

**Construction Industry Council
Construction Industry Training Board**

Meeting No. 001/16 of the Construction Industry Training Board (CITB) was held on Tuesday, 16 February 2016 at 2:30 p.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)	
	Albert HO	(AHO)	
	Sai-hong LAI	(SHL)	
	Kwok-kwan NG	(KKN)	
	Kyran SZE	(KS)	
	Chun-yuen TSE	(CYT)	
	Raymond SYNN	(RSn)	
	Dominic CHOW	(DCW)	On behalf of Albert LAM from Development Bureau
	Ka-chung WONG	(KCWg)	On behalf of Yuk-keung LEUNG from Development Bureau
In Attendance:	Jacky WU	(JW)	Development Bureau
	Patrick CHENG	(KPCg)	Development Bureau
	Christopher TO	(CT)	Executive Director
	Cheryl IP	(CI)	Assistant Director – Human Resources, Facilities Management & Administration (Agenda Item 1.12)
	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
	Jimmy LEUNG	(JyL)	Manager - Training & Development (Acting)
	Priscilla TAM	(PTm)	Manager - Training & Development
	Vicki HO	(VHo)	Senior Officer - Board Services
Apologies:	Yat-hung CHIANG	(YHC)	
	Benjamin CHONG	(WHC)	

Progress Report

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1.1 Welcome and Confirmation of the Progress Report of the previous meeting

On behalf of CITB, CT welcomed the new CITB Chairman, Ir Allan CHAN.

Members took note of Paper CIC/CTB/R/011/15 and confirmed the Progress Report of the 11th meeting held on 15 December 2015.

1.2 Matters arising from the last meeting

1.2.1 Item 11.2.1– A representative from Water Supplies Department to address Members’ concerns on Waterworks Regulations

As for the suggestion made by a Member on shifting the execution and supervision of some construction works like minor works to the skilled workers in plumbing, and that works on water supplies could be categorised by making reference to the practices of handling different grades of electrical works by electricians of different licenses, Course Advisory Panel on Plumbing & Pipe-fitting had convened a special meeting on 17 December 2015 to follow up the issues. Proposed amendments to Waterworks Ordinance (Cap. 102) had been explored in the meeting. Since the proposed amendments would cover a wide range of areas and the parties to be affected would be numerous, further consultation and discussion were required.

1.2.2 Item 11.2.4–New calculation method for the target number of trade test applicants

Members noted that the target number of trade test applicants inferred by the new calculation method was far below the current target number. On conservative side, the management opined that the existing calculation method and target number of trade test applicants should be maintained.

1.2.3 Item 11.2.5–Construction Industry Cooperative

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Training Scheme (Labour Union) – Pilot Scheme

Members noted that the first class for Nepalese was conducted on 2 January 2016 by the concerned labour union. If CIC adjusted the salary for trainers and the subsidy amount for other expenses of the captioned scheme in the future, the above class and any classes that were commenced in January 2016 or thereafter could receive reimbursement for the difference in amount.

Member representing the labour union expressed concern regarding the need of management for more time to collect, compile and analyse the information and data before making proposals to adjust the amount of subsidy. CITB Chairman agreed that there was a need to speed up the processing time. YLC said that a report would be submitted at the next meeting and Members would be notified by email should there be any new update.

YLC

- 1.2.4 Items 11.2.7 and 11.9.3–Table on estimated waiting time for full-time adult short courses and Cut-off measure for the queue of plant operation courses

Members noted that the management would take timely cut-off measures based on the indicator of 12 months as the cap for the waiting time for plant operation courses. As for the proposal of keeping the waiting time below 12 months, the management would deploy machineries and manpower to increase training capacity after evaluating the number of applicants for certification tests of plant operation. In addition, the management would also explore the possibility of adopting the training mode of Crawler Crane Operation (Apprenticeship) to other plant operation courses.

- 1.2.5 Item 11.4.3–Regular review of the arrangements for attainment of Intermediate Trade Test level in the practical test of Trade Test for Construction Craftsmen

Members agreed that CIC could continue at the

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present stage the practice of awarding the Intermediate Trade Test Certificate to candidates of relevant Trade Test for Construction Craftsmen, who had obtained 50 to 59 marks. Possible articulation measures would be studied to avoid candidates from having to repeat the test and save the administrative work and cost of CIC.

- 1.2.6 Items 11.5.3 and 11.5.4—A new round of publicity campaign for boosting the number of candidates for trade tests

A Member pointed out that the message, which stated that workers could not carry out the work under specified trade divisions after the implementation of “Designated Workers for Designated Skills” in April 2017 if they did not register as skilled workers/semi-skilled workers for the relevant specified trades within the specific period of time, should be displayed in a clearer and more concise way. The management had forwarded the said comment to the Registration Secretariat. In addition, Task Force on the Promotion of Remaining Phase of Prohibition deliberated in the recent meeting that the overall publicity strategy at present was appropriate.

- 1.2.7 Item 11.6.2—Improving the progression pathways for trainees and graduates of “Full-time Construction Supervisor /Technician Programme”

Members noted that the management had revised the contents in the annexes of the discussion paper with reference to the comments of Members regarding the progression pathways.

- 1.2.8 Item 11.9.2—Erection of one more tower crane in Tai Po Training Ground

Members noted that the management was lobbying for the support of the representatives of residents of Riviera Lodge and Yue Kok Village via Tai Po District Office to erect one more tower crane in Tai Po Training Ground. A meeting was recently held on 29 January 2016 with the Management Committee of

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Owners' Corporation of Riviera Lodge and all those present were aware of the issue and expressed no objection to the addition of training facilities to the training ground. CIC would formally write to the said Owners' Corporation and would forward the overall views of the Owners' Corporation to Tai Po District Office in early March if there was no objection received by the end of February 2016.

VWg

In response to the question by a Member that whether CIC had to consult other residents'/regional groups apart from Riviera Lodge and Yue Kok Tsuen, the management briefly explained that erection of one more tower crane in Tai Po Training Ground involved revising the terms of land lease under short-term tenancy agreement, and thus, Tai Po District Lands Office had conducted a regional consultation through Tai Po District Office. During the consultation, only residents from Riviera Lodge and Yue Kok Tsuen opposed the erection. Therefore, CIC, with the assistance of Tai Po District Office, had contacted relevant residents' groups for lobbying. Now, a verbal consent was obtained from the Management Committee of Owners' Corporation of Riviera Lodge while the resident representatives from Yue Kok Tsuen had once made an oral agreement that they would not oppose the erection if Riviera Lodge made no opposition. Thus, the management would discuss with the resident representatives from Yue Kok Tsuen and relevant district council members after obtaining a written reply from Riviera Lodge. It was hoped that an additional tower crane could be installed at Tai Po Training Ground as soon as possible. Members also noted that the usual practice of Lands Department was to seek comments from regional groups via the district office of that region when receiving applications for revisions to the terms of land lease. Comments collected would then be submitted to District Lands Conference for consideration in which a representative from Lands Department had to report in the said meeting. If no opposition was heard, the application would be approved. When CIC applied for the installation of a tower crane at Tai Po Training Ground years ago, around one year of time

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had been spent on consultations with regional groups before obtaining the approval.

1.2.9 Items 11.9.5 and 11.9.6– “Advanced Construction Manpower Training Scheme - Pilot Scheme”

Members noted that the management, based on the comment of CITB, had added another set of graphs in the report to be tabled to show the estimated number of people who would complete the relevant training in addition to the graph showing the number of applicants for the captioned pilot scheme.

For the arrangement of collecting views of participants of the captioned pilot scheme, the management had gauged the views of trainees by questionnaires at the end of Skills Enhancement Courses. Furthermore, trainees of Structured On-the-job had been asked to fill in questionnaires when site visits were conducted from January 2016 onwards. It was expected that relevant survey results could be reported in mid-2016.

1.2.10 Item 11.12.2–Supply of information for 2015 VTC Manpower Survey Report on Building and Civil Engineering Industry

Members noted that the management only gave the estimated training capacity for 2015 and 2016 in the documents provided to VTC.

1.2.11 Item 11.14.1.3–Promotion of Recruitment Days of Sub-contractor Cooperative Training Scheme in 2015

Members noted that the management had discussed with representatives of Hong Kong Construction Sub-Contractors Association on 11 January 2016 about strengthening the promotions of the captioned scheme. Apart from using the Labour Department Construction Recruitment Centre located at Kowloon Bay Training Centre as the venue for recruitment days, additional promotional leaflets would also be printed, which would be distributed at workers registration offices two weeks in advance in order to

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enhance publicity. For future promotional matters, CIC would closely work with Labour Department.

1.2.12 Item 11.2.8–Review of cooperative training schemes

In response to the question raised by the DEVB Representative regarding the arrangement for a brainstorming session to review cooperative training schemes which was originally scheduled in December 2015, IK said that the vision, strategies and direction of CITB would be explored in the following agenda item. The future development and training strategies of CITB as well as the need for re-structuring cooperative training schemes would be explored. Thus, areas where improvements needed would be identified according to the strategies to be deliberated later and a meeting would then be held accordingly.

1.3 Vision, strategies and direction of CITB

1.3.1 Chairman briefed Members on the three proposed vision and mission statements of CITB, which covered three main areas: (i) Basic Craft and Site Supervision Training; (ii) Management and Safety Training of practitioners and their continuing development; and (iii) Trade Testing and Certification Testing. Chairman continued to outline the seven proposed strategies in tackling manpower issues. The vision and strategies were mainly to further enhance the efficiency of training and trade testing.

1.3.2 Chairman stated that the present proposal just indicated the direction and was only provided for and served as guidance for Members to discuss and give views in order to refine the draft. IK added that the current draft of vision and strategies for CITB was to work out the future directions and to propose enhancement measures under the framework.

1.3.3 A Member suggested focusing on tasks that could be completed in the short term and deploying the existing resources to accommodate the work. Another Member pointed out that, from the former

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Construction Industry Training Authority to the present CITB, it had been providing training and testing services for the construction industry for more than 30 years. However, the needs of the community could not be met, which included the long waiting time for some courses and a relatively high drop-out rate of trainees etc. These issues had yet to be solved and that Member opined it would be more practical to focus on tackling the existing problems at the present time.

1.3.4 Chairman stated that the proposed vision was the goal of CITB. When the goal was clearly determined, solutions to the existing issues could be proposed accordingly. CT supplemented that CIC had forecasted the manpower demand for various trades in the industry through the construction expenditure of infrastructure projects in the coming ten years. Training capacity was now being adjusted with reference to the estimated number of workers in shortage in various trades. It was hoped that Members could understand CIC had been trying to cope with manpower demand and training needs of the industry. For the urgent issues at the moment, follow-up actions would certainly be pursued. In view of the effectiveness of manpower demand model in forecasting manpower demand and supply, and all tasks had been on track, Chairman opined that it was now a good time to think about the long-term development of CITB in order to cope with the changes in the future.

1.3.5 Chairman stated that there were many urgent issues needed to be tackled in the industry. The management would continue taking appropriate coping measures but CITB needed to have long-term planning. In fact, the current tasks and tasks in the long term could be carried out in parallel. Chairman hoped to cut out ineffective items for achieving improvement in every aspect. The industry at present was lack of manpower and import of labour would possibly be a topic of discussion in the future. However, ways of assessing the skills level of imported labour had to be explored. In addition, the number of young people who would join the industry

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nowadays was smaller than that in the past and a trend of significant drop was noted for the future. Thus, it was necessary to explore ways of enhancing the supply of manpower, increasing productivity and reducing labour-intensive procedures. All these could help narrowing the gap between the supply of local manpower and its demand. For the ways of filling the gap, there was room for discussion about opting for import of labour or other ways. Furthermore, another item that needed follow-up was to attract young people to join the industry and retain them to work in the industry. It was believed that development of the industry in the coming ten years would still be bright, and thus, a relatively long-term planning was needed.

- 1.3.6 IK added that, apart from manpower training, functions of CITB also covered other areas, including manpower planning and development. Manpower not only involved quantity but also quality and productivity. A worker who possessed multi-skills and high productivity could help ease the manpower demand in individual trades. All these would be part of the strategies for improving manpower resources. In addition, strategic recommendations were also needed to enhance management efficiency. New directions for development in basic craft and supervisory training, practical management and continuing professional development should be established while strategic plans for the scope of assessment in trade testing should also be laid down.
- 1.3.7 Chairman stated that it was hoped to preliminarily explore the topic in this meeting, and the ultimate goal was to enhance efficiency and attain good outcomes. After the directions were established, details of the strategic proposals would be further explored. IK clarified that the strategic proposals only served as introductory topics for discussion. If the proposals were to be put into execution, consent of CITB was needed. The ultimate goal for all proposals was to enhance effectiveness.
- 1.3.8 The DEVB Representative remarked that for important topics, it was hoped that the secretariat

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could prepare discussion papers and distribute them well before the meeting. IK pointed out again that the proposal was directional in nature, which was provided for and would serve as guidance for Members to discuss and express opinions. If the topic was not mature, it was inappropriate to present it as a full discussion paper. A discussion paper would only be prepared when the direction was established. For the vision, the DEVB representative, in principle, agreed to the views of Chairman that a broader horizon should be taken. In addition to the execution of routine tasks, it was necessary to prioritize some tasks by importance based on the circumstances at the time. If Members hoped to continue with the discussion in the next meeting, the Secretariat was requested by the DEVB representative to consider revising the draft to facilitate a more in-depth discussion later. Since CITB had achieved certain results over the past two years in the aspects of training and development, which included a significant drop in the waiting time for training courses and testing, and a growth in training capacity for semi-skilled workers. The pilot scheme for training skilled workers was also launched last year. The DEVB representative proposed to list the indicators and results in relation to the work in this area as well as making suggestions to maintain these outcomes and the ways to move forward in the future. The proposed new items of development, like the progression pathways, and mutual recognition mechanism between Hong Kong and overseas places, could also be presented in details and could establish directions of development and implementation measures for Members' comment.

The Secretariat

- 1.3.9 A Member proposed to put a stop to the discussion and resume the discussion in due course.

(Post-meeting note: In the meeting of CIC held on 26 February 2016, Chairman of CITB expressed that CITB should plan for long-term development and the corresponding strategies as well as the routine tasks to complement the objectives of CIC in image enhancement for attracting new joiners to the

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industry. CIC Chairman agreed that CITB had to formulate plans for long-term development to enhance efficiency and effectiveness of training. In addition, CIC agreed that standing committees and boards, based on the report of “Building a better future- HK Construction Industry – 2030” as submitted by the consultant, to follow up the proposed recommendations within their scope of duties and develop work plans to execute these recommendations. The recommendations related to CITB included establishing a comprehensive scheme for different levels of construction practitioners (within the time frame from 3 to 5 years) in relation to satisfactory training outcome; developing roadmap for the training of site supervisors and technicians; introducing Qualification Framework and/or alternative schemes to improve career mobility of construction talents; and revising the approaches of training workers to enhance the quality of graduates etc.)

1.4 Organisation structure and membership of CITB for 2016 (for discussion)

- 1.4.1 Members took note of Paper CIC/CTB/P/01/16 and noted the background and contents of the captioned proposal.
- 1.4.2 Chairman stated that the dissolution of task forces was proposed in the hope of simplifying procedures and enhancing efficiency. He also quoted his personal experience. If Members regarded that the task forces should be maintained, enhancement of the arrangement of task forces could be considered.
- 1.4.3 In fact, CIC highly valued the professional knowledge and experience of all Members and hoped that Members could comment more on strategic and directional matters. Since some of the tasks were now on track, it was time to focus on the discussion of strategies.
- 1.4.4 A Member opined that small group discussion was more effective. Another Member suggested that the relevant task forces should determine if the work

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assigned by CITB had been completed and then propose dissolution on their own.

1.4.5 The DEVB representative opined that the task forces under CITB could offer expert advice of the industry and the decision process would be more effective if the agenda items could be thoroughly studied and deliberated in the task forces before submitting recommendations to CITB for consideration. For the proposed “workshop” format to collect views of the industry in the second half of 2016, it was considered that the suggestion could not replace the existing structure in terms of the depth and comprehensiveness of the discussions made. The current structure allowed industry experts to participate and offer professional advice, which would have positive impact on promoting the work of training. Apart from having CITB Members on board, the task forces could also consider inviting other industry representatives or experts to join. If it was opined that there was room for streamlining the structure, it could continue to explore. However, it must be determined with reference to the work priority and strategies of CITB that were to be formulated in due course.

1.4.6 Chairman stated that since Members considered there was a need to maintain the existing structure, the management could revise the draft accordingly and take follow-up actions to see if there was room for improvement.

1.5 Proposal of “Contractor Cooperative Training Scheme – Crawler Crane Operation (Apprenticeship) Course” (for discussion)

1.5.1 Members took note of Paper CIC/CTB/P/002/16 and accepted the background to add and proposed contents of the captioned course.

1.5.2 A Member raised that crane operators were more prone to accidents on slope or uneven grounds, and thus, practical training in this aspect was needed. YLC replied that trainees would receive that kind of training during their on-site training and the task of

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operating cranes on uneven grounds would also be examined during the certification tests.

1.5.3 The DEVB representative raised that since there was an imminent demand for crane operators in the industry, CIC should, apart from introducing a course with new training approach, consider relaxing the existing ratio of one trainer to 5 trainees for “Contractor Cooperative Training Scheme – Crawler Crane Operation Course” to the 1 to 5 ratio as the upper limit to increase flexibility of course commencement so as to enroll more trainees. YLC said that at present CIC would also accept the application if a contractor could recruit 2 to 3 trainees to join the cooperative training scheme but subsidy for trainers would be deducted in proportion. Moreover, a lower limit for the class size had been set for full-time adult short courses, which meant that the number of trainees should not be less than half of the originally planned class size.

1.5.4 The DEVB representative opined that the pro rata cut of the subsidy for trainers would reduce the attractiveness of the cooperative training schemes. After further discussion, apart from accepting the proposal of offering a “Contractor Cooperative Training Scheme – Crawler Crane Operation (Apprenticeship) Course”, Members also agreed to revise the existing arrangement of giving out trainers’ subsidy (practical training) for “Contractor Cooperative Training Scheme – Crawler Crane Operation Course”, under which the amount of trainers’ subsidy (practical training) would not be deducted on a pro rata basis should the number of intakes be less than the original requirement of 5 persons but sufficient for course commencement.

YLC
JyL

1.5.5 A Member representing a labour union raised that the Skills Enhancement Courses under “Advanced Construction Manpower Training Scheme - Pilot Scheme” stipulated that the class size should be six. It was proposed to relax the said requirement to enhance the flexibility of course commencement. After discussion, Members representing the labour unions all agreed that CIC could, based on the

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number of trainees in class, cut proportionately the subsidies for consumable expenses like the costs of materials and tools with the exception of the subsidies for fixed costs like venue rental and trainers' salary. The management would follow up the comments made by the representatives of labour unions.

YLC
JyL

1.6 Report on benchmarks of efficiency for “VTC Diploma in Vocational Education (DVE) Subsidy Programme – Craftsmen” in 2013/2014 and 2014/2015 (for information)

Members took note of Paper CIC/CTB/P/003/16.

1.7 Statistical report of applications for “cooperative training schemes” in 2015 (for information)

1.7.1 Members took note of Paper CIC/CTB/P/004/16.

1.7.2 The DEVB representative pointed out that the captioned paper listed the training capacity for all cooperative training schemes in 2016. However, there was once a paper mentioned earlier that the number of applications for cooperative training schemes in 2015 decreased substantially when compared with the same period of 2014. Thus, the Secretariat was urged in the fourth quarter of last year to follow up the review of cooperative training schemes, which included the need to adjust the level of subsidy. That Member also stated that no adjustment had been made to the amount of subsidy since 2012. However, the market had already adjusted the level of minimum wage over the period and there was keen competition for manpower in manual labour market. The Secretariat could consider conducting analysis making reference to various types of statistics like the salaries of different sectors or remuneration of apprentices. It was hoped that the Secretariat could provide the data and analysis as soon as possible.

1.7.3 In response to the enquiry made by the DEVB representative, IK said that that it was originally planned to convene a brainstorming session to review the cooperative training schemes based on

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the new directions made after CITB decided on the vision and strategies. YLC added that market research had been conducted over the past few months to collect information on the amount of allowance of training programmes being conducted by other institutes. A discussion paper would be submitted in the next meeting after consolidating the related data.

YLC
JyL

- 1.7.4 RSn, Chairman of Task Force on Contractor Cooperative Training and Apprenticeship Scheme, stated that if task forces under CITB were to be maintained at this stage, it was necessary to hold task force meetings as soon as possible to follow up the relevant issues. RSn also said that in the past the task force he chaired would have joint meeting with Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme, which was led by CITB Chairman, to save time and enhance efficiency. Chairman agreed to have joint meeting and requested the management to make the arrangement.

PTm

1.8 To set up an Intermediate Trade Testing Workshop for Metal Worker at Tai Lam Correctional Institution (for information)

Members took note of Paper CIC/CTB/P/005/16.

1.9 A new part-time training course on Leakage Detection of Underground Water Mains – WSD approved course (for information)

1.9.1 Members took note of Paper CIC/CTB/P/006/16.

1.9.2 The DEVB representative asked about the justification for the requirement of a 100% attendance of the course trainees and whether the introduction of new courses had to be considered and decided by CITB. According to Section 16(2)(g) of the Construction Industry Council Ordinance which spelt out that the Council might not delegate under subsection (1) of Section 16 any of the functions of the Training Board, which had to be performed by CITB.

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1.9.3 IK said that the required class attendance rate was normally 80%. However, since the course content was very condensed and intensive, and the hours allocated for practical training were quite substantial, trainees would find it difficult to pass the assessment at the end of the course if they were absent during the training period. CIC however could make an arrangement to allow trainees to take make up sessions for any sessions not attended should the trainees have a reasonable cause for absence. Regarding the need of having new course proposals to be submitted in the format of discussion papers for the approval of CITB, the DEVB representative suggested to seek legal advice on the functions delegated by CIC to CITB to approve the type of documents. It was also suggested to refer to past records to ascertain the classification of the paper in question.

IK

(Post-meeting note: All new course proposals would be submitted in the format of discussion papers for the consideration and approval of CITB.)

1.10 Application for review of test results and appeal mechanism (for information)

Members took note of Paper CIC/CTB/P/007/16.

1.11 Key items of discussion of Course Advisory Panels 2015-2016 (for information)

Members took note of Paper CIC/CTB/P/008/16.

1.12 Manpower arrangement for positions related to skills training and trade testing (for information)

1.12.1 Member took note of Paper CIC/CTB/P/009/16 tabled at the meeting, and noted the background and contents of the proposal.

1.12.2 The DEVB representative raised a number of questions: (i) the difference between time-limited contract and temporary contract; (ii) the arrangement of a 3-month employment contract; (iii) was there a

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need to increase the number of staff as regards the 175 posts and the continual employment of existing 127 staff members as mentioned in paragraph 3.2.

- 1.12.3 CI supplemented the background of the captioned paper that approval from the relevant committees must be obtained for any change in the manpower establishment of CIC. The positions held by time-limited contract staff mentioned in the paper were related to skills training and trade testing, and thus, it must first be submitted to CITB for consideration. After CITB had endorsed the manpower needs based on training and testing capacity, CIC would renew the employment contracts of these staff members accordingly.

- 1.12.4 IK stated that the paper would be submitted again to CITB for consideration after putting in more detailed information.

IK

1.13 Regular reports tabled at the meeting and Any Other Business

- 1.13.1 Tables and charts of registered trade workers via arrangement of senior workers registration and passing of trade tests

Members noted that the actual application figure for trade testing between October 2015 and January 2016 was over 1,700 per month. Compared with the actual figure of over 1,300 in a single month in September 2015, a stable growth of 400 more applicants was recorded per month over the past few months. For the combined accumulated actual figure of arrangement of senior workers registration and the passing of trade tests, apart from constant increase, it continued to go beyond the accumulated target number.

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

Members noted that the respective waiting time for two types of courses on trade skills and technician level both were less than six months. Applications

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for five plant operation courses were still suspended but the management would continue to take possible measures to increase training capacity based on the target waiting time of 12 months.

1.13.3 Tables and charts of Advanced Construction Manpower Training Scheme - Pilot Scheme

Members noted the tables and charts of the captioned scheme from 1 September 2015 to 31 January 2016. As of end January 2016, Structured On-the-job Training and Skills Enhancement Courses received 244 applications and 102 applications respectively. For Structured On-the-job Training, the cumulative actual training places (approved training places) were fewer than the cumulative target places (approved training places) Yet, the corresponding figure for Skills Enhancement Courses exceeded the target one. The management would continue to visit employers in the construction industry to promote the Structured On-the-job Training.

1.13.4 Signing of Memorandum of Understanding for closer cooperation

Members noted that CITB Chairman, on behalf of CIC, would sign a Memorandum of Understanding with Vocational Training Council for closer cooperation in relation to course development.

1.13.5 Construction Industry Sports Day cum Charity Fun Day 2016

CIC would hold the captioned event on 13 March 2016 and invited all Members of CITB to attend.

(Post-meeting note: The captioned Sports Day would be postponed and a new schedule would be announced later.)

1.13.6 Apprenticeship Subsidy Scheme

Members noted that CIC was now scrutinizing the details of joining the Apprenticeship Subsidy

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Scheme of Vocational Training Council and the draft contract. The related proposal would be submitted by circulation to CITB for consideration later.

1.13.7 Recruitment Day for “Subcontractor Cooperative Training Scheme”

Members noted that CIC planned to co-organise a recruitment day with Hong Kong Construction Sub-Contractors Association on 5 March 2016 at Construction Industry Resource Centre in Kowloon Bay to recruit trainees for the captioned cooperative training scheme. IK invited Members to support the event and assist in disseminating details of the programme as well as appeal to their members to take part in the event.

(Post-meeting note: there were 253 persons attending the recruitment day and 223 applications forms had been received.)

1.14 Tentative date of Meeting 002/16

The next meeting was scheduled for 12 April 2016 (Tuesday) 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 5:45 pm.

**CIC Secretariat
March 2016**