members also agreed to the needed extra resources, which included the capital expenditure for the purchase of 12 sets of welding simulators and computers, 24 sets of welding machines and the expenses on partial expansion of the existing welding workshop; and the recurrent expenditure for hiring one established post of welding supervising instructor and two welding instructors on fixed-term contracts.

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The proposed work schedule was accepted as well.

**3.7 Provision of Training Courses for Ethnic Minorities and Proposed Future Development (for discussion)**

3.7.1 Members took note of Paper CIC/CTB/P/039/17. It was noted that the captioned proposal was accepted by Task Force on Training on 18 May 2017.

3.7.2 A Member opined that the two full-time translators proposed to be hired should come from ethnic minority backgrounds. Teaching results would only be significant with their assistance. Another Member expressed that it was already advised in the last meeting of Task Force on Training that senior in-service ethnic minority workers might be the targets to hire. He further suggested, if possible, those ethnic minority workers might be considered for employment as instructors so that they could teach and assist in translation. Other Members also agreed to give preferential consideration to those ethnic minority workers with teaching ability.

YLC

3.7.3 Members also accepted other suggestions on providing training for ethnic minorities and their future development, including (i) deployment of a full-time instructor for teaching Chinese and English Metal Scaffolding Course in 2017 in response to the overwhelming number of applications for the course, and further flexible deployment of staff would be made if necessary; (ii) relaunch of free Construction Vocational Cantonese Course (60 hours) and adding Cantonese jargon of the concerned trades into existing syllabus of Skills Enhancement Courses for Ethnic Minorities; (iii) expansion of network with employers who were willing to hire ethnic minorities in the hope that course attractiveness would be enhanced with promising career prospects and a survey would also be conducted to collect the employers' views towards our trainees in order to refine the syllabus; (iv) enhancement of the linkage with ethnic minority organisations to understand their needs, and discuss with them on how to help their youngsters to master Cantonese and integrate into the community to boost

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the opportunities for future development; and establishment of a long-term relationship with ethnic minorities through providing volunteering services to express our care and support.

**3.8 Review on Trainees Taking Part in Earn and Learn Pilot Scheme in 2015/16 and Suggestions (for discussion)**

3.8.1 Members took note of Paper CIC/CTB/P/040/17. It was noted that the captioned suggestions were accepted by Task Force on Collaborative Schemes on 20 April 2017.

3.8.2 Members agreed to continue the collaboration with Vocational Training Council to refer eligible trainees to participate in the Earn and Learn Pilot Scheme and continue to offer the Apprenticeship Subsidy Scheme to those trainees who could not join the Earn and Learn Pilot Scheme to enable them to complete the apprenticeship contracts. Members also agreed that graduates of four courses, namely Plastering & Tiling, Metalwork, Joinery and Painting, under the newly introduced Construction Diploma Programme would be eligible to apply for the Earn and Learn Pilot Scheme. Members also accepted the terms and conditions of referring enrolled trainees of Apprenticeship Subsidy Scheme 2016/2017 and 2017/2018 to the Earn and Learn Pilot Scheme. Members also agreed to authorise the Executive Director to sign the agreement on behalf of CIC.

**3.9 Arrangement on Addition of Simulators for Training on Machinery Operation (for information)**

3.9.1 Members took note of Paper CIC/CTB/P/041/17. It was also noted that the captioned proposal was submitted on 18 May 2017 for the information of Task Force on Training.

3.9.2 It was noted that with the application of simulators in the training of excavator operation Training from 2015 onwards, impressive results had been achieved. The management intended to extend the use of simulators to cover the operational training of other

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construction machinery, and the estimated expenses had been set aside in the budget for 2017. It was provisionally planned to purchase a simulator, which was transformable to serve other purposes after making minor changes to the hardware, and could produce sound and vibration effect. The effectiveness of using simulator would be reviewed and suggestions on improvement would be collected after having been used by instructors and trainees for a period of time. A decision would then be made on whether more simulators for training purpose should be purchased. Members agreed to the suggestion.

**3.10 Summary Notes of Meeting No. 002/17 of Task Force on Collaborative Schemes (for information)**

Members took note of Paper CIC/CTB/P/042/17. Summary Notes of Meeting No. 002/17 of the above Task Force held on 10 April 2017 was noted.

**3.11 Summary Notes of Meeting No. 002/17 of Task Force on Training (for information)**

Members took note of Paper CIC/CTB/P/043/17 and noted the summary notes of Meeting No. 002/17 of the above Task Force held on 18 May 2017. YLC added that Hong Kong Bar-bending Contractors Association had indicated in its letter earlier that the existing construction projects could not accommodate the large number of bar-bending graduates. The Association hoped that CIC could train fewer semi-skilled workers and focus more on training skilled bar benders and fixers. The management thus had amended the training places for bar benders and fixers in the year 2017. Furthermore, reallocation of the related resources for launching Skills Enhancement Courses was also accepted by CITB in April 2017. At the meeting held in May, the Task Force directed the management to reply the Association that the places for training semi-skilled bar benders and fixers had been revised according to their concern and views. In addition, a full-time 15-day Skills Enhancement Course for training semi-skilled bar benders and fixers to become skilled ones had been prepared and the Association was urged to send suitable persons to take the course.

**3.12 Summary Notes of Meeting No. 002/17 of Task Group on**

**Machinery and Crane Operation (for information)**

Members took note of Paper CIC/CTB/P/044/17 and noted the summary notes of Meeting No. 002/17 of the above Task Group held on 27 April 2017. It was also noted that the Task Group had reviewed most of the major machinery operation courses and the Task Group would be dissolved later.

**3.13 Summary Notes of Meeting No. 002/17 of Steering Group on Implementation of CWRO Amendments (for information)**

Members took note of Paper CIC/CTB/P/045/17 and noted the summary notes of Meeting No. 002/17 of the above Steering Group held on 15 May 2017. It was also noted that the Steering Group had made some comments on the relatively low passing rate of certain trade tests. The consultancy study on Establishing an Accreditation Framework for Qualifying Skilled Workers for the Hong Kong Construction Industry commissioned to the University of Hong Kong was in good progress and expected to be completed by August 2017.

**3.14 Table on Estimated Waiting Time for Full-time Adult Short Courses (for information)**

3.14.1 Members took note of Paper CIC/CTB/P/046/17. It was also noted that as of 31 May 2017, amongst the three types of Full-time Short Courses, the waiting time of Craft Courses and Technician Programme in general was within the six-month indicator yet applications for Plant Operation Courses still needed to be suspended.

3.14.2 A Member pointed out that based on the Report on the Retention Rate of Full-time Courses' Trainees tabled earlier at the meeting, the employment rate and retention rate of graduates of Plant Operation Courses were relatively low. The Member considered that it was necessary for the management to explain clearly the employment situation of the trades in question to applicants. He went on to say that as CIC had put in a lot of resources in Plant Operation Courses, there was a real need for CIC to implement remedial measures to lower the turnover rate of graduates. YLC replied that staff responsible for trainee recruitment had

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explained the employment situation and prospect of the trades to applicants. Moreover, CIC had introduced measures to allow graduates of Plant Operation Courses to enrol in another course if they did not have any job referrals after three months of their graduation so as to retain these graduates in the construction industry to re-engage in plant operation sector later when there were suitable vacancies.

**3.15 Summary Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration through the Senior Workers Registration Arrangement and Trade Tests (for information)**

3.15.1 Members took note of Paper CIC/CTB/P/047/17. It was noted that as of 31 May 2017, the waiting time of over 90% of trade testing was within the two-month indicator. There were eight trades of which waiting time exceeded the indicator and the main cause was the recent increase in the number of applications for trade testing, in particular those trades of which the waiting-time indicator had been exceeded. Trade Testing Centre had already introduced complementary measures in terms of manpower and venue arrangement. It was expected that with the engagement of more part-time invigilators, over-time working on weekends, hiring extra staff and the availability of new testing venues in June and July 2017, the problem of long waiting time could be relieved gradually. For handling candidates with unexcused absences, it had been agreed that they would be given zero marks and charged for an extra fee should they re-apply for the tests within one year. In addition, the Task Force on Trade Testing also made a number of suggestions like giving priority to first-time applicants.

3.15.2 A Member advised that given the large number of people on the waiting list, CIC might consider introducing the on-site replacement arrangement to allow applicants willing to wait on site to fill up the place of absent candidates. Such arrangement could help fully utilise the venue and manpower resources. However, substitute candidates should be reminded

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that the opportunity for taking up the place of absentee would be discretionary in nature. The CIC could also accord priority to those candidates with sincerity and bring forward their testing date. IK replied that one to two trades would be chosen for trial run according to Members' views.

IK

- 3.15.3 Members took note of the grand total of applications for Senior Workers Registration and Trade Testing as of 2 June 2017.

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

Members took note of Paper CIC/CTB/P/048/17. It was also noted that the waiting time of over 80% of trade testing for plant operation was within the two-month indicator and the number of trades that exceeded the indicator was seven as of 31 May 2017. It was also noted that heavy rainfall to a large extent would affect the conduct of trade testing for plant operation.

**3.17 Statistical Data of Advanced Construction Manpower Training Scheme - Pilot Scheme (for information)**

Members took note of Paper CIC/CTB/P/049/17. Statistical Data of the captioned scheme during the period from 1 September 2015 to 31 May 2017 was also noted.

**3.18 Any Other Business**

- 3.18.1 Second Letter on Training Professional Skilled Workers

3.18.1.1 It was noted that the construction company which wrote to CITB regarding the captioned matter in late March 2017 had sent in a second letter in late May 2017. In relation to the concern expressed by the construction company, a Member from that company added that his company hoped CIC could step up its effort in training more skilled workers. It was also suggested to implement a systematic Apprenticeship Programme



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with a longer duration in order to elevate the quality and social status of workers. That Member also stated the purpose of writing the letters was to make views known and share experience with CITB.

3.18.1.2 The Chairperson stated that it had been the goal of CIC to train skilled workers of high quality and he would discuss with the representative of that company to explore the issue further so as to enhance the training process. The Chairperson continued that changes were constrained by the labour market and other practical factors. It would be the best arrangement if a change to the training culture could be made and all training institutes were encouraged to adopt such training pattern.

3.18.1.3 A Member considered that the idea proposed by the construction company in nurturing skilled workers of high quality was very important. Being one of the industry stakeholders and a member of CITB, the Member opined that there should be a rigorous expectation of the standard of services provided by the CIC such that these services could be accountable to the peers who paid levy. That Member also expressed that since all of us would like to make continuous improvements, there was a need for front-line staff to have the same thought, so CIC had to drive the mission and requirement down to the front-line staff with a view to ensure they shared the same belief in delivering training.

3.18.1.4 The Chairperson would report after the discussion with the representative of the construction company.

3.18.2 WorldSkills Hong Kong 2017 and WorldSkills Abu

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Dhabi 2017

IK briefed Members about the captioned contest, including the past results of CIC in WorldSkills Competitions over the years, Asia Competition held in Hong Kong and related activities, progress in preparing for WorldSkills 2017 and the training mode, promotion projects and estimated expenses for the WorldSkills. CITB Members were cordially invited to cheer up our contestants in WorldSkills Competition held in Abu Dhabi in mid-October 2017 and take part in the WorldSkills Conference.

3.18.3 Member of Task Force on Safety Experience and Training Centre

3.18.3.1 It was noted that Safety Experience and Training Centre (SETC) would be established in Kwai Chung Training Centre. To oversee the project of SETC in an effective manner, a task force would be formed to supervise the whole project, provide direction, suggestion and guidance for the working group of the project, vet and endorse the documents on major items submitted by the consultant company. CITB would have to appoint a Member with architectural background to act as a member of the said task force. CITB Members unanimously confirmed that DW would serve as a member of the task force.

3.18.3.2 In addition, Members noted that due to the importance of the project, the engineering design consultant company suggested inviting JCI to act as the safety consultant of the project. JCI declared that he had a pecuniary interest at the meeting as the company he was working for had been engaged in the project.

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3.18.4 Extension of Term of Office of Course Advisory Panels

It was noted that since the review report by the Consultant was still in progress, the term of Course Advisory Panels would have to be further extended by six months to 31 December 2017. A Member hoped that the end date of the current-term Course Advisory Panels could be known at the next CITB meeting.

**3.19 Tentative date of Meeting No. 004/17**

The next meeting was scheduled for 3 August 2017 (Thursday) at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no other business, the meeting was adjourned at 11:20 a.m.

**CIC Secretariat  
June 2017**