

Construction Industry Council

Construction Industry Training Board

Meeting No. 005/17 of the Construction Industry Training Board was held on 4 October 2017 (Wednesday) at 9:30am at Board Room, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Summary Notes of the Construction Industry Training Board (the “CITB”) Meeting No. 005/17:

Agenda Item	Paper	Major Resolutions/ Progress Highlights
5.1	CIC/CTB/R/004/17	Confirmation of the Progress Report of the Previous Meeting Members confirmed the progress report of 4th CITB Meeting held on 3 August 2017.
5.2	CIC/CTB/R/004/17	Matters arising from the last meeting Item 4.2.1 –As regards the resolution of allowing workers who had not yet possessed four years of related working experience, upon paying a deposit of HK\$800 together with a recommendation letter issued by their employers or labour unions, to apply for trade testing, Trade Testing Centre expected that the arrangement would be introduced in the year of 2018. The said arrangement would be reviewed a year later after its commencement.
5.3	CIC/CTB/P/064/17 (for endorsement)	Vision, Mission Statement and Motto of the Hong Kong Institute of Construction (“HKIC”) Members endorsed the vision, mission statement and motto of the HKIC as follows: Vision - To nurture an accomplished construction workforce with sound professional skills, theoretical knowledge, safety awareness, innovative ideas, passion and pride for the construction industry of Hong Kong Mission Statement - i) To provide training in construction and management skills based on whole person education and construction site practices; ii) To cultivate a culture of work safety and sustainability for the construction industry; iii) To cultivate a culture of career dedication for the construction industry and pursuit of excellence for the construction industry; iv) To cultivate a healthy

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		and caring image of the construction industry. Motto - To dedicate . To excel
5.4	CIC/CTB/P/065/17 (for endorsement)	<p>Terms of Reference of the Hong Kong Institute of Construction Management Board (“HKICMB”)</p> <p>Members endorsed the Terms of Reference of the HKICMB as follows:</p> <ul style="list-style-type: none"> i) to formulate strategies for the development of HKIC (the Institute), taking into account of industry input and developments in the vocational and professional education and training (VPET) sector; ii) to ensure efficient and effective management of the Institute to realise its vision and mission; iii) to prepare and submit 3-year Strategic Plan and Annual Plan to Construction Industry Training Board (CITB) for endorsement on an annual basis; iv) to prepare and submit Annual Report to CITB; v) to oversee and ensure quality provision of the Institute’s programmes and services; vi) to decide on the Institute’s policies and guidelines on programme planning, development, delivery and review; and vii) to approve programme proposals, including admission requirements, programme objectives, intended learning outcomes, and syllabuses.
5.5	CIC/CTB/P/066/17 (for endorsement)	<p>Governance Structure of the HKIC</p> <p>It was noted that the governance structure of the HKIC was discussed and endorsed by the Committee on Administration and Finance at its meeting on 11 August 2017. The proposed governance structure was formulated with the principle of allowing sufficient autonomy and authority for its operations while fulfilling the requirements and provisions of the Construction Industry Council Ordinance governing CIC’s training operations. Members endorsed the governance structure of the HKIC which included the approvals on the aspects of corporate governance, finance and training, and the corresponding regulatory approval procedures.</p>
5.6	CIC/CTB/P/067/17 (for endorsement)	<p>Manpower Forecast of Site Supervisory Personnel, Technicians and Professionals in the Construction Industry</p> <p>It was noted that CIC had commissioned a research team of the University of Hong Kong in June 2016</p>

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		to assess the demand and supply of site supervisory personnel, technicians and construction professionals in the coming ten years. Through the collection and analysis of extensive data, the study would be able to forecast the potential manpower mismatches in terms of the number and skill requirements, and to assist the decision makers and industry stakeholders to formulate short-term measures and long-term strategies to meet future needs of the construction industry. Members endorsed the findings of the forecast for the period 2018 to 2025 according to the supply and demand of manpower. In general, there would be a shortage of site supervisory personnel, technicians and professionals in the construction industry.
5.7	CIC/CTB/P/068/17 (for endorsement)	<p>Streamlining the Meeting Procedures of CITB</p> <p>Members approved a list of suggestions on enhancing CITB meeting procedures to improve its operational efficiency. There were 9 items in that streamlining exercise, some of which originally submitted as “for approval” would be revised as “for information” and reported to CITB in the format of meeting minutes, whilst some items would not be needed for submission to CITB for approval. Besides, there were 12 items not requiring any amendments. Upon the establishment of the HKIC, its Management Board would lead HKIC at the strategic level, and would report to and be accountable to the CITB.</p>
5.8	CIC/CTB/P/069/17 (for approval)	<p>Proposed Amendments to Skills Enhancement Courses for Construction Workers</p> <p>It was noted that the Skills Enhancement Courses for Construction Workers, which aimed to assist registered general workers to upgrade their skills to reach the level of a semi-skilled worker so as to get registered, had only received average response from the market since its launch in April 2017. Therefore, Members agreed to a number of proposed amendments, which included: i) CIC would accord higher priorities to those general workers who had not possessed any semi-skilled worker qualifications to take the skills enhancement courses and would let those who had already possessed semi-skilled worker qualifications to enrol in the skills enhancement courses on trades other than the ones they were skilled in with a lower priority and only allow them to enrol in the skills enhancement courses on other trades only after 12 months upon completion of a skills enhancement course in order to achieve the purpose of mastering multi-skills; ii) to step up publicity efforts to promote the benefits of obtaining a semi-skilled worker qualification. A message that workers could gradually move up to</p>

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		become a "master" should be included in the leaflet. Posters should be put up in construction sites to directly promote the courses; and iii) to strengthen the collaboration with trade unions or other institutions, based on a model similar to the current trainees' referral scheme. In order to encourage labour unions / trade associations / individuals to recommend workers to enrol in the courses, a reward would be awarded upon recommending a worker who could complete a designated skills enhancement course, and the related cost would be included in the publicity expense.
5.9	CIC/CTB/P/070/17 (for approval)	<p>Proposed Amendments to Skills Enhancement Courses under Advanced Construction Manpower Training Scheme – Pilot Scheme</p> <p>Members accepted the proposed amendments to the Skills Enhancement Courses under the captioned Pilot Scheme, which included allowing Hong Kong Construction Industry Employees General Union to add the trade of “Floor Layer (Timber Flooring)” to its list of skills enhancement courses on offer; and allowing Hong Kong Confederation of Trade Unions - Construction Site Workers General Union to add the trade of “Carpenter (Formwork - Building Construction)” to its list of skills enhancement courses, and the corresponding course contents. The training quota of the Pilot Scheme would remain at 800 and no additional costs would be incurred.</p>
5.10	CIC/CTB/P/071/17 (for approval)	<p>Proposed Amendments to Benchmarks of Efficiency for Collaborative Training Schemes and Statistical Data (January to June 2017)</p> <p>Members noted and agreed that as the calculation methods of the efficiency benchmarks for the Collaborative Training Schemes could not reflect the actual training during the period, the enrolment rate, the dropout rate, and the overall passing rate had to be revised and would be based on the actual situation during the said period. The annual change on the number of enrollment had been added too. Members also accepted that the results of the benchmarks of efficiency for the Schemes during January - June 2017, compared with those of the same period last year, application rate, enrolment rate, annual change on the number of enrolment, and overall passing rate all recorded an increase. Only that the retention rate - 3 months after graduation (including those unable to get in touch and presumed not in the industry) was slightly lower than the figure of the same period last year. Members also accepted the proposed follow-up tasks in response to the said statistical figures. Regarding the newly launched Construction Tradesman Collaborative Training Scheme which was introduced for about six months,</p>

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		the management would carry out a preliminary review and made enhancement suggestions in the next meeting.
5.11 to 5.13	CIC/CTB/P/072/17 to CIC/CTB/P/074/17 (for information)	Summary Notes of Meeting of Steering Group on Implementation of CWRO Amendments (3rd Meeting on 10 August 2017); Summary Notes of Meeting of Task Force on Training (3rd Meeting on 20 July 2017); Summary Notes of Meeting of Task Force on Trade Testing (3rd Meeting on 26 July 2017) Members took note of the resolutions made by the above steering group/ task forces at the above meetings.
5.14 to 5.17	CIC/CTB/P/075/17 to CIC/CTB/P/078/17 (for information)	Waiting Time and Data for Training Courses/ Scheme and Trade Testing Members took note of the waiting time table of adult full-time short course, trade testing and machinery operation certification course cum tests; charts of registered workers who qualified through Senior Workers Registration Arrangement and Trade Testing; and the statistical data of Advanced Construction Manpower Training Scheme - Pilot Scheme.
5.18	Any Other Business	<ul style="list-style-type: none"> i) Members were cordially invited to support and participate in the Construction Industry Sports Day and Charity Fun Day 2017 to be held by CIC on 5 November 2017; ii) A mechanism was proposed to be set up to report to Members the public complaints related to the CIC's training; and iii) To follow up the proposals of adjusting the hourly rate of instructors for the skills enhancement courses under the Advanced Construction Manpower Training Scheme - Pilot Scheme according to the inflation rate and the further relaxation of the admission requirements of the courses.

Remarks: *The mentioned papers discussed at the Construction Industry Training Board can be made available to Council Members from the CIC Secretariat upon request.*