

Construction Industry Council

Construction Industry Training Board and Committee on Manpower Training and Development

Joint Meeting No. 002/12 of the Construction Industry Training Board and Committee on Manpower Training and Development for 2012 was held on 6 November 2012 (Tuesday) at 9:30 a.m. at Meeting Room 1, CIC Headquarters, 15/F, Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong

Summary Notes of the Construction Industry Training Board and Committee on Manpower Training and Development Joint Meeting No. 002/12.

Agenda Item	Paper	Major Resolutions/Progress Highlights
2.1	Verbal Report	<p>Briefing of research report on the survey of construction workers by the consultancy team Cimigo</p> <p>Cimigo consultants presented the survey on construction workers and the research findings carried out between July and November 2011 for Construction Workers Registration Authority (CWRA). The main objectives of the research included:</p> <ul style="list-style-type: none">i) to study workers' understanding of the registration system and their views on registration/skills enhancement;ii) to understand the actual employment situation and cross-trade working situation of workers;iii) to understand the reasons for lower number of registrations in some trades and explore the ways to attract more registrations

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		<p>for those trades.</p> <p>It was found that four major problems were encountered when implementing the Construction Workers Registration Ordinance (the Ordinance) and relevant recommendations for improvement were made accordingly:</p> <p>i) Age of workers on the high side and wastage of talents</p> <ul style="list-style-type: none">• To promote to the younger generation the prospects of construction industry in order to attract more new young entrants.• To make efforts to implement infrastructure projects by the Hong Kong Government to encourage new joiners to enter the industry, to persuade existing workers to stay in the industry and to attract workers who have left the industry to come back.• To request the employers to strictly comply with the stipulations in the Ordinance and encourage them to improve the working conditions, working hours and remuneration etc for workers so as to enhance the attractiveness of the industry. <p>ii) General workers not willing to have skills enhancement/get registered</p> <ul style="list-style-type: none">• To introduce to the workers various trades that could be registered through a simple and easy way.

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		<ul style="list-style-type: none"> • To streamline and simplify trade tests. <p>iii) Trades with relatively lower number of registrations and</p> <p>iv) Provisionally registered workers not aware of requirements for becoming registered skilled/semi-skilled workers</p> <ul style="list-style-type: none"> • To better plan the time, venue and fees of the training courses to attract practitioners with lower academic or technical level or who do not have time to take the courses in a bid to enhance the quality of the industry. • To strengthen the publicity of the Ordinance. <p>The Committee discussed the research findings and recommended:</p> <p>i) for the interflow of workers between logistics/transport industry and construction industry, measures to be proposed to attract workers to join the construction industry;</p> <p>ii) to retrieve data from CWRA to identify the number of registered general workers out of the 60,000 and more practitioners entering the construction sites per day;</p> <p>iii) the concerned policy bureau were recommended to consider further categorizing the post title of general labourers to properly recognize the qualifications of labourers equipped with a certain level of skills.</p>
2.2	CIC/CTB&MTD/R/001/12	Confirmation of the last progress report of the 1st joint meeting of CITB and CMTD

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		Members confirmed the progress report of 1 st joint meeting of CITB and CMTD held on 15 May 2012.
2.3		Matters arising from the last meeting (i) Stimulators installation and tunnel works Members noted that the management had identified seven tunnel works trades that could be trained under Contractor Cooperative Training Scheme and information of machine-simulated installation of relevant trades was being studied. (ii) Manpower demand survey Members noted that the management had drafted the questionnaire and the list of interviewing organizations for the regular construction manpower demand survey to be conducted every six months. Findings of the survey would be used for the planning of training places.
2.4	CIC/CTB/P/083/12 (for discussion)	Proposal for replacing the name of “Construction Industry Council Training Academy” Members approved that the name of “Construction Industry Council Training Academy” would be replaced by “Construction Industry Council” with effect from 1 January 2013 and accepted the proposed revisions to the names of training centres and training grounds accordingly.

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2.5	CIC/CTB/P/084/12 (for discussion)	Proposed work plan and financial estimates for Construction Industry Training Board for year 2013 Members noted and accepted the proposed work plan and financial estimates for Construction Industry Training Board for year 2013, which had been approved by the Construction Industry Council.
2.6	CIC/CTB/P/085/12 (for discussion)	Proposed work plan of construction manpower strategies Members noted that the four main objectives of the “work plan of construction manpower strategies” set out together with Development Bureau included: forecast of demand and supply, increase of supply, reduction in demand and matching of demand and supply. It was expected to fully address the problems of ageing and skill mismatch in construction industry. Members also noted that implementation of the items in the work plan required the support of various committees under the CIC to complement the efforts of the Development Bureau. For the arrangement of having CITB to coordinate the implementation of and follow up the progress of various strategies and reporting to the CIC, it had to be decided by the CIC.
2.7	CIC/CTB/P/086/12 (for discussion)	Proposal for re-structuring Course Advisory Panels in 2013/2014

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		The management was requested to revise the restructuring proposal according to the comments made by Members last year and re-submit to the committee for consideration.
2.8	CIC/CTB/P/087/12 (for discussion)	Consultation paper on strengths of Hong Kong construction industry Some viewed that the things to be promoted in the report had to be clarified as different items had different selling points. Apart from comparing local construction market with that of mainland China, it should also further extend its scope to cover overseas competitors. In addition, it should shift the focus from construction workers to professional personnel and supervisors who had higher chance of working overseas, and include comparison with overseas practitioners.
2.9	CIC/CTB/P/088/12 (for discussion)	Proposed new subsidy for instructors under Contractor Cooperative Training Scheme Members approved the increase of subsidy for the monitoring fees of contractors under the captioned Scheme and full subsidy to the salary of instructors i.e. based on the Average Daily Wages of Workers Engaged in Public Sector Construction Projects as Reported by the Main Contractors as provided by the Census and Statistics Department. The training cost per trainee after the

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		captioned adjustment would be increased by about 54%. The new subsidy would be applicable to applications submitted after the approval of the proposal.
2.10	CIC/CTB/P/089/12 (for discussion)	Contractor Cooperative Training Scheme – training proposal of crawler-mounted mobile crane operation (bipartite cooperative training scheme) submitted by Vibro (H.K.) Ltd. Members accepted the application of “Contractor Cooperative Training Scheme (crawler-mounted mobile crane operation)” for the foundation works of the public rental housing development at Po Heung Street, Tai Po, submitted by Vibro (H.K.) Ltd. It was targeted to train 10 crawler-mounted mobile crane operators for 52 days and the total subsidy would amount to \$294,453.7.
2.11	CIC/CTB/P/090/12 (for discussion)	Proposal for Contractor (Concreting) Cooperative Training Scheme Members approved the splitting of a 23-day concreting training course from the Metal Framework and Concreting course incorporated under the Enhanced Construction Manpower Training Scheme (ECMTS) for the use of Contractor Cooperative Training Scheme. Members also approved the relevant assessment guidelines, flow chart of issuing subsidy and subsidy assessment mechanism. The cost per trainee in concreting would be around \$2,900 (after the deduction of the daily allowance of \$320).

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2.12	CIC/CTB/P/091/12 (for discussion)	<p>Proposal for organizing a “Conference on Materials, Techniques and Construction Management of Heritage Architecture in Mainland China and Hong Kong”</p> <p>Members accepted the proposal for organizing the above conference scheduled for 2 December 2012 and its estimated expenditure of \$95,000.</p>
2.13	CIC/CTB/P/092/12 (for discussion)	<p>Proposal for running Marble Fixing course</p> <p>Members agreed to the proposal of running a 97-day short course on Marble Fixing. There would be 15 people per class and each trainee would get a daily allowance of \$150. Two instructors would be hired on temporary contracts. Staff remuneration, capital expenditure and materials expenditure of \$180,000 all together contributed to the operating expenditure of around \$1.76 million. It was also proposed to actively explore the possibility of providing the training under the Contractor Cooperative Training Scheme.</p>
2.14	CIC/CTB/P/093/12 (for discussion)	<p>Proposed revisions to test questions on Communication System Mechanic (Trade Test and Intermediate Trade Test) in E&M trade testing</p> <p>Members approved the proposed revisions to the test questions on Communication System Mechanic (trade test and intermediate</p>

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		trade test) in E&M trade testing. It was also remarked that the revisions should be in line with the training of the said trade provided by the Vocational Training Council.
2.15	CIC/CTB/P/094/12 (for discussion)	Progress report on Investing in Construction Manpower Scheme project Members took note of the progress of various items under the said Scheme.
2.16	CIC/CTB/ESS/R/001/12 (for Members to take note of)	Submission of summary report of first meeting of Sub-committee on Employers Subsidy Scheme in 2012 Members accepted the summary report of the captioned Sub-committee held on 19 July 2012 and agreed to the increase of subsidized places to 300 in 2012 with an estimated total expenditure of \$8.76 million.
2.17	CIC/MTD/P/019/12 (for discussion)	Proposal for establishing a Working Group on RMAA Manpower Research Members agreed to the establishment of the above working group and the proposed membership list.
2.18	CIC/MTD/P/020/12 (for discussion)	Additional requirements for the enhancement study of Construction Industry Council Manpower Forecasting Model

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		<p>Members approved the additional requirements for the above study, mainly requiring the consultancy team of the City University of Hong Kong to (i) conduct manpower forecast by adopting the estimated expenditure of construction works approved by the CIC; and (ii) enhance forecast model of supervisors and conduct manpower forecast according to the 9 generic types of supervisors as required in the original tender while the criteria for categorization of the 9 generic types of supervisors would be provided by the CIC.</p>
2.19	CIC/MTD/P/018/12 (for Members to take note of and discuss)	<p>Circulation result of the proposal for establishing a Working Group on Standardization of Labour Return of Construction Sites</p> <p>Members agreed to the establishment of the above working group while its membership would be revised according to the discussions in the meeting.</p>