

Construction Industry Council

Construction Industry Training Board

Meeting No. 002/17 of the Construction Industry Training Board (CITB) was held on Thursday, 6 April 2017 at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Present:	Allan CHAN	(SKC)	Chairperson
	Kim-kwong CHAN	(KCCN)	
	Pat-kan CHAN	(PKC)	
	Henry CHAU	(BCC)	
	Yat-hung CHIANG	(YHC)	
	Amelia FOK	(CYF)	
	Peter LAM	(OKL)	
	Kwok-kwan NG	(KKN)	
	Dennis WONG	(DW)	
Albert LAM	(ALa)		
In Attendance:	Raymond IP	(RI)	Development Bureau
	Hau-wai CHEUNG	(HWC)	Executive Director
	Alex LEUNG	(AL)	Director - Training & Development
	Wyllie FUNG	(HWF)	Assistant Director - Training & Development
	Yin-lin CHU	(YLC)	Senior Manager - Training & Development
	Ivan KO	(IK)	Senior Manager - Training & Development
	Davis LIU	(DsL)	Senior Manager - Training & Development
	Victor WONG	(VWg)	Senior Manager - Training & Development
	Jamie Chai	(JeC)	Manager - Career Support Services
	Jimmy LEUNG	(JyL)	Manager (Acting) - Development & Support Services
	Priscilla TAM	(PTm)	Manager - Training & Development
	Shirley LAM	(YYW)	Senior Officer - Board Services
Presenter:	John NG		Tricor Consulting Limited (Agenda item 2.6)
	Stephanie NG		Tricor Consulting Limited (Agenda item 2.6)

Louis LAU	Tricor Consulting Limited (Agenda item 2.6)
Channey CHAN	Hong Kong Baptist University (Agenda item 2.12)
William LAM	Hong Kong Baptist University (Agenda item 2.12)

Apologies: Sau-kuen CHENG (SKCg)
 Joseph CHI (JCI)
 Sai-yen YU (SYYu)
 Ping-sang MAK (PSM)

Progress Report

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2.1 Confirmation of Progress Report of the Last Meeting

Members took note of Paper CIC/CTB/R/001/17 and confirmed the Progress Report of the 1st meeting held on 25 January 2017.

2.2 Matters Arising from the Last Meeting

2.2.1 Item 1.2.1 - Proposal to handle candidates with unexcused absences

It was noted that Task Force on Trade Testing agreed to give zero marks to those candidates with unexcused absences. If these candidates would like to take the test again within one year, they had to pay an extra fee of HK\$400 for Intermediate Trade Tests and HK\$800 for Trade Tests for Construction Craftsmen.

2.2.2 Item 1.2.3 – Proposed Part-time Training Course on Introduction of Building Information Modeling (BIM) Data Management; Part-time Training Course on Introduction of Basic Building Information Modeling (BIM) and Project Management; Full-time Adult Short Course on Building Information Modeling (BIM) (70 days)

Members took note of the launch of the captioned courses in the mid-2017. The management would closely monitor and report on the enrolment of these

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courses to CITB.

- 2.2.3 Item 1.6.10 – Appreciation Course on Quality of Drinking Water and Good Practice

It was noted that the first class of the captioned course was expected to be launched in mid-April 2017. A review would then be carried out six months after the launch and a report would be prepared.

- 2.2.4 Item 1.7.2 – Budget Estimates for New Collaborative Training Scheme in 2017 and Supplementary Information

For the arrangement of giving out trainee subsidies under the new Collaborative Training Scheme, the management had made adjustments which would be reported under the agenda item of Any Other Business.

- 2.2.5 Item 1.12.2 – Table on Estimated Waiting Time for Full-time Adult Short Courses

As regards the manpower demand and training places for Bar Bender and Fixer, suggestions had been made in the Paper on 2018 Training Capacities of Full-Time Courses.

- 2.2.6 Item 1.13.3 – Summary Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration through Senior Workers Registration Arrangement and Trade Tests

It was noted that the management would closely monitor the waiting time of Intermediate Trade Tests. Reallocation of resources would be considered for the provision of more Intermediate Trade Tests if deemed necessary.

- 2.2.7 Item 1.15.2 – Statistical Data of Advanced Construction Manpower Training Scheme - Pilot Scheme

The management had added a column listing the

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results of mid-term assessment tests in the table on statistical data of Structured On-The-Job.

2.3 Proposed Training Capacities of Full-Time Courses in 2018 (for discussion)

- 2.3.1 Members took note of Paper CIC/CTB/P/015/17. It was noted that the captioned proposal was accepted by Task Force on Training (TF-TNG) by circulation in March 2017 and comments received had been incorporated in the Paper. It was also noted that the number of training places of full-time courses in 2017 under paragraph 2.1 had to be corrected to 5,742.
- 2.3.2 Members agreed to provide the designated training places for the following courses in 2018: 812 for regular Adult Short Courses; 4,090 for Adult Short Courses – Enhanced Trades; 75 for Short Courses co-organised with Correctional Services Department; 640 for Basic Craft Courses, 301 for Supervisor / Technician Programme and 120 for Enhanced Construction Supervisor/Technician Programme (9+6). The total training places for full-time courses would be 6,038, an increase of 5% when compared with that of last year. The number of graduates was expected to reach 4,366. Members also agreed to add two extra classes for the course on plumbing in Sheung Shui Training Centre with the recruitment of two more Instructors (Plumbing) on a term contract of two years. Recruitment of instructors would be carried out immediately after the meeting so as to hire the instructors as soon as possible.
- 2.3.3 It was also noted that there were regular reports on the intake rate, drop-out rate, employment rate and retention rate of full-time courses. About 90% of graduates of Adult Short Courses and Supervisor / Technician Programme on average would join the construction industry. In addition, the retention rate of trainees after three months, six months and 12 months from the date of their graduation would also be compiled. The Chairperson requested the management to provide the data for members' information.

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2.4 Proposed Training Capacities of Part-time Courses in 2018 (for discussion)

2.4.1 Members took note of Paper CIC/CTB/P/016/17. It was noted that the captioned proposal was accepted by Task Force on Training by circulation in March 2017 and comments received were incorporated in the Paper.

2.4.2 Members agreed to the provision of a total of 92,400 training places for part-time courses in 2018, of which 12,166 were for Skills Enhancement Courses; 6,593 for Technology & Management Courses; 66,446 for Safety Courses; 6,620 for machinery operation related certification courses; 500 for regular commissioned courses for individual institutes; and 75 for non-regular commissioned courses. There would be a 4% increase in the total number of training places when compared with that of last year.

2.5 Training Places and Budget Estimate for Collaborative Training Schemes in 2018 (for discussion)

Members took note of Paper CIC/CTB/P/017/17. It was noted that the captioned Paper was accepted by Task Force on Collaborative Schemes by circulation in March 2017. However, as more participants would join the newly launched collaborative training scheme, i.e. Construction Tradesman Collaborative Training Scheme, it was proposed that training places should be increased to 2,500 from the original approved 1,600 places, of which 1,000 would be for Construction Tradesman Collaborative Training Scheme, 1,100 for Contractor Cooperative Training Scheme, 400 for Contractor Cooperative Training Scheme – E&M Trades. In 2018, 800 training places would be provided under Advanced Construction Manpower Training Scheme - Pilot Scheme for training skilled workers, including 300 places for Structured On-The-Job and 500 places for Skills Enhancement Courses. Members accepted the proposed training places and budget estimate totaling HK\$130M for collaborative training schemes in 2018.

2.6 Proposed Re-organisation of Training and Development (for discussion)

- 2.6.1 Members took note of Paper CIC/CTB/P/018/17 tabled at the meeting and the briefing presented by Mr. John Ng, the Consultant responsible for reviewing CIC Training and Development (T&D), including the strategy of training and development, the management structure, as well as the governance structure of CITB.
- 2.6.2 Executive Director supplemented the related background information for the conduct of the fundamental review of T&D under CIC and the main purpose. Executive Director highlighted that the construction industry was facing a persistent shortage of labour over the past few years. As one of the functions of CIC was to train talents for the industry, it was hoped that more youngsters would take the CIC courses and join the industry. Yet CIC was facing difficulties in trainee recruitment and placement, and the retention of trainees in the industry as shown by existing data. Therefore, CIC had to make a way out of the impasse otherwise the issue of labour shortage in the industry would never be solved. The review was conducted with that background and the aim of the review was to standardise CIC's training through transforming into an institute from the present training centres, and to attract youngsters to study in the institute under CIC. The foremost task of CIC was to articulate its training to the secondary education in Hong Kong. Youngsters would have to be attracted to receive vocational education and training in CIC institute first. Then they could choose to pursue professional training in Vocational Training Council (VTC) to become professionals or university graduates. When articulating CIC's training to secondary education, two types of students were needed to be taken care of. The first type would be the less-proficient students or late bloomers. They wished to become professionals even they might not be able to study in universities at an early stage. The second type would be those who wished to learn specific skills instead of studying in universities. Accordingly, CIC should be well prepared for the connection to

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secondary education with a view to offer the needed education and training as well as an ideal career path for youngsters. For trainees who were interested in learning specific skills, CIC should provide vocational education and skills training for them to become specialists of their skills step by step. CIC should also strive to build up the image in that aspect. For trainees with higher aspirations or keen interest in engineering, CIC should also offer them the desired career path to assist them to pursue continuing education to become supervisors, technicians or engineers. The ultimate aim of the whole articulation programme was to encourage the trainees to join the construction industry. Moreover, for the sanction of professional qualification, accreditation was significantly critical as youngsters would be attracted to enrol in the courses with certificates and recognized qualification. Accordingly, CIC had to establish an independent accreditation body, separating from the Institute of Construction which would provide vocational education and training. The Institute of Construction should primarily provide vocational education and training, as well as lead the School of Continuous Education (SCE) which would provide continuing education courses for in-service practitioners. Lastly, for the governance structure of CITB, suggestions like the function and composition of the Board, the echelons of the management under the governance structure, comments from members could still be taken into account and amendments would be made according to actual needs.

- 2.6.3 A member made three points on the recommendations in the consultancy report and the supplementary information from the Executive Director. He suggested visualizing the advancement path, and pointed out that trainees can be roughly grouped into two types. The first type would be knowledgeable trainees with ability to complete CIC courses and then study in tertiary institutes. They would have a relatively clear progression ladder. The second type would be skill-oriented trainees with intention to become skilled workers and their advancement path would be a bit vague. That Member believed that the

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visualized advancement path would help attract interested people to take CIC courses. Furthermore, the Member also advised that the management structure could make reference to the business flow for re-deployment. Lastly, the importance of connecting to secondary education should be emphasized in the governance structure and persons with secondary education background should be appointed as members of committees under CITB.

- 2.6.4 A Member representing Hong Kong Construction Industry Employees General Union (HKCIEGU) said that in the aspect of developing trade testing and qualification accreditation, the requirements of various trade skills varied. He questioned how CIC could conduct the accreditation. From the perspective of his labour union, the possession of craftsman qualification was more than enough for workers and the accreditation carried out by CIC should not affect the qualification of the concerned workers. For the management structure, that Member disagreed with the forecast of constant labour shortage of over 10 thousand as proposed in 2014, and expressed there were changes in the supply and demand of individual trades in recent years. The trade of bar-bending was cited as an example. The related trade union was unable to absorb most of the graduates of Bar Bender recently. It was necessary for CIC to consider whether large amount of resources should be continued to be poured into the proposed manpower employment, and whether the number of graduates to be increased was taken into account. The proposed management structure was seemingly overstuffed and the requirements for the Technical Supervisors were also impractical. The Member also considered that functions of the three new committees under the governance structure of CITB should be specified in detail. The priority of vocational education and vocational training should be clearly stated with vocational training at the forefront followed by vocational education which was only elements added to the training content. For the composition of Course Advisory Panels, the number of workers' representatives should be increased so as to strike a

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balance between the comments and requests from employers and employees.

- 2.6.5 A Member also made comments on the requirements of the Technical Supervisors and opined that an instructor possessing the highest standard of skills in a specified trade might not have the corresponding level of teaching ability. Therefore, the requirements of the concerned position should be reconsidered to maintain a balance.
- 2.6.6 A member for Hong Kong Construction Sub-Contractors Association (HKCSCA) concurred that the management structure was overstaffed and questioned the effectiveness of resources to be put into and the expected training output. For the proposed Technical Supervisor, that Member thought that such position was equivalent to the Training Supervisor under the existing structure. In addition, that Member agreed to add vocational education yet appropriate ratio should be maintained and should not go beyond that of vocational training. For the composition of the Course Advisory Panels, the Member shared the view that the number of workers' representatives should be increased. Lastly, the Member pointed out some of the graduates of Supervisor/Technician Programme became professionals like surveyors and engineers through continuing education. However, most of the trainees became skilled workers by technical training. CIC should provide vocational education and ethical training for these trainees with a view to shape them as responsible craftsmen. Vocational training should be the primary work of the Institute of Construction.
- 2.6.7 The Chairperson agreed that training skilled workers was the primary work of CITB. Provision of a clear career path could help attract youngsters and in particular their parents to let their children enrol in CIC programmes. Vocational training should contain the element of education. The proposed Institute of Construction should be managed by professionals with solid experience in vocational education. At present, there were around 50,000 secondary school students. The establishment of Hong Kong Institute of

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Construction was believed to help enhance the attractiveness of CIC courses. It was also believed that these secondary school students had the potential to move upward.

- 2.6.8 A Member for HKCIEGU pointed out that the crux of the problem was whether the industry could provide job opportunities for graduates continuously. That Member again expressed that the proposed management structure was overstaffed and had reservation on such proposal.
- 2.6.9 The Executive Director said that the core of CIC's training work should be the provision of skills training and CIC should focus on training sufficient skilled workers who would join the construction industry. To attract youngsters to work in the industry, CIC must provide a progression ladder for youngsters who had the ability or ambition to become professionals to move towards their aspired professions upon completing the CIC's training courses. For the Trade Tests and accreditation, there would be the conferment of qualification which would not affect the existing statutory Workers Registration System. The Institute of Construction would issue accredited certificates to trainees who were able to complete the training. CIC might alter the management structure but the enrolment of trainees and labour demand were all considered when making the proposed structure. The Executive Director also highlighted that craft skills and building up of image were both important. He cited a recent incident in which the Consulate General of Ireland in promoting Hong Kong Irish Festival sent two joinery masters from Ireland to demonstrate their joinery skills in front of their counterparts CIC's instructors and trainees in Kowloon Bay Training Centre. The high regard attached to craft skills by Ireland was highlighted. CIC should learn from that incident and strive to build up a positive image.
- 2.6.10 Mr. John Ng, the Consultant, estimated that in the next ten years, most of the students would possess Secondary 6 education level or above; and the study

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pathways for these students were plentiful. Apart from degree programmes, there were Yi Jin programme, courses provided by Vocational Training Council and the like. Thus, elements of education had to be added into CIC training courses. The management leading Vocational Training Council, a vocational training institute comparable to CIC, possessed vocational education background. Moreover, for the population of secondary school graduates, there would be over 50,000 graduates in 2017 yet the number was expected to sink to approximately 40,000 in 2021. Considering there were over 18,000 subsidized university places and over 20,000 non-subsidized university places, it would be extremely difficult to attract students to enrol in CIC courses if CIC did not change its positioning. There was a real need for CIC to be upgraded to an Institute from its training centres and to add the educational content and elements for which institutes should have.

- 2.6.11 A Member for DEVB expressed that it was relatively proper for CIC to transform into an institute to cope with the enrolment difficulty, and pointed out the various challenges facing by CIC like the aging population, competition from other industries and contraction of the number of new entrants. It was believed that the transformation into an institute would be an appropriate way to attract youngsters to join the construction industry. He shared the view of the importance of skills training but as what the Chairperson said, a clear progression ladder was the key factor in attracting youngsters. A clear ladder to a significant extent would affect the perspective of youngsters, their parents and families.
- 2.6.12 A Member for HKCIEGU lent his support to the provision of a progression ladder for youngsters yet CIC should also consider new entrants other than secondary school students when targeting the trainees of CIC courses. He pointed out that Basic Craft Courses had been on offer for that group of students but there was a problem of under-enrolment. Hence, he agreed that CIC should provide a clear progression ladder for these trainees with a view to improve the

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attractiveness of CIC courses. That Member went on to point out that most of the new entrants of the construction industry were in fact new arrivals from the Mainland. With about 50,000 new arrivals every year, they would be the main training target group of CIC. Although their educational levels were relatively low, they were ready to join the labour market. The Member questioned whether it was worthy for CIC to make such a big change merely for secondary school students. He worried about the occurrence of fault in the supply and demand of construction labour force.

2.6.13 The Chairperson clarified that the reform was not only made for Basic Craft Courses and their respective target trainees, but also all training programmes and various training targets. CIC was reintegrating all training centres into the Hong Kong Institute of Construction with the addition of vocational education elements to provide various training programmes to persons of various levels in a new mode. In fact, at present most of the training institutes were using the word of “Institute”.

2.6.14 For the remark by a Member that the enhancement of the image of CIC was not an easy task, the Chairperson highlighted that CIC would work hard to train high-performing skilled workers and supervisors for the industry, and to improve the image of construction practitioners and the industry. In the aspect of training, CIC hoped to further optimise the training content through application of technology with a view to keep pace with the trend of resorting more to the use of machines in the industry.

2.6.15 Although Members for HKCSCA and HKCIEGU expressed reservations on the proposed management structure, members accepted the proposed re-organisation of T&D Division, and agreed to the strategies of enhancing the image and the optimization of training.

**Tricor
Consulting
Limited and
CITB
Chairperson**

2.7 2018-2022 Work Plan of CITB (for discussion)

2.7.1 Members took note of Paper CIC/CTB/P/019/17 and

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the Work Plan of CITB in the period from 2018 to 2022. There would be regular work like the provision of training and trade testing, and a number of ad hoc tasks like enhancement of labour forecast and data collection, reshuffle of training grounds and e-learning system. The management would prepare discussion paper for each project for Members' consideration. Members accepted the Work Plan of CITB in the next five years (2018-2022).

2.7.2 The Chairperson pointed out that there would be certain changes to the overall work plan of CITB in the later stage as the Consultant had proposed major reforms to the training and development direction of CIC.

2.7.3 A Member for the Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC) explained that Electrical and Mechanical Services Training Board under Vocational Training Council (VTC) was in charge of most of the electrical training programmes. Quite a number of graduates of these training programmes chose to join the repair and maintenance sector. Therefore, he hoped CIC would consider how to work with its counterpart of VTC to fill vacancies of electrical technicians in other sectors when reforming the training and development direction. The Chairperson remarked that the upmost task for CITB was the discussion of the overall direction of training and development, and the training demand of individual trade sector would be followed up on later.

2.8 Yi Jin Diploma Programme to be co-organised with Caritas Institute of Community Education (for discussion)

2.8.1 Members took note of Paper CIC/CTB/P/020/17. It was noted that the above course proposal was accepted by Task Force on Training in March 2017 by circulation and comments from Members had also been incorporated in the Paper.

2.8.2 Members agreed that Yi Jin Diploma programmes would appeal to Secondary Six students. If CIC could

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work with some recognized institutes, the exposure and penetration rate of CIC would be boosted up significantly within a short period of time, which would facilitate the opening up of a new way to recruit trainees. Members agreed to jointly offer two elective courses with Caritas Institute of Community Education (CICE), an institute providing Yi Jin Diploma Programmes, i.e. Introduction of Hong Kong Construction Industry and Basic Craft of Civil and Building Construction (60 training hours per elective course) under the Elective Cluster of Construction Industry Training. An agreement would be signed with the Institute. Free study tour to the Mainland would be provided for trainees of the Yi Jin Diploma Programme and cost would be covered by the tuition fee to be received by CIC from CICE. Graduates of the programme would be accorded priority in enrolling in the Construction Supervisor/Technician Programme of CIC.

- 2.8.3 A Member advised introducing the construction industry to trainees through the programme. Members noted and agreed to the later adjustment to be made to the number of days of the Mainland tour in alignment with the actual needs.

2.9 Proposed new Refresher Course for Registered Minor Works Contractors (Individual) (for discussion)

- 2.9.1 Members took note of Paper CIC/CTB/P/021/17. It was noted that the captioned proposal was accepted by Task Force on Training by circulation in December 2016. However, the proposal was put forward for discussion at the present CITB meeting only after the issuance of official documents from the Buildings Department.
- 2.9.2 Members agreed to the launch of the part-time day-release Refresher Course for Registered Minor Works Contractors (Individual) and the course content. The course targeted at inactive Registered Minor Work Contractors (RMWC) with a view to qualify them for the exemption arrangement of renewal or restoration of registration without providing job reference on any

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relevant item of the minor works. The training duration would be nine hours and the maximum number of trainees per class would be 30. Trainees would be issued a certificate if they could achieve a 100% attendance rate and pass the assessment. Tuition fee would be HK\$1,000.

- 2.9.3 A Member raised that CIC in providing the said course for RMWC should consider the renewal period allowed for the concerned contractors to avoid affecting their renewal application. IK replied that initially there would be one class of the course every two months. In addition, Vocational Training Council (VTC) was also offering the same course. The Chairperson requested the management to liaise and coordinate with VTC to ensure the class schedule could meet the demand of the industry.

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2.10 One more Skills Enhancement Course under Advanced Construction Manpower Training Scheme - Pilot Scheme (Skills Enhancement Course for Levelers) (for discussion)

- 2.10.1 Members took note of Paper CIC/CTB/P/022/17. It was noted that the captioned proposal was accepted by Task Force on Training in March 2017.
- 2.10.2 Members agreed to the proposed addition of one more Skills Enhancement Course under Advanced Construction Manpower Training Scheme - Pilot Scheme, i.e. Skills Enhancement Course for Levelers, and the related syllabus, assessment criteria and total estimated expenditure. The first class would be conducted in the second half of 2017. The training places was tentatively capped at 50.

2.11 Proposal to enhance Aluminum Formwork Training of Timber Formwork Course under Enhanced Construction Manpower Training Scheme (for discussion)

- 2.11.1 Members took note of Paper CIC/CTB/P/023/17. It was noted that the captioned proposal was accepted by Task Force on Training by circulation in March 2017.
- 2.11.2 Members agreed to enhance the aluminum formwork

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training of the Timber Formwork Course under the Enhanced Construction Manpower Training Scheme to beef up the ability of trainees with intention to join the formwork industry to cope with the demand and operation of both timber formwork and aluminum formwork sectors after completing the course. The number of training days would be increased to 105 from 95. Members also agreed to the provision of HK\$800,000 for the purchase and installation of three sets of aluminum formwork and the related training tools and facilities.

2.12 2015-2016 Report on Satisfaction Rate of Employers and Trainees (for discussion)

2.12.1 Members took note of Paper CIC/CTB/P/024/17. It was noted that the captioned report had been accepted by Task Force on Collaborative Schemes and Task Force on Training in February and March 2017 respectively. The related survey was carried out by the Centre for the Advancement of Social Sciences Research (CASR) Centre of the Hong Kong Baptist University (HKBU). The period covered by the Report was from July 2015 to June 2016 and the courses included full-time courses and Collaborative Training Scheme. Ms. Channey CHAN, Project Coordinator of the survey, presented the survey results and analysis while JeC briefed Members on the corresponding improvement initiatives.

2.12.2 It was noted that the comments of employers about the performance of graduates of full-time courses and Collaborative Training Scheme were positive. The respective overall scores of “satisfactory” and “very satisfactory” were over 84% and 95%, beyond the overall satisfaction index of 80% set by CIC. The satisfaction level in 2014/15 were both 86%. Regarding graduates’ evaluation of CIC full-time courses and Collaborative Training Scheme, there were positive feedbacks with overall satisfaction rates standing at 95% and 89% respectively. The evaluation rate for the former courses was similar to that in last year, but the rate for the latter one was 6% higher than that in the previous year. Members

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accepted the captioned report and the improvement measures suggested by the management based on the findings of the survey. Measures included keeping on organizing sharing sessions for graduates, arranging site visits, inviting graduates to attend annual Alumni Lo Pan Dinner and stepping up the number of visits to employers.

2.13 Proposed Construction Diploma Programme (for discussion)

- 2.13.1 Members took note of Paper CIC/CTB/P/025/17 tabled at the meeting. It was noted that the captioned proposal was accepted by Task Force on Training by circulation in April 2017. Certain parts of the Paper were amended according to the comments made by Members of the Task Force.
- 2.13.2 Members agreed to the introduction of a full-time Construction Diploma Programme for applicants with Secondary Six education level to get hold of a construction trade skill and pass the related intermediate trade tests, and at the same time to learn basic construction management knowledge. The total number of training days of the Programme was 270. It was expected to be launched in September 2017. There would be four main streams on offer: plastering and tiling, metal works, joinery and painting. Trainees had to complete 30 hours of volunteering services and 60 hours of sports training other than the technical training. There would be 20 trainees in each class. Sheung Shui Training Centre and Kowloon Bay Training Centre would each offer four classes and provide 160 training places in total, which would be allocated from the 640 training places planned for Basic Craft Courses. The training allowance of the programme would be on par with that of the Basic Craft Courses (allowance in September 2016 was HK\$3,150 per month).
- 2.13.3 Members also agreed to the employment of two additional Instructors (Leveling) on a two-year fixed-term contract. The staff cost together with the tuition fee of about HK\$2.88 million per year for 160

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trainees to attend the first year of the part-time day-release Diploma of Foundation Studies (Engineering) of IVE would be included in the amended budget for the year of 2017. If trainees signed apprenticeship contract and continued their study on the second year of part-time day/evening Diploma of Foundation Studies (Engineering), they would be awarded full sponsorship of the tuition fee for the second year after completing the course. The tuition fee would amount to HK\$1.76 million for a total of 160 trainees. The related expenditure would be included in the 2018 budget. Members also agreed that starting from September 2017, only applications from those with Level 2 or above in five subjects in HKDSE, including English Language, Chinese Language and Mathematics or with equivalent qualifications, would be accepted for Construction Supervisor/Technician Programme.

2.13.4 It was noted that the recruitment of the two-year Supervisor/Technician Programme had commenced. Among the applications received to date, 14 applicants were qualified to take the Construction Diploma Programme but could not meet the requirements for Supervisor/Technician Programme. The Management would contact the applicants in question after the proposed programme was endorsed to let them make a choice as soon as possible.

2.13.5 The Executive Director supplemented that if Hong Kong Institute of Construction could be established before September 2017, the captioned programme would be the first programme launched by the Institute.

- 2.14 **Summary Notes of Meeting No. 001/17 of Task Force on Collaborative Schemes**
- 2.15 **Summary Notes of Meeting No. 001/17 of Task Force on Trade Testing**
- 2.16 **Summary Notes of Meeting No. 001/17 of Task Force on Training**
- 2.17 **Summary Notes of Meeting No. 001/17 of Task Group on Machinery and Crane Operation**
- 2.18 **Summary Notes of Meeting No. 001/17 of Steering Group on**

Implementation of CWRO Amendments (for information)

Members took note of Papers CIC/CTB/P/026/17, CIC/CTB/P/027/17, CIC/CTB/P/028/17, CIC/CTB/P/029/17 and CIC/CTB/P/030/17. The resolutions made by the above task forces/task group/steering group at the above meetings were all noted.

2.19 Table on Estimated Waiting Time for Full-time Adult Short Courses (for information)

Members took note of Paper CIC/CTB/P/031/17. It was noted that as at 28 February 2017, among the three types of Full-time Short Courses, the waiting time of plant operation courses was the longest and applications were still suspended. For the Craft Courses, the waiting time of Metal Scaffolding Course (Civil Engineering and Building Construction) (English) under Enhanced Construction Manpower Training Scheme slightly exceeded the indicator of six months as the training venue was affected by the repair work of the roof of Sheung Shui Training Centre. Training was now resumed normal. Additional translators would be hired for extra English classes if necessary in order to shorten the waiting list.

2.20 Summary Table on Waiting Time for Trade Tests and Charts on Eligible Workers for Trade Registration through the Senior Workers Registration Arrangement and Trade Tests (for information)

2.20.1 Member took note of Paper CIC/CTB/P/032/17. It was noted that as at 10 March 2017, the waiting time for trade testing of over ten trades exceeded the indicator of two months. Half of the aforementioned trade tests exceeded the indicator for the first time and most of them were E&M trades, including Electrical Wireman, Communication System Mechanic and Building Security System Mechanic. The waiting lists for the trade testing of some trades were not long. Trade Testing Centre would engage more part-time invigilators and weekend over-time working to deal with that issue. Trade tests which exceeded the indicator in the last report like Concretor and Rigger/Metal Formwork Erector experienced a mild increase in the waiting time. As there was a comparatively larger number of people waiting to

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take the trade test on Concretor, Trade Testing Centre had increased the number of stations for trade testing since January 2017 and would provide an additional venue in April. At that time, these two venues would complement each other and the number of trade tests to be conducted each month was expected to have a one-fold increase. In addition, the waiting time for the trade test on Leveler dropped slightly to three months from 3.4 months.

- 2.20.2 It was also noted that as at 28 February 2017, after the closing of Senior Workers Registration Arrangement on 30 September 2016, the number of Trade Testing applications received remained at 2,000 per month without a significant increase. Aggregate number of registered skilled and semi-skilled workers was over 94,000. The actual sum of registered trade workers through Senior Workers Registration Arrangement and Trade Testing was over 158,000 representing a double of the target sum.

2.21 Table on Waiting Time for Plant Operation Certification Courses cum Tests (for information)

Members took note of Paper CIC/CTB/P/033/17. It was noted that as at 10 March 2017, the waiting time for three Plant Operation Certification Courses cum Tests exceeded the indicator of two months. They were Certification Course with Imbedded Certification Test For Persons Working On Suspended Working Platform, Certification Course For Wheeled Telescopic Mobile Crane Operators and Certification Course For Truck-mounted Crane Operators. The number of people waiting for Suspended Working Platform (renewal/new registration) was not significant and could be coped with through weekend over-time working. The waiting time for Builders' Lift (new registration), which exceeded the indicator in the last report, met the yardstick in this report. It was also noted that CIC continued to borrow the Builders' Lift from Chun Wo Construction Holdings Company Limited for practical training and testing. The concerned lending agreement would end at the end of March 2017 originally. However, considering the need of the installation of a Builders' Lift purchased by CIC, the end date of the aforementioned agreement would be deferred to the end of May.

2.22 Statistical Data of Advanced Construction Manpower Training Scheme - Pilot Scheme (for information)

2.22.1 Members took note of Paper CIC/CTB/P/034/17 and the statistical data of the captioned Pilot Scheme in the period from 1 September 2015 to 20 March 2017. It was also noted that results of mid-term assessment tests were included in the table of statistical data of Structured On-The-Job and the overall passing rate of trainees was 70%. Among the seven trainees who completed training and took the trade tests for construction craftsmen, two trainees of Electrical Wiring failed to pass the test. After discussing the matter with their employers, it was found that the concerned trainees were undertrained as their employers had to catch up on a project in the site where their trainees were receiving training. The management was considering following up with the contact person of the concerned sites if trainees did not perform well in the mid-term assessment tests. The date of taking trade tests for construction craftsmen would be postponed if deemed necessary to let trainees have ample time for drills. The management would also ask trainees whether they needed instruction and assistance from CIC instructors. Another five trainees of Metal Scaffolding who also took the trade tests all passed and the passing rate for that trade was 100%. Thus, the overall passing rate of trade tests stood at 71%.

2.22.2 It was also noted that the approved training places for Bar Bender and Fixer under Structured On-The-Job reached 192. At the CITB meeting held on 8 August 2016, the default ceiling of application quota for five trades, including Bar Bender and Fixer, was each adjusted upwards to 200. Nevertheless, the recent approved training places of that trade were close to its ceiling given that the overall approved training places was 617, still lagged behind the approved quota of 800. Therefore, it was hoped that the ceiling of quota for Bar Bender and Fixer could be raised to 300. Director advised that the information on the latest financial balance of the Pilot Scheme and suggestion

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on relaxing the ceiling of quota for the trade had to be provided for Members' information.

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- 2.22.3 It was noted that a total of 459 applications for Skills Enhancement Courses were received and the passing rate of the trade tests of the aforementioned Courses was 72%. The management would keep exploring the feasibility of offering Skills Enhancement Courses for other trades.

2.23 Any Other Business

- 2.23.1 Proposed Amendments to New Collaborative Training Scheme

Members noted and accepted the two amendments proposed to the new collaborative training scheme, namely (i) the amendment to the arrangement of giving out subsidy to trainees, under which the employers would give out subsidy to trainees on behalf of CIC first and then apply for reimbursement from CIC to avoid possible delay in place of the original proposal to have CIC directly given out subsidy to trainees after receiving payrolls submitted by employers; and (ii) the amendment to the arrangement for trainee's participation in the follow-up training, under which the original two-hour discussion held twice a month would be replaced by a full-day discussion session once a month with a view to increase the discussion time and to reduce the travelling time for trainees.

- 2.23.2 CIC Construction JobsNet

It was noted that to be in line with the provision of one-stop service and to avoid overlapping of resources, Construction JobsNet would cease operation from 1 July 2017 onwards. Job seekers looking for construction vacancies could use the newly added "Dedicated Webpage on Construction Jobs" set up in the Interactive Employment Service website of Labour Department.

- 2.23.3 Launching Ceremony of Construction Tradesman

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Collaborative Training Scheme

The Director said that an invitation to the Launching Ceremony of the Construction Tradesman Collaborative Training Scheme on 10 April 2017 had been sent to CITB Members by email. Those who had registered were cordially invited to join the ceremony.

2.23.4 Letter on Training Professional Skilled Workers

2.23.4.1 The Chairperson said that a letter was received from a construction company, in which a number of suggestions were made on training skilled workers. A copy of the letter was also sent to CIC Chairman, Permanent Secretary for Development and all CITB Members.

2.23.4.2 A Member pointed out that the suggestion raised in the letter of reallocating resources to train more skilled workers was nothing more than a conceptual idea without concrete direction. Therefore, it was difficult to understand and make specific comments. That Member opined that it might be necessary to discuss with representatives of the construction company in detail to finalize the specific content of the proposals.

2.23.4.3 Another Member remarked that the Government had earmarked HK\$100 million to CIC to enhance the training for semi-skilled workers to become skilled craftsmen. The Advanced Construction Manpower Training Scheme - Pilot Scheme was already launched by CIC in September 2015. In other words, there had already been a training programme for semi-skilled workers to become skilled workers. He also remarked that the actual operation of the industry was not simple. Quite a number of semi-

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skilled workers were not keen on signing apprenticeship contract and being paid on a monthly basis. He remarked that the phenomenon was due to the supply and demand of manpower. That Member advised enhancing the teaching of moral education and safety training, and believed that it would help improve the performance of workers.

- 2.23.4.4 A Member enquired about the mechanism of handling correspondence received by CIC. The Chairperson replied that it depended on the identity of the sender, i.e. corporate or individual, and the receiver. As the receiver of the captioned letter was the Chairperson of CITB, he had to propose the discussion and solicit the views of Members to draft the reply. The Chairperson expressed that letter(s) from individual construction company might not represent the mainstream opinion of the industry. Some systems might work in specific organisations but not the case for the whole industry or other organisations. CIC would consider the suggestions from different perspectives with a view to satisfy the overall demand of the industry. Members agreed to have the Chairperson to send a written reply to the construction company and the management was requested to draft the reply.

**CITB
Chairperson/
T&D SECT**

- 2.23.5 Requirement on Working Experience for Trade Tests for Construction Craftsmen

It was told by the Member representing HKCIEGU that there were complaints from workers about the requirement for the Trade Tests for Construction Craftsmen of possessing a minimum of four years' working experience of related trade. CIC was urged to relax the requirement. That Member pointed out

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that not all the trades needed four years' working experience to achieve the skill level of Craftsmen. He also suggested introducing the measure of paying a deposit under which workers without the specified qualification but were confident in taking the Trade Tests for Construction Craftsmen to pay a deposit. If the worker could pass the test, he/she would get back the deposit. If not, the deposit would be confiscated. However, a member for HKCSCA expressed his objection, and pointed out that the requirement was laid down by predecessors through years of observation and experience. If workers did not stay in the industry for a certain period of time, their skills could hardly reach the level of Craftsmen. The Chairperson advised that the matter should be discussed and followed up on by Task Force on Trade Testing.

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2.24 Tentative date of Meeting No. 003/17

The next meeting was scheduled for 21 June 2017 (Wednesday) at 9:30 a.m. at Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no other business, the meeting was adjourned at 12:20 p.m.

**CIC Secretariat
April 2017**