

Construction Industry Council

Construction Industry Training Board

Meeting No. 002/22 of Construction Industry Training Board was held on 9 March 2022 (Wednesday) at 9:30am via video conference.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Kim-kwong	(KCCN)	
	Henry CHAU	(BCC)	
	HUANG Yongquan	(YQH)	
	Peter LAM	(OKL)	
	LAU Wing-sum	(WSLu)	
	LO LEE Oi-lin	(OLLL)	
	Staw WONG	(SwW)	
	WONG Ping	(PWG)	
	Daniel YAN	(DY)	
	Susanne WONG	(PAS1)	
	WAN Chi-ping	(CPW)	
In attendance:	Eric CHAN	(ECCW)	Development Bureau
	Rick KO	(WCK)	Development Bureau
	Thomas HO On-sing	(TH)	Construction Industry Council Chairman
	Albert CHENG	(CTN)	Executive Director
	Stephen MANN	(SnM)	Assistant Director – Student & Curriculum Development
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Chris Lau	(CsLu)	Senior Manager – Finance
	Roy Wong	(RyW)	Manager – Career Support Services
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support
Apologies:	William LUK	(WmL)	
	Dennis WONG	(DW)	

Minutes

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2.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/001/22, and confirmed the minutes of the meeting No. 001/22 held on 19 January 2022.

2.2 Matters Arising from the Previous Meeting

Item 1.2 - Recruitment for Instructors of Electrical Fitter and Fire Service Mechanical Fitter

The management of Hong Kong Institute of Construction (HKIC) and the members of Hong Kong Federation of Electrical and Mechanical Contractors (HKFEMC) held two meetings on 11 and 28 February 2022 respectively, and reached the following consensuses:

- (a) HKFEMC members recommended qualified instructors as full-time instructors; and
- (b) HKFEMC members recommended qualified instructors as part-time instructors.

In order to provide the courses as soon as possible, HKFEMC would be responsible for recruiting relevant instructors after the discussion between HKIC management and HKFEMC. It was hoped that two classes of Fire Service would commence in April and June, while one class of Air Conditioning would commence in April. The Chairperson expressed concern on whether the above courses could commence in April as scheduled. SnM responded that it would depend on the epidemic situation, and both courses would commence upon class resumption. OKL supplemented that the above courses could not commence in April in view of the latest pandemic situation. The Executive Director asked the management to draw up a course schedule as appropriate. If the courses could not commence in April, the manpower resources for the commencement in or after May should also be prepared.

SnM

Item 1.3 – Training Management System (TMS)

System provider had completed the enhancement of two TMS functions, which were the automatic data verification of invoices for financial management, and the direct connection between TMS and Trade Test Management System (TTMS) for handling

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the trade test arrangements of students and recording the scores. Both functions had officially commenced services.

In addition, the Information Technology Department had held meetings with system provider regularly since mid-February to discuss and handle the TMS handover, and prepared to finish the handover of complete source code and technical papers of TMS by the end of contract at the end of September.

Item 1.9 – Summary Report of the 4th Meeting of Sub-committee on Ethnic Minorities in Construction in 2021

Regarding the requirements for employers who hired ethnic minority workers, the Career Support Services Department had liaised with and collected opinions from the Human Resources Department and site supervisors of OKL’s company. A relevant sharing session would be held on 16 March 2022.

In addition, the term “ethnic minorities” was still being adopted with reference to the government documents. Therefore, there was no need to rename “Sub-committee on Ethnic Minorities in Construction”.

Item 1.10 – Report on Estimated Waiting Time for Full-time Short Courses

According to the resolutions by Task Force on Repair, Maintenance, Alterations and Additions (RMAA), Working Group on RMAA Training (Building Works) and Working Group on RMAA Training (Electrical & Mechanical Engineering), HKIC had planned to launch the RMAA Programmes (Building Works) and RMAA Programmes (Electrical & Mechanical Engineering) in June 2022, and the collaborative training of the above programmes in September 2022. The Chairperson enquired the number of training places for the above programmes. SnM responded that the number of training places had yet to be confirmed, and would report the matters at the next meeting. The Executive Director suggested setting the training places at 90 first, and understood that it was necessary to launch the collaborative training of the relevant trades as soon as possible to meet the market needs.

SnM

Item 1.11 – Table on Waiting Time and Data for Trade Tests

The reason for few candidates applying for Trade Tests of Cement

Sand Mortar in 2021 was mainly due to the suspension of relevant training by external training institutes (including unions) during the pandemic in 2021.

Item 1.14 – Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme

The Chinese abbreviation of “Construction Craftsman Training Scheme (Union)” “大工培訓計劃(工會)” of Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses) was renamed as “Construction Craftsman Training Scheme (Skills Enhancement Courses)” “大工培訓計劃(精讀班)”。

2.3 Suggestion on Training Allowance for Full-time Courses for Academic Year 2022-23 (for approval)

Members took note of Paper CIC/CTB/P/013/22, and noted that the amount of allowance provided by other training institutes had not been adjusted over the past five years. The maximum amount of allowance from “Love Upgrading Special Scheme” provided by the Employees Retraining Board was also not adjusted. Whereas, the annual adjustment of Composite Consumer Price Index of the Census and Statistics Department was 1.8%, which was -0.2% last year. Having considered the above-mentioned factors, HKIC suggested that the training allowance for full-time courses for academic year 2022-23 should remain unchanged.

A Member pointed out that the correct Chinese name for “Diploma in Vocational Education of Vocational Training Council” “職業訓練局中專教育文憑” mentioned in paragraph 3.1 of the Paper should be “Diploma of Vocational Education of Vocational Training Council” “職業訓練局職專文憑”.

The representatives of Development Bureau (DEVB) expressed that as the paper was related to the amount of allowance for full-time courses, they would like to take the opportunity to introduce to the Members that in the 2022-23 Budget issued last month, the government proposed to allocate HK\$1 billion for supporting Construction Industry Council (CIC) to further enhance manpower training for the construction industry. The relevant proposed allocation was pending approval by the Legislative Council. The preliminary suggestion was to increase training places and allowances to attract and train more new blood (especially job-changers) to join the construction industry, and

uplift the skill level of current workers. Upon the approval of the budget allocation, it was estimated to train around 20,000 new workers and job changers to be semi-skilled workers, while 6,800 semi-skilled workers to be skilled workers in the coming 6 years. The proposed additional places would be flexibly distributed to different training measures and trades subject to updated forecast result from Construction Industry Manpower Forecasting Model, industry needs for different trades and discussion of Construction Industry Training Board (CITB). Members welcomed the allocation. A Member stated that his union could also assist in training semi-skilled workers via Collaborative Training Schemes.

CIC Chairman enquired whether the allowance of HK\$4,800 per month for Certificate in Construction, Diploma in Construction, Advanced Diploma and Certificate courses were competitive. A Member was aware that the allowance for the courses of other institutes could reached HK\$5,800 as mentioned in the paper. SnM responded that HKIC encouraged graduates to participate in the CIC Approved Technical Talents Training Programmes (CIC Apprenticeship Scheme) from an early stage, as the programmes provided a higher allowance, which was believed to be competitive. The Chairperson opined that even though the allowance was competitive, it may not be sufficient to attract different people to enroll in the programmes, and suggested formulating proposals to attract students and job-changers to enroll in the programmes. A Member opined that money should not be the only factor for attracting students, but also the quality of the programmes, the adoption of technologies in the industry, safety and students' understanding of their prospect of joining the construction industry. A Member reiterated that improvement of the site-working environment could help to attract new blood joining the industry.

After discussion, Members agreed to review the need for increasing the allowance to attract new blood to join the industry. HKIC would discuss with the DEVB and collect more relevant data after the meeting. The suggestion on training allowance would be submitted to Construction Industry Training Board by circulation.

SnM

2.4 Suggestion on the Membership and Chairperson of Course Advisory Panels for Year 2022-2023 (for approval)

Members took note of Paper CIC/CTB/P/014/22, and approved the suggestion on the membership and the Chairpersons of the Course Advisory Panels (CAP) for year 2022-2023, with the term

of office running from 1 January 2022 to 31 December 2023.

CIC Chairman expressed that some content of the courses, such as Modular Integrated Construction (MiC), could not meet the market need. CAP could hold meetings regularly to review the course content. CIC Chairman enquired whether there would be a briefing session for CAP members to let them understand that the curriculum should meet the latest technology application and development of the industry, as well as the market needs. The Executive Director responded that a briefing session would be arranged for CAP members. The Chairperson agree with CIC Chairman's opinions and attached great importance to CAP, and opined that CAP could provide the latest information on the needs and development of the industry, and thus the training content could be more in line with the market needs, while the training content would also directly affected on-site performance of the graduates. A Member opined that CAP members were from different backgrounds with a broad representation, and could provide valuable opinions on the course content. Additional meetings could be held on need basis. Another Member echoed the view that CAP could provide valuable opinions, however, the additional meetings could not ensure that the update process of course content could be expedited. It is because the training content not only included the latest technologies, but also other elements such as visits and so on. The instructors should take a long time to study the views expressed by the industry. In order to realise the concepts, it was necessary to focus on the relevant work. The Member continued that HKIC established different programme teams dedicated to review course content and provide suggestions, and CAPs would be consulted subsequently.

The Secretariat

2.5 Recommendation on Review and Amendments on Intermediate Tradesman Collaborative Training Scheme (for approval)

Members took note of Paper CIC/CTB/P/015/22, and approved the following proposed amendments on Intermediate Tradesman Collaborative Training Scheme (ITCTS) to be effective from 1 July 2022:

Trade	Amendment
Bar-Bender and Fixer, Concretor, Carpenter, Site Surveying (Leveller), Surveying & Setting Out (Leveller),	1 month Initial training

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Bricklayer/ Tiler/ Plasterer	
General Welder, Metal Worker	5.5 months On-site training
Electrical Wireman, General Welder, Metal Worker	Addition of back-to-school training
Metal Scaffolder and Metal Formwork Erector	Separate into 2 trades

It was estimated that the number of training places for ITCTS in 2022 would remain unchanged, and the financial budget was sufficient for the above-mentioned amendments. The changes in training cost after amendments were as follows:

Cost for Each Student	Original Training Cost	Cost after Amendment	Estimated Number of Participants	Increase /Decrease (+/-)
Reduce initial training to 1 month (6 trades)	HK\$ 96,400	HK\$ 86,200	200	Reduce the cost by HK\$ 2,040,000
Extend on-site training (2 trades)	HK\$ 59,360	HK\$101,360	50	Increase the cost by HK\$ 2,100,000

2.6 **Suggestions on Outsourcing Demolition and Reinstatement Works of Trade Test Workshops and Technical Assistance Services (for approval)**

Members took note of Paper CIC/CTB/P/016/22, and approved 2 suggestions on outsourcing demolition and reinstatement works of trade test workshops and technical assistance services for a term from 2022 to 2024 (24 months).

2.7 **★ Review on the Dropout Rates of Full-time Short Courses for Academic Year 2020/21 and the Initial Dropout Rates of Full-time Long Courses for Academic Year 2021/22 (for 1 Year and 2 Years) (for information)**

Members took note of Paper *CIC/CTB/P/017/22*. The average dropout rate of Full-time Short Courses for academic year 2020/21 of HKIC was 13%, which was similar to the figures before. The initial dropout rates of Certificate in Construction and Diploma in Construction for academic year 2021/22 were

improved compared to academic year 2020/21. However, there was a slight increase in the initial dropout rate of Advanced Diploma. Members did not make further comments on the Paper.

2.8 ★ Summary Report of the 1st Meeting of Sub-committee on Trade Testing in 2022 (for information)

Members took note of Paper *CIC/CTB/P/018/22*, and did not make further comments on the Paper.

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

Members took note of Paper *CIC/CTB/P/019/22*. CIC Chairman pointed out that indicators of waiting time for programmes on Plant and Machinery Operation, Craft and Technicians, which were 12 months and 6 months respectively, were too long. It should be strived to shorten the waiting time. SnM responded that HKIC had been studying to train heavy crane operators via Collaborative Training Schemes and to out-source some trades. Some contractors expressed their will to collaborate, however, not much progress was made as restricted by the ordinance.

Representative of Labour Department (LD) pointed out that the Government had authorised CIC to provide training and tests for heavy crane operators, and there was flexibility for CIC to decide the training venue. Regarding the training and tests of Loadshifting Machinery Operators, it was required to submit applications to LD for addition of relevant training venue.

CIC Chairman hoped LD would expedite the handling of the applications related to the training on machinery operation. He asked the management to discuss with LD and the industry, and to implement the collaborative training expeditiously. The Executive Director requested the management to reduce the indicators of waiting time for programmes on Plant and Machinery Operation, Craft and Technicians to 6 months and 3 months respectively, and estimate the required venue and manpower resources accordingly.

SnM

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

Members took note of Paper *CIC/CTB/P/020/22*, and did not

make further comments on the Paper.

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

Members took note of Paper *CIC/CTB/P/021/22*, and did not make further comments on the Paper.

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

Members took note of Paper *CIC/CTB/P/022/22*, and did not make further comments on the Paper.

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

Members took note of Paper *CIC/CTB/P/023/22*, and did not make further comments on the Paper.

2.14 Any Other Business

There being no other business, the meeting was adjourned at 11:18 a.m.

2.15 Tentative Date of Next Meeting No. 003/22

The next meeting was scheduled for 11 May 2022 (Wednesday) at 9:30am, and venue to be confirmed.

**CITB Secretariat
March 2022**