

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 001/2019 of the Construction Industry Training Board for 2019 was held on Wednesday, 23 January 2019 at 9:30am at the Conference Room, 38/F, COS Centre, 56 Chun Yip Street, Kwun Tong, Kowloon.

Present:	Allan CHAN	(SKC)	Chairperson
	Kim-kwong CHAN	(KCCN)	
	Pat-kan CHAN	(PKC)	
	Sau-kuen CHENG	(SKCg)	
	Joseph CHI	(JCI)	
	Luen-kiu CHOW	(LKC)	
	Henry CHAU	(BCC)	
	Amelia FOK	(CYF)	
	Peter LAM	(OKL)	
	Dennis WONG	(DW)	
	Sai-yen YU	(SYYu)	
	Joey LAM	(KPL)	
	Chi-ping WAN	(CPW)	Representing Mr Ping-sang MAK of Labour Department
In Attendance:	Hau-yin Yau	(HYYu)	Development Bureau
	Rick KO	(WCK)	Development Bureau
	Ka-kui CHAN	(KKCh)	CIC Chairman
	Albert CHENG	(CTN)	Executive Director
	Alex LEUNG	(AL)	Director – Collaboration & Trade Testing
	Francis WONG	(FW)	Director – HKIC
	Yin-lin CHU	(YLC)	Assistant Director – Training (Acting)
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Davis LIU	(DsL)	Principal – Kowloon Bay Campus
	Rex YU	(SHY)	Principal – Kwai Chung Campus
	Jimmy LEUNG	(JyL)	Consultant – Collaboration Scheme and Apprenticeship Management
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – CITB Secretariat
	Roy WONG	(RyW)	Senior Officer – Career Support Services

Absent: Hon-ping WONG (EW)

## **Minutes**

### **Action**

#### **1.1 Welcoming Members and Confirmation of Minutes of the Previous Meeting**

The Chairperson welcomed Members of the new term and introduced the newly appointed Members.

Members took note of Paper CIC/CTB/M/006/18 and confirmed the minutes of the 6th meeting held on 9 November 2018.

#### **1.2 Matters Arising from the Previous Meeting**

Item 6.2 – Relatively Low Passing Rate of Trade Tests for Construction Craftsmen

The Trade Test Centre had been conducting consultation sessions with some individual trade representatives since November 2018 to gauge their views on trade test questions. They believed that the questions should be in line with the market operation and some questions could be modified, as well as the organizing of skill enhancement classes would be a feasible way. Upon finishing other major consultation sessions, a large-scale workshop would be arranged in Q2 this year to discuss on the views collected from the consultation sessions.

Item 6.3 – Overview of the Student Attendance of the Monthly Follow-up Training of “Construction Tradesman Collaborative Training Scheme (CTS)”

From June 2017 to December 2018, the student attendance of the monthly follow-up training reached 95%, which indicated that both students and employers were supportive of the concerned arrangement.

Item 6.3 – The English Name of “Construction Tradesman Collaborative Training Scheme”

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The DEVB representative reported that the old English name of the above Scheme would remain valid in existing contracts, and that the new English name “Intermediate Tradesman Collaborative Training Scheme” would be used in new contracts.

Item 6.3 – Passing Rates of Intermediate Trade Tests for Scaffolding and Welding

The passing rates of the intermediate trade tests for Scaffolding and Welding of trainees under CTS in 2018 were 100% and 60% respectively. Whereas, the passing rates of the intermediate trade tests for Welding of students of short courses and skill enhancement courses of the Hong Kong Institute of Construction (HKIC) in 2018 were 96.5% and 52.4% respectively. The relatively low passing rate of students from skill enhancement courses was mainly due to their diverse backgrounds and difference in skill levels.

A Member enquired whether there would be a review on the relatively low passing rate of the intermediate trade test for welding and whether a simple test could be conducted before training to sort students into different groups, so that students could be trained based on their skill level. YLC responded that HKIC instructors had already delivered their teaching to students according to their aptitudes, and that HKIC was considering whether the training hours should be extended in general or only for those students with lower skill level.

**1.3 Organisational Structure and Membership List of Construction Industry Training Board in 2019 (for approval)**

Members took note of Paper CIC/CTB/P/001/19. AL briefed Members on the organisational structure and membership list of CITB in 2019. Since the CIC Construction Productivity Department could now collect information required for repair / maintenance projects from industry stakeholders, the “Working Group on RMAA Manpower Research” was therefore suggested to be dissolved. In addition, as some work of the “Working Group on Construction Safety Courses” overlapped with that of the “Sub-committee on Safety Training” under the Committee on Construction Safety, the “Working Group on Construction Safety Courses” under the CITB was suggested to be dissolved. The

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member representing DEVB of the “Working Group on Construction Safety Courses” would then join the “Sub-committee on Safety Training”. The relevant work would then be undertaken by the “Sub-committee on Safety Training” and the “Safety Training Programme Team” and “Student Assessment Working Group” under the Programme Committee of HKIC. The Labour Department would also send their representative to join the “Student Assessment Working Group”.

Members approved the following suggestions:

- (1) The organisational structure and terms of reference of CITB, and membership lists of the task forces and course advisory panels in 2019. The term of office of members of the task forces would be revised to 30 June 2020.
- (2) The term of office of members of the “Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study” would be extended to 30 June 2019, so as to allow sufficient time for the appointment of new members and preparing for the handover of work.
- (3) To dissolve the “Working Group on RMAA Manpower Research” and the “Working Group on Construction Safety Courses”.

**1.4 Review on Career Path of Graduates of Construction Diploma Programme of Year 2018 and Suggestions for Year 2019 (for approval)**

Members took note of Paper CIC/CTB/P/002/19. RyW briefed Members that there was a total of 93 graduates of Construction Diploma Programme in Year 2018, among them 23 participated in the Advanced Construction Manpower Training Scheme-Pilot Scheme, and 62 signed apprenticeship contracts with 8 of them forwent the apprentice contracts within the first two months. It was mainly because the graduates were unable to adapt to the site environment and did not want to pursue further studies. The HKIC had made the following suggestions on the career path for graduates of the Construction Diploma Programme of Year 2019:

- (a) Employers should hire HKIC graduates on apprenticeship contracts with the monthly salary not lower than HK\$14,000 in the first year, and not lower than HK\$18,000 in the second year.

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- (b) If graduates did not wish to pursue further studies, they could choose to participate in the CIC Apprenticeship Scheme.
- (c) To advance the recruitment procedures to March 2019 and the 10-day site practice for apprentices to June and July.
- (d) To continue following up the training progress of apprentices regularly.
- (e) Number of graduates of Year 2019 was expected to increase by 10%, among them 74 persons (80%) would participate in the apprenticeship scheme. As HKIC had already included the expenses in the 2019 budget, application for additional funding would not be required. In addition, the management would also include the related expenses in 2020 budget.

A Member stated that his company had hired a number of apprentices and that these apprentices could deliver quality work if they were trained wholeheartedly. However, as the apprentices had to attend the classes organised by the Vocational Training Council (VTC) every week and also the monthly follow-up training provided by the HKIC, they could only work for 20 days a month. Thus, should there be a need to expedite the relevant construction works, the progress would then be affected. The Member suggested that apprentices could go back to HKIC on a monthly basis in the first year, so as to have their training being followed up on. The interval for the follow-ups could then be changed to a bi-monthly basis from the second year onwards. The monthly follow-up should not merely be an interview, but should teach skills that apprentices not able to learn on construction sites. Another Member expressed that, as the catalogues of electrical and mechanical repairs in the market were all written in English, relevant knowledge should be taught to apprentices.

CIC Chairman reiterated that as the concerned graduates were the future successors of construction supervisors, the monthly follow-up was very important and attendance should be made mandatory. However, HKIC should enhance the monthly follow-up activities. FW stated that HKIC could better understand the problems faced by the apprentices and enhance their skills via the monthly follow-ups. In addition, HKIC was now reviewing how to enhance dynamic activities. The DEVB Representative suggested that the management might set a framework for the monthly follow-up activity and submit a proposal in the next meeting for follow-up

**RyW**

and discussion.

**1.5 Suggestion on the Revision of Apprenticeship Scheme (Civil & Building Work Trade) (for approval)**

As some of the details might need to be further updated, the management suggested withdrawing the paper (paper no. CIC/CTB/P/003/19) and resubmitting it for Members' consideration after the arrangement had been finalized. At the request of CIC Chairman, AL briefed Members on the progress of the Apprenticeship Scheme (Civil & Building Work Trade). CIC planned to include all the trades of the Certificate in Construction Programmes and Diploma in Construction Programmes of HKIC in the scheme so as to allow graduates who did not wish to further their studies to join. AL appealed to Members to support the scheme and the "Construction Industry Outstanding Apprentice Award". CIC Chairman supplemented that the scheme was of utmost importance, and CIC wished to receive financial support from the government as soon as possible. The DEVB representative responded that the government was highly supportive of CIC's Apprenticeship Scheme and was currently studying the options to help.

CIC Chairman consulted Members on how to improve CIC's Apprenticeship Scheme, and indicated that CIC's Apprenticeship Scheme was different from the one introduced by VTC under the "Apprenticeship Ordinance". To avoid confusion, it was suggested that CIC should refrain from using the term "Apprenticeship 學徒" in its scheme. Members were therefore invited to give comments on the name of the scheme. A Member concurred with the suggestion made by the Executive Director to use the name of "Outstanding Craftsman (優秀大工)". Another Member proposed using "Mentorship Scheme (師徒計劃)". CIC Chairman welcomed suggestions from Members for the scheme name after the meeting.

**All  
Members**

**1.6 Plan on Organising CIC "Hong Kong Construction Skills Competition" (for information)**

Members took note of Paper CIC/CTB/P/004/19, and agreed to the background, objectives, competition timetable, promotion & publicity work and proposal to solicit industry sponsorship of the

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“Hong Kong Construction Skill Competition” (the Competition).

A Member suggested inviting other regions to participate in the Competition. FW suggested sending awardees to observe overseas competitions, who would then have to write up reports and attend sharing sessions with a view to boost exchanges and enhance skills.

Executive Director said that consideration could be given to reduce the activity administration fee and cash prizes. A Member concurred with the suggestion to reduce the cash prizes and opined that employers should encourage their staff to participate in the Competition. Another Member suggested awarding gold tool-shaped trophy to awardees. Another Member however opined that cash was more practical and the prizes should only consist of a certificate of merit and cash. Some Members opined that contestants of the Open Group had to stop working for two days and had a cost to bear. Thus, in order to attract and encourage industry practitioners to join the Competition, the amount of the cash prize was considered reasonable. After deliberation, Members agreed not to reduce the cash prizes.

The DEVB representative opined that promotion of the whole process of the Competition and the awardees should be enhanced to make the public aware of the exquisite skills of the construction industry and to attract new blood.

**1.7 Training and Planning Strategies for “WorldSkills Kazan 2019”**

Members took note of Paper CIC/CTB/P/005/19 and accepted the three key strategies for “WorldSkills Kazan 2019”:

- (a) To choose two candidates to be trained at the same time, and set up a three-phase pre-competition assessment to enhance the competitiveness and candidates’ capabilities and fighting spirit.
- (b) To appoint a training coach and an expert to provide training and on-site assessment to candidates respectively.
- (c) To enhance the industry’s involvement and publicity work, so as to upgrade the skill level of the industry.

The DEVB representative inquired whether an HKIC instructor

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could act as both a training coach and an expert. Executive Director responded that the expert was mainly responsible for assessment during the competition and would focus on assessing the performance of all candidates as well as negotiating with experts from other countries on the score. Thus, coaching work for the candidates could only be taken up by a training coach. VTC had also assigned a training coach and an expert to accompany a candidate to competitions in the past.

A Member inquired about the difference between the budget for the WorldSkills competition this year and the budget for the previous competitions. IK responded that in the past only one candidate, one expert and one translator were assigned to participate in the competition. However, this year there would be two candidates receiving training at the same time and the winner would be accompanied by one translator, one expert and one training coach. Therefore, the expenses would be higher. The DEVB representative continued to ask why the subsidy for the initial training of six trades was for 10 candidates instead of 12. IK replied that there were only one candidate for the trades of painting and joinery respectively, and therefore only 10 candidates would participate in the initial training.

IK reported the progress of sponsorship of the WorldSkills competition. A Member suggested approaching other sponsors like SK Kaken Co., Ltd. (SKK).

**IK**

**1.8 Overall Budget of the Skills Competitions (for approval)**

Members took note of Paper CIC/CTB/P/006/19, and approved the total estimated expenses of HK\$3,967,500 for the WorldSkills Kazan 2019 and HK\$2,380,500 for the CIC Hong Kong Construction Skills Competition.

A Member opined that, given the amount of resources invested by CIC in the Construction Skills and WorldSkills competitions, attentions should also be given to the follow-ups and the way forward, such as how to promote the construction industry and enhance skills. Chairperson concurred with the Member's view and stated that the main purpose of the Construction Skills and WorldSkills competitions was to promote the professional image of the construction industry and to enhance skill levels. CIC Chairman raised that conventionally the Trade Testing Centre was



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**Executive  
Director**

responsible for organising the Construction Skills and WorldSkills competitions, while HKIC was tasked to provide training. He suggested that Executive Director should consider which unit should lead and be accountable for the competitions from a long-term perspective.

**1.9 ★ Summary Report of the 6th Meeting of the Hong Kong Institute of Construction Management Board in 2018 (for information)**

Members took note of Paper \*CIC/CTB/P/007/19\* with no further comments.

**1.10 ★ Summary Report of the 4th Meeting of the Task Force on Trade Testing in 2018 (for information)**

Members took note of Paper \*CIC/CTB/P/008/19\* with no further comments.

**1.11 ★ Table on Estimated Waiting Time for Full-time Short Courses (for information)**

Members took note of Paper \*CIC/CTB/P/009/19\* with no further comments.

**1.12 ★ Table on Waiting Time and Data for Trade Tests (for information)**

Members took note of Paper \*CIC/CTB/P/010/19\*. The DEVB representative enquired about the reason for the lengthening of the waiting time for Trade Test on Bricklaying, Plastering & Tiling (three in one) while the number of applicants had dropped. IK replied that in the light of the relatively low passing rate of the Trade Test on Bricklaying, Plastering & Tiling (three in one), it was considered that such test was no longer in line with the industry operation. The Course Advisory Panel on Bricklaying, Plastering & Tiling also considered that the trade test in question could be cancelled. Whereas, the number of applications for the trade tests for Plastering and Bricklaying was on the increase. The Trade Testing Centre thus invested more resources in the conduct of the trade tests for Plastering and Bricklaying to enable more skilled plasterers and bricklayers to join the job market as soon as possible. This led to the increase in the waiting time for the Trade

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Test on Bricklaying, Plastering & Tiling (three in one). The DEVB representative asked why the passing rate of trade tests of the HKIC students dropped. IK replied that the passing rate of HKIC students was calculated by headcount while that of the Trade Testing Centre was calculated on the number of applications and a candidate could apply for the trade test for more than once, therefore the passing rate by applications would be relatively lower. The DEVB representative suggested the relevant statistics should show the passing rates calculated by both headcount and applications.

**IK**

CIC Chairman stated that some candidates were not eligible to take trade tests, and suggested reviewing the requirements and arrangements for applying for trade tests to reduce the number of applicants queuing for trade tests and to avoid wastage of resources.

**IK**

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

Members took note of Paper \*CIC/CTB/P/011/19\* and had no further comments to make.

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

Members took note of Paper \*CIC/CTB/P/012/19\* and had no further comments to make.

**1.15 Any Other Business**

Training for Plant and Equipment Operators

A consensus was reached with the Labour Department (LD) in November 2018 that for the “Training Courses for New Loadshifting Machinery Operators” to be collaboratively organized by CIC and contractors on construction sites, CIC and the contractors could jointly submit applications to LD for approval, and certificates of the courses could display the logos of both CIC and contractors. The Task Force on Collaborative Schemes already approved the training contents and budget of the training courses for new loadshifting machinery operators (including bulldozer, loader and excavator operators) under the

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Construction Tradesman Collaborative Training Scheme in December 2018 by circulation of paper.

**1.16 Tentative Date for the 2nd Meeting in 2019**

The next meeting was tentatively scheduled for 20 March 2019 (Wednesday) at 9:30am at Conference Room, 5/F, Hong Kong Construction Industry Trade Testing Centre, 95 Yue Kwong Road, Aberdeen.

There being no further business, the meeting was adjourned at 11:40am.

**CITB Secretariat  
January 2019**