

Construction Industry Council

Construction Industry Training Board

Meeting No. 003/23 of Construction Industry Training Board (CITB) was held on 10 May 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, 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)	
	William LUK	(WmL)	
	Staw WONG*	(SwW)	
	WONG Ping	(PWG)	
	Daniel YAN*	(DY)	
	Angela LEE	(DSL)	
	LEE Tat-hung*	(THL)	(Representative of NG Ho-wang, Labour Department)
In Attendance:	Keith CHU	(KCu)	Development Bureau
	Ringo SHEA	(RSh)	Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Thomas HO	(TH)	Chairman, Construction Industry Council
	Albert CHENG	(CTN)	Executive Director
	Charles HO	(CHLC)	Assistant Director – Training, HKIC
	Julian LEE*	(JnL)	Assistant Director – Technology Application
	Rebecca CHOI	(RaC)	Head of Qualification & Quality Control, HKIC
	William HO	(YHH)	Head of Certificate Training, HKIC
	William THONG	(WTg)	Head of Diploma & Machinery Training (Acting), HKIC
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Chris LAU*	(CsLu)	Senior Manager – Finance
	Roy WONG	(RyW)	Manager – Career Support Services
	Garfield Siu*	(GSu)	Manager, CITAC (For discussion of meeting item 3.5 only)
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support

Formula CHEN (FMC) Assistant Manager – Board Services &
Administration Support

Apologies: Bernard Vincent LIM (BVL)
Lawrence NG (LN)

* Members and attendees attended the meeting via video conference

Minutes

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3.1 Confirmation of the Minutes of the Special Meeting

Members took note of Paper CIC/CTB/M/001S/23, and confirmed the minutes of the special meeting held on 3 February 2023.

3.2 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/002/23, and confirmed the minutes of the meeting No. 002/23 held on 8 March 2023.

3.3 Matters Arising from the Previous Meeting

Item 2.2 – Truss-out Scaffolder Safety Training

IK said that the management staff would report the number of applications for the Truss-out Scaffolder Safety Training to Committee on Repair, Maintenance, Alteration and Additional Works. About 190 applications had been received so far. The Labour Department was expected to roll out relevant code of practice / guidelines by late 2023 or early 2024.

Item 2.6 – Roadmap for Offering Lift Mechanic, Refrigeration, Air-Conditioning and Ventilation, Electronic Equipment and Gas Services Programmes

The Hong Kong Institute of Construction (HKIC) would submit a roadmap for offering Lift Mechanic, Refrigeration, Air-Conditioning and Ventilation, Electronic Equipment and Gas Services programmes by late 2023.

Item 2.9 – Summary Notes of 3rd Meeting of Sub-committee on Ethnic Minorities in Construction 2022

The Sub-committee on Ethnic Minorities in Construction would discuss the working report for the past three years at the meeting on 1 June 2023, and review the difficulties faced by the Ethnic Minorities (EM) in training, recruitment and employment. The report and recommendations would be submitted at the next Construction Industry Training Board (CITB) meeting.

Both the Chairperson and CIC Chairman hoped to attract more EM joining the construction industry. YHH responded that the

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crux of the problem was communication at site. It was difficult for employers to arrange translation for EM at site. EM graduates generally took longer time to get employed and would relatively stay in the construction industry stably after being employed. To address the above-mentioned problems, the Sub-committee on Ethnic Minorities in Construction resolved that the most appropriate plan was to train EM via Collaborative Training Schemes with appropriate employers. The Chairperson stated that Collaborative Training was the general direction. Work trades would be another consideration, for example, select a few trades with stronger EM network. Apart from looking for appropriate employers, it was also necessary to look for Cantonese-speaking EM. A Member mentioned that some schools had more EM students who had been educated in Hong Kong since childhood and could speak Cantonese. In addition, Cantonese should be added to relevant supervisory courses in which students would learn how to lead EM workers at sites in the future. YHH stated that HKIC had been promoting among schools with relatively more EM students. Additionally, HKIC had launched a 60-hour Vocational Cantonese Course for Construction, and compiled a construction glossary for daily conversation and site safety terminology for several trades in Chinese, English and phonics. YHH reiterated that the crux of the problem was communication at site. He cited the case of the company of the Chairperson of the Sub-committee on Ethnic Minorities in Construction. As one of the supervisors was EM, there were quite many EM employees at his company. A Member stated that other than looking for appropriate EM to take supervisory course, CIC may consider engaging EM as the main character in its promotion materials.

Item 2.10 – Training Figures of the Hong Kong Institute of Construction

Regarding the Construction Manpower Forecast, shortage of manpower in individual trades and the training figures of HKIC would be discussed under agenda item 3.9. IK reported that the number of skilled and semi-skilled riggers were 938 and 3,214 respectively. CIC Chairman stated that as Modular Integrated Construction (MiC) would be more popular in the future, demand for riggers would be keen. He enquired whether the manpower of riggers could meet market demand. The Executive Director expressed that discussion with relevant trade associations could be made to further understand the industry demand for riggers.

IK

Item 2.11 – Leasing Out Training Facilities to Relevant Organizations for Evening Classes

YHH reported that according to CIC guidelines, training facilities at CIC/HKIC venues could only be leased out to non-profit making events free-of-charge. Moreover, the rights and responsibilities of any training accidents at the workshops and insurance issues had to be clarified. As Collaborative Training Schemes of trade unions were funded by CIC and would incur profits after deduction of training expenses, so they could not rent CIC venues. The Chairperson stated that if HKIC had unutilized space, they could explore collaborations with trade unions, which may pass some of their trainings to HKIC while retaining some themselves. In this way, trade associations could resolve the problem of insufficient training venues and speed up the training.

3.4 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/025/23 and endorsed the appointment of Members of the Hong Kong Institute of Construction Management Board (HKICMB) and Directors of HKIC (including membership and term of office).

3.5 Membership and Term of Office of Boards under the Construction Industry Training Board (for approval)

Members took note of Paper CIC/CTB/P/026/23.

The Chairperson stated that the term of office of most Members of the Sub-committee on Ethnic Minorities in Construction would expire on 30 June 2024. Taking into account of the continuity of the Sub-committee's work, the term of office of some Members might need to extend for one year to facilitate a smooth transition of Members. In addition, it would be considered to invite suitable candidates to join the Sub-committee in the future. The representative of DEVB pointed out that the term of office of most Members of the Sub-committee on Trade Testing would expire on 30 June 2025. Therefore, the same arrangement for extending the term of office of some Members should also be considered. Meanwhile, DEVB representative noticed that CIC set the term of office of Sub-committee / Working Group Members at a maximum of four years. He suggested that if continuity was needed, the term of office of

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Members could be flexibly extended for one year.

CIC Chairman enquired about the background of Terence MANG, who was the new Chairperson of the Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes. The Chairperson stated that Terence MANG had his own company and was a member of the Hong Kong Construction Association.

(Post-meeting note: Terence MANG is the Director of M-Joy Engineering Limited and President of the Hong Kong Institute of Construction Managers.)

CHLC stated that starting from 2023, the CIC Manpower Forecasting Model would also include the manpower forecast of Site Supervisory Personnel, Technicians and Professionals. The membership of the Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study (CICMF Task Force) would be updated accordingly to cover the relevant sectors later. The Chairperson expressed that to avoid duplication of industry information and to standardize the release of manpower forecast result, it was decided that the Vocational Training Council (VTC) would be responsible for the manpower forecast of Site Supervisory Personnel, Technicians and Professionals, while CIC would focus on the manpower forecast of construction skilled workers from 2020 onwards. The Chairperson enquired whether it was confirmed that the CIC Manpower Forecasting Model would also include the manpower forecast of Site Supervisory Personnel, Technicians and Professionals. The Executive Director ratified the above-mentioned changes. JnL stated that due to the above-mentioned changes, the membership of CICMF Task Force would be updated accordingly. With reference to the membership of CICMF Task Force in 2019, representatives from relevant professional institutes would be added later. DEVB representative reminded that the terms of reference of CICMF Task Force had to be revised accordingly.

JnL

Members approved the recommendations on the membership and term of office for the Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes, Sub-committee on Trade Testing, Sub-committee on Ethnic Minorities in Construction and CICMF Task Force. Taking into account the continuity of the Sub-committees and CICMF Task Force, Members also approved to extend the term of office of some members for one

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year, and suitable persons would be invited to join the Sub-committees and CICMF Task Force in due course. In addition, the membership composition and terms of reference of CICMF Task Force would be further updated later.

3.6 ★Summary Report of the 2nd Meeting of Sub-committee on Trade Testing for 2023 (for information)

Members took note of Paper *CIC/CTB/P/027/23*. The Chairperson suggested to change the approval procedure for the Recognised Bridging Courses for Trade Tests – approve the recognised organizations before approving their training courses. Approval of the training organization list could be handled by the Sub-committee on Trade Testing, followed by the approval of the course application of the recognized training organizations by Hong Kong Construction Industry Trade Testing Centre (HKCITTC). The Executive Director agreed with the view of the Chairperson, and asked HKCITTC to prepare a list of training organizations that meet the basic requirements for the Sub-committee on Trade Testing to approve.

IK

3.7 ★Summary Report of the 1st Meeting of Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes for 2023 (for information)

Members took note of Paper *CIC/CTB/P/028/23* with no further comments.

3.8 ★Summary Report of the 1st Meeting of Sub-committee on Ethnic Minorities in Construction for 2023 (for information)

Members took note of Paper *CIC/CTB/P/029/23* with no further comments.

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

Members took note of Paper *CIC/CTB/P/030/23*.

The Chairperson enquired about the fees for student recruitment through intermediary companies. RaC stated that HKIC was currently examining to recruit intermediary companies as one of the channels for programme promotions. The cost for the intermediary companies would be paid by promotion budget. If

RaC

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that was feasible, recommendations would be submitted to the HKICMB.

The Chairperson pointed out that “False Ceiling Installer” was a registered trade with manpower shortage. However, HKIC did not provide relevant specialized training probably due to trade practice as it was usually installed along with other works by other registered trade workers (e.g. Carpenter or Electrical Wireman). CIC Chairman also pointed out that the Concretor trade was also suffering from serious manpower shortage. To ensure that the supply of HKIC could meet industry demand, the Chairperson asked HKIC to identify 10 trades that were suffering most from manpower shortage. Discussions with relevant trade unions and associations should be arranged to confirm the market demand. Analysis would then be conducted to develop the solutions.

CHLC

DEVB representative agreed with the views of CIC Chairman and the Chairperson, and thanked HKIC, trade associations and unions for their dedicated efforts in recruiting students. The results were encouraging amid an intense competition in the manpower market. She hoped that most students would apply for courses on trades that were suffering most from manpower shortage, but understood it was not easy to do so. DEVB representative enquired whether there were information about trades that were suffering from manpower shortage with no training course provided by HKIC in the meantime so that appropriate ways of handling the problem could be explored. Taking into account of different factors such as cost-benefit, DEVB representative expressed that it might not be possible to rely on CIC alone to provide trainings to meet market demand.

In view of the Chairperson’s and CIC Chairman’s request for HKIC to conduct analysis on 10 trades that were suffering most from manpower shortage and Members’ comments, the Executive Director mentioned that data of trades with serious manpower shortage could be sought from the CIC Manpower Forecasting Model. Analysis could then be conducted to find out why HKIC did not provide relevant trainings, what the bottleneck situation was, and calculate the cost-benefit. Discussion with the industry could be made to evaluate whether Collaborative Training was more suitable. Recommendations would then be submitted to CITB.

CHLC

3.10 ★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/031/23*. CIC Chairman enquired about the progress of shortening the waiting time for tower cranes, and whether it was necessary to add one more tower crane. WTg responded that they were purchasing two tower cranes, with the recruitment procedure for instructors started. It was estimated that the two new tower cranes would be in operation by late 2023. This, together with the three existing tower cranes in Tai Po Training Ground, it was hoped that the waiting time would be shortened to less than six months by mid-2024. Due to the land size, the Tai Po Training Ground could not install additional tower cranes. CIC was examining whether the other land suggested by DEVB would be suitable for training for tower crane and the Certificate in Modular Integrated Construction Unit Installation. A Member suggested that tower crane operators could be trained in the mainland. The Chairperson stated that the industry reflected that, in principle, there was currently no manpower shortage for tower crane operators. HKIC could not prohibit the public from applying the tower crane course. However, HKIC should take note of the market demand and supply as well as manpower forecast to take necessary measures. The Executive Director enquired whether sites had been considered for training purpose. RaC responded that HKIC had discussed with the industry for lending their sites for training. However, it was not successful due to safety and environmental issues, etc. The Executive Director asked the Chairperson to invite Hong Kong Construction Association members to lend sites for training.

3.11 ★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/032/23* with no further comments.

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

Members took note of Paper *CIC/CTB/P/033/23* with no further comments.

3.13 ★Table on Waiting Time and Data for Trade Tests (for

information)

Members took note of Paper *CIC/CTB/P/034/23*. The Chairperson enquired whether HKCITTC had enough capacity to handle the increasing testing volume. He also pointed out that although the applications for tests had increased, HKCITTC should ensure its quality. IK responded that HKCITTC had sufficient venues. The manpower for Instructor had increased, and part-time Instructors would be recruited if necessary. The electronic system also helped to increase efficiency. Therefore, HKCITTC was capable to handle the increasing testing volume. Regarding the problem of low passing rate of the public, the Chairperson of the Sub-committee on Trade Testing stated that HKCITTC staff had put much effort on this. The Sub-committee approved the recommendation on the Voluntary Trade Test Pre-Test Preparatory Course on 23 November 2022. The public was strongly advised to take the above-mentioned course to get themselves well-equipped for the test and increase the overall passing rate. The passing rate of the public had increased after the implementation of the above-mentioned arrangement. The Sub-committee would continue to monitor the relevant situation and discuss how to further increase the passing rate. A Member pointed out that to avoid the abuse of re-sit of trade tests, HKCITTC had set a restriction period for re-test and surcharge. The Chairperson agreed that the above-mentioned measures helped to avoid abuse of re-sit.

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

Members took note of Paper *CIC/CTB/P/035/23* with no further comments.

3.15 Any Other Business

To change the Chinese name of Smart Site Safety System Programme Development Group

PTm reported that Construction Industry Training Board approved the setting up of Smart Site Safety System Programme Development Group (「智慧工地系統課程發展小組」) on 8 March 2023. The Chinese wording “安全智慧工地系統” has been consistently used by the Development Bureau and the industry. It was suggested to revise the Chinese name of the

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above-mentioned programme development group into 「安全智慧工地系統課程發展小組」.

There being no other business, the meeting was adjourned at 11:20 a.m.

3.16 Tentative Date of Next Meeting No. 004/23

The next meeting was scheduled for 5 July 2023 (Wednesday) at 9:30am at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Hong Kong.

**CITB Secretariat
May 2023**