

Construction Industry Council

Construction Industry Training Board

Meeting No. 004/20 of the Construction Industry Training Board was held on 8 July 2020 (Wednesday) at 9:30am at Board Room, 29/F, Tower 2, Enterprise Square Five (MegaBox), 38 Wang Chiu Road, Kowloon Bay, Kowloon.

Present:	YU Sai-yen	(SYYu)	Chairperson
	CHAN Kim-kwong	(KKCN)	
	Henry CHAU	(BCC)	
	HUANG Yongquan	(YQH)	
	Eddie LAM	(ELM)	
	LAU Wing-sum	(WSLu)	
	William LUK	(WmL)	
	Dennis WONG	(DW)	
	Staw WONG	(SwW)	
	WONG Ping	(PWG)	
	Daniel YAN	(DY)	
	Susanne WONG	(PAS1)	
	WAN Chi-ping	(CPW)	
In attendance:	Rick KO	(WCK)	Development Bureau
	Albert CHENG	(CTN)	Executive Director
	Alex LEUNG	(AL)	Director – Collaboration & Trade Testing
	Francis WONG	(FW)	Director – HKIC
	CHU Yin-lin	(YLC)	Assistant Director – Training
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Jimmy LEUNG	(JyL)	Consultant – Collaboration Scheme and Apprenticeship Management
	Ellen FUNG	(EnF)	Manager – Apprenticeship Management
	Erman LAM	(EnL)	Manager – Career Support Services
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – CITB Secretariat
Apologies:	Peter LAM	(OKL)	

Minutes

Action

4.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/003/20, and confirmed the minutes of the meeting No. 003/20 held on 13 May 2020.

4.2 Matters Arising from the Previous Meeting

Item 3.8 – Supply and Delivery of Nine Sets of Brand New Loadshifting Machinery Simulators (re-tender)

It was reported in the post-meeting note on item 3.8 of the minutes of the previous meeting that after liaising with the supplier, the management found that the cost for purchasing 3 sets of loadshifting machinery simulators was around HK\$3.2M (the total cost for purchasing 9 sets of loadshifting machinery simulators was HK\$5.1M). The management considered that the outlay would exceed the anticipated cost, and decided to put on hold the procurement for the time being.

Item 3.10 – Report on the Quality Assurance and Performance Appraisal of “Collaborative Training Scheme”

At present, the Development Bureau, works departments and contractors participating in the collaboration scheme could check the training results for follow-up actions via the Collaborative Training Scheme Statistics System (CTSSS). Whereas, the management had already passed the name list of subcontractors with unsatisfactory performance to the Subcontractor Registration Scheme Department for follow-up as appropriate.

4.3 Proposal on adding a trade on “Offsite Rebar Automation Cut and Bend Operator” to “Intermediate Tradesman Collaborative Training Scheme” (ITCTS) (for approval)

Members took note of Paper CIC/CTB/P/043/20. JyL briefed the members about the training syllabus, training schedule and financial budget for “Offsite Rebar Automation Cut and Bend Operator” under “Intermediate Tradesman Collaborative Training Scheme” (ITCTS). As the trade was launched in 2016 and had no related intermediate trade test or trade test, trainers had to be recommended and verified by employers of having 5-year work experience. CIC would review the qualification requirement of the trainers two years later. The assessment method for this trade

would be in the form of multiple-choice questions. The questions and answers would be jointly designed by CIC and Rebar Processing Solutions Committee of Hong Kong Construction Materials Association, and would then be approved by CIC.

A member inquired about the reason for cancelling the trainer subsidy for “Advanced Construction Manpower Training Scheme - Pilot Scheme (Structured On-the-job)” (“ACMTS-SOJ”) while keeping the trainer subsidy for ITCTS. JyL responded that ACMTS-SOJ was for training skilled workers and the trainee had already obtained semi-skilled workers’ qualification and possessed basic skills and productivity. Besides, Construction Industry Council Approved Technical Talents Training Programmes (CICATP) was also for training skilled workers but without the provision of trainer subsidy. Therefore, to align with CICATP, the trainer subsidy for ACMTS-SOJ had to be cancelled. ITCTS was for training semi-skilled workers and students were like a blank sheet with no productivity. There would be a reduction in the productivity of the trainers when teaching trainees (up to six trainees at any one time). Thus, the trainer subsidy was retained.

The Chairperson said that the work processes for the trade would be centralized in the factories and the relevant safety training would be provided by employers. The Chairperson asked whether CIC would participate in the provision of safety training. JyL responded that the initial training provided by CIC would include safety knowledge of the construction industry, and CIC would help students enroll in the Mandatory Basic Safety Training Course (green card) and Safety Training Course for Construction Workers of Specified Trade - Bar Bender and Fixer (AS5). The Executive Director added that the trade would require specific machinery which CIC did not have, and CIC instructors might not possess relevant operation skills. Besides, the Labour Department and relevant government departments did have regulations to monitor the machinery operation. He requested JyL to remind employers that they must abide by the relevant regulations and pay attention to the safety matters.

JyL

After deliberation, members approved the proposal on adding a trade on “Offsite Rebar Automation Cut and Bend Operator” to ITCTS.

4.4 Report on Benchmarks of Efficiency for Full-time Courses in 2018/19 - Retention Rate (for information)

Members took note of Paper CIC/CTB/P/044/20, and noted that the indicators of the overall retention rates for the graduates of full-time courses of Hong Kong Institute of Construction (HKIC) after graduation for 3 months, 6 months and 12 months were 75%, 75% and 70% respectively. The overall retention rates for the graduates of full-time courses in 2018/19 after graduation for 3 months, 6 months and 12 months were 77%, 70% and 69% respectively. The retention rates for the graduates of Diploma in Construction Courses and Advanced Diploma Courses were better than those of last year, and even had around 2% to 9% increase. The retention rates for the graduates of Certificate in Construction Courses and Full-time Short Courses dropped by 2% to 10% comparing with those of last year. The management had analysed the data and the reasons for the relatively significant drop in retention rate or low retention rate of graduates of those courses in question, and proposed some follow-up measures.

The Chairperson said that the retention rates for some trades, such as joinery, had recorded a significant drop and inquired whether a study had been conducted to see if the course content could meet the market need. A member opined that joinery workers at present were mainly responsible for furniture assembling, and believed that the Course Advisory Panel on Joinery (the CAP) had already proposed amendments to the course content according to the market need. Another member believed that the course content was updated in response to the market changes. That member opined that more attention should be given to the students' mentality. YLC responded that the CAP would make suggestions to the course content, and that the joinery courses had been teaching not only basic crafts but also furniture assembling for many years. The CAP just had a meeting in June and the members considered that the course content was appropriate. HKIC would conduct a market research in the near future to refine the course content of joinery course, and submit related findings for the CAP to discuss.

The Chairperson said that according to the Quarterly Report of Employment and Vacancies Statistics by Census and Statistics Department in December 2019, the vacancies in private sector sites had recorded a greater drop. A member expressed that the number of vacancies in private sector sites did not decrease in 2019. The member said that as the government had not sold land for several months, he expected that there would be less vacancies in private sector sites in the future. Another member expressed that the construction industry as usual had a delayed reaction to economic performance, and hoped the government would launch more

projects in view of the recent decrease in the number of people joining the construction industry.

4.5 ★ Report on Benchmarks of Efficiency for Full-time Courses in 2018-2019 – Course Satisfaction Rate (Including Employers and Graduates) (for information)

Members took note of Paper *CIC/CTB/P/045/20* and noted that the survey on employers' satisfaction towards the work performance of the graduates of HKIC full-time courses, and the graduates' satisfaction towards the courses was conducted covering the period from September 2018 to August 2019. Employers' feedback on the performance of graduates of full-time courses were very positive and the overall score of satisfactory/very satisfactory had reached 91%, which was 6% higher than the target of 85% and 14% higher than that of last year. The graduates' overall satisfaction rate towards the full-time courses was as high as 97%, which was the same as that of last year. As the persistence of the pandemic had severely affected the construction industry, employers might have a higher expectation on graduates' capabilities and graduates might face huge pressure at work or during job-hunting process. Therefore, the Career Support Services Department had proposed some corresponding measures to address the likely impacts.

A member stated that his company had been hiring HKIC graduates. The member considered that graduates were more mature in recent years. They were not only more talented but also more punctual, and their staying-on rate in the industry was also higher. The member appreciated that HKIC's training was better than before and hoped HKIC could continue focusing on teaching students industry knowledge and professional ethics. Another member also recognized HKIC's training being effective, and considered that students were like a blank sheet of paper and should be taught earnestly and tirelessly. The members suggested that the Secretariat could arrange a visit for the CITB members and employers to HKIC to observe the training. The Chairperson stated that employers' satisfaction towards the proactiveness and sense of responsibility of the graduates increased significantly. He hoped that HKIC could endeavour to boost the satisfaction rate of the above two parties to 90%. FW expressed gratitude to members for recognizing HKIC graduates. FW stated that HKIC courses not only focused on succession of skills but also the delivery of whole person education to help nurture students to become responsible citizens.

**Secretariat and
CSS
Department**

4.6 ★Summary Report of the 3rd Meeting of the Hong Kong Institute of Construction Management Board in 2020 (for information)

Members took note of Paper *CIC/CTB/P/046/20* with no further comments.

4.7 ★Summary Report of the 1st Meeting of the Sub-committee on Trade Testing in 2020 (for information)

Members took note of Paper *CIC/CTB/P/047/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/048/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/049/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/050/20* with no further comments.

4.11 ★Statistical Data of Construction Industry Council Approved Technical Talents Training Programmes (for information)

Members took note of Paper *CIC/CTB/P/051/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/052/20* with no further comments.

4.13 Any Other Business

Urban Forestry Support Fund - Trainee Programme – Brief Notes

Members noted that Development Bureau (DEVB) entrusted CIC to administer the Urban Forestry Support Fund - Trainee Programme (UFSF-TP). The work and proposals relating to the UFSF-TP would be approved by DEVB directly and were not required to be submitted to CITB for approval. DEVB had also established the Arboriculture and Horticulture Industry Development Advisory Committee (AHIDAC). AHIDAC would provide recommendations on the development of arboriculture and horticulture to DEVB. Besides, CIC had set up a UFSF-TP Department to handle the work concerned. All staff costs of the department, trainee allowances and bonus would be fully funded by the UFSF.

Construction Industry Council Relief Fund - Multi-skills Training Scheme for Registered Workers

YLC reported that to address the impact of COVID-19, CIC had approved on 19 June 2020 to add a Multi-skills Training Scheme for Registered Workers under the CIC Relief Fund to help the underemployed and temporary unemployed registered workers to enhance their competency by learning one more trade skills to enable occupation switching from one trade to another within the construction industry. The training quota was 2,000 and the funding would come from CIC levy. YLC continued to introduce the courses available for application, valid course commencement dates and training period. The monthly basic allowance for students would be HK\$7,650 and monthly special allowance would be HK\$3,000, i.e. the total monthly allowance would be HK\$10,650. Upon completion of courses (the students must have passed intermediated trade tests / HKIC's assessment), a one-off graduation bonus (i.e. HK\$2,550 per month x length of training period) would be provided as an incentive.

Funding for Lift Mechanic Training under Intermediate Tradesman Collaborative Training Scheme

Jyl reported that the proposal of adding the training of lift mechanics to the Intermediate Tradesman Collaborative Training Scheme (ITCTS) was approved by CITB on 28 November 2019. CIC was informed by the Electrical and Mechanical Services Department (EMSD) in May this year that the Legislative Council had approved a funding of HK\$53.8 million for the training of lift

mechanics. Each trainee could receive a subsidy of around HK\$100,000. It was expected that 60 to 70 students would be trained each year and the funding was expected to operate for 5 to 6 years.

4.14 Tentative Date of Next Meeting No. 005/20

The next meeting was scheduled for Friday, 16 September 2020 at 9:30am at the Board Room, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no further business, the meeting was adjourned at 10:40 am.

**CITB Secretariat
July 2020**