

Construction Industry Council

Construction Industry Training Board

Meeting No. 001/13 of the Construction Industry Training Board was held on Tuesday, 19 February 2013 at 9:30 am at Conference Room, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Present :	Ir WONG Wing-hoo, Billy	Chairman
	Ir HO Ngai-leung, Albert	Member
	Mr NG Kwok-kwan	Member
	Mr LI Chi-leung	Member
	Ir SYNN Raymond-cheung	Member
	Mr SZE Kyran	Member
	Ms HUNG Yee-man	Member
	Ir PANG Yat-bond, Derrick	Member
	Ms LUI Kit-yuk, Grace	Member
	Sr LAI Yuk-fai, Stephen	Member
	Mr LOK Kwei-sang, Tandy	Member
	Mr TSE Chun-yuen	Member
In Attendance :	Ir LAU Chun-kit, Ricky	Principal Assistant Secretary (Works) 6, DEVB
	Mr Christopher TO	Executive Director, CIC
	Mr WONG Doon-ye, Charles	Director – Training & Development, CIC
	Ms Katherine TAM	Senior Manager – Finance, CIC
	Mr WONG Chi-lap	Senior Manager - Construction Trade Testing, CIC
	Mr CHU Yin-lin	Senior Manager – Construction Training, CIC
	Mr CHEUNG Yuk-lung	Senior Manager – Development & Support Services, CIC
	Ms Joyce AU	Manager – Board Services, CIC
	Mrs Shirley LAM	Senior Officer – Board Services, CIC
Apologies :	Professor C. M. TAM	Member
	Mr MAK Tak-ching	Member

Progress Report

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1.1 Welcome and rescheduling of agenda items

Chairman sent his Chinese New Year's greetings to all Members and, particularly, welcomed five new Members to the meeting of this new term of Committee: Ms Grace Lui, Ir Derrick Pang, Mr Sze Kyran, Ms Hung Yee-man and Mr Ng Kwok-kwan.

Chairman expressed that the construction industry would continue to prosper in the coming few years. Facing the huge demand in the market and the shortage of manpower, the CITB, specially tasked to provide training, would need to handle lots of work and thus its meeting schedule would be more frequent than before. Chairman continued to say that documents requiring endorsement would first be discussed, followed by information documents, in order to ensure that those documents could be approved on time. It was recommended to adopt this arrangement in preparing future meeting agendas.

**Manager
-Board
Services**

1.2 Confirmation of the last progress report of the 2nd joint meeting of Construction Industry Training Board and Committee on Manpower Training and Development

Members took note of Paper CIC/CTB&MTD/R/002/12 and confirmed the progress report of 2nd joint meeting of CITB and CMTD held on 6 November 2012.

1.3 Matters arising from the last meeting

1.3.1 Agenda item 2.1.9—interflow of workers between logistics/transport industry and construction industry

Director stated that the consultant had been approached for more information for analysis. The required data was expected to be received in late February.

1.3.2 Agenda item 2.6.3— coordination of tasks in “work plan of construction manpower strategies”

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Members noted that a meeting of the Committee on Administration and Finance would be held on 8 March to discuss whether CITB should be delegated to coordinate the implementation and following up on the progress of various strategies in the captioned plan and to report to the CIC.

- 1.3.3 Agenda item 2.8.4— Consultation paper on strengths of Hong Kong construction industry

Director reported that comments raised by Members on the above paper would be compiled for consideration of the relevant committee.

- 1.3.4 Agenda item 2.9.5— revamp of training courses and trade tests

Director stated that Course Advisory Panels (CAPs) of last term had discussed the issue to revamp training courses and trade tests to match the actual conditions and development in the industry. Comments and suggestions made at the meetings would be discussed by the CAPs of the new term before submitting to the Committee for consideration.

It was opined that CAPs of last term had already discussed the revamp of courses and trade tests. Thus, their comments could be submitted for review in the next meeting. Discussion and recommendations made by the Board afterwards could be passed to the CAPs of the new term for follow-up actions. Chairman pointed out that review of courses and trade tests should be continuous, which would allow the CAPs to better discharge their duties.

**Senior
Manager-
Construction
Training
Senior
Manager-
Construction
Trade Testing**

- 1.3.5 Agenda item 2.18— Construction Industry Council Manpower Forecasting Model Enhancement Study

Members noted that a single tender was used last year to invite CityU consultancy team to submit tender for the above study but the principal consultant was now sick. If the team continued to

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take charge of the study, the progress might be delayed for a few months. Thus, the management had contacted the key person of the research and development of the relevant forecasting model to explore the possibility of employing that person to conduct the related enhancement study as an employee of CIC. Chairman requested the management to follow up this arrangement as soon as possible to facilitate discussion and confirmation of the aforementioned suggestion in the meeting scheduled for March.

**Senior
Manager-
Development
& Support**

1.4 Putting working groups of Committee on Manpower Training and Development (CMTD) under administration of Construction Industry Training Board (CITB)

1.4.1 Members took note of Paper CIC/CTB/P/009/13 and noted the background of dissolving CMTD and such proposal was already approved by Committee on Administration and Finance on 25 January 2013 with the work functions being transferred to CITB. CIC would discuss and deliberate the dissolution in the meeting scheduled for 22 February.

1.4.2 After discussion, Members accepted the proposal for revising the terms of reference of CITB to take up the two functions of CMTD and putting four working groups of CMTD under its administration, thus increasing the number of working groups under CITB to seven in total. Concerning the proposal of inviting eight CMTD members in 2012 to serve as Ad hoc Members at CITB, some viewed that the term of office for Ad hoc Member was temporary but he/she was still a Member who would be entitled to vote. Thus, there was concern about being in conflict with the CIC Ordinance. In view of this, a Member raised the need of passing on experience to invite the eight persons to serve as Co-opted Members who would not be entitled to vote.

**Manager –
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1.5 Membership of working groups under CITB and invitation to Members to join

1.5.1 Members took note of Paper CIC/CTB/P/010/13 and accepted the following suggestions:

- i) to dissolve “Steering Group on Consultancy Study of Definition and Scope of Duties of Site Supervision Personnel of the Construction”;
- ii) to revise the terms of reference of the four working groups under CITB, including Board of Studies on Construction Safety Courses, Ad Hoc Working Group on Development of Local Construction Professionals and Supervisory Staff to Work Overseas, Working Group on Standardization of Labour Return of Construction Sites, and Working Group on RMAA Manpower Research;
- iii) to revise membership of the three working groups under CITB, including Sub-Committee on Employers Subsidy Scheme, Board of Studies on Construction Safety Courses, and Working Group on Heritage Maintenance; (Chairman reminded that when inviting CMTD members to become CITB co-opted members, they should also be invited to join the working group they had served before to ensure continuity of the work.)
- iv) to invite CITB Members to join the working groups. (Chairman proposed that each Member should join at least one working group.)

**Manager-
Board
Services**

**All
Member**

1.5.2 A Member raised that the terms of reference of “Steering Committee on Construction Industry Council Manpower Forecasting Model Updating and Enhancement Study” touched the work of construction workers. Thus, the Steering Committee should include a representative from labour union to obtain a balanced industry representation and collect feedback from frontline workers on manpower issues in the industry. It was

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also pointed out that the terms of reference of “Working Group on RMAA Manpower Research” also involved the work of frontline workers. A representative from labour union should also be included. After consideration, the Committee accepted the two suggestions.

- 1.5.3 For the membership of Working Group on Heritage Maintenance, Chairman proposed that the group would determine in the meeting whether to invite the four ex-CITB members to join again in their personal capacities after incumbent CITB Members had expressed their interest in joining the working group.

**Manager-
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- 1.5.4 The Committee approved that the terms of office of the current 12 members of Ad Hoc Working Group on Development of Local Construction Professionals and Supervisory Staff to Work Overseas could be renewed for two years till the end of 2014.

**Manager-
Board
Services**

1.6 “On-the-job Training Subsidy” Scheme

- 1.6.1 Members received the information sheet and relevant data sheet of the captioned scheme. It was also noted that there were comments from the industry that “on-the-job training subsidy” was proposed for the contractors because graduates freshly trained by CIC had no working experience and required supervision and guidance by personnel specially assigned by their employers during the first stage of employment, which significantly affected the productivity of those personnel. The present situation was somewhat different from the past as there would be a large number of new entrants from time to time joining the industry within a short period which laid heavy burdens on the contractors. The following discussions of the Committee would be made from the training perspective to evaluate the effectiveness of the Scheme in enhancing course recruitment rate and training work. For the expenditure to be incurred, it would be deliberated

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by Committee on Administration and Finance and the final implementation of the Scheme would be determined by Construction Industry Council.

1.6.2 The main contents of the proposed subsidy scheme included: under the present Enhanced Construction Manpower Training Scheme (ECMTS), a trainee could receive a maximum of \$8,000 during training and could be referred to work in the industry after completing the training and passing the intermediate trade test. The monthly salary of the first six months of employment could be over \$10,000 and the proposed “on-the-job training subsidy” was allowance given to an employer during the said period. The amount of subsidy would be divided into three levels according to the average wage in different trades. If the daily wage was over \$1,000, the training subsidy would be \$6,000; if it was between \$800-\$1,000, the subsidy would be \$5,000; if it was below \$800, the subsidy would be \$4,000. In addition, it was proposed to issue only 50% of on-the-job training subsidy to an employer each month during that six months of employment and the remaining 50% would be given out as a one-off subsidy to an employer after the trainee had completed the subsequent 12 months of continued employment. The training subsidy would cover the present and future trades under ECMTS with a tentative quota of 6,000 places. Based on the data sheet distributed in the meeting that an addition of 5,259 technicians would be employed in the latter half of 2013, the total training subsidy would amount to \$150 million exclusive of the 418 subsidy places for supervisors/technicians. Therefore, “on-the-job training subsidy scheme” would be a great financial burden to CIC.

1.6.3 Member representing DEVB expressed that employers joining ECMTS had promised to give a monthly salary of no less than \$10,000 to their employed trainees and would increase the salary to no less than \$15,000 after six months of employment. The newly proposed “on-the-job

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training subsidy” could be viewed as an allowance to participating employers and the proposed subsidized trades would be trades with serious shortage of manpower and substantial labour demand in the industry. In the light of the present manpower shortage, this subsidy scheme could be regarded as a special measure to offer more help to the industry and workers. To make the Scheme more effective, it was proposed to divide the subsidy into two portions: an employer would be given 50% of on-the-job training subsidy in the first six months of employment; the remaining 50% would be given out if the employer continued to employ the trainee for another 12 months. Through the establishment of a link between the payment of subsidy and the employment period, a longer employer-employee relationship could be facilitated and better employment opportunities and protection could be provided for the trainees.

1.6.4 Chairman briefly pointed out the issues to be discussed and decided:

- i) whether to support the introduction of “on-the-job training subsidy scheme” ;
- ii) if the above scheme was to be introduced, would the proposed 6,000 subsidized places be appropriate ;
- iii) the subsidy would take the three-tier structure; and
- iv) requiring the employer to commit, like promise of employment and continual employment etc

1.6.5 A Member raised that the number of construction projects taken up by many sub-contractors was not evenly spread, which would affect their confidence in joining ECMTS and willingness to make too many commitments. In many cases, it was not the employer terminating the employment but the trainee who resigned on his own accord. Chairman expressed that the subsidy proposal was made by industry association. The operations of the industry were considered when drawing up this subsidy scheme. Thus, a tripartite collaboration among

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relevant unions/associations, employers and CIC was needed for mutual coordination. Detailed arrangements would require further discussion. The primary objective of the scheme was to make the graduates stay in the industry and which employer they would stay with was a secondary consideration.

- 1.6.6 A Member pointed out that if the original sub-contractor could not continue to employ the graduate due to the volatile nature of construction work, the relevant trade union would have to coordinate with other subcontractors to employ the graduate in question to ensure continual employment. A Member however expressed that the proposed arrangement would be difficult to implement. If the coordination was not satisfactory, it would affect the original employer in receiving the remaining 50% training subsidy. Moreover, the change of employer with the assistance of trade union seemed to be deviated from the original rationale of developing a longer employer-employee relationship.
- 1.6.7 The calculation of subsidy would only be started after the trainee passed the intermediate trade test. In view of this, a Member pointed out that it would be difficult to execute the subsidy scheme in E&M trades as trainees could not take the intermediate trade tests in many of the E&M trades even after receiving training for half a year. Chairman pointed out that there would be a discussion paper later on measures proposed to tackle manpower shortage problem in E&M trades.
- 1.6.8 After discussion, Chairman summarized the views of Members as follows :
- i) agreed to provide 6,000 places for the proposed “on-the-job training subsidy scheme” to cover the trades included in ECMTS.
 - ii) agreed to adopt the three-level subsidy arrangement that the training subsidy was

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calculated according to the actual wage of a trainee :

<u>Daily wage of trainee</u>	<u>Monthly training subsidy to be received by employer</u>
above \$1,000	\$6,000
\$800 -\$1,000	\$5,000
below \$800	\$4,000

50% of the subsidy would be given to the employer within six months from the date he/she employed a graduate trainee, who had passed the intermediate trade test. The remaining 50% subsidy would be given out as a one-off subsidy after the employer continuously employed that trainee for 12 months. The arrangement for employment and renewal during that period would have to be coordinated among the three parties: trade unions/associations, employers and CIC.

- iii) agreed to take 20 working days as one month for the propose of calculation and to lay down some measures to verify the daily wage of trainees and the payment period.

- 1.6.9 A Member proposed to revise the daily wage of trainee indicator at second and third levels of the three-level subsidy system, which was to adjust “\$800-\$1,000” and “below \$800” to “\$700-\$1,000” and “below \$700” respectively. Chairman requested the management to prepare two sets of estimated expenditure for the original proposed three-level subsidy scheme and the scheme with revised daily wage of trainee indicator respectively for the consideration by Committee on Administration and Finance.

**Senior
Manager-
Finance**

1.7 Contractor Cooperative Training Scheme – E&M trades

- 1.7.1 Members took note of Paper CIC/CTB/P/019/13 and noted two proposed strategies to tackle E&M manpower shortage. The first one was to subsidize first year trainee admitted to DVE course at Youth College of VTC; the second one was to include

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E&M trades (including escalator and lift) in the Contractor Cooperative Training Scheme. For strategy one, it was estimated to have 595 people admitted to DVE course per year. Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC) advised CIC to give trainees a monthly allowance of \$2,800, in which half of the allowance would be given out every month for 11 months while the remaining half would be given out as a one-off subsidy after the trainee signed a three-year apprenticeship contract and had worked for 6 months. To subsidize 595 people for one year, the amount involved would be \$18,326,000. For strategy two, it referred to the collaboration among three parties: main contractor, subcontractors and CIC to train the required manpower for 7 E&M trades and 2 lift trades. Daily trainee allowance would be \$150 with a training period of 6 months. To train a total of 1,111 E&M and lift workers, estimated expenditure for a year would amount to around \$55,642,880. The two strategies were proposed for implementation in 2013 and 2014 and a total of 3,400 people could be trained to cope with the shortage of 3,110 workers in these two years as raised by HKFEMC. The overall expenditure of these two strategies during the said period was around \$147,937,760.

- 1.7.2 For a worker, who was employed and trained for 6 months under CCTS (E&M trades), could obtain a training certificate jointly issued by HKFEMC and CIC after passing the examination, a Member asked about the equivalent qualification of that training certificate. It was also raised that most of the E&M workers could not pass the intermediate trade tests after receiving training for six months. Thus, E&M workers entering the industry through CCTS could not join the “on-the-job training subsidy scheme” even after completing the 6-month training. Chairman stated that only under the condition that there was no legal stipulation of compulsorily getting a license for a particular E&M trade and there was no relevant intermediate

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Development
& Support**

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trade test available, a certificate would be jointly issued by CIC and HKFEMC. The afore-mentioned “on-the-job training subsidy scheme” only covered trades included in ECMTS. Thus, E&M trades would not be covered by the subsidy scheme at this stage. Therefore, the table on the said subsidy scheme tabled before had to be revised accordingly.

- 1.7.3 The Committee accepted the two proposed strategies to tackle E&M manpower shortage and the total subsidy amount of \$147,937,760 for two years.

1.8 Sub-Contractor Cooperative Training Scheme

- 1.8.1 Members took note of Paper CIC/CTB/P/022/13 and noted that the proposed contents of Sub-Contractor Cooperative Training Scheme (SCTS) were generally the same as CCTS. The main difference was that the training period of the new scheme was longer than that of CCTS with 6 training months and subsidy period being capped at six months as well. SCTS would deliver a mixed mode of training under which a trainee would first receive training on basic techniques and safety at CIC or an outsourced training institution before getting practical training at suitable construction site arranged by his/her employer (member of the association of sub-contractors). Under this Scheme, association of sub-contractors would take over the monitoring role and duties of the main contractor while the CIC would pay the monitoring and administrative fees according to the criteria of the existing CCTS. Member groups of associations of subcontractors would be held responsible for recruiting trainees and submitting course proposals to the association. SCTS would initially cover the trades in bar-bending and fixing, bricklaying, plastering and tiling, erecting and dismantling of tower crane, painting, timber formwork, marble laying and polishing with 2,000 places on offer. Assuming the monthly expenditure per trainee for six months was around \$90,000 to \$100,000, the

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overall expenditure of 2,000 trainees for a year would be around \$200 million. If the Government reimbursed the trainee allowance (\$320 daily) to CIC, the expenditure could be reduced to \$100 million.

- 1.8.2 Chairman stated that the issue of responsibility for the new scheme still had to be resolved. At present, the main contractor was held responsible for the CCTS. The question remained whether the association of subcontractors could be held responsible for SCTS like that in CCTS. In addition, Chairman pointed out that this scheme together with the “on-the-job training subsidy scheme” and the two strategies to tackle the manpower shortage in E&M trades accounted for more than \$300 million for a year and had concern over the financial burden to be borne by CIC.

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Development
& Support**

- 1.8.3 Chairman concluded that the Committee in principle supported the proposal from the perspective of training. For the financial arrangement and ability of CIC to fund the proposal, they had to be determined by Committee on Administration and Finance and the number of subsidized places might need to be adjusted at that time.

**Senior
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Development
& Support**

1.9 List of members nominated by CITB for Course Advisory Panels in 2013/2014

- 1.9.1 Members took note of Paper CIC/CTB/P/012/13 and the membership list of Course Advisory Panels in 2013/2014 as distributed in the meeting. It was also noted that representatives from Hong Kong Institute of Clerks of Works and/or the Institute of Clerks of Works and Construction Inspectorate (Hong Kong) had been included in many of the panels according to actual situation.

- 1.9.2 For the two “Other Members”, apart from the suitable person recommended by CITB Members, it was opined that a representative from the clients had to be added. Thus, it was proposed to consider

**Senior
Manager-**

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inviting client representatives from MTR Corporation, Airport Authority, Development Bureau, Hong Kong Housing Authority or Real Estate Developers Association of Hong Kong in order to find out the needs of and collect views from the clients towards the quality of construction projects.

Construction Training

- 1.9.3 Furthermore, a Member suggested including a representative from Hong Kong Institute of Architects into “Course Advisory Panel on Construction Supervisors/Technicians”. A Member representing the Hong Kong Construction Industry Employees’ General Union (HKCIEGU) proposed that HKCIEGU should replace its member group in “Course Advisory Panel on Mechanical Repairing” and “Course Advisory Panel on Mechanical Operation”, i.e. replacing the Hong Kong Construction Industry Professional Plant Operators and Mechanics Association.

Senior Manager-Construction Training

- 1.9.4 The Committee accepted the above suggestions. Chairman reminded that members who were invited to join the course advisory panels should all be the frontline personnel with first-hand knowledge on the required trade skills and craftsmanship in the industry.

Senior Manager-Construction Training

1.10 Proposal for “New publicity activities and related financial estimates in 2013”

Members noted that Paper as CIC/CTB/P/013/13 would be considered together with the overall publicity activities of CIC, it would be directly submitted to Committee on Administration and Finance for discussion.

1.11 Proposal for offering “Specialist Advanced Diploma in Professional Training and Assessing Learning” course to CIC instructors

Members noted that Paper CIC/CTB/P/016/13 only provided information on one service provider, so it should be withdrawn and more suitable service providers had to be located for the Committee to consider.

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1.12 Proposal for running “Curtain wall and aluminum window fixing course”

1.12.1 Members took note of Paper CIC/CTB/P/015/13 and the background of running the above course. The proposed course would be a short course of 107 training days with 15 people per class. A trainee would be trained at CIC training centres and had to pass the window frame intermediate trade test. The daily allowance was \$150. Upon completing the training, the trainee would be placed with the assistance of Hong Kong Facade Association and the employer would then provide on-the-job practical training for 50 days. The trainee also had to attend a one-day assessment. There would be four classes per year offering 60 places and the operating expenditure would amount to around \$240,000 and the trainee allowance would be \$480,000. These two expenditure items together with an additional amount of \$360,000 for employing a temporary instructor would add up to \$1.08 million. Members also noted that the management would pursue the re-establishment of simulated training facilities at Sheung Shui Training Centre.

1.12.2 The Committee accepted the above course proposal and the required financial estimates.

**Senior
Manager-
Construction
Training**

1.13 Adjusting terms of “Voluntary Contractor Cooperative Training Scheme” to align with “Mandatory Contractor Cooperative Training Scheme”

1.13.1 Members took note of Paper CIC/CTB/P/017/13 and noted the background of the above adjusted terms. After adjustment, Voluntary CCTS would be in line with Mandatory CCTS in terms of trainee training allowance, qualification of instructor and passing rate of trainee, which included: i) training allowance could be used as part of the salary and also calculated as part of the minimum wage; ii) instructors must have “trade test certificate” or

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“certification test qualification” in relevant trades with five years’ relevant working experience after obtaining the certificates; iii) the passing rate of trainee should reach 75%.

- 1.13.2 The Committee accepted the adjusted trainee allowance and qualification requirements of instructors under Voluntary CCTS. However, considering the training objectives and the average passing rate in most of the trades under Voluntary CCTS was 80%, the Committee decided to revise the passing rate of trainee to 80% under Voluntary CCTS.

**Senior
Manager-
Development
& Support**

1.14 Contractor (drainlayer) Cooperative Training Scheme

- 1.14.1 Members took note of Paper CIC/CTB/P/018/13 and noted that there was a shortfall of over a hundred drainlayers in the industry at present. Although the trade of drainlaying had been included in ECMTS, the number of people trained was far below the number needed and CCTS was proposed to be used to increase the required manpower. Based on existing mechanism of CCTS, the training allowance of drainlayers would amount to \$22,883.8 (a daily allowance of \$320 had been deducted).

- 1.14.2 The Committee accepted including the trade of drainlayer in CCTS. It also accepted the proposed Contractor (drainlayer) Cooperative Training Scheme, its subsidy mechanism and the estimated cost per trainee.

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Development
& Support**

1.15 Individual scheme contents under Contractor Cooperative Training Scheme (CCTS) and Sub-Contractor Cooperative Training Scheme (SCTS)

Members approved the training contents, subsidy mechanisms and financial estimates of the following training schemes :

- i) CIC/CTB/P/020/13 CCTS – E&M trades (Air-conditioning – cold water and drainage system,

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- Air-conditioning and ventilation system – air duct system, Air-conditioning – thermal system)
- ii) CIC/CTB/P/021/13 CCTS – E&M trades (Escalator installation and maintenance, Lift installation and maintenance)
 - iii) CIC/CTB/P/023/13 SCTS (bar bending and fixing)
 - iv) CIC/CTB/P/024/13 SCTS (timber formwork)
 - v) CIC/CTB/P/025/13 SCTS (painting)
 - vi) CIC/CTB/P/026/13 SCTS (bricklaying, plastering and tiling)
 - vii) CIC/CTB/P/027/13 SCTS (marble laying and polishing)
 - viii) CIC/CTB/P/028/13 SCTS (erecting and dismantling of tower crane)

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Development
& Support**

1.16 Hong Kong's Construction Industry Vision 2020

1.16.1 Members took note of Paper CIC/CTB/P/011/13 and the presentation made by Member Ir Derrick Pang on behalf of HKCA. The main contents included five important strategic areas of focus: (i) safety, health and quality of life; (ii) environment and energy resources; (iii) project procurement; (iv) productivity; and (v) long-term viable construction industry; as well as the industry priorities that could be measured and monitored in every area of focus and the goals set out for 2020 based on the priorities. HKCA would continue to give presentations to relevant committees of CIC to share and seek views of each committee.

1.16.2 Chairman requested Members to thoroughly consider contents of the captioned publication and give views later. Ir Derrick Pang, Member and HKCA representative, was invited to suggest complementary actions that could be taken by CIC, in particular the specific recommendations and expectations on the scope of work of CITB in

**All
Members

Ir Derrick
Pang**

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relation to the contents of the captioned publication in the next meeting.

1.17 Progress report on “Investing in Construction Manpower” project

Members took note of Paper CIC/CTB/P/014/13 and noted the progress of various items of the captioned project as of 15 January 2013. Under ECMTS, the overall admission target of five phases was 3,265 and the present target reached so far was 2,850. CCTS had approved 433 training places with 59 places pending for approval. To respond to the launch of major tunnel projects, more cooperative training schemes for tunnel workers and related trades would be introduced soon. In addition, Mandatory CCTS was now promoted to certain MTR projects. The management was requested to provide the admission numbers, drop-out rates, wastage rates in the first 6 months and the first 12 months after graduation for the information and discussion by the Committee.

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Construction
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1.18 There being no other business, the meeting was adjourned at noon.

**CITB
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