

Construction Industry Council

Construction Industry Training Board

Meeting No. 004/22 of Construction Industry Training Board was held on 6 July 2022 (Wednesday) at 9:30 am at the Conference Room, 5/F, Hong Kong Construction Industry Trade Testing Centre, 95 Yue Kwong Road, Aberdeen, Hong Kong.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Lok-chai	(CLCn)	
	CHOW Luen-kiu	(LKC)	
	Conrad FUNG	(KKF)	
	HUANG Yongquan *	(YQH)	
	Bernard Vincent LIM	(BVL)	
	LO LEE Oi-lin*	(OLLL)	
	William LUK *	(WmL)	
	Lawrence NG	(LN)	
	Staw WONG *	(SwW)	
	WONG Ping	(PWG)	
	Angela LEE	(DS1)	
	WAN Chi-ping *	(CPW)	
In attendance:	Eric CHAN	(ECCW)	Development Bureau
	Rick KO	(WCK)	Development Bureau
	Ringo SHEA	(RSh)	The Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Thomas HO On-sing	(TH)	Construction Industry Council Chairman
	Albert CHENG	(CTN)	Executive Director
	Stephen MANN	(SnM)	Director - Hong Kong Institute of Construction (Acting)
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Chris LAU*	(CsLu)	Senior Manager – Finance
	William HO *	(YHH)	Principal - Sheung Shui Campus, HKIC
	Eric CHENG *	(EcC)	Principal – Kowloon Bay Campus, HKIC
	Kevin WONG *	(KeW)	Principal – Kwai Chung Campus, HKIC (Acting)
	Daniel CHIU*	(DIC)	Principal - School of Professional Development in Construction (Acting)
	Roy WONG	(RyW)	Manager – Career Support Services
	David LEUNG *	(DdLg)	Assistant Manager - Collaboration Scheme

Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support

Apologies: Daniel YAN (DY)

*Members and attendees attended the meeting via video conference

Minutes

Action

4.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/003/22, and confirmed the minutes of the meeting No. 003/22 held on 11 May 2022.

4.2 Matters Arising from the Previous Meeting

Item 3.2 - Recruitment of Instructors of Electrical Fitter and Fire Service Mechanical Fitter

Regarding the difficulty in recruiting instructors, Hong Kong Institute of Construction (HKIC) had discussed the issue after the last meeting immediately. Two types of instructors, one was responsible for teaching theories and compiling course syllabus while another for teaching skills, would be recruited as suggested by Members. Regarding the instructors of Fire Service Mechanical Fitter, HKIC had arranged instructors of Plumbing to teach skills while part-time instructors to teach theories and compile course syllabus.

Item 3.2 - Repair, Maintenance, Alterations and Additions Programme (Electrical & Mechanical Engineering)

HKIC had expedited the compilation of the course syllabus for Repair, Maintenance, Alterations and Additions (RMAA) Programme (Electrical & Mechanical Engineering). The programme, which was initially scheduled to be launched in the 4th quarter of that year, was estimated to be officially launched subsequent to submission of documents to Hong Kong Institute of Construction Management Board (HKICMB) in August that year.

Item 3.2 - Waiting Time of Programmes on Plant and Machinery Operation

The management convened a meeting immediately after the last meeting to discuss the difficulties encountered in the training for Wheeled Telescopic Mobile Crane operators and Tower Crane operators. The Collaboration Scheme Department and Career Support Services Department had liaised with related companies, a number of contractors and subcontractors again respectively. All relevant companies stated that there were no appropriate vacancies at the current phase, and the management would

contact them regularly to understand their manpower needs.

In addition, HKIC reviewed the low passing rate of candidates from the public (including those who possessed experience in operating relevant machinery but had not obtained the license for individual operation) who applied the certificate tests of relevant machinery operation. As the industry expected that operators could work immediately without on-the-job training provided, and training places could not be significantly increased at once due to the restriction on the venues and number of machinery of CIC, HKIC was currently designing two new 7-day skill enhancement courses for wheeled and tower crane operation. Targets were those practitioners who possessed experience in operating relevant machinery for more than one year. It was hoped that the operation level and passing rate of those who possessed relevant machinery operation experience but without a license could be improved to meet the manpower need of the industry.

Item 3.2 - Course Advisory Panels' Visit to Trade Test Workshop

Hong Kong Construction Industry Trade Testing Centre (HKCITTC) had arranged Course Advisory Panels to visit trade test workshops in May and June.

Item 3.3 – Sub-committee on Ethnic Minorities in Construction

The Secretariat would review the terms of reference and membership of the sub-committee one year later.

Item 3.5 – Summary Report of the 1st and 2nd Meeting of Hong Kong Institute of Construction Management Board in 2022

Staff who were responsible for promotion of programmes from the Student Recruitment Department had visited the facilities of Modular Integrated Construction (MiC) and Building Information Modelling (BIM) etc. of CIC, as well as construction sites to understand innovative technology usage. The staff also participated in the CIC Power Talk to understand the latest development in the industry.

Item 3.7 – Table on Estimated Waiting Time for Full-time Short Courses

After re-examination of the situation, HKIC believed that it was

still necessary to continue to provide Certificate in AutoCAD at that stage to fulfil the market needs, therefore, the relevant programmes would still commence in academic year 2022/23. In addition to the continuous provision of BIM courses, the School of Professional Development in Construction (SPDC) would also re-provide courses on AutoCAD/CAD. The training places were not stated in the paper on 2022/23 training places as the figure was yet to be confirmed.

4.3 Structure of Construction Industry Training Board and Membership of Its Task Forces (for approval)

Members took note of Paper CIC/CTB/P/033/22.

The Chairman did not dispute the renaming of “Course Advisory Panel” to “Trade Advisory Panel”(TAP). However, he was concerned about how TAP played their roles and provided opinions on programmes and tests. The Chairperson responded that participation of TAP members was insufficient, and the attendance rate should be reviewed from the next term. The Chairperson of Sub-committee on Trade Testing could decide how to enhance the liaison with TAP. A Member stated that he once was a member of Course Advisory Panel, some members made few comments, and there was insufficient discussion on the course content. The Member suggested that TAP members should possess relevant experience and strong knowledge of relevant trades. The Member continued to point out that instructors could keep abreast of the latest information and technology in the industry via “Train the Trainer”. The Executive Director opined that it could be considered to invite TAP members to submit written proposals on course content or ask them to conduct teaching in HKIC for one day. A Member responded that as most of the TAP Members were from grassroots, it was difficult to require them to submit written proposals. It could be considered to establish a task group comprised by the 19 TAP Chairpersons to discuss directional issues and content of the courses and tests, the Secretariat could summarise the discussion content.

A Member responded that it could not only rely on TAP meetings to meet the needs of the industry. HKIC programme leaders should enhance liaison with the TAP core members to understand the latest development in the industry. The Chairperson of Sub-committee on Trade Testing expressed that the liaison with all TAP Chairpersons would be enhanced, e.g. to organise exchange

meetings.

The CIC Chairman concluded that the intention was not to establish different task groups in a multi-layered way. He suggested the Chairperson, the Chairperson of Sub-committee on Trade Testing and the Chairperson of HKICMB to discuss how to maximize the effectiveness of TAP. The CIC Chairman also pointed out that TAP not only reported to Sub-committee on Trade Testing, but also should provide suggestions on the content of courses and collaborative training to HKICBM and Sub-committee on Construction Industry Council Approved Technical Talents Training (CIC Apprenticeship Scheme) and Collaborative Training Schemes.

The CIC Chairman pointed out that the coming years would be the golden age for the development of construction industry. HKIC should also train more talents, with a target of 10,000 persons per year. However, the effectiveness of the Recruitment Day for the time being was not ideal. The Chairperson and SnM had pointed out that it was necessary to reach out to the people and ethnic minorities in the community to attract more people to join the construction industry. The CIC Chairman called on the Members representing trade unions and unions to proactively promote and participate in collaborative training to train more talents jointly for the construction industry. The CIC Chairman continued that the Vocational Training Council (VTC) announced earlier that they would launch “Professional Diploma Meister in Lift and Escalator Engineering”, while workers in mainland China could also reached the craftsman level. He hoped that trade tests provided by HKCITTC would pay attention to basic craftsmanship, while good practices in construction sites should also be included in test content. HKIC should also drive for excellence in courses content, including elements such as Mic, Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP) and digital management etc., as well as addition of technologies in work procedures. There should be a progression ladder for the skilled workers.

A Member pointed out that between 2012 and 2013, CIC also reached out to the grassroots community and shopping malls to recruit students. He opined that the element of innovative technologies should be included in HKIC promotional videos, which could help increase the attractiveness. The CIC Chairman responded that HKIC would re-shoot the promotional videos, and invited the Member to disseminate the videos from “Safety Walk

with Thomas” filmed by CIC to the workers in his company. Another Member pointed out that his company also produced many videos related to trade skills and safety, and he was willing to share the videos with CIC.

After deliberation, Members approved the following recommendations:

- (a) membership and appointment of the task forces under Construction Industry Training Board (CITB);
- (b) “Course Advisory Panel” was renamed as “Trade Advisory Panel”;
- (c) TAPs should report to the Sub-committee on Trade Testing directly. The Sub-committee on Trade Testing should review and consider the comments from TAPs as a whole, and integrate the curriculum, trade tests and different training schemes (as appropriate). It should also submit suggestions for improvement on curriculum annually to HKICMB and relevant committee.
- (d) Given the adjustments to CITB’s structure, the terms of reference for Sub-committee on Trade Testing would also be adjusted according to item (c).

4.4 Recommendation on 3-year Programme Plan for 2022/23 to 2024/25 and Establishment of Training Places for 2022/23 (for Approval)

Members took note of Paper CIC/CTB/P/034/22. SnM briefly introduced that the future programme plan for HKIC mainly focused on following trainings: training for frontline tradesmen (new entrants), training for frontline tradesmen (skill enhancement), training for the frontline management (new entrants), professionals and the frontline management (continuing professional development), safety training and training of new technologies in construction industry. HKIC had also taken different factors into consideration while working out the training places for 2022/23, including estimation of manpower demand in construction industry, arrangement on HKIC facilities and class size, recruitment and management of teaching staff, etc. Members also noted the arrangement on the HK\$1 billion allocated by the government.

A Member opined that there were many contractors and business owners from grassroots without high academic attainment. The promotion should focus on how people who joined the construction industry could open up new horizons and become

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contractors and business owners. Another Member opined that the promotion strategies for short-term, mid-term and long-term could be formulated and a new mind set should be adopted to promote construction industry. The promotion video should emphasise the elements integrating technologies application, safety and working mode. Platforms and the idols that were popular among youngsters should be used for promotion. In addition, the promotion of construction industry to secondary schools should be enhanced and workshops could be organised for them, with a view to changing teachers' impression of construction industry and letting them understand the bright future after joining construction industry.

The representative of Development Bureau (DEVB) pointed out that regarding the HK\$1 billion allocated by the government for enhancing manpower development measures in construction industry, a part of the allocation would be used for enhancing promotion of construction industry. The Executive Director had established a working group to take up overall promotion for construction industry, and engaged a public relations company to enhance the promotion. The suggestions proposed by Members would also be considered to be incorporated in dissemination of the message. The CIC Chairman stated that he had discussed with DEVB on how to promote construction industry at the family level. Suggestions proposed by Members were also covered in the promotion plan, while the Construction Industry Outstanding Young Person and HKIC Outstanding Alumni would be utilised to enhance the promotion to different targets. A Member responded that HKIC had established "STEM Alliance" to promote HKIC courses to secondary schools, and organized "STEM Competition – 3D Design on My Future Campus" to let secondary school students know about BIM. HKIC had been making good use of resources for promotion, and would launch a new promotion video that integrated both technologies of construction industry and innovative elements in the Hong Kong International Education Expo in July that year. A Member stated that he had visited two secondary schools and promoted construction industry to those students who were not able to study in universities. He hoped that HKIC could promote to secondary schools jointly with industry representatives who were from grassroots without high academic attainment so as to strengthen the persuasion. Another Member pointed out that there were youth sessions established under Hong Kong Construction Association and professional organisations of the industry for promotion to the youngsters. The Member hoped that CIC could help coordinating the relevant promotion activities to pool resources for the best outcome. The Chairperson responded that

the targets of promotion varied between each organisations. The objective of professional organisations was to attract students to become professionals, while HKIC focused on attracting students to become craftsmen and trade supervisors. CIC could consider requesting the Corporate Communication Department to coordinate relevant promotion, so as to make good use of different resources.

A Member pointed out that Diploma in Construction (Bar Bending & Fixing) was not able to commence due to under-enrolment two years ago. Therefore, Hong Kong Bar Bending Contractors Association decided to provide additional allowance for new students last year, with a raise from HK\$4,800 to HK\$7,200 per month. The Programme commenced successfully at last. The Member opined that besides HKIC, trade unions and employers should also make effort to jointly train knowledge-based tradesmen, who could continue to take top-up courses in HKIC and then articulate to degree programmes provided by other institutions.

After deliberation, Members approved the training places for full-time and part-time courses to be 6,197 and 64,051 respectively, while the quotas for Collaborative Training Scheme and CIC Apprenticeship Scheme to be 4,500 and 620 respectively. Taking the training for semi-skilled and skilled workers provided by HKIC and collaboration schemes into calculation, the training target for HKIC this year would approximately be 10,000.

4.5 Recommendations on the Review of “Advanced Construction Manpower Training Scheme - Pilot Scheme (Structured On-the-job)” and Adjustment of “Construction Industry Council Approved Technical Talents Training Programmes” (for approval)

Members took note of Paper CIC/CTB/P/035/22, and approved to stop accepting new applications subsequent to exhaustion of training places of Advanced Construction Manpower Training Scheme - Pilot Scheme (Structured On-the-job) (there were more than 30 training places left at the end of April 2022). The Scheme would be officially terminated after all students completed the training. In view of the above arrangement, Members also confirmed to relax the admission requirements for CIC Apprenticeship Scheme, in which graduates from HKIC and Collaborative Schemes who were semi-skilled workers with experience less than 2 years could also participate, and also include the trades of Enhanced Construction Manpower Training Scheme (ECMTS) into the CIC Apprenticeship Scheme. As the

government had allocated HK\$1 billion to CIC to increase manpower supply of the construction industry, and a part of the resources had been earmarked to increase the annual training places for the CIC Apprenticeship Scheme, no additional funding was required for HKIC.

4.6 Recommendation on Addition of Bonus for Encouragement in Construction Industry Council Approved Technical Talents Training Programme - Senior Tradesmen (Diploma) (for approval)

Members took note of Paper CIC/CTB/P/036/22, and noted that all courses of Certificate in Construction and Diploma in Construction had been delinked from the courses of Vocational Training Council (VTC) since academic year 2021/22. Students were not required to sign up for the VTC Apprenticeship Scheme, and apprentices who participated in CIC Apprenticeship Scheme - Senior Tradesmen (Diploma) would also stop participating in VTC Earn & Learn Scheme. Student's intention to participate in the CIC Apprenticeship Scheme - Senior Tradesmen (Diploma) would be affected as they could not receive the subsidies of Earn & Learn (a total subsidy of HK\$ 54,000 for 2 years). With a view to maintaining the competitiveness of the captioned Scheme, Members approved to add an interim and graduation bonus of HK\$24,000 and HK\$30,000 respectively for CIC Apprenticeship Scheme - Senior Tradesmen (Diploma). As the government had allocated HK\$1 billion to CIC to increase manpower supply of the construction industry, and a part of the resources had been earmarked for adding the abovementioned bonus, no additional funding was required for HKIC.

4.7 ★ Report on Benchmarks of Efficiency for Full-time Courses for Year 2020/21 - Retention Rate (for information)

Members took note of Paper *CIC/CTB/P/037/22*, and did not make further comments on the Paper.

4.8 ★ Report on Benchmarks of Efficiency for Full-time Courses in 2020-2021 – Course Satisfaction Rate (Including Employers and Graduates) (for information)

Members took note of Paper *CIC/CTB/P/038/22*, and did not make further comments on the Paper.

4.9 ★Report on the Quality Assurance and Performance Appraisal of “Collaborative Training Scheme” (for

information)

Members took note of Paper *CIC/CTB/P/039/22*. The CIC Chairman pointed out that as the performance of some contractors did not meet the standard, their applications should be suspended for 3 months. He asked the Collaboration Scheme Department to follow up on the matter.

4.10 ★ Report on Employers and Graduates' Satisfaction Rate of Collaborative Training Schemes for Year 2020/2021 (for information)

Members took note of Paper *CIC/CTB/P/040/22*, and did not make further comments on the Paper.

4.11 ★ Summary Report of the 2nd Meeting of Sub-committee on Trade Testing in 2022 (for information)

Members took note of Paper *CIC/CTB/P/041/22*, and did not make further comments on the Paper.

4.12 ★ Summary Report of the 2nd Meeting of Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes in 2022 (for information)

Members took note of Paper *CIC/CTB/P/042/22*, and did not make further comments on the Paper.

4.13 ★ Report on Estimated Waiting Time for Full-time Short Courses with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/043/22*, and did not make further comments on the Paper.

4.14 ★ Table on Waiting Time and Data for Trade Tests with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/044/22*, and did not make further comments on the Paper.

4.15 ★ Table on Waiting Time for Plant and Machinery Operation Certification Courses cum Tests with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/045/22*, and did not make further comments on the Paper.

4.16 ★Statistical Data, Progress Report and Proposed Actions for Enhancement of Construction Industry Council Approved Technical Talents Training Programmes (for information)

Members took note of Paper *CIC/CTB/P/046/22*, and did not make further comments on the Paper.

4.17 ★Statistical Data of Advanced Construction Manpower Training Scheme – Pilot Scheme with Proposed Actions for Enhancement (for information)

Members took note of Paper *CIC/CTB/P/047/22*, and did not make further comments on the Paper.

4.18 Any Other Business

There being no other business, the meeting was adjourned at 11:40 a.m.

4.19 Tentative Date of Next Meeting No. 005/22

The next meeting was scheduled for 14 September 2022 (Wednesday) at 9:30am, and venue to be confirmed.

**CITB Secretariat
July 2022**