

Construction Industry Council

Construction Industry Training Board

Meeting No. 006/20 of the Construction Industry Training Board was held on 18 November 2020 (Wednesday) at 9:30am at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay, Kowloon.

Present:	YU Sai-yen	(SYYu)	Chairperson
	CHAN Kim-kwong	(KKCN)	
	Henry CHAU	(BCC)	
	HUANG Yongquan	(YQH)	
	Eddie LAM	(ELM)	
	Peter LAM	(OKL)	
	William LUK	(WmL)	
	Dennis WONG*	(DW)	
	Staw WONG*	(SwW)	
	WONG Ping	(PWG)	
	Susanne WONG	(PAS1)	(Representing Ir Francis CHAU of Development Bureau)
	WAN Chi-ping*	(CPW)	
In attendance:	Rick KO	(WCK)	Development Bureau
	CHAN Ka-kui	(KKCh)	Construction Industry Council Chairman
	Albert CHENG	(CTN)	Executive Director
	Francis WONG	(FW)	Director – HKIC
	CHU Yin-lin	(YLC)	Assistant Director – Training
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Ellen FUNG	(EnF)	Manager – Career Support Services
	Daniel CHIU	(DlC)	Manager – Collaboration Scheme
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – CITB Secretariat
Apologies:	LAU Wing-sum	(WSLu)	
	Daniel YAN	(DY)	

* Members joined the meeting via video-conferencing

Minutes

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6.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/005/20, and confirmed the minutes of the meeting No. 005/20 held on 16 September 2020.

6.2 Matters Arising from the Previous Meeting

Item 5.3 - Consultancy Services of the Manpower Forecast on Construction Workers in the Construction Industry

The Construction Productivity Department had included the relevant suggestions in the scope of the consultancy services and would proceed with the tendering process.

6.3 Appointment of Members of the Hong Kong Institute of Construction Management Board and Directors of the Hong Kong Institute of Construction (for endorsement)

Members took note of Paper CIC/CTB/P/066/20 and endorsed the appointment of the Chairperson and members of the new term of Hong Kong Institute of Construction Management Board (HKICMB). With the exception of the term of office of SYYu to be ended on 30 June 2021 and those of Prof LEE Chack-fan and Mr CHAN Ka-kui to be concluded on 31 December 2021, all the other members would be appointed for a term of two years from 1 January 2021 to 31 December 2022. Members also endorsed the appointment of Directors to the Hong Kong Institute of Construction. Apart from Ir YU Sai-yen whose term of office would expire on 30 June 2021, the term of office of the other three members would end on 31 December 2021.

Representative of the Development Bureau (DEVB) stated that public officers should serve on the board/committee in their official capacity, and suggested that HKICMB should update the list of membership accordingly.

6.4 Interpretation of the Motto of Hong Kong Institute of Construction (for information)

Members took note of Paper CIC/CTB/P/067/20 and noted the interpretation of the motto, “To dedicate • To excel”, of the Hong

Kong Institute of Construction.

The Executive Director said that the interpretation was written in plain language to make it easier for verbal explanation. If the interpretation had to be shown in HKIC documents, such as student handbook, it should be written in formal language. The Executive Director suggested that the HKIC could provide a formal version for the interpretation of the motto. The Chairperson suggested standardising the design, format and location of the motto and the interpretation to be displayed in different campuses.

HKIC

6.5 Training Courses on Repair, Maintenance, Alterations and Additions (RMAA) Works for Tradesmen (for information)

Members took note of Paper CIC/CTB/P/068/20 and noted the training courses on RMAA works provided by HKIC for tradesmen.

A member opined that the Building Minor Maintenance Worker Course (a part-time course) and the Foundation Certificate in Vacant Flat Refurbishment Works for Housing Department (a part-time course) were provided to meet the needs of Housing Department and the industry. Although RMAA works were currently not put under the provision of "Designated Workers for Designated Skills", HKIC should take this direction of development. As many workers engaging in RMAA works were labourers, HKIC should consider how to get them trained up to become semi-skilled workers. The member continued that HKIC should discuss with the industry to provide recognised courses while meeting the needs of the industry. Besides, as more and more ethnic minorities engaged in RMAA works, HKIC should also consider the needs of ethnic minorities when providing the courses. A Member opined that the definition of RMAA works should be clearly set out. As HKIC had provided courses on RMAA works for a decade, it was time to consider how to make a change by adopting the "push-pull" strategy. To attract people to enrol, incentives should be raised, such as increasing the allowance. Concerning the market-driven approach, although the relevant works for Housing Department were technically RMAA works in nature, they could also be defined as construction works and workers engaging in the relevant works could be requested to undergo training. Another member believed that as there was a great demand for RMAA workers in the market, the courses could be linked to the Minor Works Control System of the Buildings

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Department and the registration system of the Property Management Services Authority so as to enhance the recognition. A member opined that HKIC could organise relevant courses on the main scope of works being undertaken by RMAA workers, such as painting or plumbing, in order to train up general workers in RMAA works to become semi-skilled workers.

DEVB representative stated that the government had been concerned about the employment situation of workers engaging in RMAA works. In times of economic downturn, different types of repair works would be introduced in due course to boost the employment opportunities for construction workers. DEVB representative continued that the government had implemented the provision of "Designated Workers for Designated Skills" in 2017, and decided not to cover the repair, maintenance and minor works for the time being after discussion with the industry. The government would discuss with different industry stakeholders about the issue in due course.

The Executive Director considered that the training strategy should be to train up general workers to become semi-skilled workers. The government and the Housing Department could consider stipulating in contracts that semi-skilled workers were required for carrying out repair works in public works and minor works respectively. Regarding the unemployment issue, when the works departments introduced more minor repair works, it was believed that the manpower required would have included semi-skilled workers and general workers. A member clarified that repair and maintenance works were not alteration and addition (A&A) works and agreed that A&A works should be carried out by qualified workers. However, renovation and maintenance works were in fixed-term contract and were minor repair works in nature. If "Designated Workers for Designated Skills" was to be implemented, the cost would be higher. Therefore, a "multi-skills" training course for this type of works was needed. Another member also agreed that as RMAA works and A&A works were different in nature, RMAA workers could not be trained as newly-joined workers.

CIC Chairman agreed that the training strategy should be to train up general workers to become semi-skilled workers. In the past, CIC had been focusing on training new recruits for the industry. As RMAA works accounted for approximately a quarter of the overall construction expenditure, relevant training courses were essential

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to the development of the industry. CIC Chairman suggested establishing a new task force under Construction Industry Training Board to follow up the matters of RMAA training courses. The Chairperson opined that the new task force should not only review comprehensively the training strategy of RMAA works, but also have to follow up the safety matters. DEVB representative supported the specialisation and the training up of RMAA workers to become semi-skilled workers gradually, and understood that the “Building Minor Maintenance Worker” course was currently provided by HKIC to help RMAA workers enhance their skills. DEVB representative suggested that the HKIC could consider organising short courses of a few days which taught only one work trade so as to attract new blood and train them up to become semi-skilled workers in the long run.

After deliberation, members endorsed the establishment of a new task force under Construction Industry Training Board (CITB) to follow up the matters of RMAA training courses. ELM, KKCEN and BCC, members of CITB, would join the new task force. ELM would be the chairperson of the task force. In addition, the task force should also include members who were industry stakeholders of renovation, repair, maintenance and property management.

Secretariat

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

Members took note of Paper *CIC/CTB/P/069/20*. A Member enquired about the progress of the “Register of Recognised Employers”. EnF responded that management staff were still working on the details of the register and would report to CITB later.

EnF

6.7 ★ Summary Report of the 2nd Meeting of the Sub-committee on Trade Testing in 2020 (for information)

Members took note of Paper *CIC/CTB/P/070/20* with no further comments.

6.8 ★ Summary Report of the 3rd Meeting of the Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaboration Scheme in 2020 (for information)

Members took note of Paper *CIC/CTB/P/071/20* with no further comments.

6.9 ★ Table on Estimated Waiting Time for Full-time Short Courses (for information)

Members took note of Paper *CIC/CTB/P/072/20*. DEVB representative and the Chairperson expressed their concerns on the long waiting time for some courses and the number of people waiting for admission exceeding the number of training places respectively. YLC was confident that when courses were reopened for application in 2021, there would be sufficient resources to accommodate the number of applicants for the plumbing course. He said that HKIC launched the Certificate in Construction (Electrical Installation) which was taught by only one instructor the year before. At present, the HKIC was working on various fronts to hire more instructors to cope with the demand. Besides, as there was only one training ground for the Certificate in Curtain Wall and Aluminum Window Installation, the HKIC would seek to increase the training places.

The Executive Director opined that most of the people enrolling in short courses were job-changers. They applied for courses on the trades that they were interested in as they might be optimistic with the prospect of the construction industry. HKIC must strike a balance between employment opportunities and accommodation of the needs of people waiting for admission so as to prevent students from being unable to get a job upon graduation. Therefore, the number of training places should be aligned with the market demand for manpower to avoid the wastage of resources. The Chairperson said that it was difficult to forecast the market demand accurately. If there was a huge difference between the number of training places and the number of people waiting for admission, HKIC should also come up with a way to solve the problem. DEVB representative suggested that HKIC could formulate a solution with reference to the past data and the overall market trend. A member opined that the demand could be classified as long-term and short-term. The overall market trend needed the support of the manpower forecast data in the next 5 to 10 years. Workers might not be aware of the long-term demand, but the number of applicants could reflect the short-term demand to a certain extent. The number of applicants for most courses on civil and building work trades did not exceed the number of training places. In contrast, the number of applicants for most courses on

plant and machinery operation was close to or exceeded that of the training places. HKIC might have to adjust the number of related training places.

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

Members took note of Paper *CIC/CTB/P/073/20*. The Chairperson enquired about the reason why there was a drop in the number of candidates taking the trade tests in 2020. IK responded that there were mainly three reasons: fewer students applied trade tests through the training institutes as classes of these institutes were suspended; the number of candidates was largely related to the volatility of the COVID-19 pandemic with the number of candidates dropped significantly when the epidemic got severe, and the number of candidates increased markedly when the epidemic situation eased; after the adjustment of the application requirements for trade testing took effect on 1 January 2020, the average number of trade tests taken per person had been reduced (i.e. there were fewer retests). Whereas, the number of trade tests taken by ethnic minorities also dropped as many of them in the past would take several trade tests.

A member enquired whether employers would be allowed to recommend workers who possessed 3 years of relevant work experience to take trade tests. IK responded that workers who had got a certificate of intermediate trade test and 2 years of relevant work experience could already take the trade tests.

The Chairperson and a member enquired about the respective reasons of the low passing rates of intermediate trade test and trade test for Bar Bender and Fixer. IK responded that the management had discussed with the Hong Kong Bar-bending Contractors Association (the Association) about the reasons of the low passing rate of the trade test for Bar Bender and Fixer. The Association agreed that the workers concerned had not reached the required skills level and their safety awareness was inadequate. IK rectified the table summarizing the statistics of the passing rates of candidates from the public, the HKIC and the Collaboration Scheme (Trade Tests and Intermediate Trade Tests) in Paper *CIC/CTB/P/073/20*. The updated data indicated that the passing rate of intermediate trade test for Bar Bender and Fixer was at a reasonable level. The Chairperson requested the Secretariat to circulate the updated data for members' information.

Secretariat

(Post-meeting note: The Secretariat circulated the data of the passing rates for trade tests on 19 November 2020 via email for members' information.)

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/074/20* with no further comments.

6.12 ★ Table on Statistical Data of Construction Industry Council Approved Technical Talents Training Programmes (for information)

Members took note of Paper *CIC/CTB/P/075/20*. ELM, Chairperson of the Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaboration Scheme, appealed to CITB Members to support and assist to promote the Construction Industry Council Approved Technical Talents Training Programmes (CICATP). The Secretariat would arrange classroom observations of HKIC courses for members to have a grasp of the training progress and to know that our students were good apprentices, so as to help promote the CICATP.

CIC Chairman and the Chairperson stated that subcontractors and main contractors of civil and building work trades were not actively participating in CICATP. There was a need to enhance their level of involvement. The Chairperson hoped that DEVB could make it mandatory for contractors engaging in public works to hire CICATP apprentices. DEVB representative responded that the government attached great importance to and supported the CICATP. DEVB had already included CICATP in the list of recognised training schemes under the mandatory requirements for training collaboration of the public works contracts in September 2019. In the 2019-2020 Budget, an amount of HK\$200 million was earmarked to support the training work of HKIC, including the increase in the number of work trades under CICATP in order to cover another seven works trades in keen demand. DEVB representative also enquired about the response to the said measure. EnF responded that the measure was well-received, especially in the work trades of Formwork and Bar Bender and Fixer.

6.13 ★ Table on Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme (for information)

Members took note of Paper *CIC/CTB/P/076/20* with no further comments.

6.14 Any Other Business

Schedule of CITB Meetings in 2021

Members took note of the schedule of CITB meetings in 2021.

6.15 Tentative Date of Next Meeting No. 001/21

The next meeting was scheduled for 20 January 2021 (Wednesday) at 9:30am at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay, Kowloon.

There being no further business, the meeting was adjourned at 11:10 am.

**CITB Secretariat
November 2020**