

Construction Industry Council

Construction Industry Training Board

Meeting No. 005/15 of the Construction Industry Training Board (CITB) was held on Tuesday, 19 May 2015 at 9:30 a.m. at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present :	Ir Dr PANG Yat-bond, Derrick	Chairman
	Ms CHENG Sau-kuen	Member
	Prof CHIANG Yat-hung	Member
	Sr CHONG Wing-hong, Benjamin	Member
	Ir HO Ngai-leung, Albert	Member
	Mr LAI Sai-hong	Member
	Mr NG Kwok-kwan	Member
	Ir SYNN Raymond-cheung	Member
	Mr SZE Kyran	Member
	Mr TSE Chun-yuen	Member
	Mr LAM Kai-chung, Albert	Member
	Mr LEUNG Yuk-keung	Member
In Attendance:	Dr HO Wai-wah	Member of Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme
	Ir LAU Chun Kit, Ricky	Ch AS (Works) 6
	Mr LAM Shing-tim	AS (Works Policies) 9
	Ir Alex LEUNG	Director - Training & Development, CIC
	Ir CHU Yin-lin	Senior Manager - Construction Training, CIC
	Mr Ivan KO	Senior Manager - Construction Trade Testing, CIC
	Mr Jimmy LEUNG	Manager - Development & Support Services, CIC (Acting)
	Ms Jamie CHAI	Manager - Trainees Career Support, CIC
	Ms Joyce AU	Manager - Board Services, CIC

	Ir Venice HUNG	Assistant Manager - Management Support, CIC
	Mrs Shirley LAM	Senior Officer - Board Services, CIC
Apologies :	Mr CHAN Pat-kan	Member
	Mr LAM Ping-hong, Robert	Member
	Mr FU Chin-shing, Ivan	Member of Task Force on Trade Testing
	Mr LOK Kwei-sang, Tandy	Chairman of Task Force on Training

Progress Report

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5.1 Confirmation of Progress Report of the last meeting

Members took note of Paper CIC/CTB/R/004/15 and confirmed the Progress Report of the 4th meeting held on 21 April 2015.

5.2 Matters arising from the last meeting

5.2.1 Agenda Item 4.3.4— Consultancy services on Training & Development

Members noted that the paper on the above consultancy services (revised version) had been approved by Committee on Administration and Finance in mid-May 2015. The tender documents were now under preparation and an invitation to tender was expected to be issued in June. As regards the formation of a steering group, the management would invite Members to express their interest in joining the group in due course. CITB Chairman and the management would then determine suitable membership for the group based on its needs and operational efficiency.

**Assistant
Manager-
Management
Support**

5.2.2 Agenda Item 4.4.5—Overall strategy for increasing training capacity of the whole year

Director reported that a brainstorming session was

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held with the department heads of Training & Development on 11 May to discuss the direction for training and manpower development in the future. Enhancement of the services for trainee recruitment, training and career support was also explored. The proposal of the overall strategy would be submitted to CITB for consideration after the training capacity and the latest manpower demand were reviewed later.

5.2.3 Agenda Items 4.4.7, 4.4.9 to 4.4.11 and 4.7.4—Safety Training Courses

Members noted that the Secretariat had reflected comments of CITB Members in the last meeting regarding construction safety to Committee on Construction Safety of CIC. That Committee had planned to set up a safety experience and training centre (安全體感訓練中心) at Kwai Chung Training Centre. Upon its establishment, CIC trainees would be arranged to receive the related training. As regards the financial estimates of setting up the said centre, it was in principle accepted by Committee on Administration and Finance. In addition, that Committee would also set up a task group to follow up on issues related to the safe operation of cranes. Director said that staff involved in safety training would participate in the work of the task group. Management and Safety Training Centre (MST) would be in full cooperation with Labour Department regarding the latest requirements of safety training and would enrich the training contents and methods in related skills and safety courses. As regards the concern of a Member about the learning attitude of practitioners in attending safety courses, MST also planned to adopt electronic interactive measures or assessment to enhance the attentiveness and knowledge acquisition of trainees.

5.2.4 Agenda Item 4.4.8—Exploring the use of existing venues for teaching trade skills in the evening

Members noted that the management would

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explore with all course advisory panels the suitable trade courses to be conducted in the evening. If there is demand and the resources were available, it was expected to run additional evening enhancement course on welding and evening course on inspection of aluminium window in 3 months' time.

- 5.2.5 Agenda Item 4.5.5 and 4.5.6— Pilot scheme on introducing enrollment deposits for full-time courses

Members noted that the management were drafting the implementation details regarding the trial run of introducing “enrollment deposits” for full-time courses and the provision of a “cooling-off period”.

- 5.2.6 Agenda Item 4.6.4—Report on the response plan of trade testing in response to amendments of Construction Workers Registration Ordinance (CWRO)

Members noted that Trade Testing Centre was now discussing with the Secretariat of Construction Workers Registration Board about the joint publicity plan and a list of publicity activities was drafted, which was tabled in the meeting, to promote the messages of “designated workers for designated trades”, “senior workers” and “trade tests”.

- 5.2.7 Agenda Item 4.7.5—Exploring the feasibility of purchasing “second-hand” or “refurnished” plant at relatively lower prices

Members noted that the management had contacted suppliers regarding the purchase of “second-hand” and “refurnished” plant. Information would be compiled in due course and submitted to Task Force on Training for consideration.

5.3 Review on training capacity and schedule of part-time courses for September to December 2015 and 2016 (for

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discussion)

5.3.1 Members took note of Paper CIC/CTB/P/053/15 and noted the estimated capacity and total capacity of 6 types of part-time courses for September to December 2015 and 2016. The capacity of training courses would be calculated by calendar year (i.e. January to December of each year) while it was calculated by academic year (i.e. September of a year to August of the following year) in the past.

5.3.2 Responding to a question from Chairman, Senior Manager-Construction Trade Testing said that the proposed number of training places for theory-based technical courses for 2016 was 6,157, which was smaller than that of 6,418 in 2013/14. The main reason was that some courses were suspended by request of relevant government departments. It was expected that the demand driven by the establishment of BIM Centre in 2015 could not make up the number of training places of individual suspended courses. Members also noted the proposed BIM courses of CIC would cover the teaching of the seventh dimension.

5.3.3 A task force member attending the meeting pointed out that there was no management course on minor works in the market but there was demand in the industry and society. Director said that the management would contact the Member to follow up on the proposed course contents and source of trainees for the management course in the future.

**Senior
Manager-
Construction
Trade Testing**

5.3.4 Concerning the question on a mechanism for adjusting training capacity, Senior Manager-Construction Trade Testing said that such mechanism had been there. The current practice was to estimate the financial expenditure on training annually according to the training capacity. If demand for training changed during the year, the training centres could adjust the number of training places and the related estimated expenditure, which could then be revised and reflected in the mid-year revised budget.

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5.3.5 Chairman remarked that the training places could be re-allocated if there were changes in demand for individual training courses in the year as there was a mechanism of adjusting training capacity. In addition, the overall training capacity in the year had been increased. Members agreed to accept the training capacity and schedule for September to December of 2015 and the year 2016 and the total capacity for the two periods was estimated to be 23,401 and 83,575 respectively.

5.4 Target number of graduates and financial estimates for cooperative training schemes in 2016 and the financial estimates for On-the-job Training Scheme in 2016 (for discussion)

Members took note of Paper CIC/CTB/P/054/15 and approved the total training places of 2,250 and the target numbers of graduates of 1,575 for cooperative training schemes in 2016 as well as the estimated expenditure of around \$96.14 million based on the target number of graduates. Members also agreed to reserve \$16 million for the estimated expenditure of On-the-job Training Scheme in 2016-2017 while the remaining estimates of \$70 million of the said scheme would be allocated to Construction Industry Subsidy Training Scheme (CISTS) as reserve.

5.5 Proposed number of subsidized places and financial estimates for Apprenticeship Subsidy Scheme in 2015 and 2016 (for discussion)

Members took note of Paper CIC/CTB/P/055/15 (revised version). It was approved that a maximum of 350 subsidized places of Apprenticeship Subsidy Scheme would be offered annually for graduates of basic craft courses and supervisor/technician programme in 2015 and 2016, totaling to 700 places for two years. The annual estimated expenditure was around \$10,349,667 and the total estimated expenditure for two years would be no more than \$20,699,334.

5.6 Work plan of CITB for 2016-2020 (for discussion)

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Members took note of Paper CIC/CTB/P/056/15 and noted that committees of CIC had to plan ahead every year their work in the coming 5 years. The endorsed work plan and related financial estimates would be submitted to Committee on Administration and Finance for approval. Members endorsed the work plan of CITB for 2016-2020.

5.7 Tender assessment report on purchasing 2 new crawler-mounted mobile cranes (for discussion)

Members took note of Paper CIC/CTB/P/057/15 and accepted the recommendation made by the Tender Assessment Panel. The contract would be awarded to the supplier, Houston Machinery (China) Co. Ltd., which got the highest marks in both the technical and fee proposals, to provide two 35-ton crawler-mounted mobile cranes. Request for additional funding would be made to Committee on Administration and Finance.

5.8 Proposal of Advanced Construction Manpower Training Scheme(ACMTS) – Pilot Scheme (for information)

5.8.1 Members took note of Paper CIC/CTB/P/058/15 and noted that the financial estimates of the captioned scheme were approved by Committee on Administration and Finance on 16 April 2015 and then approved by CIC on 24 April 2015. The management then conducted a second round of consultation with industry stakeholders and submitted the revised paper to the joint meeting of related task forces for discussion on 8 May. Members also noted the revisions made to the pilot scheme and the timetable for implementation. The management was now drafting the training outlines of various trades and would seek advice from the industry. It was expected to be completed in June 2015 and the scheme would be launched in the third quarter of this year.

5.8.2 In response to the question from Chairman, Director said that ACMTS – Pilot Scheme (Structured On-the-job – Pilot Scheme) would be implemented in two phases. Application for the first phase was expected to be open from

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September 2015 for a period of one year. Since the scheme was a pilot one, the first phase would only provide 300 places. After experience was gained in the year and the scheme was further refined, the second phase would be rolled out to provide 500 places. However, if application received in the first phase was beyond the quota, CIC would start the mechanism of allocation immediately and bring forward some places from the second phase to the first phase for use. Thus, the management would allocate the quota flexibly according to the market conditions. As regards the specified quota proposed for each of the 20 trades in the first phase and second phase, the allocation of quota of 9 of these trades would be coordinated by Hong Kong Construction Sub-Contractors Association while that of the remaining 11 trades were each allocated a temporary quota as their trade associations might not be able to provide assistance in this aspect. However, the quota could be flexibly re-allocated.

- 5.8.3 A Member stated that it was impracticable to estimate only 1 place for Ground Investigation Operator in the first phase as there was a large demand for ground investigation operators to carry out the pre-work tasks prior to the start of each construction project. Thus, the estimated quota for the said trade should be adjusted. That Member also opined that the proposed 2-year training period for the trade was too long. Director suggested contacting more contractors to get the picture of the training demand for the said trade and the appropriate training period for a semi-skilled worker to become a skilled worker.

**Manager-
Development
& Support
(Acting)**

- 5.8.4 Members accepted the latest revisions proposed to the Advanced Construction Manpower Training Scheme – Pilot Scheme (Structured On-the-job Training – Pilot Scheme) and Skills Enhancement Courses – Pilot Scheme.

5.9 Proposal to simplify the approval process for various cooperative training schemes and On-the-job Training Scheme (for discussion)

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Members took note of Paper CIC/CTB/P/059/15. On the premise that the training capacity and estimated expenditure of various cooperative training schemes and On-the-job Training Scheme in 2015 were approved by CITB, the vetting and approval of all applications to the said schemes could be done by the management. However, the total training capacity and total expenditure could not exceed the total number/amount already approved by CITB. In addition, the management would submit bi-annually a progress report for the information of CITB.

5.10 To subsidize VTC's Diploma in Vocational Education (DVE) Programme – Craftsman (for discussion)

5.10.1 Members took note of Paper CIC/CTB/P/060/15 and agreed to subsidize 814 training places of the VTC's Diploma in Vocational Education Programme – Craftsman in 2015/2016 with an estimated expenditure of \$22,576,400 being worked out using the target number of graduates of 733 as well as the revised proposal to recover the trainee subsidy. If a trainee dropped out in the course of the captioned Programme or did not join the specified E&M (Construction) trades after completing the first year of training or continued to pursue further studies at VTC, CIC had the right to recover the subsidy given out and VTC would use the current fee recovery mechanism to contact the trainee by phone or send the recovery notice to the trainee concerned.

5.10.2 A Member asked about the difference between VTC's DVE Programme and the Advanced Construction Manpower Training Scheme proposed by CIC. Director responded that the former Programme allowed trainees, who had completed the one-year course at VTC to join the specified E&M (construction) trades as apprentices, while the CIC's scheme would allow semi-skilled workers with qualifications of intermediate trade test to become skilled workers through systematic training and it would mainly

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cover the trades of civil engineering and construction works. Another Member added that the DVE Programme offered many entry and exit points throughout the learning pathway which allowed trainees, through different learning modes, to become craftsmen or technicians; or to continue to take higher diploma courses after completion of DVE; or to obtain bachelor degrees through top-up programmes.

- 5.10.3 Chairman stated that CITB had discussed earlier the professional development and progression pathways for construction practitioners and the management was still discussing with VTC about introducing part-time DVE courses for CIC trainees of non-PPE disciplines. Director said that in addition to the follow-up with VTC, other institutions such as the extramural departments of universities were also contacted to explore more bridging pathways for CIC trainees from different perspectives. It would be reported to CITB in due course.

5.11 Post-event Report on Construction Manpower Seminar 2015 (for information)

- 5.11.1 Members noted that the captioned agenda item had to be withdrawn. It was also noted that the draft report for the seminar was completed but it would only be submitted to CITB for discussion after the management had thoroughly considered and responded to the comments raised by the participants of the seminar, and had further consolidated the report.
- 5.11.2 A DEVB representative attending the meeting pointed out that participants had commented in the seminar on the ways to attract new entrants to join the construction industry. In view of the declining number of secondary school leavers, CIC should explore other sources of trainees. Attracting women to join the construction industry would be one of the approaches. On the other hand, some ethnic minorities had been currently engaged in

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some construction trades and the industry welcomed the arrangement. Thus, it would be worthwhile for CIC to follow up on measures to attract more ethnic minorities to join the industry and enhance their skills to stay in the industry for advancement.

5.12 Membership lists of course advisory panels for 2015-2016 (for information)

Members took note of Paper CIC/CTB/P/062/15. It was noted that comments from Members were incorporated and nominations from organizations were compiled in the lists.

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

Members noted the “Table on estimated waiting time for full-time adult short courses” as of 5 May 2015 tabled in the meeting. Members also noted that the waiting time for courses related to trade skills and courses on technician level out of the three types of courses could meet the 6-month standard. The remaining type of courses on plant operation continued to adopt the measure of “temporarily closed for application”. For Mobile Crane Operation Course, the management had met with Hong Kong Construction Association in mid-May to discuss the comments received from Labour Department regarding the use of mentor-apprentice approach (one person, one plant and one mentor) in a “cooperative training scheme” to be implemented on site and the issues related to the practical training on crane operation. Members of the Association expressed in the meeting that they could make the necessary arrangements. For example, a suitable area on site could be identified for training. They would also clarify the responsibility of taking out insurance with their clients. After answering the questions from Labour Department and addressing all other issues, the management would draft a proposal for the task force for consideration.

5.14 Summary table on waiting time for trade tests

Members noted the “Summary table on waiting time for trade tests (as of 30 April 2015)” tabled in the meeting and

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the two trade tests with waiting time slightly beyond the 2-month standard. Mr NG Kwok-kwan, chairman of Task Force on Trade Testing, reported that revisions to Construction Workers Registration Ordinance, which came into effect on 1 April 2015, posed no significant impact on the number of applicants at the moment. The number of applicants for trade tests in April 2015 was around 100 more than that in March 2015. However, any change in the number of applicants would be closely monitored. If there was a surge in the number, the task force would immediately convene a meeting to handle the issue.

5.15 Summary report on 2nd joint meeting 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” in 2015 (for information)

Members took note of Paper CIC/CTB/P/063/15 and noted the summary report of the 2nd joint meeting of the captioned task forces. The proposals that had been accepted by the task forces were already included in relevant papers and submitted to the present CITB meeting for discussion. Other key issues included:

- i) The filibuster at the Legislative Council had delayed the allocation of funds to many infrastructure projects, which started to affect the work of CIC in finding employers to provide 6-month on-the-job training as the last stage of training for trainees of supervisor/technician programme, in particular for the discipline of quantity measurement. Chairman remarked that it might be necessary to review the overall training capacity in the coming year to be in line with the actual circumstances in the industry.
- ii) The proposal of allocating the remaining subsidy of “VTC’s DVE Programme – Technician” to support four craftsman courses had to be withdrawn. The main reason was that it was hoped that VTC could review the overall arrangement from a comprehensive perspective when applying to CIC for subsidizing its E&M courses.
- iii) The task force made various comments on the draft

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proposal of CISTS and the management was now following up with that.

5.16 Summary report on 2nd meeting of Steering Group on Implementation of CWRO Amendments in 2015 (for information)

5.16.1 Members took note of Paper CIC/CTB/P/064/15 and noted the summary report of the 2nd meeting of the captioned steering group. Members also noted that after the implementation of “designated workers for designated trades”, construction workers from overseas also needed to apply for registration according to the requirements under CWRO. However, Construction Workers Qualifications Board under Construction Workers Registration Board (CWRB) would only start the process when an application for qualifications assessment was received, which was relatively passive. Thus, the steering group proposed exploring the feasibility of conducting assessment by CIC to evaluate whether the overseas trade tests or qualifications met the standard of the corresponding trade tests of CIC.

5.16.2 Chairman supplemented that the filibuster at the Legislative Council had delayed the allocation of funds to many infrastructure projects and the manpower demand in the industry became moderate recently. Thus, there was room for discussion about the import of labour for the industry. Nevertheless, with the implementation of “designated workers for designated trades”, the industry did need a mechanism to ensure that the imported labour could meet the relevant requirements. One of the solutions was to set up a mechanism on mutual recognition of qualifications with the places where the labour was imported. Yet, the number of countries and regions involved should also be considered. For labour imported from places without mutual recognition arrangement, it was necessary to consider establishing some procedures for them to take trade tests in order to obtain the required

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qualifications for executing the work stipulated under “designated workers for designated trades”. DEVB and CIC had to work together for the suitable arrangements.

5.17 Tentative date of the next meeting 006/15

The next meeting was scheduled for 23 June 2015 (Tuesday) at 9:30 a.m. at Meeting Room 1, Construction Industry Council Headquarters, 15/F Allied Kajima Building, 138 Gloucester Road, Wan Chai, Hong Kong.

There being no other business, the meeting was adjourned at 10:55 a.m.

**CIC Secretariat
May 2015**