

Construction Industry Council

Construction Industry Training Board

Meeting No. 006/18 of the Construction Industry Training Board (CITB) for 2018 was held on Friday, 9 November 2018 at 9:30am at Board Room, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Present:	Allan CHAN	(SKC)	Chairperson
	Pat-kan CHAN	(PKC)	
	Sau-kuen CHENG	(SKCg)	
	Henry CHAU	(BCC)	
	Amelia FOK	(CYF)	
	Peter LAM	(OKL)	
	Kwok-kwan NG	(KKN)	
	Dennis WONG	(DW)	
	Sai-yen YU	(SYYu)	
	Joey LAM	(KPL)	
	Ping-sang MAK	(PSM)	
In Attendance:	Hau-yin YAU	(HYYu)	Development Bureau
	Rick KO	(WCK)	Development Bureau
	Ka-kui CHAN	(KKCh)	CIC Chairman
	Albert CHENG	(CTN)	Executive Director
	Alex LEUNG	(AL)	Director - Collaboration & Trade Testing
	Francis WONG	(FW)	Director - HKIC
	Yin-lin CHU	(YLC)	Assistant Director - Training (Acting)
	Ivan KO	(IK)	Senior Manager - Trade Testing
	Davis LIU	(DsL)	Principal - Kowloon Bay Campus
	Rex YU	(SHY)	Principal - Kwai Chung Campus
	Jimmy LEUNG	(JyL)	Consultant - Collaboration Scheme and Apprenticeship Management
	Priscilla TAM	(PTm)	Manager - Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager - CITB-Secretariat
Absent:	Kim-kwong CHAN	(KKCN)	
	Yat-hung CHIANG	(YHC)	
	Joseph CHI	(JCI)	

Minutes

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6.1 Confirmation of Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/005/18 and confirmed the revised minutes of the 5th meeting held on 14 September 2018.

6.2 Matters Arising from the Previous Meeting

Item 5.2 – Suggestions on Training Plant and Equipment Operators

The representative of Labour Department (LD) reported that LD had sought legal advice on the following two proposals regarding the training of plant and equipment operators. The first proposal was that the application to be jointly submitted by the Construction Industry Council (CIC) and the contractor. The second proposal was that the application to be submitted by the contractor and both the logos of the CIC and contractor would be shown on the certificates. The two aforesaid proposals were considered feasible according to the legal advice obtained. A member raised that in the market there was only one organization providing training for the operation of spider crane. That member then asked whether an institution being capable of providing the said training could also submit an application to LD for conducting the training course. The LD representative responded that all organisations could apply to LD for providing the training courses on plant and equipment operation.

[OKL joined the meeting at this juncture.]

Item 5.4 – Proposal on “Construction Industry Outstanding Apprentice Nomination and Award Presentation Ceremony”

AL reported that reference had been made to the assessment criteria of the Outstanding Apprentice Award Scheme 2017 of the Vocational Training Council (VTC). CIC then developed the assessment criteria according to the peculiarity of the construction industry and with more emphasis on construction industry element such as increasing the weighting on occupational ethics. In addition, the management suggested revising the clause of apprenticeship scheme from “CIC offers a monthly subsidy of HK\$5,000 and HK\$6,000 per apprentice per month in the first year and second year respectively to employers during the apprenticeship period” to “CIC offers monthly subsidy to

apprentices, for which employers will first give out the subsidy on CIC's behalf and then claim reimbursement from CIC" to reflect the actual subsidizing target.

Item 5.7 – Relatively Low Passing Rate of Trade Tests

In response to the relatively low passing rate of trade tests of students and external parties, AL reported that the Trade Testing Centre was conducting a consultation with the course advisory panels ("CAP") at the moment to explore whether the content of trade tests should be market driven or preserve the traditional craftsmanship. Some CAP members opined that it would be important to preserve traditional craftsmanship. The Trade Testing Centre would further consult opinions of employers of related trades. In addition, in order to enable candidates to have a better grasp of the test contents, the Trade Testing Centre would publicize the main tools and materials used in the tests. A total of 25 short clips would be produced to present the testing standard, common errors which led to failure and important points to note. At present, those candidates who failed and retook the test within one year had to pay deposits. In order to optimize the use of CIC resources and screen out unmotivated candidates, the management suggested adopting a deposit grading system. Candidates who retook the test several times within one year should pay an incremental deposit each time.

A member opined that the trade test requirements and the courses of the Hong Kong Institute of Construction (HKIC) were interrelated, and enquired if there was any mechanism to keep them abreast of the times. The Chairperson opined that the trade test and the course curriculum had always been kept up with the times. However, some industry practitioners believed that it was necessary to preserve the basic craftsmanship. Thus, it would be necessary to consider how to strike a balance. A member expressed that the industry had two types of opinions towards trade tests: some people opined that the tests should meet the technical requirements of the market, whilst some people opined that the tests should also include basic craftsmanship. However, some of the craft skills had been rarely used on site. As there was lack of opportunities for candidates to practise, the passing rate would drop. The member continued that CITB should discuss that issue and formulate clear guidelines. The Executive Director agreed that CITB should set the positioning of trade tests and determine whether test content should match with the market or preserve the

craftsmanship as well as the proportion of the weighting between them. CIC Chairman opined that trade tests should maintain an appropriate standard recognised by the market. The passing rate was not the foremost determining factor. Instead, the test content and mechanism should be reviewed. Took the application requirements for trade tests as an example and whether only candidates who had possessed intermediate trade test qualifications be allowed to apply. CIC Chairman requested the Trade Testing Centre to organise workshops to review the positioning of trade testing content.

IK

6.3 Proposed Amendments to “Construction Tradesman Collaborative Training Scheme (CTS)” (for approval)

Members took note of Paper CIC/CTB/P/061/18. JyL briefed members the below proposed amendments to CTS:

- (1) The Chinese name of “建造技工合作培訓計劃” would be modified to “中級技工合作培訓計劃”. Since English was used in public works projects and most of the contracts of the public sector, it was proposed that the English name of the scheme should remain unchanged in order to avoid increasing the administration workload of relevant organisations.
- (2) Subsidy for initial training of trainee would be increased from HK\$10,000 to HK\$10,200 per month.
- (3) If a trainee was absent from the monthly 1-day follow-up training and unable to submit a reasonable excuse and evidence in written form within 10 working days after the training day, HK\$1,000 would be deducted (from the trainee completion bonus) each time for absence without reasons. CIC would provide make-up classes to trainees who were absent with reasons provided that resources were available.
- (4) “Completion Bonus (Employer)” would be modified to “Completion Subsidy (Employer)”.
- (5) If a trainee was absent from the free test arranged by CIC and unable to submit a reasonable excuse and evidence in written form within 10 working days after the test day, his/her case would be taken as absence without a reasonable excuse and he/she would lose all free test opportunities. In addition, he/she must apply for the test and pay the fee on his/her own within 3 months. The trainees could only receive 50% of the trainee completion bonus, i.e. HK\$5,000, if he/she could

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eventually pass the test.

A member opined that CIC had to provide make-up classes to those trainees who were absent from the follow-up training with reasonable excuses and CIC had to state clearly that trainees must attend the make-up classes. CIC Chairman opined that if the monthly 1-day follow-up training was important, the penalty should be raised to HK\$2,500. Another member suggested requiring trainee to attain an attendance rate of 75% or above in the follow-up training before getting the bonus. JyL responded that trainees did value the monthly follow-up training as they could take that opportunity to learn the skills which were not taught on site from instructors. According to the record, the trainee absence rate was low and the aim of the proposed changes was to establish a mechanism to monitor absence without reasonable excuses. AL opined that the management could report the attendance of the follow-up training to CITB regularly.

JyL

CIC Chairman opined that if the amount of administrative work and resources involved was not substantial, the English name and the Chinese one should be modified at the same time and the new public works projects should use the new English name. The representative of Development Bureau (DEVB) responded that they would consider the suggestion.

DEVB

CIC Chairman raised that as the passing rates of intermediate trade tests for Scaffolding and Welding under the CTS were low while that of the intermediate trade test for Welding of HKIC was also relatively low, there was a need to review the issue.

JyL
YLC

After deliberation, members approved the proposed amendments to CTS and agreed to raise the penalty to HK\$2,500 for trainees who were absent from the monthly 1-day follow-up training without reasonable excuse.

6.4 Proposed Amendments to “Advanced Construction Manpower Training Scheme – Pilot Scheme (ACMTS)” (for approval)

Members took note of Paper CIC/CTB/P/062/18 and the proposed amendments to Advanced Construction Manpower Training Scheme-Pilot Scheme (ACMTS).

The CIC Chairman expressed that the dropout rate of the trainees

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of ACMTS (Structured On-the-job) was as high as 46% and enquired when would that pilot scheme be ended. JyL responded that the government funding was expected to be used up in 2021 according to the latest progress, and that with the introduction of the mid-term training completion bonus and an increase in the graduation bonus in January 2018, the dropout rate for the first six months in 2018 had been improved comparing to that of the same period in 2017. The Executive Director opined that there were many temporary workers (casual workers) in the market, the high dropout rate might not necessarily mean trainees leaving the industry. As the ultimate objective of ACMTS was to retain trainees in the industry, he suggested to enhance the flexibility of ACMTS and consider allowing trainees to change from one company to another. A member expressed that some trainees found the 2-year training period too long. In fact, trainees could apply for trade tests on their own to obtain trade test qualification and get higher salary in a faster way. These trainees only withdrew from the scheme but not left the industry. The member agreed to enhance the flexibility of the Scheme. JyL stated that the scheme at present allowed trainees to change company and there were around 60 trainees applied for trade tests on their own after withdrawing from the scheme. The CIC had commissioned the Hong Kong Baptist University (HKBU) to conduct a survey to look for the reasons that trainees withdrew from the scheme.

CIC Chairman considered that there was substantial room for reviewing the scheme. As it was a pilot scheme, there was no need to change the name. A member opined that the objective of the scheme was to retain trainees to develop their career in the industry and a clear positioning would be needed. The Chairperson expressed that there was no need to wait till 2021 to conduct a comprehensive review and the flexibility of the scheme could be reviewed first. JyL said that a review would be conducted after completion of the HKBU survey and the mode of apprenticeship scheme could be adopted to train skilled workers upon the end of the pilot scheme. The DEVB representative added that the government funding concerned was aimed for training skilled workers. In addition to subsidize the ACMTS, it was also applicable to the trainee subsidy of the Apprenticeship Scheme (Civil & Building Trades) which was newly launched in this academic year.

After discussion, members agreed to withdraw the paper and to review the scheme after completion of the HKBU survey.

JyL

6.5 Benchmarks of Efficiency and Statistical Data of Collaborative Training Schemes (CTS) (January to June 2018) (for information)

Members took note of Paper CIC/CTB/P/063/18 and the benchmarks of efficiency and statistical data of Collaborative Training Schemes during the period from 1 January to 30 June 2018.

The DEVB representative inquired why general registered workers had low intention to join CTS. A member opined that the proposed monthly salary for the scheme was not attractive. As most of the general workers had been employed, they were unwilling to leave their jobs to attend the initial training. Thus, it was necessary to discuss whether the scheme could meet the actual need of the general workers. Another member also held the view that the monthly salary was too low to attract general workers to join the scheme. A member stated that some trainees had to wait a relatively long time for the commencement of initial training and the general workers would not spend time on waiting for training. The member inquired whether initial training could be commenced at any time. Another member suggested to change the venue for conducting initial training from CIC to construction sites. CIC Chairman stated that the principle of providing initial training by CIC could not be changed. JyL said that CIC's initial training was provided by HKIC, and that CIC would prepare the training schedule in advance every year with a view to optimising resources and facilitating contractors and subcontractors to assign trainees to take the training. For example, the contractors and subcontractors were notified of the 2019 training schedule in October 2018, so that they could make arrangements well ahead.

The CIC Chairman asked whether it would be necessary to reduce the number of training places as the admission rate and application rate were generally low. JyL said that the number of training places had been maintained at a constant level with the aim of conveying the message to the industry that CIC supported and welcomed the industry to jointly train talents. The management had taken the generally low enrollment and application rates into consideration in adjusting downwards the related budget.

The CIC Chairman suggested establishing a working group to focus the discussion on how to upgrade general workers to semi-skilled workers. The Chairperson stated that a meeting with the

management and several industry representatives would be convened to discuss the subject matters. The Executive Director stated that for upgrading general workers to semi-skilled workers, unfailing employer support would be indispensable. A significant difference in the monthly salaries received by the general workers and by the semi-skilled workers was needed so as to attract general workers to upgrade themselves as semi-skilled workers.

6.6 ★Summary Notes of the 5th Meeting of Hong Kong Institute of Construction Management Board in 2018 (for information)

Members took note of Paper *CIC/CTB/P/064/18* and had no further comments to make.

6.7 ★Summary Notes of the 3rd Meeting of Task Force on Trade Testing in 2018 (for information)

Members took note of Paper *CIC/CTB/P/065/18*. IK reported that all candidates must present a valid “Certificate of the Construction Safety Training Course” (Green Card) before taking any trade tests starting from 1 April 2018 and that non-Hong Kong residents were not allowed to enroll in Green Card courses. The Task Force on Trade Testing (Task Force) had discussed whether CIC should provide safety training courses to non-Hong Kong residents who could then apply for trade tests upon passing the safety training courses. It was hoped to seek CITB’s view on that matter. A member added that the Task Force mainly concerned whether the status of the trade tests conducted in Hong Kong would be enhanced should the non-Hong Kong residents be allowed to apply for trade tests. After deliberation, members opined that CIC should devote resources to the local workers, and that it was not appropriate to provide testing services to non-Hong Kong residents at the present stage.

6.8 ★Summary Notes of the 2nd Meeting of Task Force on Collaborative Schemes in 2018 (for information)

Members took note of Paper *CIC/CTB/P/066/18* and had no further comments to make.

6.9 ★Estimated Waiting Time for Full Time Adult Short Courses (for information)

Members took note of Paper *CIC/CTB/P/067/18* and had no

further comments to make.

6.10 ★Table on Waiting Time and Data for Trade Tests (for information)

Members took note of Paper *CIC/CTB/P/068/18* and had no further comments to make.

6.11 ★Table on Waiting Time for Plant and Machinery Operation Certification Courses cum Tests (for information)

Members took note of Paper *CIC/CTB/P/069/18* and had no further comments to make.

6.12 ★Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme (for information)

Members took note of Paper *CIC/CTB/P/70/18* and had no further comments to make.

6.13 Any Other Business

Schedule of CITB Meetings in 2019

AL reported the schedule of CITB meetings in 2019.

Vote of Thanks to Outgoing Member

The Chairperson expressed gratitude on behalf of the CITB to an outgoing member, Mr. NG Kwok-kwan, who had served as a CITB Member from 2013 to 2018 and as the Chairperson of the Task Force on Trade Testing from 2014 to 2018, for his valuable views and guidance. During the transitional period of the implementation of the “Designated workers for designated skills” provision, the task could be satisfactorily completed despite the significant increase in the number of applications for trade tests.

Use of “Member Absent” in Meeting Minutes

Some Members suggested using the word of “Apologies” instead of “Absent” to indicate those members who did not attend the meeting. The CIC Chairman responded that the wordings concerned might follow the practice of the records of meetings of the Legislative Council.

[Post-meeting note: “Member Absent” was used in the meeting minutes of the Legislative Council, and hence the meeting minutes of CITB would continue to use the word of “Absent”.]

6.14 Tentative Date for the 1st Meeting in 2019

The next meeting was tentatively scheduled for 23 January 2019 (Wednesday) at 9:30 a.m. at Board Room, CIC Headquarters, 38/F, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no further business, the meeting adjourned at 11:35 a.m.

**CITB Secretariat
November 2018**