

Construction Industry Council

Construction Industry Training Board

Meeting No. 002/16 of the Construction Industry Training Board (CITB) was held on Tuesday, 12 April 2016 at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present:	Allan CHAN	(SKC)	Chairman
	Pat-kan CHAN	(PKC)	
	Sau-kuen CHENG	(SKCg)	
	Yat-hung CHIANG	(YHC)	
	Benjamin CHONG	(WHC)	
	Albert HO	(AHO)	
	Sai-hong LAI	(SHL)	
	Kwok-kwan NG	(KKN)	
	Raymond SYNN	(RSn)	
	Kyran SZE	(KS)	
	Chun-yuen TSE	(CYT)	
	Kai-chung LAM, Albert	(ALa)	
	Yuk-keung LEUNG	(YKL)	
In Attendance:	Jacky WU	(JW)	Development Bureau
	Patrick CHENG	(KPCg)	Development Bureau
	Alex LEUNG	(AL)	Director - Training & Development
	Ivan KO	(IK)	Senior Manager - Training & Development
	Yin-lin CHU	(YLC)	Senior Manager - Training & Development
	Victor WONG	(VWg)	Senior Manager - Training & Development
	Davis LIU	(DsL)	Senior Manager - Training & Development
	Annie HO	(AeH)	Senior Manager - Training & Development
	Olivia YIU	(OaY)	Manager - Corporate Developments (Trainees Recruitment)
	Priscilla TAM	(PTm)	Manager - Training & Development
	Formula CHEN	(FMC)	Assistant Manager - Board Services
	Shirley LAM	(YYW)	Senior Officer - Board Services
Apologies:	Sai-yen YU	(SYYu)	

Progress Report

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2.1 Confirmation of the Progress Report of the previous meeting

Members took note of Paper CIC/CTB/R/001/16 and confirmed the Progress Report of the 1st meeting held on 16 February 2016.

2.2 Matters arising from the last meeting

- 2.2.1 Items 1.2.3, 1.5.5 and 1.7.3—Amounts of Subsidy of “Construction Industry Cooperative Training Scheme (Labour Union) - Pilot Scheme”, “Advanced Construction Manpower Training Scheme - Pilot Scheme” and collaborative training schemes

Members noted that CIC was conducting a review of the collaborative training schemes. A Member raised that the first class for Nepalese under the “Construction Industry Cooperative Training Scheme (Labour Union) - Pilot Scheme” was already conducted in January 2016 by his union, and it was ended. However, the expenditure for offering the class was not worked out yet and was waiting for the review results of the Scheme. Chairman stated that should there be any suggestions upon finishing the review, a proposal would be forwarded to Members for consideration.

- 2.2.2 Item 1.2.8—Erection of one more tower crane in Tai Po Training Ground

Members noted that the Lands Department had verbally accepted CIC’s application for erecting one more tower crane in Tai Po Training Ground and there would be a written reply soon. The Management was arranging a retendering for the procurement of a new tower crane.

(Post-meeting note: The District Lands Office, Tai Po of the Lands Department had sent a written reply

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to CIC on 14 April 2016.)

2.2.3 Item 1.3.8–Vision, strategies and direction of CITB

The above item would be followed up in agenda item 2.4.

2.2.4 Item 1.5.4–Proposal of “Contractor Cooperative Training Scheme - Crawler Crane Operation (Apprenticeship) Course”

Members noted that contractors participating in the past and at present in the “Contractor Cooperative Training Scheme - Crawler Crane Operation Course” all commenced trainings only after 5 trainees were recruited. The Management would advise contractors to join the cooperative training scheme in apprenticeship mode instead should there be fewer than 5 trainees recruited when planning to offer a class.

2.2.5 Item 1.7.4–To convene a joint meeting

Members noted that the “Task Force on Contractor Cooperative Training and Apprenticeship Scheme” and the “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme” had convened a joint meeting on 21 March 2016 to follow up with matters concerning various training schemes.

2.2.6 Item 1.9.3–A new part-time training course on Leakage Detection of Underground Water Mains - WSD approved course

Members noted that the Secretariat would submit new course proposals in the format of “discussion papers” for Members’ consideration and approval.

2.2.7 Item 1.12.4–Manpower arrangement for posts related to skills training and trade testing

Members noted that the Management was following up with the captioned issue, and a paper would be

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submitted for Members' consideration upon compiling the related information.

2.3 Organisation structure and membership of CITB for 2016 (amended version) (for discussion)

2.3.1 Members took note of Paper CIC/CTB/P/012/16, and the amended CITB structure and member list.

(PKC joined the meeting at this juncture.)

2.3.2 After deliberation, Members accepted the following suggestions:

- (a) A note of thanks to Dr Wai-wah HO, Mr Chin-shing FU, Ivan and Mr Kwei-sang LOK, Tandy for being in attendance of previous CITB meetings. They would be invited to join the meetings in the future on a needed basis.
- (b) Merging the "Task Force on Contractor Cooperative Training and Apprenticeship Scheme" and the "Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy". The new task force was officially renamed as "Task Force on Collaborative Schemes" to be chaired by Ir Raymond SYNN, whose term of office would be up to 31 December 2016. Two representatives, Ir Kenneth MO and Ir Sai-yen YU, from contractors with civil engineering and building backgrounds would be invited to serve as Members of the new Task Force.
- (c) Ir Sai-yen YU would be invited to chair the Task Force on Training.
- (d) Mr Kwei-sang LOK, Tandy was to be invited to continue to be a Member of the Task Force on Training and the Steering Group on Implementation of CWRO Amendments as an independent person.
- (e) Mr Chin-shing FU would be invited to continue to be a Member of the Task Force on Trade Testing as an independent person.
- (f) Dr Wai-wah HO would be invited to continue

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- to be a Member of the Task Force on Collaborative Schemes as an independent person.
- (g) Mr Shujie PAN would be invited to chair the Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study.
 - (h) Two new members, Ms Fanny ANG and Mr Tony LAM, would join the Task Group on Heritage Maintenance.
 - (i) Ir Allan CHAN would be the Chairman of the Task Group on Heritage Maintenance and the Ad Hoc Working Group on Development of Local Construction Professionals and Supervisory Staff to Work Overseas.
 - (j) Contractors with civil engineering and building backgrounds would be invited to join the Task Force on Training and Task Group on Machinery & Crane Operation.
 - (k) Member list of the Task Group on Machinery & Crane Operation was accepted, and Ir Allan CHAN would chair the Task Group concurrently.
 - (l) The term of office for all members of various task forces, task groups and course advisory panels would be tentatively set for one year, which would end by 31 December 2016. The term would be renewed annually, while the structure and need of the task forces, task groups and course advisory panels would be reviewed annually when necessary.
 - (m) The terms of reference of all task forces, task groups and course advisory panels were confirmed.

(Post-meeting note: Mr Barry SIN of Leighton Contractors (Asia) Ltd. and Mr Fred KOO of Vibro (H.K.) Limited had agreed to be Members of the Task Force on Training and the Task Group on Machinery & Crane Operation respectively.)

- 2.3.3 A Member asked about the frequency of meetings. Chairman stated that it depended on the need for a meeting and pointed out that CITB would convene six meetings this year. Task forces could convene

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meetings according to the actions needed to be followed up on prior to the board meetings. Director added that CITB was required to convene meetings on a regular basis as it was a committee set up by the Construction Industry Council Ordinance. However, there were no similar requirements for other task forces. The call for a meeting of these task forces mainly depended on the need or was at the discretion of the chairman concerned. A Member corrected the name of his labour union listed on the member list of the Task Force on Training in Annex B to the paper.

(YKL joined the meeting at this juncture.)

2.4 “Building for a better future - Vision 2030 for the HK Construction Industry” (for discussion)

- 2.4.1 Members took note of Paper CIC/CTB/P/013/16, and noted about the projects carried forward from 2015 and the implementation plan for various recommendations made in the above consultancy report. Amongst which, 11 recommendations would have to be followed up by CITB as assigned by CIC. Projects to be continued and executed in 2016 and 2017, and the corresponding budget for the follow-ups with the projects recommended in the consultancy report were also noted.
- 2.4.2 Members also noted that two out of the 11 recommendations suggested to be followed up by CITB, i.e. “Refine manpower forecast methodologies and data collection” and “Promote broader provisions of workers benefits” could be followed up by other related departments. The Management had drafted various work plans for implementing these recommendations, including the promotional activities, persons in charge, budget and timetable, and the work plans would be submitted to CIC in late April 2016 for approval after getting the consent of Members.
- 2.4.3 A Member representing the Development Bureau proposed an amendment to make better the aim of the activities from “building a good image of CIC” to

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cover the image of the entire construction industry in support of the 10th recommendation to “review existing and potential talent attraction and retention initiatives, and prioritize efforts/resources for those that offer the biggest return on investment”.

2.4.4 A Member representing labour union stated that he was not against the means for carrying out the 4th to 7th recommendations, which suggested “the development of progression pathway and accreditation of qualifications”, but attention must be paid to the fact that the current Construction Workers Registration Regulation had classified workers into General Workers, Semi-skilled Workers and Skilled Workers. Should the accreditation of qualifications be implemented in the future, it was suggested not to require registered workers of the aforesaid categories to sit for another accreditation tests as it might lead to undesired results. A mutual recognition of qualifications could be considered.

2.4.5 Members accepted the amendment proposed by the DEVB’s representative and other suggestions made in the paper. However, a Member raised that although the budget listed in the paper was only preliminary estimates, he did not have much knowledge in that aspect to comment on its appropriateness and could only rely on the previous experience of the Management in making the estimation.

(Post-meeting note: Since the tasks of the 4th, 5th, 6th and 7th recommendations were more closely related to the scope of work of the Task Force on Training (TF-TNG), it was proposed to change the task force to be held responsible from TF-TNG to the Task Force on Collaborative Schemes (TF-COS). On the other hand, the tasks of the 59th recommendation also fell within the scope of work of the Task Force on Trade Testing (TF-TRT) and thus the task force to be entrusted to follow up on the said tasks would be changed from TF-COS to TF-TRT.)

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2.5 Renewal of fixed-term employment contracts of trade testing, teaching and training-related positions (amended version) (for discussion)

The above agenda item was withdrawn.

2.6 Integrating the progression pathways for graduates of Basic Craft Courses and subsidizing the development of courses of Vocational Training Council (VTC) (for discussion)

2.6.1 Members took note of Paper CIC/CTB/P/015/16, and noted about the suggestions on subsidizing graduates of the Basic Craft Courses to apply for the programmes offered by the VTC, namely Diploma in Construction Programme, Diploma of Foundation Studies - Engineering Programme, and Diploma in Management Studies (Construction) Programme, according to the integrated progression pathways for graduates of Basic Craft Courses. The suggestion was accepted in the joint meeting of the “Task Force on Contractor Cooperative Training and Apprenticeship Scheme” and the “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme” held on 21 March 2016.

2.6.2 For the Diploma in Management Studies (Construction) Programme, a Member raised that the course must be able to facilitate the trainees to become an Authorized Signatory (AS) for a Registered Minor Works Contractor, and the making out of CIC’s subsidy should depend on whether or not the qualifications conferred upon completion of the course were to be recognized by the Buildings Department. A Member cited his experience as a serving VTC Member and pointed out that in devising a course proposal, VTC would take into account the requirements laid down by the Buildings Department of being an AS of a Registered Minor Works Contractor and include the related training elements into the course to meet the qualification requirements. Director said that the Management would discuss with VTC the comments made by

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Members.

2.6.3 A Member representing the Development Bureau remarked that the difference for graduates with Secondary 3 and those with Secondary 6 qualifications on the progression pathway was not prominent as shown in Annex F to the paper. A Member pointed out that even though the progression pathway might be the same, the span of time required would be slightly different and cited the path to become professional engineers as an example. The study period for Secondary Six school leavers would be a bit shorter compared with that for Secondary 3 school leavers. After deliberation, Members accepted the suggestion by DEVB to amend the heading as “Progression Pathways for Basic Craft Course Graduates” and not to specifically highlight the pathway was for Secondary 3 and Secondary 6 graduates.

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2.6.4 In reply to an enquiry of a Member about the curriculum of the Diploma of Foundation Studies - Engineering Programme, in which there were 5 modules on Vocational English I to V occupying quite a lot in proportion, IK said that the Programme was designed to allow graduates to further pursue Higher Diploma courses or even higher level ones to become a professional engineer. Therefore, trainings on English would be relatively intensive. Graduates of the Programme would be recognized as having attained Level 2 in English in the Hong Kong Diploma of Secondary Education Examination (HKDSEE), which would make them qualified to apply for Higher Diploma courses. Director added that at present three programmes were suggested to be subsidized for Basic Craft Course graduates to apply for. The first one would be Diploma in Construction Programme, which was conducted in Chinese, and it was for trainees who aimed at becoming frontline Construction Supervisors. For students who had better academic results, they could apply for the existing full-time Diploma of Foundation Studies - Engineering Programme, which would allow them to move up the ladder of

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becoming a professional engineer. This programme would place much emphasis on teaching vocational English. As for the third one, Diploma in Management Studies (Construction) Programme, it was for students who wanted to become minor works contractors and thus more elements of business administration would be included in the course content.

- 2.6.5 Members agreed to subsidize graduates of the Basic Craft Courses to take the programmes to be offered by the VTC, namely the part-time evening programme of “Diploma in Construction”, full-time programme of “Diploma of Foundation Studies - Engineering”, and part-time evening programme of “Diploma in Management Studies (Construction)” (the provision of subsidy to this course would be subject to the recognition to be granted by the Buildings Department). The target number of graduates for these three programmes would be 360. The total estimated expenditure would be \$9.13 million which included the subsidies for tuition fee and a one-off course development fee. Suggestions on the subsidies and total estimated expenditure would be submitted to the Committee on Administration and Finance for approval.

(YHC left the meeting at this juncture due to other business engagements.)

2.7 Course development and extension of subsidy period to 3 years for training places of VTC Diploma of Vocational Education Programme from 2016-2017 to 2018-2019 and the financial estimates (for discussion)

Members took note of Paper CIC/CTB/P/016/16, and noted that the above proposal was accepted in the joint meeting of the related task forces. Members agreed to extend the period of subsidizing the VTC Diploma of Vocational Education Programme from one year to three years, i.e. from 2016-2017 to 2018-2019. The upper limit for subsidized training places was 3,642 for three years. Subsidy per trainee would be \$30,800, and the total amount of subsidies would be around \$90.75 million to \$101 million. The extended three-year

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subsidy period was also applicable to the new Diploma in Engineering Programme. The maximum limit for the subsidized training places was 300 for this new programme for three years, and the total amount of subsidies would be around \$7.48 million to \$8.32 million. The purpose of extending the subsidy period was to reinforce the long-term cooperation between CIC and VTC, and to provide a stable supply of training places for the industry. The subsidy proposal would be submitted to the Committee on Administration and Finance for approval.

(Post-meeting note: After giving due consideration to the above paper, the total amount of subsidies proposed in the paper to be submitted to the Committee on Administration and Finance for the VTC Diploma of Vocational Education Programme and the Diploma in Engineering Programme for 3 cohorts from 2016-2017 to 2018-2019 were revised downwards from the original upper limits of \$101 million and \$8.32 million to \$99.835 million and \$8.22 million respectively.)

2.8 Review and suggestions on Full-time Course Graduate Referral Scheme (for discussion)

2.8.1 Members took note of Paper CIC/CTB/P/017/16, and noted about the background of the review and the proposal. It was also noted that the proposal had been submitted to the Task Force on Training for discussion. The Task Force opined that the eligibility of referees of the Scheme could be relaxed from “registered skilled workers and semi-skilled workers” as originally suggested to “holders of Construction Workers Registration Card”, in order to attract more persons to join the Referral Scheme.

2.8.2 A Member asked if the eligibility criteria of referees could be further extended to include construction-related professionals like engineers. Chairman stated that the cash reward of \$3,000 would be relatively more appealing to registered workers. As for professionals, they would recommend suitable persons to apply for CIC courses even without the cash reward.

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2.8.3 Members agreed to re-launch the Referral Scheme and extend its coverage to include more courses. The implementation period would also be extended to two years and the cash reward for a referee would be raised to \$3,000. As suggested by the Task Force on Training, the eligibility of referees would be relaxed to holders of Construction Workers Registration Card. The target number of persons who would finish the courses through this Scheme would be 500 tentatively while the total cash reward would be around \$1.5 million. The proposal would be submitted to Committee on Administration and Finance for discussion.

2.9 Proposed training capacities of full-time courses in 2017 (for discussion)

2.9.1 Members took note of Paper CIC/CTB/P/018/16, and noted that the above proposal was accepted by the Task Force on Training. Members agreed to the proposal of providing 5,782 training places for full-time courses in 2017, which would include 5,482 training places that would be taken up by existing instructors and the remaining 300 training places that could be offered only after instructors were recruited. The estimated number of graduates would be 4,115. Members also agreed that upon using up the government subsidies, CIC would continue to subsidize the trainees of “Enhanced Construction Supervisor/Technician Programme” with \$3 million per class, but the arrangement would be reviewed when necessary.

2.9.2 A Member raised that some classes of short courses on timber formwork and bar-bending could not be offered as scheduled due to the resignation of instructors of the trades in question and asked if it was because of the employment terms not up to the market’s standard. That Member worried that training grounds would be left vacant and led to a waste of resources. YLC said that although some instructors would choose to return to the private labour market, the job nature was quite different from the teaching duties at CIC. In addition, some

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instructors would choose to stay at CIC for the satisfaction gained in teaching. The Management would also seek assistance from the instructors who had their social network to recommend suitable persons to join the force of instructing staff of CIC.

- 2.9.3 That Member continued that resignation of instructors might have undue impact on CIC, and CIC should explore measures to reduce the wastage. Chairman stated that the remuneration package offered by CIC was no comparison with that of the lower-tier sub-contractors, but many instructors had a passion for teaching and some would choose to teach in CIC for it was relatively stable. A Member pointed out that construction site workers over fifty years old were still very strong and healthy. Therefore, it was necessary for CIC to consider extending the retirement age of instructors. Chairman stated that CIC was flexibly re-employing instructors just retired. Director also pointed out that CIC would only consider the ability instead of the age of the job applicants and CIC would soon announce the extension of the retirement age of its staff. Director continued to say that he had followed up the issue with the Human Resources Department and the remuneration package offered to instructing staff was found at a reasonable standard. However, as what the Chairman said, it was not on a par with that of a lower-tier sub-contractor. However, apart from the income, other factors like job nature, working environment and fringe benefits would also affect an employee's decision on leaving or not a company. It was also up to an employee to choose to pursue the short-term or the long-term developments.

(SHL left the meeting at this juncture due to other business engagements.)

2.10 Proposed training capacities of part-time courses in 2017 (for discussion)

Members took note of Paper CIC/CTB/P/019/16, and noted that the Task Force on Training had already accepted the above proposal. Members agreed to provide 81,569 training

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places for part-time courses in 2017.

2.11 Proposed adjustment of training allowance for full-time courses (for discussion)

- 2.11.1 Members took note of Paper CIC/CTB/P/020/16, and noted that the above proposal was accepted by the Task Force on Training.
- 2.11.2 A Member representing the Development Bureau said that as the Chairman of CIC had raised it was the right time to attract talents from other industries to join the construction industry, CITB should consider whether to follow the practice of other funded training institutions on not adjusting the allowance for trainees, or to take this opportunity to increase the amount of allowance in order to enhance the attractiveness of CIC courses. Director also pointed out that if the trainee allowance of regular short courses remained unchanged, its difference with the trainee allowance of other full-time courses would be further widened. A Member representing a labour union remarked that as the training period of CIC regular short courses was longer than that of the courses of Employees Retraining Board, an increase of the amount of trainee allowance could provide a bigger momentum to encourage trainees to take courses with longer training duration.
- 2.11.3 After deliberation, Members agreed to adjust upwards by the same magnitude the daily allowance of regular short courses to \$168. A Member proposed and seconded by other Members that the amount of daily allowance be rounded up to \$170. In addition, Members accepted the suggestion made by the “Task Force on Contractor Cooperative Training and Apprenticeship Scheme” and the “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme” to increase the daily trainee allowance from the present \$150 to \$360 if the trades of these regular short courses belonged to the list of trades with labour shortage as defined by the Task Force on Short-term

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Labour Supply. These trades included plasterers, bricklayers, metal scaffolders, painters and decorators, curtain wall installers, and plumbers. The Management would re-calculate the estimated expenditure for trainee allowance according to the above adjustments, and would circulate the paper for Members' information.

YLC

(Post-meeting note: It was agreed that the adjustments would be applicable to Short Courses – Labour Shortage Trades and Regular Short Courses starting from 1 June 2016. However, in order to have the same starting date for all programmes and allow sufficient time for promoting the new trainee allowance, it was suggested to align the starting date of adopting the revised trainee allowance by these two types of short courses with that of the Basic Craft Courses and Construction Supervisor/Technician Programme to 1 September 2016.)

2.12 Report on effectiveness of enrollment deposit for Basic Craft Courses in 2015 (for discussion)

Members took note of Paper CIC/CTB/P/021/16, and noted the effectiveness of enrollment deposit for the Basic Craft Courses in the first year. The Task Force on Training already accepted the suggestion of continuing to administer the deposit payment for one more year in order to collect one more set of data to assess the aptness of turning the deposit payment into a permanent measure, or extending it to cover other full-time courses as well. Members accepted the suggestion unanimously.

2.13 Review on the test fee of Certification Tests for Machinery and Crane Operation (for discussion)

The above agenda item was withdrawn.

2.14 Discontinuation of the Certification Test for “Mini-loader (with attachments)” and change of the title of “Mini-loader” Certificate (for discussion)

The above agenda item was withdrawn.

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2.15 Proposal to extend the scope of services of Trade Testing Centre to meet the industry demands (for discussion)

2.15.1 Members took note of Paper CIC/CTB/P/024/16, and noted that in order to cope with the demands of the industry, the Trade Testing Centre was planning to form a “Planning and Service Enhancement Team” and a “Women’s Skills Enhancement Service Team” to holistically enhance the capacity of trade testing could be holistically enhanced. Nonetheless, there was no need for CIC to recruit extra manpower for these two teams.

2.15.2 A Member asked about the purpose of the paper, and was concerned that it might be necessary to recruit extra managerial staff and add related positions. That Member also opined that there was no specific description of the scope of work of these two teams. IK said that the number of staff would remain unchanged. As for the specific work plan, it would be assigned to the teams to formulate. Chairman stated that the paper was submitted to Members for information. If no extra manpower was involved, no approval would be needed from CITB. For future substantial arrangements, Chairman advised to submit them to related Task Forces for consideration.

2.15.3 Members agreed to the formation of the two aforesaid teams by the Trade Testing Centre, and noted that CIC would cope with the tasks of these two teams by the existing manpower. No additional manpower would be needed.

2.16 Placement situation of graduates of plant operation courses (amended for discussion)

2.16.1 Members took note of Paper CIC/CTB/P/025/16, and noted the worsening trend in the placement situation of graduates of plant operation courses. It was also noted that the Management suggested exempting those graduates who were unable to find a job on related trades in three months upon graduation from the restriction of not being allowed to reapply for CIC’s courses, and allowing them to

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enroll into courses on other trades. By doing so, they would be able to stay working in the industry, and be arranged to take up plant operation jobs in the future.

2.16.2 In reply to a Member's enquiry about the restriction of not being allowed to reapply for CIC's courses, OaY explained that currently graduates of full-time courses were not allowed to reapply for any full-time courses offered by CIC within one year after graduation. The purposes of that measure were to enable trainees to apply what they had learnt from a specific trade and work in that field, and to avoid an abuse of the re-enrollment mechanism. The exemption proposal was accepted by the Task Force on Training. For plant operation graduates who had taken up other trade jobs, CIC could arrange for them a revision course should they be able to secure a job on plant operation in the future.

2.16.3 A Member representing the Development Bureau was disappointed at the worsening placement situation of the graduates of plant operation courses. That Member opined that the exemption arrangement would be helpful to the graduates and it was a desirable measure. However, that Member was also concerned about the placement of graduates of courses on other trades as they might face the same problem. Therefore, it was necessary to comprehensively review the placement situation of graduates of all full-time courses. A Member was of the view that the paper had to be re-written, and suggested that if trainees of other full-time courses faced the same problem, they could be exempted as well. The exemption should not be restricted to graduates of courses on specific trades only.

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2.16.4 Another member pointed out that by allowing graduates to reapply for other courses within a short period of time would affect the enrollment of other courses and their subsequent placement arrangements. Therefore, attention had to be paid to the mutual influence among the courses.

**JCi
OaY**

2.16.5 Director concurred with Members' opinions that

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there was a need to thoroughly consider the placement situation of graduates of all full-time courses, and to strike a balance between the assistance rendered to help placement of trainees and the prevention of abuse of the re-enrollment mechanism. As for the view to only offer help to those graduates for whom CIC failed to find a job and exemption should not be granted to graduates who were unemployed for other reasons like remoteness of the workplace, Director said that all these would be taken into consideration in drafting the criteria for granting exemption.

JCi

- 2.16.6 Chairman concluded that Members agreed in principle to suitably consider the introduction of an exemption measure to help those trainees who were unable to secure a job within a short period of time upon graduation, and to assist them to work in related trade sector again in the future. Chairman asked the Management to elaborate the proposal according to Members' comments, and submit it to relevant task forces for discussion.

JCi

2.17 Summary notes of the 1st meeting of Steering Group on Implementation of CWRO Amendments in 2016 (for information)

Members took note of Paper CIC/CTB/P/026/16, and noted the summary notes of the 1st meeting of Steering Group on Implementation of CWRO Amendments in 2016 that was related to the CITB.

2.18 Summary notes of the 1st joint meeting of the “Task Force on Contractor Cooperative Training and Apprenticeship Scheme” and the “Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme” in 2016 (for information)

Members took note of Paper CIC/CTB/P/027/16, and noted the summary notes of the 1st joint meeting of the above two task forces.

2.19 Any other business and Regular reports

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- 2.19.1 A letter from Education Bureau to CIC Chairman on the promotion of vocational and professional education and training on 9 March 2016

Director briefed Members on the content of the captioned letter, and the activities by CIC to take care of the seven related suggestions on promoting vocational and professional education and training, which included the conduct of review of training capacities and facilities, the restructuring of training grounds, the undertaking of the consultancy services on reviewing CIC training and development, and the enhancement of the services provided to ethnic minorities so as to enhance the quality of courses and the supporting services to students. CIC would also follow up with and show care and concern to the progress of graduates, and would provide them with life-long counseling services. In addition, apart from supporting employees to participate in local and international conferences, CIC also held conferences and seminars regularly, organized open days in training centres and conducted talks in secondary schools. Moreover, CIC would offer preparatory courses from August 2016 onwards after a certain number of trainees were admitted to the Basic Craft Courses. It would allow trainees to learn about the characteristics of all trades, which would help them decide the trade they would apply for. Trainees would also be allowed to switch trades in the first week of training. To enable course design and development could meet the demands of employers, CIC had been working closely with the industry stakeholders, launched various cooperative training schemes and pursued suitable course proposals.

- 2.19.2 Request of professional institutes/trade associations of the industry to join task forces of CIC

Director said that over the years CIC often received letters from professional institutes/trade associations of the industry requesting for joining the task forces under CIC. Recently, letters were received from the Chartered Institute of Building (Hong Kong) and the Hong Kong Registered Contractors Association

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making the same request. Chairman said that CITB welcomed all persons who were enthusiastic in advancing the development of the construction industry and offering valuable advice. Task forces and task groups/course advisory panels under the task forces could make reference to the past practice to invite experts in designated fields or representatives from professional institutes/trade associations to serve on board and the invitations had to be decided by respective chairmen.

**Chairmen of
task forces**

2.19.3 Monthly reports on the “Consultancy Services on the Review of Training and Development”

Director reported that the above consultancy services had been kicked off. To keep Members well informed of the progress of the consultancy services, the consultant was advised to report to CITB on a regular monthly basis. If there was a CITB meeting in that month, the report to be made by the consultant would be scheduled after the meeting; if there was no CITB meeting in that month, a luncheon meeting would be arranged in CIC Headquarters. The Secretariat would email the schedule to all Members to reserve time to attend the meetings.

2.19.4 Data/charts on workers eligible for trade registration via the Senior Workers Registration Arrangement and trade testing

Members noted that the actual number of applications for the Senior Workers Registration Arrangement and trade testing in the single month of March 2016 increased significantly as compared with the last month from more than 2,300 persons and around 1,400 persons to around 3,700 persons and more than 2,400 persons respectively. The combined cumulative actual figure of the two routes was around 50,200 persons, 23% more than the cumulative target number of 40,700 persons.

2.19.5 Summary table on waiting time for trade tests/machinery tests

Action

Members noted that the waiting time for trade testing of building and civil engineering trades could be maintained within two months. As for the machinery tests, the waiting time for 4 certification tests exceeded two months, i.e. the certification tests for machinery operators of crawler-mounted mobile cranes, truck-mounted cranes, gantry cranes and compactors. CIC was trying to shorten the waiting time by recruiting extra manpower, offering Sunday classes and adding facilities to the testing venues. In reply to a Member's enquiry on the measures to cope with the long waiting time, more than 2 month, for the certification tests on gantry crane operation, DsL said that charging a higher test fee for non-construction industry practitioners was being considered to reduce the number of applications. YLC added that the waiting time for the said certification test had never exceeded two months in the past and there was a sudden surge in the number of applications in recent months. The Management was already following up on the issue and an instructor was deployed to conduct the tests full-time. Apart from the construction industry, other sectors like the container terminals and aircraft engineering field would have work processes involved lifting heavy objects. Thus, workers in these sectors would also apply for the certification tests on gantry crane operation.

2.19.6 Table on estimated waiting time for full-time adult short courses

Members noted that apart from the crane operation courses, the respective waiting time for craft courses and technician level courses were both less than six months. It was also noted that CIC was planning to offer more English classes of some craft courses like the metal scaffolding course (civil engineering and building construction) for ethnic minorities.

2.19.7 Statistical data of the Advanced Construction Manpower Training Scheme - Pilot Scheme

Action

Members noted that a total of 294 and 174 applications were received respectively for the Structured On-the-job Training and Skills Enhancement Courses of the above Pilot Scheme from September 2015 to March 2016. The total target number of applications by the end of 2016 would be 1,000. At present, the number of applications received for the Skills Enhancement Courses was comparatively satisfactory, and 28 persons had completed the courses and were qualified as skilled workers. The Management would continue to pay all-out effort to promote the Structured On-the-job Training to employers of the industry.

2.20 Tentative date of Meeting 003/16

The next meeting was scheduled for 10 June 2016 (Friday) at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong.

There being no other business, the meeting was adjourned at 12:10 p.m.

**CIC Secretariat
April 2016**