

Construction Industry Council

Construction Industry Training Board

Meeting No. 001/20 of the Construction Industry Training Board (CITB) was held on 15 January 2020 (Wednesday) at 9:30am at Board Room, Construction Industry Council, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

Present:	YU Sai-yen	(SYYu)	Chairperson
	CHAN Kim-kwong	(KCCN)	
	CHAN Pat-kan	(CPK)	
	CHENG Sau-kuen	(SKCg)	
	CHOW Luen-kiu	(LKC)	
	Henry CHAU	(BCC)	
	Amelia FOK	(CYF)	
	Eddie LAM	(ELM)	
	Peter LAM	(OKL)	
	Edmond WONG	(EW)	
	Francis CHAU	(DS1)	
	WAN Chi-ping	(CPW)	
In attendance:	YAU Hau-yin	(HYYu)	Development Bureau
	Rick KO	(WCK)	Development Bureau
	CHAN Ka-kui	(KKCh)	CIC Chairman
	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
	Daniel CHIU	(DIC)	Manager – Collaboration Scheme
	Ellen FUNG	(EnF)	Manager – Apprenticeship Management
	Priscilla TAM	(PTm)	Manager – Board Services & Administration Support
	Formula CHEN	(FMC)	Assistant Manager – CITB Secretariat
Absent:	Joseph CHI	(JCI)	
	Dennis WONG	(DW)	

Minutes

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1.1 Confirmation of the Minutes of the Previous Meeting

Members took note of Paper CIC/CTB/M/006/19 and confirmed the minutes of the meeting No. 006/19 held on 28 November 2019.

1.2 Matters Arising from the Previous Meeting

Item 6.6 – Data on the Hong Kong Institute of Construction (HKIC) graduates pursuing further studies after completing the Earn & Learn Scheme

The relevant data was already listed as the post-meeting note to paragraph 6.6 of the minutes of the last meeting.

Item 6.7 – Reinforcing the safety elements of training for lift mechanics

The Collaboration Scheme Department (COS) had discussed the issue of increasing the safety elements of the written tests with the Electrical and Mechanical Services Department and the Lift & Escalators Contractors Association. Trainees undertaking the lift mechanics training would also be arranged to enrol in the “Safety Training Course for Construction Workers of Lift Mechanic (Silver Card Course)”.

1.3 Report on Visit of “Construction Industry Training Board” and “Hong Kong Institute of Construction Management Board” to Germany and Switzerland in 2019 (for information)

Members took note of Paper CIC/CTB/P/001/20. Visit of “Construction Industry Training Board” and “Hong Kong Institute of Construction Management Board” to Germany and Switzerland in 2019 was conducted successfully between 22 and 30 October 2019. The total expenditure of the visit was around HK\$634,000.

Director-HKIC briefed members on the characteristics of the Dual System of Germany and Switzerland, and their comparison with the training system of Hong Kong. After the visit, the delegation preliminarily summarised the success factors for the training in Germany and Switzerland. Taking into account of these factors and the way forward for HKIC’s curriculum and CIC

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apprenticeship scheme, the management made relevant suggestions for enhancement.

The representative of the Development Bureau was concerned about the positioning of the certification of master craftsman mentioned in the paper, and opined that the industry should be extensively consulted in advance and a consensus should be reached. A member stated that there were workers recognised as master craftsmen in the subcontractor sector did earn higher income. However, it would be hard to request the industry to develop a pay mechanism for the rank of master craftsman. The certification of the master craftsman rank might help uplift the image of the industry and encourage workers to further develop their skills. Another member also agreed to grant exceptionally skillful workers a special title, which would help encourage workers to make further progress. Executive Director responded that the rank of craftsman/master craftsman aimed at recognising the professional capabilities of workers, rather than serving as a wage indicator because wages were determined by employers. With reference to the experience of Germany and Switzerland, apprentices could upgrade their skills through continuing education like management courses so as to get promoted as craftsmen or engineers, or even managerial staff. Hong Kong could take this as the goal. The Development Bureau held a neutral stance towards the suggestion and opined that as the system and operation between Hong Kong and those of Germany and Switzerland were different, it might not appropriate to adopt the practice of both countries in full. It was suggested that CIC should first clearly define the framework on the role of master craftsman, and reach a consensus with the industry.

Regarding the certification criteria, a member opined that wages should be determined by market, while the broad direction was that craftsmanship should reach a specific standard. For other qualifications like the management skills, they should be in line with the Qualifications Framework. A member stated that, for the sake of fairness, courses completed earlier should be counted as well. Another member stated that apprentices in Germany were required to complete different types of and relevant craftsmanship courses, which took as long as 1,000 hours, and there was a unified assessment. The mechanism of master craftsman could formulate its requirements in the areas of technique, management skills and industry knowledge.

The Chairperson concluded that members generally agreed to the

mechanism of master craftsman and opined that establishment of fair and impartial criteria was the most important thing. The Chairperson stated that there were more part-time instructors in the training institutes in Germany than full-time instructors. As there were over 200,000 construction workers in Hong Kong, CIC should think of how to attract or train more part-time instructors. The Chairperson asked which department would develop the mechanism for the rank of master craftsman. Executive Director responded that the decision on which unit would be accountable for the mechanism would be made at a later stage and reported at the next meeting.

1.4 Roadmap for the Development Blueprint of Full-time Courses (1-Year and 2-Year) of the Hong Kong Institute of Construction (for information)

Members took note of Paper CIC/CTB/P/002/20 and the background for formulating a roadmap for the development of the full-time courses (1-Year and 2-Year). Members noted that in order to put the development blueprint (hereafter referred as “Construction Pathway Project”(“CPP”)) into practice, HKIC had established a steering group, chaired by the Director-HKIC, to steer and monitor the progress of the CPP. The steering group would meet bi-monthly. Members also noted the project items covered by the execution plan, the responsible staff, the relevant timetable, and the results achieved according to the plan over the past few months.

A member opined that HKIC should put in more effort to attract students, and enquired how HKIC would boost the intake. The Chairperson also opined that publicity should be commenced as early as possible and on a continuous basis. YLC responded that HKIC and the Corporate Communications Department were working together closely to draft the promotion and publicity strategy of the curriculum reform. Recruitment of students would be conducted one year in advance while publicity work had been uninterrupted. Executive Director supplemented that the curriculum reform consisted of two important elements. First, at present some of the HKIC graduates needed to go to the Vocational Training Council to take a Diploma course of Foundation Studies or a Higher Diploma course, and it was hoped that HKIC would be able to offer these courses starting from 2021, with the aim of letting HKIC graduates continue their further studies in HKIC. Besides, evening courses would also provide a progression ladder

for graduates. Course promotion was undoubtedly important, but more importantly, employers recognised that further studies would facilitate HKIC graduates' work, and they would offer better employment conditions.

1.5 Proposal on adding a trade on “Underwater Lamination Sand Placing Special Barge Operator” to "Intermediate Tradesman Collaborative Training Scheme " (ITCTS) (for approval)

Members took note of Paper CIC/CTB/P/003/20, and approved the proposal on adding a trade on “Underwater Lamination Sand Placing Special Barge Operator” to ITCTS, the training syllabus, training arrangement and financial budget. As the estimated number of ITCTS training places in 2020 would remain unchanged, there was no need to apply for additional funding.

1.6 ★Tender Assessment Report on Safety Shoes (for approval)

Members took note of Paper *CIC/CTB/P/004/20*.

Regarding the tender recommendation on supply of safety shoes (low shoe) with aluminium toecap & anti-penetration mid-sole, members considered that safety shoes were a common item and it was unreasonable for having only one qualified tender. Members suggested that pre-tender market research could be conducted to collect information on the number of suppliers and prices in the market and then to make a comparison with the former contract; pre-qualification should be conducted; specifications should be listed and whether there were any essential requirements; whether there were any other alternate materials; and tender bidders could be required to provide safety shoe samples.

Members unanimously agreed that safety shoes which could provide adequate protection and comfort would be very important to workers, and hoped that the CIC would take account of that requirement in procurement. CIC Chairman said that at present CIC, as the central procurement unit for workers' uniforms, would negotiate with suppliers and let the industry place their orders freely. CIC Chairman inquired if HKIC would leverage on the group procurement power and consider central procurement of safety shoes. YLC replied that HKIC would consider discussing with the Procurement Department regarding the feasibility of group procurement of safety shoes. As there were many types of safety shoes, the procurement exercise

would depend on contractors' interests in ordering the shoes and the quantities of each order. The Chairperson responded that the CIC had requested the Hong Kong Polytechnic University to develop materials for worker uniform, so group procurement could be adopted, but it would be difficult to adopt group procurement for safety shoes because there were many types of safety shoes.

After deliberation, members endorsed the award of the contract on supply of safety shoes (low shoe) with non-metal toecap & anti-penetration mid-sole to Angie Uniform. The period of the contract would be from 1 February 2020 to 31 January 2022. Members did not endorse the award of the contract on supply of safety shoes (low shoe) with aluminium toecap & anti-penetration mid-sole. Members requested the management to study if there was any difference regarding the protective function between safety shoes (low shoe) with non-metal toecap & anti-penetration mid-sole and safety shoes (low shoe) with aluminium toecap & anti-penetration mid-sole. If there was no difference, the management should switch to buy safety shoes (low shoe) with non-metal toecap & anti-penetration mid-sole. Otherwise, a re-tender exercise had to be conducted.

YLC

(Post-meeting notes: The management had decided to buy only safety shoes (low shoe) with non-metal toecap & anti-penetration mid-sole at that moment, i.e. a total of 11,738 safety shoes (low shoe with non-metal toecap & anti-penetration mid-sole) given in the paper. As the total amount would be less than HK\$5 million, there was no need to seek the Council's approval. The management would take members' comments as the final parameter for the procurement of safety shoes.)

1.7 ★Summary Report of the 6th Meeting of the Hong Kong Institute of Construction Management Board in 2019 (for information)

Members took note of Paper *CIC/CTB/P/005/20* with no further comments.

1.8 ★Summary Report of the 2nd Meeting of the Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes in 2019 (for information)

Members took note of Paper *CIC/CTB/P/006/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/007/20*. DEVB representative pointed out that, as the paper proposed, in 2020 when the subsidies for students of the Enhanced Construction Supervisor / Technician Programme (ECSTS) was used up and the objective to train 1,000 graduates were met, CIC would stop offering the related programme in academic year 2020/21. The representative raised that, in view of the overwhelming demand for frontline supervisors, the government had provided funding to subsidise the ECSTS in early years to attract more new joiners. The targets were not only secondary school graduates but also job-changers and frontline workers who could move upward to become supervisors through this pathway. The representative inquired if there were any reviews on the effectiveness of the programme and the reasons for discontinuing the programme.

YLC responded that the targets of the ECSTS were those aged between 20s and 30s. The mobility of that age group was relatively low. The training period of 9-month classroom training and 6-month site practice (9+6 Enhanced Supervisor Courses) was relatively long for adults. The Courses had experienced under-enrolment in recent years. In future, HKIC part-time courses would allow job-changers and frontline workers to articulate into supervisor qualification. As reflected by the survey results, the Advanced Diploma Supervisor Courses providing 18-month classroom training plus 6-month site practice (18+6 Supervisor Courses), received better response and the skills of students were more comprehensive, while ECSTS students had more life experience. YLC expressed that should the ECSTS be discontinued in future, a paper with proposals would be submitted to CITB.

CIC Chairman pointed out that the 18+6 Supervisor Courses was more effective, and resources should be concentrated on developing the courses. The courses should be offered according to the market demand and HKIC's mission statement.

The Chairperson asked whether the 18+6 Supervisor Courses could absorb students from 9+6 Enhanced Supervisor Courses. A member agreed that resources should be concentrated on developing the 18+6 Supervisor Courses, as the number of students for the 9+6 Enhanced Supervisor Courses was few and

could be absorbed by the 18+6 courses. FW replied that the admission requirement for the 18+6 Supervisor Courses was secondary 6 school leavers with not less than 10 marks in HKDSE. As supervisors would need to read drawings and calculate as well as possess language ability, the admission requirement could not be relaxed so as to maintain the academic standard. For those not being fresh graduates of secondary 6, if they possessed equivalent qualification, they could still apply for 18+6 Supervisor Courses. However, if they did not possess equivalent qualification, they might consider applying for other courses of HKIC.

DEVB representative requested HKIC to consider the market demand for the 9+6 Enhanced Supervisor Courses and review the effectiveness of the length of training period. If it was suggested to discontinue the courses, there should be substitute courses to meet the needs of the industry.

YLC

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

Members took note of Paper *CIC/CTB/P/008/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/009/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/010/20* with no further comments.

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

Members took note of Paper *CIC/CTB/P/011/20* with no further comments.

1.14 Any Other Business

Progress Report of the 1st Hong Kong Construction Skills

Competition

Members noted that the preparations for the 1st Hong Kong Construction Skills Competition (“the competition”) were in full swing and received full support from the industry. A total of 179 and 57 candidates had enrolled in open category and youth category respectively. Besides, there were 11 supporting organisations and 40 sponsors for the competition. The competition cum Open Day of “Hong Kong Construction Industry Trade Testing Centre” would be held on 15 March. Competitions of the two categories would be held on 15, 22 and 29 March while the award ceremony was scheduled for 5 April. IK invited members to set aside time to attend.

International Forum on 45th Anniversary of Construction Training and the Launching Ceremony of the School of Professional Development in Construction

AL reported that the International Forum on 45th Anniversary of Construction Training would be held at Hotel ICON on 6 March and members were invited to join.

Membership List of the Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study

AL reported that the membership list of the Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study would be submitted for members’ approval via circulation later.

Modular Integrated Construction (MiC) Course

A member inquired that, as the MiC course in Singapore jointly organised by School of Professional Development in Construction (SPDC) and BCA Academy had been completed, whether a sharing session would be organised for students to report and share their learnings. A number of members from the Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC) also enrolled in that course and HKFEMC could co-organise a sharing session with SPDC if necessary. FW responded that SPDC was reviewing students’ feedbacks and course effectiveness for the time being as the course had just been completed. SPDC could arrange a sharing session afterwards.

1.15 Tentative Date of Meeting No. 002/20

Action

The next meeting was scheduled for 18 March 2020 (Wednesday) at 9:30am at Board Room, CIC Headquarters, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

There being no further business, the meeting was adjourned at 11:20am.

**CITB Secretariat
January 2020**