

Construction Industry Council

Construction Industry Training Board

Meeting No. 002/23 of Construction Industry Training Board was held on 8 March 2023 (Wednesday) at 9:30 am at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Kowloon, Hong Kong.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Lok-chai*	(CLCn)	
	CHOW Luen-kiu	(LKC)	
	Conrad FUNG	(KKF)	
	HUANG Yongquan*	(YQH)	
	LO LEE Oi-lin	(OLLL)	
	Lawrence NG	(LN)	
	Staw WONG*	(SwW)	
	WONG Ping	(PWG)	
	Susanne WONG*	(PAS1)	(Representing Angela LEE of Development Bureau)
	WAN Chi-ping*	(CPW)	
In Attendance:	Alfred CHAN*	(AdCn)	Development Bureau
	Keith CHU*	(KCu)	Development Bureau
	Ringo SHEA	(RSh)	Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Albert CHENG	(CTN)	Executive Director
	Charles HO	(CHLC)	Assistant Director – Training, HKIC
	Rebecca CHOI	(RaC)	Head of Qualification & Quality Control, HKIC
	William HO	(YHH)	Head of Certificate Training, HKIC
	Eric CHENG	(EcC)	Head of Diploma & Machinery Training, HKIC
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Chris LAU*	(CsLu)	Senior Manager – Finance
	Daniel CHIU*	(DIC)	Principal - School of Professional Development in Construction (Acting)
	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: Bernard Vincent LIM (BVL)
William LUK (WmL)
Daniel YAN (DY)

*Members and attendees attended the meeting via video conference

Minutes

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2.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/001/23, and confirmed the minutes of the meeting No. 001/23 held on 11 January 2023.

2.2 Matters Arising from the Previous Meeting

Item 1.3 - Roadmap on Modular Integrated Construction (MiC) Training Programmes

RaC briefly highlighted the arrangements and enhancement work of three MiC-related programmes provided by Hong Kong Institute of Construction (HKIC). The management would complete the roadmap on MiC training programmes within three months as soon as possible.

A Member opined that MiC was becoming more and more popular, HKIC had to review whether the ancillary facilities could meet the industry requirements as HKIC led the training work of the industry. RaC responded that HKIC would work with the Industry Development Division to formulate a roadmap for MiC training programmes and review the ancillary facilities of HKIC. The Executive Director stated that in addition to reviewing the ancillary facilities, it had to discuss with the industry to understand the application of MiC in the market and design MiC programmes according to the market's needs for different trades. A Member pointed out that MiC modules were produced by factories in the Mainland, and the quality of the installers varied. Contractors needed to send supervisors to supervise the relevant processes. Therefore, a large number of MiC supervisors were needed. In order to ensure the quality of MiC modules, it had to tackle the problem at the sources. Training workers in the Greater Bay Area could also be explored.

The representative of the Development Bureau (DEVB) thanked CIC for raising the key points and supported the committee's forward-looking plan of MiC training. DEVB representative agreed that in order to formulate targeted training plans, it was necessary to understand the various needs for the promotion of MiC, including the required skills and the needs of various types of manpower such as skilled workers and supervisors. The need to strengthen HKIC ancillary facilities and cooperation with the industry in training, or the possibility of cooperation with the

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Mainland should be explored. DEVB representative also hoped that HKIC should complement the manpower forecast results just announced by CIC when planning / formulating training quota, coordinate with other training organisations on the increase or decrease of the work trades in the future as well as to achieve the required training quota. In addition, DEVB representative briefed members on the three proposals in the 2023-24 budget, including studying and putting in place measures to strengthen the supply chain of the MiC modules, conducting a study on establishing the Building Testing and Research Institute and construction of the first advanced construction industry building. Both the measures were to promote the application of advanced technologies in the construction industry.

The Chairperson concluded that it was necessary to train MiC project managers, foremen and technicians. HKIC had provided programmes to train project managers and foremen. However, the conditions of the industry were not mature enough to complement the training of technicians. It might be considered to specify in the project contracts that the contractors were required to participate in the Collaborative Training Scheme and requirement of the related technical qualifications. Regarding the quality of MiC modules, secondment of supervisors to mainland factories to supervise the process and training for mainland workers should be explored.

Item 1.3 – Introduction of Relevant Training Programmes in the Direction of Manufacturing

The CIC Chairman invited all Members to make suggestions on the introduction of relevant training programmes in the direction of manufacturing. RaC reported that the secretariat had not received any suggestions for the time being. The management would actively study and communicate with Members for the introduction of the training programmes. The Industry Development Division would introduce new construction technologies to the facilities of site on the 3rd floor of the Kowloon Bay campus, and would also consider the direction of manufacturing for the matter.

Item 1.3 – Truss-out Scaffolder Safety Training

The chairperson enquired about the number of applicants for the Truss-out Scaffolder Safety Training. IK responded that about 80 applications were received, of which 70 applied for Advanced

Level Truss-out Scaffolder Safety Training and 10 applied for Intermediate Level Truss-out Scaffolder Safety Training. The first batch of tests would be held at the end of March. The Chairperson asked IK to report the enrolment data for the Truss-out Scaffolder Safety Training to the Committee on Repair, Maintenance, Alteration and Additional Works.

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2.3 Suggestion on Training Allowance for Full-time Courses for Academic Year 2023/24 (for approval)

Members took note of Paper CIC/CTB/P/012/23, and noted that the amount of allowance provided by other training institutes had not been adjusted in recent years and the year-on-year percentage change of consumer price index. Members approved the suggestion that the training allowance for full-time courses for academic year 2023/24 would remain unchanged.

2.4 Composition and Appointment of Smart Site Safety System Programme Development Group (for approval)

Members took note of Paper CIC/CTB/P/013/23.

A Member suggested that HKIC representatives should be added to the list of Members of the Smart Site Safety System Programme Development Group (Development Group), and pointed out that Members of the Development Group possessed extensive experience, and hoped that HKIC considered inviting the members to assist in compiling the programmes, organising sharing sessions and conducting site visits.

(Post-meeting note: Head of Qualification & Quality Control, HKIC or her representative had been added to the list of Members of the Development Group.)

After discussion, Members approved the establishment, composition and terms of reference of the Development Group, with a term from 10 March 2023 to 30 June 2024. Subject to the smooth operation of the programmes, the management would make suggestions on the relevant work arrangement.

2.5 Review on Site Trainer Subsidy and Bonus for Employers of Construction Industry Council Approved Technical Talents Training Programmes (for approval)

Members took note of Paper CIC/CTB/P/014/23.

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The Executive Director pointed out that the major principle of offering bonuses was to increase attractiveness. Construction Industry Council Approved Technical Talent Training Programmes (CIC Apprenticeship Scheme) aimed at assisting employers in training apprentices. If the scheme was well-received, there was no need to provide bonus. A time limit should be set for any bonus to be offered. The Chairperson responded that there were more than 2,000 qualified employers in the industry, and only about 10% currently participated in the Approved Employers Scheme of the CIC Apprenticeship Scheme. When more employers were attracted to become approved employers, abolishment of the bonus might be considered. In addition, HKIC should also consider other methods to attract employers, such as increase of the ratio of instructors to apprentices to 1:6 for some trades, adoption of a credit system for the five-day construction site instructor course or addition of the mechanisms of exempting some credits.

A Member pointed out that administration fee was involved in training apprentices as they did not possess any relevant skills in the first half years. The cost for the training was high, some apprentices even left the companies (job-hopping). The Executive Director responded that HKIC would instill apprentices with the concept of loyalty, however, job-hopping could not be forbidden. Therefore, if employers thought that the apprentices were beneficial for the development of the companies, they should maintain a good relationship with the apprentices and provide appropriate conditions to attract and retain them.

After discussion, Members approved the following suggestions:

- (a) arrangements of CIC Apprenticeship Scheme without site trainer subsidy would remain unchanged;
- (b) addition of bonus for employers of CIC Apprenticeship Scheme, and employers could be awarded HK\$10,000 for successful training of each skilled worker;
- (c) the enhancement measures were applicable to the employers who successfully trained up qualified students on or after 1 May 2023;
- (d) the above-mentioned addition of bonus for employers would be last for two years and reviewed afterward; and
- (e) the annual expenditure for the bonus for employers would be reserved in the mid-year budget review and annual budget.

2.6 Proposal on Subsidising “VTC Diploma of Vocational Education” in Years 2023/2024 to 2025/2026 and Referral of Advanced Diploma Graduates to Earn and Learn Scheme (for approval)

Members took note of Paper CIC/CTB/P/015/23.

DEVB representative enquired whether CIC would consider increasing the quota of subsidies if the Vocational Training Council (VTC)'s Diploma of Vocational Education was the trade with manpower shortage and the admission result was satisfactory. The Chairperson responded that the quota of subsidies could be flexibly adjusted according to the market demand. If it was necessary to increase the subsidy quota, HKIC would submit paper for CITB's approval.

A Member agreed that CIC should review the subsidy policy regularly to avoid duplication of resources. He was concerned that whether VTC was able to obtain subsidies via other means as HKIC would no longer subsidise the VTC programmes which duplicated with those of HKIC. As relevant programmes were provided for training technical apprentices for the industry, it would not be ideal if the cost was transferred to the employers. The Member continued that the government required contractors to hire technical apprentices. The Member worried that VTC would stop offering the courses if CIC did not provide subsidy, and the industry would have difficulty in hiring apprentices. DEVB supported HKIC's direction to avoid duplication courses with VTC. If the admission was satisfactory, HKIC could cooperate with and complement VTC on the admission work. DEVB would review the situation after the meeting.

(Post-meeting note: DEVB learned the situation from HKIC that HKIC had communicated with VTC, and noted that the courses would not be suspended due to CIC's decision, and there were no difficulties in hiring apprentices. DEVB and HKIC would continue to pay attention to VTC admission situation. If VTC admission was satisfactory, CIC would consider increasing the subsidy quota.)

The Chairperson understood that HKIC had no plans to allocate resources in offering programmes on Lift Mechanic, Refrigeration, Air-Conditioning and Ventilation, Electronic Equipment and Gas Services. However, it should be considered to formulate long-term roadmaps for offering relevant

programmes as HKIC targeted to become the leading institute in Asia. The Executive Director asked HKIC to submit the above-mentioned roadmaps for CITB's discussion. The major principle would be training relevant talents by HKIC itself as much as possible. Other factors should also be taken into considerations, e.g. cost-effectiveness and stating which kinds of programmes should be offered by HKIC.

After discussion, members approved the suggestions on subsidising Diploma of Vocational Education and relevant financial expenditure. The last batch of graduates of the Advanced Diploma programmes (graduated in 2023), which were not recognised by the Qualifications Framework, would be referred to join Earn and Learn Scheme. Members also approved the Executive Director to sign the agreements with VTC on behalf of CIC.

2.7 ★Summary Report of the 6th Meeting in 2022 and 1st Meeting in 2023 of the Hong Kong Institute of Construction Management Board (for information)

Members took note of Paper *CIC/CTB/P/016/23* with no further comments.

2.8 ★Summary Report of the 8th Meeting in 2022 and 1st Meeting in 2023 of Sub-committee on Trade Testing (for information)

Members took note of Paper *CIC/CTB/P/017/23* with no further comments.

2.9 ★Summary Report of the 3rd Meeting of Sub-committee on Ethnic Minorities in Construction in 2022 (for information)

Members took note of Paper *CIC/CTB/P/018/23*. The Chairperson stated that ethnic minorities (EM) workers mainly engaged in metal scaffolding trade, and enquired whether it would be extended to other trades and the data of registered EM workers. YHH responded that relevant data would be provided after the meeting. HKIC had also discussed with employers about hiring EM workers. However, the employers reported that the main obstacle was language, and they could not communicate with EM workers in English. HKIC had also discussed with the Lift & Escalator Contractors Association on the cooperation on EM workers training. The Association expressed interest in

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hiring EM, however, they pointed out that most employees in the industry communicated in Cantonese, so newcomers needed to be able to communicate in Cantonese. YHH continued that the Career Support Services Department needed longer time to match EM graduates with employers, and employers also needed to allocate more resources to recruit EM workers. The Sub-committee on Ethnic Minorities in Construction (Sub-committee) had also discussed the above-mentioned issues and confirmed to train EM workers via Collaborative Training Scheme. The Chairperson asked the Sub-committee to review the difficulties faced by EM in training, recruitment and employment as a whole, and make recommendations to the CITB afterwards.

**Sub-committee
on Ethnic
Minorities in
Construction**

(Post-meeting notes: The Secretariat sent relevant data of registered EM workers to Members on 24 March 2023.)

2.10 ★Training Figures of Hong Kong Institute of Construction (for information)

Members took note of Paper *CIC/CTB/P/019/23*. The Chairperson expressed that a large number of riggers were required for MiC, and enquired about the training data of riggers. YHH responded that as the training figures of 10,000 workers of HKIC only included programmes that provided trade tests for construction craftsmen and intermediate trade tests. As there was only trade test for construction craftsmen for riggers and HKIC did not provide relevant programme, it was not included in the training figures. The Executive Director asked HKIC to provide training figures on riggers at the next meeting, and pointed out that there was a dashboard of Statistics of Registered Construction Workers (Dashboard) on CIC website, and relevant information could be displayed at the next meeting. The Chairperson asked HKIC to provide a comparison of the trades with the 10 most serious shortage in the construction manpower forecast with the training figures of HKIC.

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YHH

2.11 ★Table on Estimated Waiting Time for Full-time Short Courses with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/020/23*. EcC reported that regarding the long waiting time for the “Tower Crane Operation Course” and “Wheeled Telescopic Mobile Crane Operation Course”, HKIC had launched a multi-pronged approach, including addition of three new cranes to the Tai Po

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Training Ground (two tower cranes and one gantry crane), rent and purchase of two Wheeled Telescopic Mobile Crane, and application to extend the training time of Tai Po Training Ground to Sundays and public holidays in order to increase the number of training places. EcC pointed out that if the application for addition of cranes was approved, the annual training quota of the "Tower Crane Operation Course " should be revised to increase by 167% (from 36 to 96 people) in paragraph 3.2 (c) of the document. Meanwhile, renting of 2 wheeled telescopic mobile cranes in the first quarter of 2023, the annual training volume should be revised to increase by 1.8 times to 70 people in paragraph 3.2 (d).

The Chairperson expressed that technology should be adopted for remote control operation of machinery in the long run. EcC responded that HKIC currently had provided training on remote operation of crane, and was purchasing a tower crane simulator, CCTV in cab and danger zone alert sensors. The purpose was to improve the overall standard of the programme. Regarding remote control operation, the industry believed that it was still more appropriate for direct control from the crane cab in view of the current local construction site environment.

The Chairperson and a Member enquired respectively whether the wheeled telescopic mobile cranes and tower cranes of HKIC could lift heavy prefabricated components. EcC responded that the tower cranes of HKIC were mainly utilised for training purposes. The Executive Director added that if addition of cranes with a large lifting capacity was required for training grounds, the number of existing cranes and other machinery might be reduced. It was necessary to discuss with the industry to train MiC lifting talents via collaborative training. The Executive Director encouraged Members to participate in the study tours to learn about lifting machinery and equipment overseas.

(Post-meeting notes: Although the cranes used for training in HKIC had a lower lifting capacity than large cranes, the industry opined that their technical requirements were similar to those of large cranes. As lifting lighter goods or materials required relatively high skills level in the training progress, cranes with low lifting capacity could be used for teaching purposes.)

The Chairperson enquired about the utilisation rate of HKIC training facilities. YHH responded that the utilisation rate reached 68%. The Chairperson expressed that if the organisations

YHH

participating in the Collaborative Training Schemes did not have own training venues, HKIC might consider leasing out training facilities to the relevant organisations for evening classes.

2.12 ★Statistical Data and Progress Report for Enhancement of Construction Industry Council Approved Technical Talents Training Programmes (for information)

Members took note of Paper *CIC/CTB/P/021/23* with no further comments.

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

Members took note of Paper *CIC/CTB/P/022/23* with no further comments.

2.14 ★ Table on Waiting Time and Data for Trade Tests with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/023/23*. The Chairperson was concerned about the low passing rate of bar bender and fixer trade tests for skilled workers, and pointed out that although the passing rate of the steel bar bender and fixer and welding works of HKIC was higher than that of external parties and Collaborative Training Schemes, the passing rate was still relatively low as compared with that of semi-skilled workers. It was hoped that HKIC and Hong Kong Construction Industry Trade Testing Centre would review and improve the situation from time to time. YHH expressed that to address the low passing rate of bar bender and fixer trade tests for skilled workers, HKIC had reviewed the relevant situation from time to time in recent years.

2.15 ★ Table on Waiting Time for Plant and Machinery Operation Certification Courses cum Tests with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/024/23* with no further comments.

2.16 Any Other Business

Progress Report on Key Performance Indicators (KPI)

RaC and IK reported to Members on the progress of KPI of HKIC and HKCITTC respectively.

Foundation Certificate in Construction Safety (two-day Green Card Course)

A Member opined that the two-day Green Card Course might not improve site safety. The duration of current Green Card Course was one day, while that of HKIC took two days, which might pose a financial burden to workers. The Chairperson responded that the two-day Green Card Course could help to raise the safety awareness of workers. Workers might not be willing to spend more time applying for the two-day Green Card Course, and support from employers and the government was required to encourage workers to enroll. The Executive Director expressed that the two-day Green Card Course had been recognised by the Labour Department (LD). There were different elements involved in site safety and the Green Card Course was the threshold for the sites, therefore, it was particularly important to raise the safety awareness of the workers.

Another Member agreed that the content of the two-day course was more informative than the one-day course. However, he was concerned about the strong response from the workers to the two-day course. As workers who enter different sites also had to take the site safety course at the relevant sites, if workers treated the Green Card Course as a mere formality, it could not help to raise their safety awareness. If the main contractors did not have a consensus on whether to enroll in a one-day or two-day Green Card Course, workers would also have diverse opinions. The Member continued that as safety involved a wider range of factors, it was not appropriate to only rely on Green Card Course to improve safety awareness of workers. It might be required discussion by CIC or Committee on Construction Safety. The Chairperson responded that the implementation of the two-day Green Card Course required coordination among various parties, and policies should also be tied in with the course. LD representative stated that LD was currently reviewing the content and class hours of the Green Card Course. He continued that HKIC was considering to add new elements to the Green Card Course. The knowledge level of applicants for the Green Card Course varied, some of them might not be able to read, reading services should be provided. Therefore, even if new elements were added to the course content, it must be simple and easy to understand.

There being no further business, the meeting was adjourned at 11:50am.

2.15 Tentative Date of Next Meeting No. 003/23

The next meeting was scheduled for 10 May 2023 (Wednesday) at 9:30am at the Star Chamber, 4/F, 44 Tai Yip Street, Kowloon Bay, Kowloon.

**CITB Secretariat
March 2023**