

Construction Industry Council
5th Progress Report of the
Construction Industry Training Board

Purpose

This paper sets out the main points discussed at the 5th Meeting of the Construction Industry Training Board held on 20 October 2008. The record of attendance is given at Annex A.

Progress on Matters Arising from 4th Meeting held on 29 July 2008

2. Members noted the following –
 - (i) the Drainage Services Department expressed their concern to the CICTA over the issues of insurance and safety if on-site practice were to be provided to trainees of the safety training courses for competent persons and certified workers engaged in DSD's work. For the long-term development of the courses, the CICTA would explore the possibility to set up simulated facilities for confined space in Kowloon Bay Training Centre;
 - (ii) due to the complexity of the course content of Building Information Modelling (BIM) Course, if BIM were to be incorporated into the training contents of the existing AutoCAD course or as an advanced AutoCAD Course, it would not be appropriate for persons not familiar with AutoCAD. The CICTA recommended to conduct BIM part-time evening course for the continuing education of those personnel knowledgeable in AutoCAD. The CICTA would submit a detailed proposal to the Sub-committee on Training;
 - (iii) the CICTA has approached three large-scale construction companies to explore the feasibility of running a collaboration training scheme. Further details had to be worked out with those construction companies. The CICTA would submit a proposal on strategies addressing the problems of ageing and succession gap in a number of civil trades;

- (iv) as regards the setting up of Tin Shui Wai Training Ground, the CICTA was in close contact with the Lands Department. It was expected that the land would be granted in mid-January next year. It would take about 3 months to complete the construction works. The CICTA would commence the tender process in order to complete the construction works soonest possible;
- (v) the Board had accepted the proposal to renew the contract with Vocational Training Council for 1 year upto the end of 2009 by circulation in September this year. Subsequently, the E&M trade tests would be gradually taken back and CICTA would conduct the tests in-house. The Board requested the management to prepare the implementation plan soonest possible and circulate it for the consideration of the Board if deemed necessary.
- (vi) in connection with the proposal of halving the trade test fees to be paid by those workers in possession of skills certificates issued by relevant trade unions, the Board opined that if implemented, the CICTA should have a clear definition of “trade unions”, the implementation details and must monitor its effectiveness. There was also a view that the CICTA should consider organizing the pre-test training course in-house to assist the candidates. The Board requested the management to submit a detailed proposal for consideration. Subsequently, approval would have to be sought from the Committee on Administration and Finance.
- (vii) as regards the proposal of allowing workers who failed the trade tests previously to take those failed parts only on subsequent attempts, the Board supported the proposal in principle. It was suggested that the management should maintain the standard of the skills required whilst considering its implementation details, particularly in setting the time allowed for the re-test;
- (viii) the Buildings Department agreed to shorten the training duration of the Courses for Demolition Workers (Building) and Demolition Workers (Unauthorized Building Works) from 35 and 42 hours to 32 and 40 hours respectively. The course fees would be reduced accordingly.

Issues Discussed

3. Members discussed the following items –

2nd Summary Report of Sub-committee on Employers Subsidy Scheme

4. The Board noted the progress of the following items as discussed by the Sub-committee on Employers Subsidy Scheme and made suggestions on the following item :

- i) in view of the relatively low entry salary level of the apprentices, the Sub-committee recommended that the subsidy should be directly paid to the apprentices. The recommendation was also supported by Hong Kong Construction Association. The Board requested the management to continue to review the mechanism of the Scheme, including the mode of subsidy, the entry salary level of the apprentices, the contract period and so on.

3rd Summary Report of Sub-committee on Trade Testing

5. The Board noted the progress of the following items discussed by the Sub-committee on Trade Testing and made suggestions on certain items:

- i) regarding the trade test for the Tower Crane Erector, the Board advised that the content of the test should be finalized as soon as possible;
- ii) as regards the purchase of a new tower crane to replace the old one that is beyond repair to cater for the need of the above test, the Board requested the management to consider reputable brands that are widely used in the market place and to call the tender and design the trade test in a parallel manner to ensure timely implementation of the test.

To conduct 4 specified training courses and consider their fees at the request of the Construction Workers Registration Authority

6. The Board noted that in 2005 the former CITA had approved the running of the specified training courses for 64 trades at the request of the Construction Workers Registration Authority. The estimated number of trainees was 25,000 and the estimated expenditure was \$68.6 million. Among all registered workers (provisional), 621 in total were not included in those 64 trades. They belonged to 4 trades, namely Demolition Workers (Building), Demolition Workers (Unauthorized Building Works), Cable Jointer (Power) and Overhead Linesman.

7. The Construction Workers Registration Authority wrote to CICTA and proposed to lower the course fees of the Demolition Workers (Building) and Demolition Workers (Unauthorized Building Works) courses from \$800 and \$2700 to \$500 and \$800 respectively. The Board after deliberation accepted the proposal. It was also noted that the CICTA would have a decrease of \$170,000 in course fee income.

8. The Board noted that both CICTA and VTC were not providing courses or trade tests for Cable Jointer (Power) and Overhead Linesman. Also, there were no training providers offering such courses in the market place. The Board noted that Kam Shing Group would charge \$8,000 and \$4,000 per head for the course of Cable Jointer (Power) and Overhead Linesman. The CICTA would charge each participant \$150 as the trade test fee, and as a result, a subsidy of \$2.17 million would be incurred. Since these 2 courses would not be offered in the long term, outsourcing the course to an external provider would be more cost effective than running them in-house. Since Kam Shing Group was the sole course provider as recommended in the proposal, the Board considered that open tender would be more appropriate given the status of CICTA.

Construction Industry Youth Work Experience and Training Scheme (Sandwich Scheme)

9. The Board noted that the main feature of the above Sandwich Scheme was to recruit young people between the ages of 18 and 25 to join the construction industry through the Youth Work Experience and

Training Scheme organized by the Labour Department. The aim of the Scheme is to relieve the manpower problem of those trades which fail to attract new entrants, thus giving rise to ageing and succession problems. The training mode of the Scheme would be on-the-job training sandwiched with classroom training which would last for 10 to 14 months. The 4 trades proposed to be covered by the Scheme included bar-bending, timber/aluminium formwork, bricklaying, plastering & tiling, and painting, decorating & sign-writing. All participants of the Scheme would be offered employment before receiving their training. Subsidies would come from three parties, i.e. the CICTA, the Labour Department, and contractors/sub-contractors. The subsidies involved would amount to \$9.8 million (based on a total of 400 training places). The overall expenditure, including the estimated subsidies, the staff costs, training and equipment and so on would amount to about \$14 million. In addition, the Labour Department has agreed to promote our Sandwich Scheme within the publicity campaign of the Youth Work Experience and Training Scheme.

10. As regards the proposed mode of the Sandwich Scheme, the Board supported the proposal in principle but recommended the CITB Secretariat to review the trades to be covered according to the demand of the industry appropriately. In respect of resources, re-deployment of internal staff should be considered before recruiting new employees to implement the scheme. The Board requested CITB Secretariat to analyze the manpower needs of the organisation and to make recommendations for the Board to consider at the next scheduled meeting.

Further actions

11. The following further actions were agreed –
- (a) the CICTA should submit to the Sub-committee on Training the proposal of Building Information Modelling part-time evening course;
 - (b) the CICTA would continue to discuss with the contractors the collaboration training scheme for civil workers;

- (c) the CICTA should submit to the Sub-committee on Training the proposal on strategies to address the problems of ageing and succession gap in a number of civil trades;
- (d) the CICTA should commence the tender for the construction works of Tin Shui Wai Training Ground;
- (e) the CICTA should prepare the implementation plan in taking back the E&M trade tests from VTC with the view of conducting them in-house;
- (f) the CICTA should continue to work out the proposal of halving the trade test fees to be paid by workers with skills certificates issued by trade unions and to make recommendations for the further consideration to the Board;
- (g) the CICTA should study the implementation details of allowing candidates who failed the trade tests to re-attempt the failed parts only in their subsequent attempts;
- (h) the CICTA should review the mechanism of the Employers Subsidy Scheme;
- (i) the CICTA should make recommendations on the content of the trade test for the Tower Crane Erector; and
- (j) the CICTA would conduct 4 specified training courses at the request of the Construction Workers Registration Scheme. Open tender for the provision of both Cable Jointer (Power) and Overhead Linesman course would be carried out. The course fees for the Demolition Workers (Building) and Demolition Workers (Unauthorized Building Works) courses would be lowered to \$500 and \$800 respectively.

CITB Secretariat
October 2008

Construction Industry Training Board
5th Meeting held on 20 October 2008 at 9:30 a.m.
in Conference Room, 7/F, Management Training & Trade Testing Centre

Record of attendance

Present

Ir Billy W.H. Wong Chairman
Ir Dr. Lawrence Chan
Mr. Cheung Tak-hing
Mr. Donald Choi
Mr. Tong Sek-por, David
Ir Jimmy Tse
Mr. Wan Koon-sun
Ir Yu Sai-yen

Absent with apologies

Ir Paul Chong
Mr. Chow Luen-kiu
Ir Helen Kwan
Ir Thomas Ho
Mr. S.H. Tso

In Attendance

Ir Christopher To Executive Director
 Construction Industry Council

Mr. Charles Wong	Director (Training) Construction Industry Council Training Academy
Mr. Wong Chi-lap	Senior Manager (ST & TT) Construction Industry Council Training Academy
Mr. Chu Yin-lin	Senior Manager (CT) Construction Industry Council Training Academy
Mrs. Sophie Leung	Secretary Construction Industry Council Training Academy
Ms. Kaman Lee	Assistant Secretary Construction Industry Council Training Academy