

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 001/15 of the Construction Industry Training Board (CITB) was held on Tuesday, 13 January 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
	Mr CHAN Pat-kan	Member
	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 LAM Shing-tim	On behalf of Mr LAM Kai-chung
	Mr LEUNG Yuk-keung	Member
In Attendance:	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 CHEUNG Yuk-lung	Senior Manager - Development & Support Services, CIC
	Dr Thomas TONG	Chief Research Consultant, CIC
	Ir Robert LAU	Manager - Construction Trade Testing, CIC
	Mr Jimmy LEUNG	Manager - Development & Support Services, CIC (Acting)
	Ms Joyce AU	Manager - Board Services, CIC
	Ms Formula CHEN	Assistant Manager - Board Services, CIC
Apologies :	Mr LAM Ping-hong, Robert	Member
	Mr TSE Chun-yuen	Member
	Mr FU Chin-shing, Ivan	Member of Task Force on Trade Testing

Dr HO Wai-wah

Member of Task Force on  
Sub-contractor Cooperative  
Training, On-the-job Training,  
E&M Training and Subsidy  
Scheme

Mr LOK Kwei-sang, Tandy

Chairman of Task Force on  
Training

## **Progress Report**

### **Action**

#### **1.1 Welcome and Confirmation of Progress Report of the last meeting**

Chairman first extended a welcome to the six new Members of CITB, including Mr CHAN Pat-kan, Ms CHENG Sau-kuen, Prof CHIANG Yat-hung, Sr CHONG Wing-hong, Benjamin, Mr LAI Sai-hong and Mr LEUNG Yuk-keung. He then introduced Mr Ivan KO, the newly-appointed Senior Manager – Construction Trade Testing, to Members.

Members took note of Paper CIC/CTB/R/010/14 and confirmed the revised Progress Report of the 10<sup>th</sup> meeting held on 16 December 2014.

#### **1.2 Matters arising from the last meeting**

- 1.2.1 Agenda item 10.2.1—Integration of all cooperative training schemes and 10.17.2— Introduction to the draft of “Construction Industry Subsidy Training Scheme”(CISTS)

Members noted that while seeking comments from the industry on the integration of all cooperative training schemes the Secretariat circulated the draft Scheme to all Members after the last meeting with comments being received from DEVB and one Member. The related work was still in progress.

- 1.2.2 Agenda item 10.2.2— Additional classes of cooperative training scheme in operating crawler-mounted mobile crane at Tat Mei Road Training Ground in Kwai Chung

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As regards the lobbying of a contractor to run additional training classes of crawler-mounted mobile crane under cooperative training scheme at the captioned training ground, Members noted that the contractor had no intention to add a new crane but would provide additional classes at its training ground. It was believed that the waiting time for the said course could be reduced.

1.2.3 Agenda item 10.2.4— Survey on graduates

Members noted that Trainee Careers Support Department had conducted a survey on graduates in 2014 and the data analysis was expected to be completed in February 2015. The analysis would be submitted to Task Force on Training before reporting to CITB.

1.2.4 Agenda item 10.2.5—Promoting a Construction Vocational Cantonese Course

Members noted that Senior Manager – Construction Training would continue to contact relevant community organizations to follow up the needs of training for ethnic minorities and discuss the possibility of cooperation.

1.2.5 Agenda item 10.2.6—Attracting ethnic minorities to apply for courses with manpower shortage but unpopular among Chinese-speaking applicants

Members noted that a paper providing information about the courses currently offered for ethnic minorities and the enrollment situation as well as the ways to promote courses with manpower shortage but unpopular among Chinese-speaking applicants to attract ethnic minorities to apply would be submitted to Task Force on Training for discussion in late January 2015.

1.2.6 Agenda item 10.2.8— Training proposal of crawler-mounted mobile crane jointly offered by Hong Kong Construction Association (HKCA), contractors and CIC

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Members noted that to clarify the cooperative relationship and responsibilities of each party for the captioned training proposal of operating crawler-mounted mobile crane at Tat Mei Road Training Ground, Senior Manager-Development & Support discussed with HKCA in a meeting on 9 January 2015 and would submit a paper to relevant task force for discussion in due course.

- 1.2.7 Agenda item 10.2.9—Discussion on relatively low starting point of trainees under Diploma in Vocational Education (DVE) Programme

Members noted that Senior Manager-Development & Support would first discuss with relevant Members about the data on the starting salary for first-year graduates under DVE Programme and would submit the data to the concerned task force for discussion in due course.

- 1.2.8 Agenda item 10.2.12—Effectiveness of On-the-job Training Scheme

Members noted that the related department was now collecting data of graduates who participated and of those who did not participate in the captioned scheme. The data analysis was expected to be completed in February 2015 and a report would be submitted to relevant task force.

- 1.2.9 Agenda item 10.3.2—Promotion of Measurement Technician Assistant Course (AMT) via Hong Kong Construction Association (HKCA) to its members

Members noted that HKCA would arrange a briefing session for CIC to promote to its members the captioned course under cooperative training scheme. Senior Manager-Development & Support would continue to visit individual construction companies to promote the course in view of the need to increase the number of training places under cooperative training scheme to help ease the waiting queue.

- 1.2.10 Agenda item 10.3.3—Exploring the ways of

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attracting ethnic minorities to apply for courses and getting to know the considerations of sub-contractors in employing the ethnic minorities

Members noted that Senior Manager-Construction Training would submit a paper to Task Force on Training in late January 2015, which would explore the ways of attracting ethnic minorities to apply for courses with spare training places and to get to know the considerations of sub-contractors in employing the ethnic minorities who had completed the training courses in the future.

1.2.11 Agenda item 10.3.4—Overall review of marketing strategies

Members noted that applicants were now allowed to indicate two courses they preferred to take in the application form to enhance flexibility in class scheduling and Trainee Recruitment Department would also refer another course to the applicants should circumstances warrant. Members also noted that marketing for trainee recruitment would normally be conducted three months before the commencement of the course. If recruitment was unsatisfactory, promotion of the course would be strengthened. The Recruitment Assistant would specifically recommend individual courses with unsatisfactory recruitment results to applicants.

1.2.12 Agenda item 10.8.2—Number of applications for the course still needed to be recorded after the adoption of “cutting off the queue” measure

Members noted that, starting from January 2015, the number of enquiries received after adopting the measure of “cutting off the queue” for courses in great demand had been included in the table on the estimated waiting time tabled in the meeting so that Members could consider other possible enhancement measures with reference to the number of applicants still expressed interest in taking the course even after the quota was full.

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- 1.2.13 Agenda item 10.8.5—To review the requirements for applying for certification test on excavator operation

Members noted that Senior Manager-Construction Training would submit a paper in relation to the captioned review to Task Force on Trade Testing for discussion by end of January 2015.

- 1.2.14 Agenda item 10.8.6—Arrangement for outsourcing certification test on excavator operation

Members noted that Senior Manager-Construction Training was still discussing the fees with the organizations that were approved by Labour Department to provide certification test on the operation of excavator. A Member reminded that “monopoly” of the test should be avoided. Chairman reiterated that the difference in fees charged should be handled properly to reduce the financial burden of CIC before implementing the measure of finding suitable contractors to provide certification tests for excavator operation through outsourcing so that CIC could spare resources for increasing the number of classes of excavator operation as approved in the last meeting.

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- 1.2.15 Agenda items 10.12.1—benchmarks for measuring effectiveness of various cooperation training schemes and 10.12.9—standardising with benchmarks of CIC courses

Members noted that the six benchmarks would be revised based on the comments received. In addition, the management would draft a paper on the standardization of benchmarks between CIC courses and cooperative training schemes, establishment of goals, whether the expected results of measurement could meet the stated goals and the implementation details as well as the follow-up actions. It would then be submitted to relevant task force for discussion before submitting to CITB for consideration.

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- 1.2.16 Agenda item 10.16.2—Impact of the CWRO Amendments on trades tests, the overall response

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plan and the publicity proposals

It would be discussed under Agenda item 1.9.

- 1.2.17 Agenda item 10.17.11—Sub-contractor (Concreting) Cooperative Training Scheme – Pilot Scheme

Members noted that the captioned paper was circulated and accepted. However, a Member expressed concern over the review of the relevant pilot scheme and the proposed period of training. The management replied that review of the pilot scheme in the future would be conducted together with the review of cost-effectiveness, period of training and arrangement for early-stage training. The review would be followed up by Course Advisory Panel and revision proposals would be made according to the recommendations made by the Panel. For the arrangement of early-stage training, CIC would deploy resources to provide the training as far as possible.

A Member raised that it was stated in the circulated paper that the early-stage training of the pilot scheme would be arranged by the Hong Kong Construction Sub-Contractors Association (HKCSA) and be conducted at the training ground of its out-sourced organizations. However, the present arrangement of providing the training by CIC sounded different from the original proposal. Director responded that it was proposed in the original paper that the early-stage training could be provided by CIC or an out-sourced organization to allow flexibility. Senior Manager-Development & Support stated that CIC considered deploying resources to provide the training in response to the request of a Member to restart the discussion on providing the early-stage training and have CIC to offer the early-stage training. Chairman requested the management to supplement in writing regarding the latest arrangement for early-stage training of the captioned pilot scheme and the related financial expenses. Director pointed out that it was only a pilot scheme and a review on the effectiveness and arrangement would be conducted

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afterwards.

For the contents of the pilot scheme, particularly the trainer's subsidy, Senior Manager-Development & Support said that HKCSA had been contacted after the last meeting and HKCSA confirmed their acceptance of the said proposal. Director instructed that such confirmation should be recorded.

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**1.3 Structure and Membership of for CITB (for discussion)**

- 1.3.1 Members took note of Paper CIC/CTB/P/001/15 (Revised) and noted the structure of CITB with 6 task forces, 4 task groups and 17 course advisory panels as well as their respective terms of reference.
- 1.3.2 After consideration, Members accepted the following proposals:
- (i) lists of membership for four task forces as appended in Annex C of the paper ;
  - (ii) Task Force on Contractor Cooperative Training and Apprenticeship Scheme would oversee the Construction Industry Cooperative Training Scheme (Labour Union) – Pilot Scheme ;
  - (iii) the re-appointment of Ir CHEW Tai-chong in 2015 as the chairman of Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study in the capacity of an independent person ;
  - (iv) Ad Hoc Working Group on Development of Local Construction Professionals and Supervisory Staff to Work Overseas would be adjourned on an interim basis and it would only be re-convened where necessary ;
  - (v) the appointment of Mr LOK Kwei-sang in the capacity of an independent person to attend the Steering Group on Implementation of CWRO Amendments would be continued ;  
and
  - (vi) lists of membership for the new term of course advisory panels would be reported to

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CITB upon collecting all nominations from organizations.

1.3.3 Functions of and challenges for CITB

Chairman continued to brief Members the two main functions of CITB, i.e. the provision of training and the assessment of skills levels of workers. For the provision of training, there were 4 training centres and 10 training grounds currently established under CIC. Apart from the training conducted by CIC instructors, CIC would also cooperate with outside institutions or organizations, such as contractors, sub-contractors, trade associations, labour unions, to provide the necessary training on their sites or sites of their members. The number of training places provided by CIC courses and the cooperative training schemes could total to more than 4,000 per year and the average training cost per trainee would be around \$100,000. On the trade testing aspect, CITB mainly conducted trade tests for building construction and construction-related E&M trades and more than 17,000 trade tests could be conducted per year.

Moreover, CITB was now facing various challenges. In the short term, there was a long waiting time for individual courses or trade tests due to limited resources. To address the issue, CITB laid down a reasonable waiting time respectively for courses and trade tests, i.e. 6 months and 2 months. Task Force on Training and Task Force on Trade Testing were established to monitor the waiting time and propose possible alleviating measures. The said short-term issues were now being tackled steadily.

In the medium term and long term, the main issue was to address manpower shortage in construction industry. Currently, CIC trained around 4,000 more workers per year but there was a shortage of more than 10,000 workers per year. Based on the forecast of local construction expenditure, the supply of local manpower could not satisfy the demand for manpower in construction projects.

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Yet, CIC could only fill up some of the gaps of manpower shortage. In addition, CIC had long been training workers to semi-skilled level. Now, the industry considered that CIC needed to enhance training of workers to skilled craftsman level. In this regard, CIC already had a preliminary plan. Another issue in the medium term and the long term was to integrate the existing cooperative training schemes to streamline administration work and enhance the effective utilization of resources. The usage of training grounds would be an issue in the longer term. It was hoped that facilities of the training grounds could be enhanced through a review on the utilization and development of existing training grounds and the training grounds could be used effectively.

Chairman also said that the work in the short term, medium term and long term involved a certain amount of funds. Thus, CITB should prudently consider the use of funds. The agenda items for the meetings of CITB would focus on all these work goals and new Members were welcome to raise any question concerning the items.

**1.4 Verbal Report by Task Force on Training**

- 1.4.1 Members noted the “Table on estimated waiting time for full-time adult short courses” as of 31 December 2014 tabled in the meeting. The two columns “currently closed for application” and “the number of enquiries received after application was closed” for courses in great demand were added in the table. Members also noted that 31 full-time short courses were grouped under trade skills courses, plant operation courses and technician courses. The table continued to provide reasons for individual courses with longer waiting time and the proposals on reducing the waiting time.
- 1.4.2 For Mobile Crane Operation Course (MBC), more than 10 classes were estimated to be in the queue. A Member asked if the number of classes being lined up could reflect the real demand in market and whether there was a great need for MBC

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operatives. That Member also quoted an example of his experience in teaching a part-time course at CIC that applications for some courses might be keen but manpower demand in the market was not much. Thus, that Member opined that it was necessary to clarify whether the courses with longer waiting time were the trades of which manpower were in great demand in the market.

1.4.3 Chairman stated that there was a column in the table indicating whether the course belonged to “trades with manpower shortage determined by Task Force on Short-Term Labour Supply” and MBC did not belong to that category. He continued that the needs of interested applicants in addition to the manpower demand in the market should all be considered in offering training courses. Besides, the course without manpower shortage at the moment might be in demand in the future. Furthermore, Chairman opined that it was unreasonable to have applicants waited for more than a year before being admitted. Thus, it was hoped that the waiting time for the course could be reduced to six months.

1.4.4 With the implementation of measures of reducing the waiting time for MBC, the latest date of commencement could only be advanced to mid-2017. That Member opined that the measure of expectation management should be adopted since resources could not support the additional classes. Chairman stated that a number of measures had been in place to help ease the waiting queue but he agreed that the waiting time for the said course should be reduced further.

1.4.5 A Member asked about the report that contractors did not join the cooperative training scheme as the demand for computer-aided draftsman was not high. He thought that such information was different from that in the market. Another Member pointed out that it was necessary to modify the present Computer Aided Drafting Course (CAD) to train industry practitioners to use the Building Information Modeling (BIM). In addition, a Member raised that her organization also offered

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CAD courses and huge number of applications were received.

1.4.6 Chairman summarized the comments of Members as follows:

- i) the number of classes for the course should be determined by the actual manpower demand in the market rather than the needs of the applicants ;
- ii) BIM had been adopted and it was necessary to review whether training of BIM could be included in CAD courses.

1.4.7 Director stated that CIC focused on the provision of courses with actual manpower demand in the market. If there was a lot of applicants for a course, CIC would act according to the resolutions made in the meeting held on 10 October 2014, which included adopting a temporary measure of “cutting off the queue”, using expectation management, referring applicants to take other training courses, deploying/additionally recruiting manpower, adding equipment and resorting to cooperative training schemes etc., to assist in easing the waiting queues. Chairman pointed out that CIC determined the manpower demand in the market with reference to the data of CICMF model. Yet, the model did not cover all trades in the industry. Chief Research Consultant supplemented that the data used in the model was incomplete. Thus, Task Force on Short-Term Labour Supply would not only consider the forecast data of CICMF Model but also the application situation of cooperative training schemes and the data of surveys conducted by trade associations in the industry when determining the list of trades with manpower shortage. The current list of 26 trades with manpower shortage was compiled accordingly.

1.4.8 Chairman stated that for the trades with short-term manpower shortage, CIC would try her best to cope with the demand for courses of these trades. For courses that were not on the list of manpower shortage, CIC would adopt some measures to prevent the waiting time from getting too long if

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there was an increase in the demand for training.

- 1.4.9 A Member proposed that the column of “trades with manpower shortage determined by Task Force on Short-Term Labour Supply” could be presented in terms of different levels of high, medium and low to replace the existing single indication of a yes/no to manpower shortage. That Member also believed that CIC had to integrate all data to cope with the demand for courses and make the industry and workers know more about the actual situation.
- 1.4.10 Chairman reiterated that for the training needs in the construction industry CIC should not be solely held responsible for providing all the training. In addition, CIC could not increase tremendously the training places just to cater for the peak of construction work. Once the construction output declined, workers would lose their jobs. Thus, CIC would determine the annual training target after considering and balancing numerous factors. Each trade would be allocated with a suitable number of training places. If there was a great manpower demand for individual trades during the year, CIC would take necessary corresponding measures. Moreover, using the high, medium or low level of demand for adjustment, the training places would be lopsided towards those courses in great demand and thus could not timely cope with the changes in market.
- 1.4.11 A Member pointed out that “cutting off the queue” for courses was a pessimistic measure and could not solve the long waiting time. Chairman responded that “cutting off the queue” was just a temporary measure and CIC would explore suitable measures to cope with the demand.
- 1.4.12 For the proposal of adding BIM training to CAD courses, Director said that a working group was set up under Committee on Environment, Innovation and Technology at CIC to formulate a roadmap for the implementation of BIM and a series of promotion events was prepared. Director also said that he had mentioned to the chairman of the

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relevant task force about the training work after the formulation of the roadmap. CIC held full responsibility in this aspect. Thus, CIC would establish a BIM training centre at Kowloon Bay Training Centre to provide relevant training under the management of Management and Safety Training Centre. Director added that there would be more and more demand for BIM professionals in the industry. For the manpower demand of computer-aided draftsman, the management had consulted relevant contractors and many of them replied that there was not much demand. This might be because part of the work had been transferred to the companies in the mainland for execution.

- 1.4.13 As it normally took longer waiting time for being admitted into the plant operation course, Chairman stated that it was mainly restricted by the venue and related machinery. However, the Task Force on Training should discuss thoroughly again the situation and propose measures of reducing the waiting time further.

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**1.5 Verbal report by Task Force on Trade Testing**

- 1.5.1 Members took note of the “Summary table on waiting time for trade tests” (as of 31 December 2014) tabled in the meeting. For the six trade tests with waiting time beyond the two-month benchmark, 3 of them were noted with an increase while the other 3 with a decrease in the estimated waiting time when compared with those in last month. Among them, two trades could reach the benchmark by end of January 2015 while the remaining four trades were estimated to meet the benchmark by March 2015.
- 1.5.2 Mr NG Kwok-kwan, chairman of the captioned task force, stated that there were still 6 trade tests fell behind the benchmark. The estimated month of meeting the benchmark for some trades was also put back when compared with the last forecast. In addition, the monthly testing capacity in December 2014 for individual trade test fell far below those of the previous months and the testing capacity of

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related trade workshops was not fully utilized. Some trades even did not conduct any test in December. Chairman of the task force opined that the estimation of the increase/decrease in waiting time should not be adjusted by the deployment of resources. Instead, resources should be added based on the actual needs.

- 1.5.3 Senior Manager-Construction Trade Testing said that the increase in waiting time for individual trade tests in December 2014 was mainly due to the seasonal effects and the increase in the number of applications. Since the number of dates available for testing in December and the number of applicants willing to take the test in that month were fewer, the estimated month of meeting the benchmark for those trade tests was slightly put back. The Trade Testing Centre would arrange testing on Saturdays, Sundays or weekday evenings in the subsequent months to make up the delay, if necessary. The number of tests conducted for some trades was fewer in December or even none was conducted in the month because CIC adopted a resources-sharing mechanism for mutual compensation and coordination to help ease the trade tests with longer waiting time.

- 1.5.4 CITB Chairman understood the views expressed by Mr. Ng whom opined that a thorough review should be conducted if there was a lack of testing resources. If needed, a proposal of requesting additional resources should be made as soon as possible rather than just deploying the insufficient resources on hand. Chairman requested the management concerned to follow up the comment from the chairman of the task force.

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- 1.5.5 A Member raised that if a candidate requested to change the date of test on his/her own, he/she should not be counted in the number of applicants in waiting because the waiting time should be re-calculated. Senior Manager – Construction Trade Testing said that the comment made by the Member would be considered in updating the number of applicants.

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**1.6 Verbal Report by Task Force on Contractor Cooperative Training and Apprenticeship Scheme**

Ir SYNN Raymond-cheung, chairman of the captioned task force, reported that a joint meeting with Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme would be held on 22 January 2015.

**1.7 Verbal report by Task Force on Sub-contractor Cooperative Training, On-the-job Training, E&M Training and Subsidy Scheme**

Chairman stated that a discussion would be held with the chairman of Task Force on Contractor Cooperative Training and Apprenticeship Scheme about the ways to measure benchmarks for effectiveness of cooperative training schemes, the goals to be attained and the implementation details. The integration of various cooperative training schemes would also be followed up.

**1.8 Summary report of the 4<sup>th</sup> meeting of Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study in 2014 (for information)**

1.8.1 Members took note of Paper CIC/CTB/P/002/15 and noted the summary report of the 4<sup>th</sup> meeting of the captioned task force. It was also noted that the Second Report of CICMF Model (Workers) (Revised) and the First Report of CICMF Model (Site Supervisors, Technicians and Professionals) had been uploaded onto CIC's website in October 2014 and November 2014 respectively.

1.8.2 Chairman stated that CIC would co-organize a seminar with DEVB to introduce the CICMF Model to the industry. In addition, Chairman also pointed out that the filibuster happened in the meetings of Finance Committee and Public Works Subcommittee of the Legislative Council over the year had delayed the allocation of funds to many infrastructure projects. Thus, it was hoped that Chief Research Consultant could update the CICMF Model to reflect the said impact. Chief Research Consultant replied that contact with relevant policy bureau should be made to obtain

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information of the affected projects so that these factors could be included during the update of the Model.

**1.9 Impact of the CWRO Amendments on trades tests, the overall response plan and the publicity proposals (for discussion)**

1.9.1 Members took note of Paper CIC/CTB/P/003/15 and noted the overall publicity proposals after the passing of the CWRO Amendments. In order to encourage registered general workers to apply early for trade tests in an orderly manner in stages within two years after CWRO Amendments, the management proposed two incentive options for consideration in addition to participating in the outreach programme to be organized by Workers Registration Office. Option One proposed cash incentives without quota in four different stages whereas Option Two proposed cash incentives with quota in four different stages. Both options involved different amount of net expenditure. Members also noted that CIC would recruit additional manpower by phases, apart from enhancing productivity of existing facilities and utilization of current manpower resources, to cope with the increasing number of trade tests.

1.9.2 A Member asked whether the arrangement in the options that only allowed workers, who applied in the first stage (i.e. first 4 months after CWRO Amendments), to choose testing slots at non-office hours was related to the matter of resources. He also asked whether CIC could process the applications if a large number of workers put in their applications in the first stage. In addition, that Member also expressed concern on whether CIC could recruit additional manpower in time to handle the surging number of tests after CWRO Amendments.

1.9.3 Senior Manager-Construction Trade Testing responded that workers who applied in the first stage could choose testing slots outside office hours according to their own needs, i.e. weekday evenings from Monday to Friday, Saturday or

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Sunday. If workers, who applied amid the second stage and the fourth stage, wished to take the tests at non-office hours, CIC would make the necessary arrangement provided that resources were available.

- 1.9.4 As regards the two incentive options in the paper involved giving out cash rewards to candidates and CIC had to subsidize the amount after deducting the income from trade tests, Chairman opined that CIC had to explore an option without cash incentives. This was because workers had to take the tests even without the cash rewards after the enactment of CWRO Amendments. Chairman requested the management to use the option without cash incentives as the basis to compare with other options. The expected outcomes, measures to cope with the increasing number of tests systematically and the estimated expenditure to be incurred should be listed in details for the consideration of Members.

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- 1.9.5 Chairman also proposed to handle separately the applications for tests and the scheduling of tests. The foremost thing was to attract workers, who needed to take the tests to become registered workers, to apply for the test in advance. For the scheduling of the tests, it could be arranged subsequently according to the resources of CIC. Chairman proposed to review the arrangement for gradually reducing the amount of cash rewards through the stages.

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- 1.9.6 A Member proposed that promotion activities to attract workers to apply early for tests should be conducted in different stages for different targets. That Member also proposed reviewing the publicity strategies and overall programme. A Member representing DEVB raised that the proposed cash reward was more than the test fee paid by a candidate. It should provide justification for determining the amount of cash incentives. In addition, the Government earmarked funding to CIC years ago for subsidizing the trade testing fees. Thus, it was necessary to consider if the subsidy arrangement for trade test and the present

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proposal of incentives could complement each other.

- 1.9.7 Chairman requested Senior Manager-Construction Trade Testing to revise the paper according to the above comments and submit to CITB for consideration in due course.

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**1.10 Summary report of the 1<sup>st</sup> meeting of Steering Group on Implementation of CWRO Amendments in 2015 (for information)**

Members took note of Paper CIC/CTB/P/004/15 and noted the summary report of the 1<sup>st</sup> meeting of the Steering Group.

**1.11 Tentative date of an additional meeting**

An additional meeting was scheduled for 10 February 2015 (Tuesday) at 11:00 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 11:25 a.m.

**CIC Secretariat  
January 2015**