

Construction Industry Council

Construction Industry Training Board

Meeting No. 005/21 of the Construction Industry Training Board was held on 9 Sep 2021 (Thursday) at 9:30am at Conference Room, 5/F, Hong Kong Construction Industry Trade Testing Centre, 95 Yue Kwong Road, Aberdeen, Hong Kong.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Kim-kwong	(KKCN)	
	Henry CHAU	(BCC)	
	HUANG Yongquan	(YQH)	
	Peter LAM	(OKL)	
	LO LEE Oi-lin	(OLLL)	
	William LUK	(WmL)	
	Dennis WONG	(DW)	
	Staw WONG	(SwW)	
	WONG Ping	(PWG)	
	Daniel YAN	(DY)	
	Angela LEE	(DS1)	
	WAN Chi-ping	(CPW)	
In attendance:	Eric CHAN	(ECCW)	Development Bureau
	Rick KO	(WCK)	Development Bureau
	CHAN Ka-kui	(KKCh)	Construction Industry Council Chairman
	Francis WONG	(FW)	Director – HKIC
	CHU Yin-lin	(YLC)	Assistant Director – Training
	Stephen MANN	(SnM)	Assistant Director – Student & Curriculum Development
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – CITB Secretariat
Apologies:	LAU Wing-sum	(WSLu)	

Minutes

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5.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/004/21, and confirmed the minutes of the meeting No. 004/21 held on 7 July 2021.

5.2 Matters Arising from the Previous Meeting

Item 4.2 - Key Performance Indicators and Work Report of the Sub-committee on Ethnic Minorities in Construction

The management made reference to Territory-wide System Assessment (TSA) for Secondary 3 English Language, and conducted a test for a total of 31 students in Welding, Plumbing and Metal Scaffolding English classes in July. Results showed that the average score of the three classes was 14.5 (full mark was 20), in which only 2 students had scored 9, lower than the passing mark of 10. The test results revealed that the English proficiency of ethnic minority students of Hong Kong Institute of Construction (HKIC) should be able to meet the English requirements of the courses.

Item 4.4 - Quality Assurance and Performance Appraisal Mechanism of Collaborative Training Schemes

Regarding the passing rate of the Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses) (ACMTS-SEC), the Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes (the Sub-committee) had discussed the proposed revision on quality assurance and performance appraisal mechanism of collaborative training schemes at the meeting on 1 September 2021, and confirmed to increase performance indicators of the passing rate of ACMTS-SEC to 75%.

Item 4.12 – Reasons for Apprentices Switching to Another Industry

The management would examine the reasons why apprentices switched to another industry by a questionnaire survey and would then report to the Construction Industry Training Board.

Item 4.13 - Cooling-off Period of Quality Assurance and

Performance Appraisal Mechanism of Collaborative Training Schemes

The Sub-committee had discussed the proposed revision on quality assurance and performance appraisal mechanism of collaborative training schemes at the meeting on 1 September 2021, and confirmed that starting from 2022, if performance indicators of training organizations was lower than 40%, the cooling-off period would be extended from three months to six months. New applications would not be accepted during the cooling-off period.

5.3 Training Places for “Collaborative Training Schemes” in 2022 (for approval)

Members took note of Paper CIC/CTB/P/053/21, and approved the following numbers of training places for “Collaborative Training Schemes” in 2022:

	Name of the Collaborative Scheme	Number of Training Places in 2022
Training for Semi-skilled Workers	Intermediate Tradesman Collaborative Training Scheme	1,150
	Intermediate Tradesman Collaborative Training Scheme - Lift Mechanic	75
	Contractor Cooperative Training Scheme	150
	Contractor Cooperative Training Scheme - E&M Trades	50
	Total:	1,425
Training for Skilled Workers	Advanced Construction Manpower Training Scheme - Pilot Scheme (Structured On-the-job)	50
	Advanced Construction Manpower Training Scheme - Pilot Scheme (Skills Enhancement Courses)	500
	Total:	550

CIC Chairman suggested replacing the English abbreviations for the above collaborative schemes with Chinese short title. The Chairperson concurred with CIC Chairman’s view and opined that it was difficult to identify the collaborative schemes by English

abbreviations.

5.4 Detailed Business Plan and Financial Budget of CITB for Year 2022 (for endorsement)

Members took note of paper CIC/CTB/P/054/21. FW briefly introduced the business plan, relevant key performance indicators and financial budget of HKIC and trade testing for year 2022.

A Member pointed out that in addition to psychological factors and safety culture, safety training should also focus on technological safety management, in which technology and safety management should be integrated and deepened. When enhancing the Safety Experience Training Centre, HKIC could consider expanding the area to introduce more advanced technologies, such as sensitive safety helmets etc., so as to provide students with a more realistic exposure to safety issues, as if they had been in the scene of the accident. The Member continued to state that when reviewing the Safety Training Course of Specified Trade (Silver Card), the content regarding safety management of contractors and sub-contractors should be enhanced.

FW responded that safety training included workers' safety awareness and mindset. As newly joined workers might not be familiar with the working environment, their safety awareness had to be strengthened. Senior workers believed that they were already very familiar with the working environment, safety issues might be easily overlooked. HKIC also emphasised application of safety technology and already had virtual reality training. HKIC would consider adding equipment, such as sensitive safety helmets etc when enhancing the Safety Experience Training Centre in the future.

YLC supplemented that the development direction of the safety training business plan in future three years was in alignment with the opinion put forward by the Member. A 2-day "Construction Industry Safety Foundation Certificate Course" would be implemented in the first phase to enhance psychological condition and mindset of HKIC full-time students against safety issues. In the second phase, silver card courses would be reviewed, and workers' knowledge and application of safety technology would be enhanced. When enhancing the Safety Experience Training Centre, introduction of more advanced virtual reality equipment would be considered and the necessity of the expansion of the centre would be evaluated. Safety management training for the

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management in construction industry would be enhanced in the third phase.

The Chairperson stated that the “Construction Safety Fund” established by Hong Kong Construction Association had subsidised a number of projects related to safety research and development, so as to facilitate construction safety. Currently some public works had been adopting the abovementioned research and development projects. Safety Experience Training Centre could also consider using the relevant research and development projects for training, if appropriate.

(OKL joined the meeting via video-conferencing at this juncture.)

A Member opined that it was inappropriate for the industry to explain industrial accidents to workers through the form of “sharing sessions” as “sharing” was something positive. For such tragic accidents, it would be more appropriate to use “lesson learned”.

The Labour Department representative stated that workers’ safety awareness and mindset were a part of safety. During in-depth investigation of severe industrial accidents, the Labour Department discovered that work plans and method statements of high-risk works of many employers were sketchy. They failed to provide sufficient guidance to workers. Therefore, safety awareness and mindset of the management should be enhanced.

CIC Chairman stated that with a view to motivating students to enroll for courses and attracting newcomers to join the construction industry, HKIC currently welcomed everyone to apply. However, CIC had deployed a lot of resources for the training subsidies for apprentices and students. After completing the survey on the retention rate of students in the construction industry, HKIC should review their student recruitment policy, such as whether graduation should be guaranteed for the students after their admission to the courses, or a mid-term exam should be set up and students who failed the exam would not be able to continue their study. The Chairperson agreed that if students joined the construction industry only for subsidies, it would lead to waste of resources. Therefore, HKIC should address the problem squarely.

SnM

The Labour Department stated that HKIC would gradually replace the 1-day Mandatory Basic Safety Training Course (Green Card

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Training Course) with the 2-day Construction Industry Safety Foundation Certificate Course. He concerned whether HKIC had consulted the industry and evaluated the impact on it. YLC responded that after the launch of the 2-day Construction Industry Safety Foundation Certificate Course by HKIC, the training places of Green Card Training Course would only be reduced. HKIC would also monitor the demand for Green Card Training Course of the industry. FW stated that HKIC had always been emphasising safety training, so the 1-day training would be replaced by a 2-day training. The Chairperson pointed out that the industry opined that it was necessary to review the Green Card Training Course. The Labour Department should actively consider reorganising the content of Green Card Training Course. The Labour Department representative responded that Labour Department had been reviewing and enhancing mandatory safety training. If all training institutions were to reorganise the content of Green Card Training Course, it would affect all employers and employees of Hong Kong. Therefore, careful consideration was required.

A Member opined that the 2-day Construction Industry Safety Foundation Certificate Course provided by HKIC was beneficial to students. The quality of Green Card Training Courses provided by other training institutions varied dramatically, while that provided by HKIC was rigorous and appropriate. If it was changed into a 2-day course, it would be difficult to attract workers to enroll. CIC Chairman stated that HKIC was only one of the organisations providing Green Card Training Courses and it was difficult to satisfy the demand in Hong Kong. If HKIC believed that safety training was beneficial to students, resources should be concentrated on the 2-day Construction Industry Safety Foundation Certificate Course. The quality of Green Card Training Courses provided by other training institutions was to be monitored by the Labour Department.

After deliberation, Members endorsed the detailed business plan and financial budget of CITB for year 2022.

5.5 ★ Summary Report of the 4th Meeting of Hong Kong Institute of Construction Management Board in 2021 (for information)

Members took note of paper *CIC/CTB/P/055/21* with no further comments.

5.6 ★ Summary Report of the 3rd Meeting of Sub-committee on Trade Testing in 2021 (for information)

Members took note of paper *CIC/CTB/P/056/21* with no further comments.

5.7 ★ Summary Report of the 3rd Meeting of Sub-committee on Ethnic Minorities in Construction in 2021 (for information)

Members took note of Paper *CIC/CTB/P/057/21*. The Chairperson pointed out that the proportion of the registered Ethnic Minorities (EM) workers in some trades were quite high. CIC Chairman considered the situation undesirable and opined that EM should be motivated to work in other trades. The Chairperson of the Sub-committee on Ethnic Minorities in Construction responded that in order to attract EM to join the construction industry, it depended on the following factors. Firstly, it would be easier to recommend other EM to work in relevant trades which a network of EM workers had been developed. Secondly, the second subcontractors were responsible for most of the recruitments of construction sites. The language of the method statements of second sub-contractors were mainly Chinese and there was a lack of foremen who could communicate in English. Therefore, language was a big barrier to communication. Lastly, some trades possessed an inherent edge, for example, most of the handbooks and installation manuals in electrical and mechanical (E&M) industry were written in English. The employers of the elevator industry were mainly foreign companies and could communicate in English, which could attract EM to join the industry. However, the English language proficiency of the second and the third tier sub-contractors would also affect employment opportunities of EM. Therefore, in order to attract EM to join the industry, it was necessary to enhance the training for employers and EM. A Member pointed out that the proportion of EM workers in metal scaffolding and bamboo scaffolding trades should be clearly stated. The Chairperson of the Sub-committee on Ethnic Minorities in Construction responded that EM were mainly engaged in metal scaffolding trade.

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

Members took note of Paper *CIC/CTB/P/058/21* with no further comments.

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

Members took note of Paper *CIC/CTB/P/059/21* with no further

comments.

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

Members took note of Paper *CIC/CTB/P/060/21* with no further comments.

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

Members took note of Paper *CIC/CTB/P/061/21*. CIC Chairman expressed that Construction Industry Council Approved Technical Talents Training Programmes (CICATP) were new. Although the dropout rates of some trades were relatively high, CITB had approved the suggestion on Register of Approved Employers of CICATP on 18 March 2021, hoping that the situation could be improved. CIC Chairman asked Members to continuously support the Programme. The Chairperson proposed to optimise the scoring mechanism of public works, e.g. extra scores could be given to the approved employers of CICATP, which could be an incentive for driving the contractors to participate in the training. CIC Chairman requested the management to discuss with Committee on Registered Specialist Trade Contractors Scheme on how registered specialist trade contractors could facilitate the Register of Approved Employers of CICATP.

SnM

5.12 ★ Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme

Members took note of Paper *CIC/CTB/P/062/21*. Regarding Collaboration Scheme Department's request on the extra skills enhancement courses provided by HKIC to the students in need, The Chairperson requested the management to follow up the efficiency of the relevant courses.

SnM

CIC Chairman enquired whether HKIC instructors needed to study "Foundation Certificate in Site Instruction Techniques". FW responded that HKIC would arrange training on quality assurance and Qualifications Framework accreditations etc. to the instructors. Their performance management would be linked to the training they had participated each year in the future.

5.13 Any Other Business

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Voluntary Recognition Scheme for Fire Service Installation Technicians

OKL pointed out that the Fire Services Department implemented the “Voluntary Recognition Scheme for Fire Service Installation (FSI) Technicians” in August 2021 in order to enhance the professionalism and performance standard of practitioners carrying out maintenance work of FSI. Eligible FSI practitioners who possess specific qualifications and work experience could apply to become a recognised FSI Technician after completing prerequisite trainings and assessment organised by recognised training providers. OKL enquired whether HKIC would consider to serve as a recognised training provider of the above-mentioned training course.

FW responded that as the resources of HKIC were limited, priority would be given to courses within the establishment of training quota, and there was a manpower shortage for the fire service installation and equipment programmes in HKIC. The DEVB representative pointed out that the practitioners participating in the relevant recognition scheme must be the skilled workers of relevant fire service equipment trades, and whether HKIC would provide the above-mentioned courses to the relevant skilled workers would be subject to the prioritization of resources allocation of HKIC. CIC Chairman opined that fire service equipment belonged to the construction industry. CITB was responsible for developing the policies in a broad direction, while HKIC was responsible for considering whether certain type of course should be provided. CIC Chairman asked the management staff to study the matter in depth and provide documents for discussion later.

FW

2021 Election Committee Subsector Ordinary Elections (Engineering Subsector)

The Chairperson mentioned that there were a total of 15 candidates for Election Committee Subsector Elections (Engineering Subsector). As the number of candidates did not exceed 15 seats, all candidates were elected automatically. Therefore, CITB’s authorized representative, OKL, was not required to vote for the candidates. CIC and CITB would organise “Discussion Forum with Members (Designate) of the Election Committee (Engineering Subsector)” on 18 September 2021 and the Chairperson invited all Members to join the forum.

5.14 Tentative Date of Next Meeting No. 006/21

The next meeting was scheduled for 10 November 2021 (Wednesday) at 9:30am. Venue to be confirmed.

There being no further business, the meeting was adjourned at 11:35 am.

**CITB Secretariat
September 2021**