

Construction Industry Council

Construction Industry Training Board

The 1st Meeting of the Construction Industry Training Board was held on Wednesday, 2 March 2011 at 9:30 am in Conference Room, CICTA Management Training and Trade Testing Centre, Level 7, No. 95 Yue Kwong Road, Aberdeen, Hong Kong.

Present : Ir Wong W H, Billy Chairman
Ir Ho Ngai Leung, Albert
Mr Li Chi Leung
Mr Chow Luen Kiu
Dr Lo Kin Ki, Edmond
Ms Wong Hoi Wan, Charmaine (Representing Mr Enoch Lam)
Mr Choi Wun Hing, Donald
Mr Lai Yuk Fai, Stephen
Mr Lok Kwei Sang, Tandy
Mr Tse Chun Yuen
Mr Tse Lai Leung, Jimmy
Ir Helen Kwan

In attendance : Ir Jimmy Chan Chief Assistant Secretary
(Works) 6, DEVB
Mr Charles Wong Director (Training), CIC
Mr Chu Yin Lin Senior Manager (CT), CIC
Mr Wong Chi Lap Senior Manager (ST)
Mrs Sophie Leung Secretary, CITB
Mrs Shirley Lam Assistant Secretary, CITB

Apologies : Mr Synn Raymond-Cheung

Progress Report

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1.1 Welcome

The Chairman welcomed the new and the reappointed Members of CITB.

1.2 Confirmation of the progress report of the 4th meeting held in 2010

Members took note of Paper CIC/CTB/R/004/10 and

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confirmed the progress report of the 4th meeting held on 29 November 2010.

1.3 Matters arising from the last meeting

- 1.3.1 Agenda item 4.2.9 – Introduction of a practical Cantonese course for construction sites

D(T) reported that he had contacted relevant institutions concerning the above matter and a paper would be submitted later for CITB's consideration.

- 1.3.2 Agenda item 4.8 – 2011 advertising budget

Members noted that relevant documents had been arranged for discussion at the meeting. However, the issue might be submitted to the CITB for consideration by circulation of papers at a later stage since media consultation on the overall recruitment scheme had yet to be finished.

Secretary

- 1.3.3 Agenda item 4.10 – Revision of the contents of the 'Supervision of Tree Works Course'

The item would be discussed under a separate item.

- 1.3.4 Agenda item 4.11 – Application by a joint venture for training locomotive drivers under the Collaborative Training Scheme

The item would be followed up on under a separate item.

- 1.3.5 Agenda item 4.12 – Reimbursement of test fees to inmates of CSD who had passed intermediate trade tests

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Members noted that inmates' application fees for intermediate trade tests were borne by the Correctional Services Department. Therefore, no further actions were required.

- 1.3.6 Agenda item 4.15 – Periodic report on the Enhanced Construction Manpower Training Scheme

The item would be discussed under a separate agenda item.

1.4 Participation in CITB's Sub-committee and Board of Studies

- 1.4.1 Members took note of Paper CIC/CTB/P/006/11 and noted the terms of reference and the respective compositions of the Sub-committee on Employers Subsidy Scheme and the Board of Studies on Construction Safety Courses in 2009 to 2010.

- 1.4.2 The Chairman requested Members who were interested in joining the said Sub-committee and Board of Studies to return their signed replies after the meeting so as to facilitate the formation of the said Sub-committee and the Board and the convening of for meetings.

**All to
note**

Secretary

1.5 Progress Report of the Investing in Construction Manpower Project

- 1.5.1 Members took note of Paper CIC/CTB/P/007/11 and noted the progress of measures under the Investing in Construction Manpower Project.

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1.5.2 Members also noted that the various measures above were unable to attract the target number of workers to join the construction industry at the initial stage and the management had introduced a series of enhancement measures in conjunction with all relevant organizations, including the undertaking made by the Hong Kong Construction Association to strengthen the 'Enhanced Construction Manpower Training Scheme', a job fair co-organized by the CIC and the MTRC, and press interviews. In addition, the CIC would continue to strengthen its publicity and public relations initiatives.

1.5.3 As regards the limited number of applicants for the subsidy for fees of specified training course, a Member suggested that the Construction Workers Registration Authority should write to all provisionally registered workers directly so as to promote the provision of this subsidy.

**Senior
Manager
(ST)**

1.5.4 A Member, who represented the Development Bureau (DEVB), expressed that the DEVB intended to reinforce the promotion for the Enhanced Construction Manpower Training Scheme in the API to be launched in April 2011. The attention of the public should be directed to the potential for pay rise. However, it would be specified clearly that the potential rise would only be applicable to certain trades.

1.5.5 Members had different views on the proposed slogan for publicizing the potential jump in salary. A Member was concerned about the likelihood of violation

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of the competition legislation. Another Member remarked that the money received by trainees during the training period were actually training allowances. Meanwhile, a Member expressed that the wording of the slogan should be carefully thought about and the message of getting market wages should be effectively conveyed. In addition, a Member opined that the public perception, like the criticism of further inflating workers' wages and employers' affordability should be taken care of. Accordingly, possible adverse effects should be considered whilst designing the slogan.

DEVB
representative

1.6 Discussion on request of Dragages Hong Kong – Nishimatsu Construction Joint Venture for inclusion of locomotive drivers, who have completed their training prior to program approval, into the Collaborative Training Scheme for subsidies

1.6.1 Members took note of Paper CIC/CTB/P/008/11 and noted the justification presented by the said joint venture in relation to its request.

1.6.2 A Member was concerned that more problems would arise once the precedent of paying allowance in retrospect was set. On the other hand, the Chairman stated the criteria for programme approval, including approval by the CITB had to be obtained and the subsidized course had to be delivered under the supervision of the CICTA. Therefore, subsidized training should only be conducted subsequent to approval. Accordingly, the request of the joint venture for inclusion of locomotive

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drivers who had completed their training prior to the grant of approval did not satisfy the approval criteria of the Scheme.

- 1.6.3 After further discussion, the CITB decided that its original resolution would be maintained, i.e. only programmes approved and conducted under CICTA supervision would be subsidized. **Senior Manager (ST)**

1.7 Discussion on following up on the revised contents of the Supervision of Tree Works Course

Since opinions from an academic expert had to be sought in relation to Paper CIC/CTB/P/009/11, a discussion paper would be submitted later for CITB's consideration. **Senior Manager (ST)**

1.8 Discussion on proposals for running the Appreciation Course on Conservation of Built Heritage (Carpentry and Joinery) and Appreciation Course on Conservation of Built Heritage (Painting)

1.8.1 Members took note of Paper CIC/CTB/P/010/11 and noted the proposed content of the above two courses.

1.8.2 A Member suggested a reduction of class size to ensure effective teaching and also the provision of subsidy for course costs to encourage more interested parties to enroll so as to fulfill the training need for built heritage conservation. Meanwhile, a Member suggested extension of course teaching hours to reinforce conservation awareness. The Chairman reminded all about the target trainees as decided earlier

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by the CITB for the courses.

- 1.8.3 A Member, who represented the DEVB, expressed that he had consulted the Commissioner for Heritage's Office (CHO) regarding the course contents. The CHO had proposed some new topics, which would be emailed to CICTA for inclusion in the course content. The Chairman requested the management to revise the course proposals according to the aforesaid opinions and then to submit the course proposals to the CITB for further consideration at the next meeting.

**Senior
Manager
(CT)**

1.9 Discussion on supplementary information of findings on opinion survey of full-time course target trainees towards the CICTA and training courses

- 1.9.1 Members took note of Paper CIC/CTB/P/011/11 and noted that there was divergence between the findings on enrolment information and trainee drop-out rates of full-time courses over the past three years as conducted by the HKUPOP and the CICTA respectively, which instead helped reinforce the conclusion of both surveys.

- 1.9.2 D(T) then made a report on three recommendations by HKUPOP that could be implemented right away: (i) concerning the use of the National Geographic Channel, the CIC had a discussion with it about the production of a feature series relating to major infrastructure projects for broadcasting at the Resources Centre to be set up later; (ii) concerning the joint production of success stories of figures in the construction industry with a television

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station, a programme would be produced by the RTHK in collaboration with the DEVB. Stories of more than thirty figures in the industry had been collected. It was expected that the programme would be broadcast next year. The cost would be around \$3M; (iii) concerning conventional education, the CICTA would work towards providing courses under 'Other Learning Experiences' and adding of construction-related knowledge in the Liberal Studies subject.

1.10 Report on drop-out rates of Adult Short Courses between 2007 and 2010

1.10.1 Members took note of Paper CIC/CTB/P/012/11 and noted that the average drop-out rates of all short courses over the past three years were in the range of 15% and 20%. Meanwhile, the main reasons for the trainee drop-out were 'job switch', 'prolonged absence' and 'inapt physique or performance'. However, the enrolments had increased from 689 in 2007/08 to 1,016 in 2009/10 during the period. Members also noted the short courses with greater number of drop-outs and short courses that were cancelled due to unsatisfactory enrolments in 2009/10. They also took note of CICTA's improvement measures already in place.

1.10.2 Members were concerned about the relatively high drop-out rate. As regards the presentation of the aggregate number of dismissals and the number of withdrawals in the trainee drop-out table, a Member advised that the two were different in nature and should be presented separately.

Senior

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Also, the training centres that ran the courses should be indicated and every drop-out case and its causes had to be studied. While external factors were analysed, internal factors should be reviewed as well. For example, the drop-out in various training centres would be analysed to identify corresponding measures to effectively cut down the drop-out of trainees.

**Manager
(CT)**

- 1.10.3 Regarding course cancellation due to insufficient enrolment, a Member opined that there was a need to examine the causes.

**Senior
Manager
(CT)**

1.11 Discussion on Course Advisory Panels' feedback on Full-time Adult Short Courses

- 1.11.1 Members took note of Paper CIC/CTB/P/013/11 and noted the summary of the reviews by all Course Advisory Panels (CAPs) regarding the training duration and training contents of relevant short courses. In general, all CAPs agreed that the training duration and contents of the courses were able to meet the demand of the industry and only minor modifications to the training contents of certain courses were suggested.

- 1.11.2 A Member indicated that industry practitioners had different opinions towards the composition of existing Course Advisory Panels. In addition, a Member advised that some panel members had been in office for certain successive years and regular replacement of members was required for bringing in new ideas. After discussion, the CITB requested the management to fully review the terms of

D(T)

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office, replacement appointments and composition of all panels in order to ensure the representativeness of the members to be appointed. As usual, the terms of office should not exceed six years. Adequate membership replacement should be made in any new panel for bringing in new ideas and aligning with technical requirements in the industry. The CITB also requested the management to organize some sharing sessions and invite industry practitioners like frontline management of main contractors, developers and sub-contractors to participate, so that their views on training currently provided by the CIC would be collected.

D(T)

1.12 Discussion on running a Certification Course Cum Test for Derrick Operators (Re-validation)

1.12.1 Members took note of Paper CIC/CTB/P/015/11 and noted the course outline, admission requirements, test mode and other requirements for running the said re-validation course.

1.12.2 Regarding the offer of a certification Course for derrick operators by the CICTA since 2010, a Member who represented the VTC advised that such certification test was previously organized by the Maritime Services Training Institute of the VTC for workers of the marine trade. However, candidates nowadays mainly worked on construction sites. So, the Maritime Services Training Institute of the VTC would not offer the course in the future.

1.12.3 The CITB endorsed the running of the certification course for derrick operators

**Senior
Manager**

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(re-validation) with a class size of 15 and (CT)
at a fee of \$500 for each candidate.

1.12.4 The Chairman pointed out that following the commencement of a number of major infrastructure projects, there would be many marine works. So, the division of labour between the CICTA and the VTC Maritime Services Training Institute regarding the certification test should be clarified. Senior Manager (CT)

1.13 Arrangements for relocation of existing CIC's training grounds in Shatin and Kowloon to the training ground to be established in Tai Po

1.13.1 Members took note of Paper CIC/CTB/P/016/11 and noted that the lease of four out of five CIC training grounds had long expired. The areas had to be returned to the government upon request. A piece of land in Tai Po Area 33 offered by the government would be used to accommodate the three training grounds in Shatin, Sheung Yuet Road and Wai Lok Street. The area would be released in three phases. The first phase would involve an area of 19,100 m² to accommodate the two training grounds respectively in Shatin (area: 23,000 m²) and Sheung Yuet Road (area: 14,700 m²). Although the area of the land was less than the aggregate area of the two training grounds, the land grant should be an acceptable offer due to direct access by public transport and availability of public facilities.

1.13.2 In addition, Members also noted that the CICTA was required to consult the locals and conduct risk assessments since the site

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was situated in a well-developed community and, most importantly, within two 'consultation zones' that accommodated some potentially hazardous installation. Accordingly, the Com-ANF had endorsed a budget of \$600,000 for a feasibility study on the technical aspect of training ground relocation at the meeting in Jan 2011. As regards the estimated cost of setting up Tai Po training ground, it could only be made following the completion of a planning proposal concerning the layout. A series of relevant proposed actions had been listed in the annex of the paper.

- 1.13.3 A DEVB representative who was in attendance expressed that the site was currently used as construction sites for some projects. So, the site would have to be granted to CIC in phases. The Chairman requested the management to keep an eye on the current land user to ascertain the site would be surrendered as scheduled to avoid any possible delay in relocating existing training grounds.

D(T)

(Mr Jimmy Tse left the meeting at this juncture)

1.14 Vetting of application for training piling operatives (bored pile) submitted by Gammon Construction Limited under the Collaborative Training Scheme

- 1.14.1 Members took note of Paper CIC/CTB/P/017/11 and noted that the said company had submitted the training contents of the six-month piling operative (bored pile) training course to the CICTA for training 36 piling operatives. The CICTA had consulted the Piling Contractors

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Committee of the HKCA regarding the training course and was informed that no objections were raised. However, since only trade test questions for the trade were currently available in the CICTA, which were not applicable to the said training course, it was suggested that the said company should submit the questions for the theory test and the practical test for further consultation with the Piling Contractors Committee. Relevant questions had just been received earlier. Members also noted that the said company would commence the training in March 2011. It was therefore hoped that the CITB would endorse application for the on-the-job training part before the vetting of the course content on theory and practical tests.

- 1.14.2 A Member pointed out that members of the Piling Contractors Committee of the HKCA might also apply for joining the Scheme in future. If professional advice was only sought from the Piling Contractors Committee, a conflict of interest might exist in the process. So, it was suggested that the contents of the training course and tests offered by the said company should be referred to a relevant committee of the Hong Kong Institution of Engineers for professional advice via relevant Members Ir Helen Kwan and Ir Ho Ngai Leung, Albert.

**Ir Helen
Kwan and
Ir Ho Ngai
Leung**

- 1.14.3 Subject to the advice of the Hong Kong Institution of Engineers, the CITB approved the application of the above company in principle.

- 1.15 There being no further business, the meeting was adjourned at 11:08 am.**

**CITB Secretariat
March 2011**