

**Construction Industry Council**

**Construction Industry Training Board**

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The 3<sup>rd</sup> Meeting of the Construction Industry Training Board was held on Monday, 25 May 2009 at 2:35 pm at Conference Room, CICTA Management Training and Trade Testing Centre, Level 7, 95 Yue Kwong Road, Aberdeen, Hong Kong.

Present : Ir Billy W H Wong Chairman  
Ir Thomas Ho  
Mr Chow Luen-kiu  
Mr Cheung Tak-hing  
Dr Leung Hip-hung  
Ir Jimmy Chan (representing Mr Enoch Lam)  
Mr Donald Choi  
Mr Lok Kwei-sang, Tandy

In Attendance : Mr Charles Wong Director (Training), CIC  
Mr Wong Chi-lap Senior Manager (ST), CICTA  
Mr Chu Yin-lin Senior Manager (CT), CICTA  
Mrs Sophie Leung Secretary, CITB  
Ms Shirley Lam Assistant Secretary, CITB

Apologies : Mr S H Tso  
Ir Poon Lok-to, Otto  
Mr Lai Yuk-fai, Stephen  
Mr Jimmy Tse  
Ir Helen Kwan

**PROGRESS REPORT**

**Action**

**1.1 Confirmation of the Progress Report of the 2<sup>nd</sup> meeting held in 2009**

Members took note of Paper CIC/CTB/R/002/09 and confirmed the progress report of the 2<sup>nd</sup> meeting held on 25 March 2009.

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**1.2 Matters arising from the last meeting**

- 1.2.1 Agenda item 1 (ii): Additional information on sub-division of trade tests and commencement of preliminary work for phase 1

The above item would be discussed under a separate agenda item.

- 1.2.2 Agenda item 1.4: Full-time Adult Short Course on Buildings Repair and Maintenance Course

Members noted that the first class of the above course would start in July 2009.

- 1.2.3 Agenda item 1.5: Action Plan for First Phase of Construction Industry Youth Training Scheme

Members noted that the working group of the above scheme would follow up the formulation of performance indicators and the corresponding measures. The budget estimates for the scheme would be submitted to the next meeting of the Committee on Administration and Finance for consideration.

- 1.2.4 Agenda item 1.6: Progress Report of 'Civil Trades Cooperative Training Scheme' co-organized with contractors

Members noted that a joint venture construction company had submitted a preliminary proposal on a training scheme for 6 TBM Operators and details and arrangements of the proposal are being followed up. As regards the leaflet of 'Civil Trades Cooperative Training Scheme' tabled at the meeting, Members opined that content of the leaflet should not restrict the types of trades that might be included in the training scheme and training proposals should be initiated by those trade contractors when they identified training

D (T)

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needs. Proposals submitted should be evaluated by the management and then be considered by the CITB. The revised promotional leaflet could be circulated to Members for consideration.

(Post-meeting note: CITB had already endorsed the revised leaflet on 10 June 2009 by circulation of paper.)

1.2.5 Agenda item 1.8: Certificate Course for Construction Materials Sampler (Revalidation)

Members noted that since the relevant government department had already included the course name in public works contracts and amendments were considered inappropriate at the moment. Member also noted that the teaching of construction materials sampling had already been included in the full-time supervisor programmes.

1.2.6 Agenda item 1.10: ‘Safety Training Revalidation Course for Construction Workers of Specified Trade (Silver Card Course)’ for two specified trades

Members noted that case analysis had already been added to the content of the ‘Curtain Wall Installer Silver Card Course’ and the ‘Lift Mechanic Silver Card Course’.

1.2.7 Agenda item 1.15: Revision to test questions of ‘Asphalter (Waterproofing)’

Members noted that the revised test questions would be used from June 2009 onwards whereas the test certificates would specify the waterproofing materials used by applicants during the tests.

1.2.8 Agenda item 1.19: Short-term tenancy of the Tin Shui Wai Training Ground (No. 2290)

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Members noted that the Construction Industry Council Members would sign the above tenancy agreement whereas the tender report concerning the setting up of the venue would be submitted under a separate agenda item.

- 1.2.9 Agenda item 1.20: Future direction and plan for the item on ‘publicity and public relations activities’ under training expenditure

The above item would be discussed under a relevant agenda item.

*[Dr Leung Hip-hung joined the meeting at this juncture.]*

**1.3 Capacities for Basic Craft Courses and Supervisor/ Technician Training Programme for 2009/2010 Training Year**

Members took note of Paper CIC/CTB/P/032/09 and approved the total capacities of 533 and 266 places for Basic Craft Courses and Supervisor/ Technician Training Programme respectively for the 2009/2010 training year.

Members however pointed out that the above proposed training capacities should be reviewed in the light of the actual situation that building works had been diminishing while civil works were on the rise at the moment. The current arrangement of offering basic craft courses, which were mainly on building works, on a regular basis every year need to be changed. A Member also opined that CICTA should break away from its past practice because it was not required to focus on recruiting S.3 and S.5 school leavers for basic craft courses and supervisor courses respectively. To better meet the needs of the industry, the provision of relevant training by the contractors and subsequent accreditation of the courses by CICTA could be considered. This was especially feasible for the training of supervisors. Basic training provided by CICTA together with practical working experience gained on sites

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would enhance the skills and the competency of trainees of the supervisor courses. This arrangement would help ensure that the training capacities would satisfy the market demand because trainees would be recruited and training would be provided by contractors only when there were actual manpower demands.

In addition, the presently approved capacity of about 260 training places (including 1<sup>st</sup> year and 2<sup>nd</sup> year) of supervisor/technician courses was only a ceiling. CICTA was required to consider the allocation of training places on civil works and building works according to the actual needs. Meanwhile, CICTA was requested to actively follow up the future direction of having training provided by contractors with partial subsidy from CICTA and implement the proposal as soon as possible.

As regards the basic craft courses, a Member expressed that secondary school leavers should not be the main target trainees of the said courses in view of the implementation of the 3+3+4 New Senior Secondary Curriculum. According to previous intake figures, local teenagers were quite reluctant to join the construction industry. Therefore, CICTA should re-consider its recruitment targets and target at the new immigrants and ethnic minorities. There was also a need to review the demarcation between basic craft courses and short courses. In addition, the arrangement of offering classes on a regular basis had to be revised as appropriate. A Member reiterated that the type of class offered had to match market needs. Meanwhile, it was also opined that an academic/career ladder had to be developed for all trainees.

D (T)

Members noted that the Buildings Department had already given CICTA its consent to re-launch the TCP 1 course for experienced supervisors who did not possess the academic qualification. It was expected that the first class would be introduced in August 2009.

**1.4 Trainee allowances of basic craft courses and supervisor/ technician programme for 2009/2010**

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**training year**

Members took note of Paper CIC/CTB/P/033/09 and agreed that the trainee allowances of basic craft courses and supervisor/ technician programme for 2009/2010 training year would be maintained at the 2008 level as below:

	Basic Craft Courses		Supervisor/ Technician Courses	
	Monthly allowance \$	Daily allowance for site practice \$	Monthly allowance \$	Daily allowance for site practice \$
Year 1	1550	45	2315	25
Year 2	1800	45	2315	25

**1.5 Training capacity and trainee allowances of full-time adult short courses for 2009/2010 training year**

Members took note of Paper CIC/CTB/P/034/09 and agreed that the daily trainee allowance of \$90 of full-time adult short courses would be maintained for the 2009/2010 training year. Members however would approve the training capacity of the courses concerned subject to supplementary information to be submitted by CICTA. Members also opined that CICTA should stop the practice of specifying training places for individual trades and instead adopt a more flexible way with the approved capacity as the ceiling and type of classes to be offered according to the actual demands of individual trades.

D (T)

(Post-meeting note: CITB had already endorsed the training capacity of about 1,300 places for full-time adult short courses for 2009/2010 training year on 10 June 2009 by circulation of paper.)

**1.6 Training capacity and schedule of part-time courses for 2009/2010 training year**

Members took note of the Paper CIC/CTB/P/035/09 and

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endorsed the proposed capacity of about 60,000 places for part-time courses for the 2009/2010 training year.

Members also expressed that CICTA might in the future consider submitting the total capacity as a ceiling for CITB's consideration. As regards the breakdown of the capacity, CICTA could make the necessary adjustment according to the actual circumstances of the industry in the year.

D (T)

*[Ir Thomas Ho joined the meeting at this juncture]*

**1.7 Tower Crane Worker's Assistant Training Course**

Members took note of Paper CIC/CTB/P/036/09 and endorsed the introduction of the above full-time adult short course in the second half of 2009 as well as the manpower and other resources required. The course duration would be 75 days and there would be 12 persons in each class. Meanwhile, the daily trainee allowance would be \$90. Certificates would be issued to those trainees who had an attendance rate of 95% or above and passed the course assessment.

D (T)

**1.8 Tower Crane Routine Inspection and Maintenance Training Course**

Members took note of Paper CIC/CTB/P/037/09 and endorsed the introduction of the above part-time course in the second half of 2009 as well as the manpower and other resources required. Course fee for each trainee would be \$400. Certificates with a validity of 5 years would be given to trainees who did attend the 1-day course and pass the written test. After 5 years, a half-day revalidation course had to be taken and a written test to be passed before a renewal of another 5 years could be made.

D (T)

**1.9 Certificate Course in Metal Scaffolding (Civil Engineering and Building Construction)**

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Members took note of Paper CIC/CTB/P/038/09. As the course component, the intermediate trade test, of the above certificate course co-organized by the Employees Retraining Board and CICTA only accounted for just 40% of the total mark, Members opined that CICTA should ensure that relevant techniques and safety standards, which were highly regarded by the construction industry, should always be the key factors in assessing whether a trainee could be awarded a certificate in the course of securing subventions from the Employees Retraining Board for conducting courses.

D (T)

**1.10 Revision to the part-time ‘Buildings Repair and Maintenance Skills Enhancement Course’**

Members took note of Paper CIC/CTB/P/039/09 and approved the inclusion of a one-hour seminar on prevention of bribery in the compulsory module of the part-time ‘Buildings Repair and Maintenance Skills Enhancement Course’.

D (T)

*[Mr Chow Luen-kiu left the meeting at this juncture]*

**1.11 Promotion and advertising activities for 2009 full-time courses**

Members took note of Paper CIC/CTB/P/040/09 and the presentation of a final year case study on ‘Trainee Recruitment Plan for Full-time Courses of Construction Industry Council Training Academy in 2009’ undertaken by the School of Communication and Department of Marketing of Hong Kong Baptist University.

Members suggested that all promotional activities had to tie in with the actual circumstances at the time. For example, the commencement of relevant promotional and recruitment activities in response to the launch of public works would bring about the desired promotional effect. CICTA was required to conduct a market research to collect the views

D (T)



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of related parties like industry practitioners and recipients so as to formulate specific promotional strategies and directions.

**1.12 Proposal to purchase a brand new tower crane**

Members took note of Paper CIC/CTB/P/041/09, and agreed to purchase, rent or lease-purchase a tower crane, for which a sum was already earmarked in the yearly budget estimates, by means of open tender. The tender documents were also accepted. Due to the fact that tender assessment was divided into two components, i.e. technical and price scores, Members suggested that if the tower crane specifications provided by the tenderer could satisfy the minimum requirement on the technical aspect, the price difference would be the sole factor to be considered.

D (T)

**1.13 Proposal to change the venue for conducting the E&M trade tests to be taken back from Vocational Training Council by Construction Industry Council Training Academy**

Members took note of Paper CIC/CTB/P/042/09 and decided to take the original proposed option of using Kwai Chung Training Centre as the venue for conducting E&M trade tests subsequent to a study on the viability, sustainability and potential for expansion of all the options proposed. It was agreed that to conduct the E&M trade tests to be taken back from the Vocational Training Council in Kwai Chung Training Centre would be more cost-effective than to set up E&M trade test workshops in the Management Training and Trade Testing Centre. Also, the former venue would have more room for further expansion.

D (T)

**1.14 Construction Workers Registration Authority's request on CICTA to add sub-divided trade tests into the trade tests of certain designated trades**

Members took note of Paper CIC/CTB/P/043/09. Since the launch of sub-divided trade tests in phase 1 had already

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been granted approval in principle at the last meeting and that supplementary information and data were furnished by the Construction Workers Registration Authority (CWRA), Members agreed to submit the proposal on CWRA's request of CICTA to add sub-divided trade tests into the trade tests of certain designated trades for the consideration of the Committee on Administration and Finance and for endorsement of the Construction Industry Council.

D (T)

**1.15 Offering of half test fee concessions to workers with recommendations from labour unions to take building and civil trade tests**

Members opined that Paper CIC/CTB/P/044/09 involved financial arrangements which should be submitted directly to the Committee on Administration and Finance for consideration.

D (T)

**1.16 Summary Report of the 1<sup>st</sup> meeting of the Sub-committee on Employers Subsidy Scheme for 2009**

Members took note of and accepted the Report CIC/CTB/ESS/R/001/09.

**1.17 New plan under the Employers Subsidy Scheme and adjustment to 2009 Budget Estimates**

Members took note of Paper CIC/CTB/P/045/09 and accepted the new subsidy scheme, which was already endorsed by the Sub-committee on Employers Subsidy Scheme. Members also agreed to apply for additional provision from the Committee on Administration and Finance because the number of applications exceeded the quota under the original subsidy scheme. Taking the provision required for the new plan into account, an additional provision of \$860,000 in total was required in 2009, which would be submitted to the Committee on Administration and Finance for approval.

D (T)

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**1.18 Reinstatement of the Executive Officer post in Kowloon Bay Training Centre**

Members opined that the position mentioned in Paper CIC/CTB/P/046/09 was not for training purposes and therefore suggested to submit it directly to the Committee on Administration and Finance for deliberation.

D (T)

**1.19 Redeployment of a Training Officer in the CICTA establishment and amendment to the Course Development Officer post to become the post of Senior Trainees Recruitment & Placement Officer**

Members took note of Paper CIC/CTB/P/047/09. Since the internal post deployment and amendment concerned did not involve additional resources, Members accepted the proposals of putting the existing post of Training Officer under the establishment of the CICTA Secretariat, and also to amend the post title of Course Development Officer to become Senior Trainees Recruitment & Placement Officer in the Trainees Recruitment and Placement Department.

D (T)

**1.20 Report on tendering for construction works in Tin Shui Wai Training Ground**

Members took note of Paper CIC/CTB/P/048/09 and was informed that the company being recommended had undertaken 'design and build' works before. After discussion, Members agreed to award the building construction contract of Tin Shui Wai Training Ground to Wide Project Engineering & Construction Company, which had the highest combined scores covering the technical and price aspects. The tender price was \$4,887,110 and an additional provision of \$2.15 million would be sought from the Committee on Administration and Finance as capital expenditure for the setting up of the Tin Shui Wai Training Ground.

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1.21 **Any other business**

Members noted the new membership of the Board of Studies on Construction Safety Courses for the new term; and that Mr Donald Choi would serve as the Chairman. Other Members were invited to join the Board of Studies.

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(After note: Mr. Jimmy Tse and Ir Helen kwan agreed to serve on the board too.)

1.22 **Tentative date of next meeting**

15 July 2009 ( Wednesday )

**All to note**

There being no further business, the meeting was adjourned at 4:40 pm.

**CITB Secretariat  
June 2009**