

Construction Industry Council

Construction Industry Training Board

Meeting No. 001/17 of the Construction Industry Training Board (CITB) was held on Wednesday, 25 January 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	(KKCN)	
	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)	
	Ping-sang MAK	(PSM)	
In Attendance:	Jacky WU	(JW)	Development Bureau
	Raymond IP	(RI)	Development Bureau
	Alex LEUNG	(AL)	Director - Training & Development
	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
	Victor WONG	(VWg)	Senior Manager - Training & Development
	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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1.1 Welcome and Confirmation of Progress Report of the Last Meeting

The Chairperson welcomed Members of the new term and introduced the newly appointed Members.

Members took note of Paper CIC/CTB/R/006/16 and confirmed the Progress Report of the 6th meeting held on 8 December 2016.

1.2 Matters Arising from the Last Meeting

1.2.1 Item 6.2.4 – Proposal to handle candidates with unexcused absences

For the proposal to handle candidates who had accrued a total of two unexcused absences in the same test, the management had a preliminary discussion with the Chairperson of Task Force on Trade Testing (TF-TRT) and reached a consensus on the direction. Details of the new arrangement were being drafted, which were expected to be discussed at the next TF-TRT meeting.

TF-TRT

1.2.2 Item 6.3.6 – Proposed Bar-bending Machine Maintenance and Repairs Course

The management would report the enrolment status of Bar-bending Machine Maintenance and Repairs Course to CITB after the conclusion of the first class.

1.2.3 Item 6.6-6.8 – Proposed Part-time Training Course on Introduction of Building Information Modeling (BIM) Data Management; Part-time Training Course on Introduction of Basic Building Information Modeling (BIM) and Project Management; Full-time Adult Short Course on Building Information Modeling (BIM) (70 days)

The management would closely monitor and report the enrollment situation of the above three courses to let Members know the latest training demand for

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these courses. The management would also consider running a BIM course of elementary level or a bridging course for persons with Secondary Three qualification. The issue would be followed up by the Task Force on Training (TF-TNG).

TF-TNG

1.2.4 Item 6.9.3 – Report on Review of Skills Enhancement Courses for Ethnic Minorities – Pilot Scheme and Proposals for Future Development

Regarding the Members' view on the class size of the above Skills Enhancement Courses for Ethnic Minorities, the Management would follow up the suggestion of increasing the number of trainees to 12 per class after the review of the courses in mid 2017.

1.2.5 Item 6.13 – Consultation Paper on the proposed replacement of existing Collaborative Training Schemes with a new Collaborative Training Scheme for training semi-skilled workers

As regards the concern of Members that trainees might tend to enroll in three-month-training trade courses which offered a higher average monthly salary, the management explained that the difference in average income of trade courses of different training duration was due to the fact that trainees from courses of shorter training duration might receive the money reward in a shorter period of time. However, there was a precondition that these trainees had to pass the Intermediate Trade Tests. Therefore, the management advised maintaining the existing proposal intact and reviewing it after its implementation. The management would review and report the effectiveness of the training scheme from time to time. In addition, CIC would act at the request of the Government representatives to provide for a transitional period for the existing Contractor Collaborative Training Scheme in parallel with the launch of the new Collaborative Training Scheme for the contractors whose projects had been commenced to fulfill their duties under the related contractual terms. Trade courses that were not included in the

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new Collaborative Training Scheme due to the absence of related Intermediate Trade Tests/Certification Tests would be discussed in item 1.7.

1.2.6 Item 6.17.2 – Skilled Construction Workers Forecast (2017-2025)

For the result of the captioned forecast, there would be a continuous labour shortage in three trades, namely Carpenter (Formwork), Plasterer and Refrigeration / Air-conditioning / Ventilation Mechanic, during the forecasting period. The management would act upon the advice of Members to focus its efforts on enhancing the training of these trades according to the forecast result. For Plasterer and Carpenter (Formwork), apart from increasing the training allowance of all Adult Short Courses to around HK\$9,000 per month, CIC would also include the two trades in the proposed Skills Enhancement Courses for General Workers with a view to increase the number of semi-skilled workers in both trades. For the labour demand of the trade on Refrigeration / Air-conditioning / Ventilation Mechanic, the management would share the forecast data of the trade with Vocational Training Council to plan the related training places.

1.2.7 Linkage with Vocational Training Council (VTC)

A Member representing the Hong Kong Federation of Electrical and Mechanical Contractors (HKFEMC) was of the view that, based on his experience as a former member of Electrical and Mechanical Services Training Board under VTC, both CIC and VTC had been offering vocational training for the concerned industry, and that many graduates of electrical and mechanical training courses would join the construction industry. Thus, it was necessary to ensure the consistency of the purpose and aim of both institutions in providing construction training.

The Chairperson said that in CITB there was a

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representative from the HKFEMC who did keep on bringing in the experience of electrical and mechanical training to the civil engineering training of CIC, and that the direction of CIC in providing construction-related training was in alignment with that of VTC. In addition, the career path of trainees was being followed upon. The Chairperson also said that since more teenagers preferred to engage in electrical and mechanical industry, CIC would like to refer to the success in that aspect and provide more initiatives to attract entrants to join the civil engineering sector. The Director added that over the years CIC and VTC worked closely with each other, and embarked on providing courses of advanced level for graduates of CIC Basic Craft Courses and Supervisor/Technician Training Programme. The Member would like to provide advice and assist in the promotion and publicity work of training courses.

1.3 Organisation Structure and Member List of Construction Industry Training Board in 2017 (for discussion)

1.3.1 Members took note of Paper CIC/CTB/P/001/17. It was noted that under CITB there were four Task Forces, six Working Groups and 18 Course Advisory Panels in 2016. The two Working Groups, namely Ad Hoc Working Group on Development of Local Construction Professionals and Supervisory Staff to Work Overseas and Working Group on Standardization of Labour Return of Construction Sites, were to be dissolved as their tasks were not the focus areas in the coming years or the objectives had been met respectively. The term of Task Force on Collaborative Schemes (TF-COS) would be counted from the merging of Task Force on Contractor Cooperative Training and Apprenticeship Scheme and Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme on 1 January 2016. The Chairperson of CITB would act as the Chairperson of the TF-COS this year. As regards the recommendations made by the Consultant that the collaborative training scheme should be within the ambit of the Task Force on Training (TF-TNG), the subject

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matter should be a regular agenda item of the TF-TNG and the TF-COS had to be dissolved, the management was of the view that it would be better to consider the dissolution of the TF-COS in 2018 as the new Collaborative Training Scheme would be launched in 2017. In addition, Mr. Tandy LOK, Mr. Ivan FU, and Dr. Wai-wah HO, who were invited to attend the meetings of individual Task Forces or Steering Group on Implementation of CWRO Amendments, had already completed their terms on 31 December 2016.

- 1.3.2 Members agreed to continue to set up under CITB four Task Forces (TF-TNG, TF-TRT, TF-COS and Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study), four Working Groups (Task Group on Construction Safety Courses, Task Group on Heritage Maintenance, Task Group on Machinery and Crane Operation, and Task Group on RMAA Manpower Research) and 18 Course Advisory Panels in 2017, as well as the respective terms of reference and membership of each Task Force and Working Group. Members also agreed that the term of office for members of all Task Forces and Working Groups would run from 1 January to 31 December 2017.

(Post-meeting note: At the meeting held on 4 October 2016, CITB resolved that since the consultant had not completed the review report on training and development, the term of office of Members of the Course Advisory Panels would have to be extended to 30 June 2017.)

1.4 To Streamline Procedures to Purchase or Replace Machines (for discussion)

- 1.4.1 Members took note of Paper CIC/CTB/P/002/17. It was noted that a period of more than six months would be needed for the whole process of purchasing or replacing machinery based on the current

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procedure. To mitigate the effect on the waiting time for Plant Operation Training Courses due to the damage and breakdown of machinery, it was proposed to simplify the procedure for purchasing machinery to save time.

1.4.2 A Member requested the management to list the total value of existing machines in the future so as to let Members know the percentage of budget expense on purchasing machines over the total value of all machines. In response to the enquiry on replacement schedule of machines in training centres, the Director replied that the budget for the coming year would be prepared in the middle of the year and the replacement schedule and the related budget expenses would be tabled at the Budget Briefing for CITB Members.

1.4.3 Members accepted that the management would prepare a paper stating plan for new machines to be purchased in the year at the beginning of every year for CITB's consideration. The paper should include the estimated cost, model, quantity and reasons for the purchase. Subsequent to the resolution, the concerned training centre would then be allowed to purchase the new machines and table the tender result to CITB, Committee on Administration and Finance and Construction Industry Council for their endorsement. Members also agreed to replace a total of four machines in 2017, including a crawler-mounted mobile crane, a lorry-mounted crane, a tower crane and a bulldozer, and the total budgeted amount of HK\$12 million.

1.5 Skills Enhancement Courses for Construction Workers (for discussion)

1.5.1 Members took note of Paper CIC/CTB/P/003/17. It was noted that the captioned course proposal was accepted by Task Force on Training (TF-TNG).

1.5.2 Members agreed to launch the proposed Skills Enhancement Courses for Construction Workers to assist registered general workers and construction

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workers who possessed at least one-year working experience in related trades in upgrading their skills level to the level of intermediate tradesmen so as to get registered as semi-skilled workers according to their skills for the purpose of undertaking work of related trades independently following the implementation of “Designated Workers For Designated Skills” Provision. A total of seven trades would be covered by courses in phase one, including Metal Scaffolder, Plumber, General Welder, Plasterer, Painter, Bar Bender & Fixer and Carpenter (Formwork). The proposed curriculums for the aforementioned trade courses were also accepted by Members. There would be 10 to 12 trainees per class. The total training hours per course would be 50 hours. Around 1,000 training places would be provided every year. Trainees would only be allowed to take Intermediate Trade Tests when their attendance rate had reached 85% or above. Courses and Intermediate Test Tests (the first and the second attempts) were free for these trainees. Trainees would get a one-off money award of HK\$4,000 if they could complete the courses and pass the Intermediate Trade Tests. The budgeted cost, together with the promotion expenses, totaled around HK\$6.75 million (excluding the fees of two attempts of Intermediate Trade Tests). A report on the cost effectiveness would be submitted by the management at the end of 2017 and suggestions on the number of training places or trades in 2018 would then be made.

1.6 Appreciation Course on Quality of Drinking Water and Good Practice (for discussion)

- 1.6.1 Member took note of Paper CIC/CTB/P/004/17. It was noted that the captioned course was first accepted by the Course Advisory Panel on Plumbing & Pipe-fitting and then by the Task Force on Training.
- 1.6.2 In response to an enquiry on the three-year provision period and review mechanism of the course, the Chairperson said that the suggested provision of the course for three years was only for budget purpose.

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Every course would be reviewed after being on offer for a certain period of time. YLC explained that the purpose of setting a three-year period was to provide continuing training for most of the registered skilled and semi-skilled plumbers (a total of approximately 14,500 plumbers as at the end of November 2016). The continuation of the course would be subject to the then situation. However, a review report would be made to the CITB after the course had been introduced for a year.

- 1.6.3 A member enquired about the direction of the course development and concerned whether it would become a compulsory course. The Chairperson expressed that the proposed course was an awareness course to enhance the understanding of workers towards the sector in question. These elements would be added into all CIC courses. For the suggestion of making the course a compulsory one, the Director explained that the training of and the related trade test for plumbers were provided by CIC yet legal requirements of the Construction Workers Registration Ordinance would be involved if registered skilled and semi-skilled plumbers had to take the proposed course.
- 1.6.4 A Member considered that it would involve considerable administrative workload and cost if people had to pay HK\$80 course fee in advance but would be reimbursed by a HK\$100 supermarket coupon upon completing the course. That Member suggested exempting the course fee and targeting at the employers including contactors and plumbing sub-contractors of prospective course applicants to encourage and drive their employers to come forward to take the free course. The result would be more significant. For the concern that training resources would be misused if the course was free, the Member suggested enhancing promotion work and other auxiliary arrangement. Approaching the industry employers directly to encourage their employees to take the course would help reduce the chance of misuse of course resources.

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- 1.6.5 A representative for the Federation of Hong Kong Electrical & Mechanical Industries Trade unions highlighted that it would save a lot of administrative work if licensed electricians referred by their employers were entitled to take a free course. That Member also advised that uploading the name of workers who had completed the appreciation course to the website of Workers Registration Office for easier identification would encourage workers to enroll in the course.
- 1.6.6 A representative for Hong Kong Construction Industry Employees General Union pointed out that at present there were legislative requirements for licensed electricians to take a number of specified courses. However, the proposed appreciation course was not mandatory and registered skilled and semi-skilled plumbers were not legally bound to take the course. Therefore, that Member opposed the suggestion of uploading the information of workers who had completed the course to the Workers Registration Office website, which might not comply with the present regulations. That Member lent his support to the proposed trial run of offering the course free and actively liaising with employers to encourage their employees to enrol in the course. The Director suggested that the class size could be bigger to fully utilise the training resources as the course was mainly on classroom teaching.
- 1.6.7 A Member suggested that besides liaising with contractors and sub-contractors directly, CIC might contact property management companies to encourage plumbing sub-contractors and their employees to enroll in the course with a view to enhancing building repair and maintenance services, which might serve as an additional incentive for them to take the course.
- 1.6.8 A Member asked about the target trainees of the course and pointed out that there were over 200,000 registered general workers with some of them having engaged in work of designated skills or carried out the related work under supervision. Thus, it was

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suggested expanding the coverage of the trainee target to include registered general workers.

1.6.9 A Member remarked that since CIC's training resources were limited and the course was introduced with a specific purpose, the training demand of registered skilled and semi-skilled plumbers had to be satisfied first. The Chairperson agreed to focus the training resources on the original trainee target and could consider opening the course to other people in the future according to circumstances.

1.6.10 Members agreed to introduce the part-time evening Appreciation Course on Quality of Drinking Water and Good Practice for skilled and semi-skilled plumbers, and the proposed syllabus. The training hours of the course would be 1.5 hours and there would be 30 trainees per class. The course would be held for three years from April 2017 to March 2020, and would be conducted at Kowloon Bay Training Centre. Certificates would be issued to trainees upon course completion and there was no need to pay course fee. A review would be carried out after the course was introduced for six months to see if it was appropriate to expand the target trainee group to better utilise the training resources and enhance the effectiveness.

YLC

1.7 Budget Estimates for New Collaborative Training Scheme in 2017 and Supplementary Information (for discussion)

1.7.1 Members took note of Paper CIC/CTB/P/005/17. It was noted that the captioned budget estimates was accepted by Task Force on Collaborative Schemes.

1.7.2 A representative for Hong Kong Construction Sub-Contractors Association expressed that the association he represented was supportive of the captioned budget estimates yet he expressed reservation on the arrangement of giving subsidy to trainees directly by CIC under the new Collaborative Training Scheme mentioned in paragraph 3.5 of the Paper. It was worried that obedience of trainees during the training period might be affected. The

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Director replied that views had been sought from the industry and adjustment would be made under which subsidy would be given out through the employers. A paper on the new arrangement would be submitted at the next meeting.

JyL

- 1.7.3 That Member also expressed his concern that under the new Collaborative Training Scheme it might be difficult to find suitable sub-contractors without the participation of trade unions, and the payday of trainees might be affected. That Member suggested reconsidering the arrangement. The Chairperson said that the Hong Kong Construction Association was merely responsible for driving and encouraging its association members to join the scheme over the past few years. Under the new Collaborative Training Scheme, all trade unions / associations would act as coordinators. The Director supplemented that criteria and requirements regarding the eligibility of employers would be formulated under the new Collaborative Training Scheme, including the requirement that employers must be on the member list of registered contractors or registered sub-contractors. In addition, the new scheme would be subject to a regular review.
- 1.7.4 A Member pointed out that the original purpose of enhancing the existing collaborative training schemes was to better carry out the work using the existing resources. However, extra resources were now called for to hire 10 additional staff and carry out other work items. JyL said that in the past, there were seven trades providing initial training under the Subcontractor Cooperative Training Scheme yet the new Collaborative Training Scheme would provide initial training to trainees of 24 trades to enable trainees to have some basic knowledge before receiving on-the-job training at sites. Extra human resources would be incurred for providing initial training for 24 trades and carrying out related administrative work.
- 1.7.5 Members accepted the budget estimates of the new Collaborative Training Scheme in 2017. The new

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scheme was expected to be launched in the second quarter of 2017. Additional expenditure items included: i) expenses for training trainees (training allowance, subsidy for site instructors and cash awards) and training related expenses; ii) expenses on additional instructors and administrative staff for initial training at CIC; iii) expenses on publicity, promotion and recruitment; and iv) expenses on equipment for initial training. The total expenses for the new scheme in 2017 were estimated at HK\$46.4 million, of which expenses for training trainees (about HK\$42.6 million based on the expected 500 training places from June to December 2017) were to be financed by the budget already approved while the remaining additional expenses (totaling around HK\$3.8 million) were to be financed separately by CIC. In addition, Members agreed to add one more item, i.e. “the trade would be considered for inclusion in the new CTS if the related course was imbedded with practical test”, to the factors in determining the list of trades for collaborative training and thus the trade on Tower Crane Erection & Dismantling Worker's Assistant should be included in the new scheme.

1.8 Proposed Amendments to Advanced Construction Manpower Training Scheme - Pilot Scheme (for discussion)

- 1.8.1 Members took note of Paper CIC/CTB/P/006/17. It was noted that the above proposed amendments were accepted by Task Force on Collaborative Schemes.
- 1.8.2 A Member said that data of the results of the first mid-term assessment test of Structured On-The-Job was not given in the Paper. Thus, the number of trainees failing in the test and the trades involved were not known. The proposed three-day make-up course for trainees of certain trades would call for additional training resources. That Member opined that since the training cost of Structured On-The-Job was much higher than that of Skills Enhancement Courses, the former one had to be replaced by the latter to train semi-skilled workers to be skilled

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workers for the industry.

- 1.8.3 JyL said that the failure rates of a few trades in the first mid-term assessment tests were on the high side, which included the Painter, Leveller and Plumber. The Management interviewed employers, instructors and trainees of the training scheme over the past two months. During the interviews, a number of trainees expressed their wish to complete the training and pass the trade tests through the On-The-Job Training Scheme. Responses were very positive. Therefore, the management agreed that trainees should be assisted in completing their training in the year and a summing-up could be made afterwards to decide whether to continue the training scheme. It was hoped that Members could understand the actual site operation and progress sometimes unavoidably could not match with the testing items of Trade Tests.
- 1.8.4 A Member pointed out that as there were a number of single skill trades on sites, not all the work procedures of trade testing items could be covered. That Member personally agreed to introduce some make-up courses, commonly known as “intensive courses”, in order to assist trainees to pass the related trade tests. It was believed that trainees could pass the trade tests as long as they did work hard.
- 1.8.5 Another Member expressed that the rapid growth of Hong Kong economy was the outcome of labour division and the meticulous division of labour would facilitate production. That was the development of the whole work process and the operation of construction sites was the same. That Member shared the difficulty faced by trainees who engaged in single skill trades on sites and agreed to the suggestion of providing make-up courses by CIC for those trainees in need. That Member said he personally was in strong support of the pilot scheme and considered the allocation of resources to implement the trial scheme worthwhile, with that could the industry move forward. The past experience of the HKFEMC in investing in the provision of on-the-job training for ethnic minorities was also quoted. And it was

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believed that through trial CIC could have a better understanding of the training task and improvements could then be made.

- 1.8.6 The Chairperson said that the Advanced Construction Manpower Training Scheme - Pilot Scheme was undergoing a review and proposals for enhancement would be made later.
- 1.8.7 A Member representing the Federation of Hong Kong Electrical & Mechanical Industries Trade Unions suggested modifying the existing arrangement of having six trainees per class of the Skills Enhancement Courses under the above Pilot Scheme and making appropriate upward adjustment for individual trades given that the courses had received a large number of applications and 500 training places would be added to satisfy the industry demand. However, a member representing the Hong Kong Construction Industry Employees General Union held a different view and said that there were regular practical training sessions and close contact between trainees and instructors in the Skills Enhancement Courses offered by his union, which helped trainees to pass the trade tests through intensive training. Thus, large class teaching was not a suitable mode of course delivery.
- 1.8.8 The Chairperson said that CIC would take into account the comments made by Members and conduct a review. A report would be presented thereafter.
- 1.8.9 As regards the request of a Member to list out the estimated expenses of the proposed 3-day make-up courses, JyL replied that no extra human resources would be required since the 3-day make-up courses would be conducted by existing instructors through internal deployment. A Member opined that the matter should be left to the management if no extra human resources would be required and deployment of instructing staff was just manpower deployment on operational level.

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1.8.10 The Chairperson proposed and Members agreed to amend the arrangement of the first mid-term assessment test of Structured On-The-Job under the above Pilot Scheme, under which CIC would provide a report on the deficiencies of the trainees in the first mid-term assessment test to their employers, instructors and the trainees themselves for appropriate follow-up actions. The retaking mechanism of the assessment would be cancelled. However, CIC would follow up the training and progress of the trainees with the employers and instructors if the score in the mid-term assessment test was below 40 marks. Since the testing items for the three trades on Painter & Decorator, Leveller and Plumber were numerous, trainees might have difficulties in coping with the assessment. Moreover, the type of construction project might not cover all trade testing items. Thus, CIC would provide a 3-day make-up course to beef up the skills levels of trainees to take the trade tests. Furthermore, in view of the overwhelming number of applications for the Skills Enhancement Courses under the above Pilot Scheme, Members agreed to accept the suggestion from labour unions to add 500 training places. As the total budget for the Pilot Scheme was sufficient to cover the expenses of HK\$16.95 million to be incurred by the increase in training places, there was no need to apply for additional funding.

1.9 Summary Notes of Meeting No. 004/16 of Task Force on Training

1.10 Summary Notes of Meeting No. 004/16 of Task Force on Trade Testing

**1.11 Summary Notes of Meeting No. 003/16 of Task Group on Machinery and Crane Operation
(for information)**

Members took note of Papers CIC/CTB/P/007/17, CIC/CTB/P/008/17 and CIC/CTB/P/009/17. It was noted the resolutions made by the above task forces/task group at the above meetings were presented in discussion papers for the consideration of CITB.

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

1.12.1 Members took note of Paper CIC/CTB/P/010/17. It was noted that the waiting time for both types of courses on trade skills and at technician level were all less than six months while the applications for plant operation courses were still suspended.

1.12.2 With more than 450 people or over 20 classes waiting for the Bar-bending and Fixing Course under Enhanced Construction Manpower Training Scheme (ZBA), a Member remarked that there was a serious shortage of Bar Benders and Fixers in the industry, and CIC could consider further increasing the number of classes and training places to satisfy the industry need. YLC said that there was fluctuation in the manpower demand of the above trade and CIC had planned to offer 48 classes with 960 training places in 2017. The longest waiting time would be around four months. However, CIC would work closely with the Bar-Bending Contractors Association to monitor the labour demand of the trade and follow up the feasibility of providing extra classes and training places according to the comments of Members.

**HWF
and YLC**

1.13 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)

1.13.1 Members took note of Paper CIC/CTB/P/011/17. It was noted that as at 31 December 2016, the estimated waiting time of three trade tests, namely Leveller (Tradesmen), Leveller (Craftsmen) and Concreter (Craftsmen), increased slightly and exceeded the two-month service indicator comparing the figures in October. The estimated waiting times of another three trade tests, namely Carpenter (Formwork - Building Construction) (Craftsmen), Carpenter (Formwork - Civil / Building Construction) (Striking) (Craftsmen), Piling Operative (Bored Pile) (Craftsmen), were all shorter

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than those in October and the estimated waiting time of the latter two could meet the two-month service indicator.

1.13.2 It was also noted that as at 31 December 2016, in the wake of the closing of Senior Workers Registration Arrangement on 30 September, the number of applications received for trade tests per month was about 2,000 and in the interim the rising trend was not obvious. The aggregate number of registered skilled and semi-skilled workers was over 77,000 while the actual sum of registered trade workers through Senior Workers Registration Arrangement and Trade Testing was more than 153,300.

1.13.3 The representative for Development Bureau (DEVB) expressed that as the estimated waiting time of Leveller (Tradesmen) was on the rise in recent months, it was hoped that CIC could make an effort to shorten the waiting time of all intermediate trade tests to assist workers to obtain tradesmen qualification and get registered as semi-skilled workers to complement the implementation of the provision of Designated Workers for Designated Skills (DWDS) on 1 April 2017. The representative also highlighted that with the upcoming implementation of DWDS provision, the need to assist workers to get tradesmen qualification would be more impending than the need to get craftsmen qualification because registered semi-skilled workers were allowed to conduct construction work of their trades even without the craftsmen qualification under the DWDS provision. IK said that the waiting time of all intermediate trade tests would be closely monitored accordingly.

IK

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

Members took note of Paper CIC/CTB/P/012/17. It was noted that the estimated waiting time for the certification test of Builders' Lift under item 4 - Plant Certification Tests as at 31 December in the Paper should be four months and the column on manpower status should be left blank. And the number of

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people queuing up in December was 159. It was also noted that the estimated waiting time for one of the remaining three certification tests in the Paper, i.e. the certification test for Truck-mounted Crane Operation, was more than three months while those for the other two certification tests for Wheeled Telescopic Mobile Crane Operation and Tower Crane Operation could meet the two-month service indicator.

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

1.15.1 Members took note of Paper CIC/CTB/P/013/17. It was noted that during the period from 1 September 2015 to 31 December 2016, the number of places of Structured On-The-Job vetted and approved under the captioned Pilot Scheme was 557 and it was expected that the approved target of 800 places could be met at the end of 2017. On the other hand, the vetted and approved places of Skills Enhancement Courses reached 387. With the additional 500 training places accepted earlier in a previous Paper, the number of training places approved for Skills Enhancement Courses were 800 in total.

1.15.2 A Member advised adding a column listing the result of mid-term assessment tests in the table on statistical data of Structured On-The-Job. JyL said that the mid-term assessment tests were just conducted in recent months and a plan was already in place to include the result in the next report.

JyL

1.16 Any Other Business

1.16.1 Deployment of Outreach Team of Workers Registration Office

It was noted that Senior Workers Registration Arrangement was closed at the end of September 2016. Outreach Team of Workers Registration Office was deployed to help promote Trade Testing, and the establishment of ten staff in the Outreach Team would be transferred from Registration Services Division to Training & Development

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Division.

1.16.2 Fee Concessions for taking Trade Tests

It was noted that Construction Industry Council Trainee Alumni Association was registered as a limited company. Members agreed to let their members enjoy fee discount when applying for trade testing.

1.16.3 Applications for Subsidy of Advanced Construction Manpower Training Scheme - Pilot Scheme (January 2017)

As the endorsement was being sought for the member list of the Task Force on Collaborative Schemes of the new term and there were a total of 12 applications for subsidy pending for approval, Members agreed to accept the 12 applications involving 21 training places for the Structured On-The-Job and 36 places for the Skills Enhancement Courses. The total amount of subsidy would reach HK\$6.25 million.

1.17 Tentative date of Meeting No. 002/17

The next meeting was scheduled for 6 April 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 11:33 a.m.

**CIC Secretariat
February 2017**