

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 002/20 of the Construction Industry Training Board (CITB) was held on 18 March 2020 (Wednesday) at 9:30am at Conference Room, 29/F, Tower 2, Enterprise Square Five, 38 Wang Chiu Road, Kowloon Bay, Kowloon.

Present:	YU Sai-yen	(SYYu)	Chairperson
	CHAN Kim-kwong	(KKCN)	
	CHAN Pat-kan	(CPK)	
	Henry CHAU	(BCC)	
	CHENG Sau-kuen	(SKCg)	
	Joseph CHI	(JCI)	
	CHOW Luen-kiu	(LKC)	
	Amelia FOK	(CYF)	
	Eddie LAM	(ELM)	
	Peter LAM	(OKL)	
	Dennis WONG	(DW)	
	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
	Francis WONG	(FW)	Director – HKIC
	CHU Yin-lin	(YLC)	Assistant Director – Training
	Peter TANG	(PrT)	Assistant Director – Student and Curriculum Development
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Jimmy LEUNG	(JyL)	Consultant – Collaboration Scheme and Apprenticeship Management
	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:	Edmond WONG	(EW)	

**Minutes**

**Action**

**2.1 Confirmation of the Minutes of the Previous Meeting**

Members took note of Paper CIC/CTB/M/001/20 and confirmed the minutes of the meeting No. 001/20 held on 15 January 2020.

**2.2 Matters Arising from the Previous Meeting**

Item 1.6 – Tender Assessment Report on Safety Shoes

The management had already reported in the post-meeting note on item 1.6 of the minutes of the previous meeting that the management had decided to buy only safety shoes with non-metal toecap & anti-penetration mid-sole at that moment, i.e. a total of 11,738 pairs of safety shoes (low shoe) with non-metal toecap & anti-penetration mid-sole as given in the paper. As the total amount to be paid 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.

The Chairperson enquired whether it had studied the difference in 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. YLC replied that the protective function of both types of safety shoes was the same.

Item 1.9 – Demand for and review of Enhanced Construction Supervisor / Technician Programme

The Hong Kong Institute of Construction (HKIC) had suggested increasing the first-year training places for the advanced diploma courses in 2020/21 from 160 to 240 so as to cater for the needs of the industry.

**2.3 Proposed 3-year Plan for Training Places from 2020/21 to 2022/23 (including 2020/21 training places) (for approval)**

Members took note of Paper CIC/CTB/P/012/20.

A member opined that as the government would provide extra incentives to encourage in-service general workers to upgrade themselves as intermediate tradesmen, the projected enrolment for

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the relevant courses would increase. The member then enquired whether HKIC would introduce courses to cover more trades and increase the training places. YLC replied that HKIC had significantly increased the number of training places for skills enhancement courses, and could introduce courses to cover more trades subject to the needs of the industry. The Chairperson added that the number of enrolment for the skills enhancement courses in 2018/19 was 2,524 while the number of training places proposed for 2020/21 was 4,536, which was 2,000 more than the actual number of enrolment recorded in previous year. Besides, the industry could discuss with HKIC on the addition of courses to cover more trades.

Another member expressed that intermediate tradesmen would also need to enhance their skills, for example, painters also had to acquire the knowledge of chalk lining. That member enquired whether skills enhancement courses could be offered to the intermediate tradesmen. YLC responded that, subject to the demand of the industry, HKIC might consult with the Course Advisory Panels and consider organising relevant courses.

The Chairperson summarised that members generally wished to increase the number of training places. However, the enrolment rate of HKIC was not high. Thus, there was a need to see how to attract more students to enroll in the courses. YLC said that HKIC would review its resources so as to provide suitable programmes, and would submit proposals to the Council for discussion.

A member stated that the training duration of metal scaffolding course was up to 30 days and it was difficult for in-service workers to join. The member enquired whether HKIC would consider extending the training duration to 4 months and students could attend the course for one week in each month. The Chairperson suggested that 4 classes could be conducted consecutively in the same month if there were adequate resources to do so. YLC replied that HKIC would study the related arrangements.

After deliberation, Members approved the respective number of training places for HKIC full-time courses and part-time courses, i.e. 5,838 and 87,044, in the academic year 2020/21.

**2.4 Training Places for “Collaborative Training Scheme” and “Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Diploma) & (Certificate)” in 2021 (for approval)**

Members took note of Paper CIC/CTB/P/013/20, and approved the respective number of training places for “Collaborative Training Schemes” and “Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Diploma) & (Certificate)”, i.e. 2,800 and 290, in year 2021.

A member hoped to attract more workers to join the collaboration scheme. DIC replied that the Collaboration Scheme Department regularly organised recruitment days for employers in the hope that it might attract more talents. The Executive Director opined that the number of training places was sufficient, and hoped that employers would relax their requirements in recruiting trainees to provide more opportunities for workers. The Chairperson supplemented that the training places of the collaboration scheme could be flexibly adjusted if deemed necessary.

**2.5 Proposed Adjustment to Training Allowance for Full-time Courses (for approval)**

Members took note of Paper CIC/CTB/P/014/20 and noted that the Financial Secretary had reserved HK\$200 million in the 2019-20 Budget for enhancing the training for construction workers, in which HK\$50 million would be used to increase the training allowance for Construction Certificate and Construction Diploma Programmes. Although the submission was unanimously supported by the Panel on Development of the Legislative Council on 28 May 2019, the proposed funding application was not presented to the Finance Committee for discussion and approval due to the occurrence of social incidents last year. In order to attract more young people to enroll in the one-year full-time courses, HKIC had raised the monthly training allowance from HK\$3,600 to HK\$4,800 from September 2019 onwards. The government had suggested reserving the funding in the estimated expenditure of financial year of 2020-21. The disbursement date of increased allowance would be calculated from the approval date of the “Appropriation Bill 2020”. Thus, CIC would be responsible for the payment of extra training allowance for the period from 1 September 2019 to the day before the commencement of the Appropriation Bill 2020.

A member suggested increasing the on-site training allowance. YLC expressed that the current monthly allowance for full-time

students was HK\$4,800 and an additional HK\$135 daily allowance would be provided for on-site training. With reference to current consumer price index, the allowance was sufficient for daily expenses on transport and meal of the students. The Chairperson concurred that the current allowance was sufficient. A member also shared the view that there was no need to increase the allowance and raised that deduction of allowance might be considered if the learning attitude of students was unsatisfactory. YLC responded that HKIC had laid down stringent measures. Students must attend classes on time. If students who arrived late for more than 15 minutes for three times, half-day allowance would be deducted. Students must have achieved an attendance rate of 95% or above in order to graduate.

After deliberation, members approved the proposal that the training allowance of full-time courses for the year 2019/20 would remain unchanged.

## **2.6 Membership of “Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study” (for approval)**

Members took note of Paper CIC/CTB/P/015/20, and noted there was no nomination from the Real Estate Developers Association of Hong Kong. Members approved the membership list of “Task Force on CIC Manpower Forecasting Model Updating and Enhancement Study”.

## **2.7 ★Proposed Manpower Plan for “Urban Forestry Support Fund - Trainee Programme” (for information)**

Members took note of Paper \*CIC/CTB/P/016/20\* and the proposed manpower plan for “Urban Forestry Support Fund – Trainee Programme”. A member hoped that the tree management personnel could be included in the construction workers registration system. The representative of the Development Bureau responded that six criteria needed to be met for adding a new designated trade to the ambit of Construction Workers Registration Ordinance (the “CWRO”). These criteria included the work of the proposed trade should fall within the definition of “Construction Work” of the Construction Workers Registration Ordinance. The government had no plan, for the time being, to include tree management personnel into the ambit of CWRO. Rather, a voluntary registration system would be established for tree management personnel.

**2.8 ★Annual Report of the Hong Kong Institute of Construction Management Board in 2018/19 (for information)**

Members took note of Paper \*CIC/CTB/P/017/20\*, and noted the results of the work of HKIC given in the annual report of the Hong Kong Institute of Construction Management Board in 2018/19.

**2.9 ★Summary Report on Programme Evaluation of Full-time One-year or above Courses in 2018/19 (for information)**

Members took note of Paper \*CIC/CTB/P/018/20\*, and noted the highlights and observations as well as the related follow-up actions in the summary report on the programme evaluation of one-year or above full-time courses in year 2018/19.

**2.10 ★Report on Benchmarks of Efficiency for Full-time Courses in 2018/19 and 2017/18 (Employment Rate after having graduated for One Month) (for information)**

Members took note of Paper \*CIC/CTB/P/019/20\* and the report on benchmarks of the employment rate (after graduation for one month) of the graduates of full-time courses for academic years 2018/19 and 2017/18. A member enquired whether HKIC would increase the number of training places for English courses as the employment rate of three English courses had improved significantly. PrT responded that HKIC had enhanced the work for ethnic minorities last year, such that the employment rate went up remarkably. However, the actual enrollment still had not reached the planned training places. The member further asked whether HKIC would establish a mechanism to adjust the number of training places according to the enrollment. YLC pointed out that HKIC did have an established mechanism to adjust the number of training places according to the enrollment or policy changes.

**2.11 ★Summary Report of the 1<sup>st</sup> Meeting of the Hong Kong Institute of Construction Management Board in 2020 (For Members' Consideration via Circulation) (for information)**

Members took note of Paper \*CIC/CTB/P/020/20\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/021/20\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/022/20\*. The Chairperson expressed concern about the waiting time for some trades, which was longer than 2 months and enquired if there were any measures to deal with the situation. IK responded that the waiting time for trade testing increased slightly as the Chinese New Year happened to be in the month of January. Trade Testing Centre would conduct additional trade tests on weekends. It was anticipated that the waiting time could be reduced in coming March and April.

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

Members took note of Paper \*CIC/CTB/P/023/20\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/024/20\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/025/20\* with no further comments.

**2.17 Any Other Business**

Progress Report on the 1<sup>st</sup> Hong Kong Construction Skills Competition

Members noted that the Youth Group Competition of the 1<sup>st</sup> Hong Kong Construction Skills Competition was successfully held on 15 March 2020 with the result to be announced on 27 March 2020, and that the Open Group Competition was tentatively postponed to October or November.

**2.18 Tentative Date of Meeting No. 003/20**

The next meeting was scheduled for 13 May 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  
March 2020**