

Construction Industry Council

Construction Industry Training Board

Meeting No. 003/11 of the Construction Industry Training Board was held on 3 August 2011 (Wednesday) at 10:00 am at Conference Room, CIC HQ, 15/F Allied Kajima Building, 138 Gloucester Road, Wanchai, Hong Kong.

Summary notes of the Construction Industry Training Board Meeting No. 003/11:

Agenda Item	Paper	Major Resolutions/ Progress Highlights
3.1	CIC/CTB/R/002/11	Confirmation of Progress Report of the Last Meeting – Members approved the Progress Report of the 2 nd meeting held on 26 May 2011.
3.2	CIC/CTB/R/002/11	Matters Arising from the Previous Meeting – (i) Publicity of Enhanced Construction Supervisor Training Scheme — As regards the software of banner for publicity, CICTA had contacted over a hundred of construction firms and more than 500 sites. Firms expressed interests were given the said software and the training premises of CICTA had all put up the Build Up banners. (ii) CIC messages through SMS - The initial responses of registered construction workers to the SMS messages on training courses, test tests and discounts sent by CICTA were satisfactory. (iii) Demand for E&M manpower — At the invitation of the Committee on Manpower and Development (CMTD), the Hong Kong Federation of Electrical and Mechanical Contractors Ltd (HKFEMC) and the Vocational Training Council (VTC) both sent representatives to give presentations on the demand for E&M manpower and the

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		<p>provision of E&M training courses respectively. Although the shortage of E&M manpower in the coming five years would be insignificant, over 25% of the registered skilled workers (E&M trades) were of the age of 50 or above according to the data from the Construction Workers Registration Authority (CWRA). The industry would face an aging problem. CMTD had requested to use the data from CWRA to find out the respective number of active E&M workers and inactive ones as well as the trades they belonged to so as to identify the E&M trades that had manpower mismatch.</p> <p>In the run up to 2016, the number of graduates completing the construction related courses conducted by the VTC totaled about 2,000 per year. However, the courses were facing the following challenges, i.e. the low birth rate, graduates' aspiration to pursue further studies, and a lack of interest among secondary school students to pursue a career in construction field. Members also noted that the CMTD had requested VTC to provide information on the wastage rate of these graduates and the proportion of graduates taking up capital works to those performing Repair, Maintenance, Alteration and Addition (RMAA) works.</p>
3.3	CIC/CTB/P/040/11	<p>Conceptual Proposal on New Technician/Supervisor Programme –</p> <p>Members accepted the idea of the new technician/supervisor programme, under which trainees would receive in CICTA 18 months' training including a 2-month site practice. Trainees would then be employed by an employer to receive on-the-job training for six months during which progress of training had to be regularly reported to the CICTA. Upon completion of training, trainees had to submit site practice reports and get passing marks for passing out.</p>

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3.4	CIC/CTB/P/041/11	The progress report of the “Investing in Construction Manpower” Project – Members noted the progress of implementation of various measures under the project and requested the management to actively absorb the number of course applicants on the waiting list through the tripartite work trades contractor cooperative training scheme. In addition, effective measures to address the issue of venue and manpower shortage had to be worked out to clear as early as possible the backlog of applications for popular courses.
3.5	CIC/CTB/P/042/11	Proposal on additional training resources to be required for targets of Phase III of Enhanced Construction Manpower Training Scheme – Subject to the effects of the proposals to be made for clearing the backlog of applications for courses in Phase II, Members accepted in principle the proposed training target of 645 and the amount of \$7.14M budgeted for Phase III of the Scheme.
3.6	CIC/CTB/P/043/11	Proposals to improve drop-out rates of trainees – Members noted that short courses cancelled during the period of 2007-2010 had been reviewed. Proposals to improve courses with high drop-out rates were accepted, which included the splitting up of the Bricklaying, Plastering and Tiling Course into three individual courses; the provision of a daily allowance of \$105 for the Computer Aided Drafting Course; and the review of the need to split up the Steelworks Painting (Civil Engineering and Building Construction) Course.
3.7	CIC/CTB/P/044/11	Circulation results of Sub-committee on Employers Subsidy Scheme –

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		<p>Members accepted the proposals made by the above Sub-committee, which mainly included:</p> <ul style="list-style-type: none">(i) applications of eight apprentices employed on daily-rated basis were accepted on conditions that there was mechanism to monitor and assure the training progress of these apprentices and there were reasonable employment terms; and the management could refer to this case as precedent in the future;(ii) the continuing of the apprentice subsidy scheme (trial) and its related budget which included the provision of 260 subsidized places and the budgeted amount of about \$7,590,000 in 2011; and(iii) the starting points of the basic monthly salary of the 2-year and 1-year Basic Craft Courses would be \$7,400 and \$6,200 respectively while that of the technician/supervisor programme would be \$7,300.
3.8	CIC/CTB/P/045/11	<p>Verbal report on the environmental hazard assessment of the training ground in Tai Po Area 33 –</p> <p>Members noted that the quantitative hazard assessment of the two nearby potential hazardous installations in the proposed site in Tai Po would be carried out in three stages. Stage one of the assessment was completed and the result indicated no increase in the hazards posed, which was submitted to the Electrical and Mechanical Services Department. The remaining stages of the assessment were commenced and expected to complete in September. In the aspect of local consultation, CICTA had introduced the background and facilities of the proposed site to the three schools in Tai Po, and also contacted the owners' associations of two nearby housing estates. Members of local community were also invited to visit CICTA's training grounds. The proposal of setting up an outdoor training ground in the site in Tai Po is expected to be</p>

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		submitted for the consideration of the Tai Po District Council in January 2012 if everything goes well.
3.9	A.O.B.	<p>Concern for safety training – Members agreed to find out the issuing body of the green cards, holders of which were involved in recent fatal industrial accidents. If the cards were issued by CICTA, there would be a need to see if it was necessary to reinforce the related safety training. In addition, it was advised to study whether the trades with higher accident rates had silver card courses in place and follow up the need to extend the coverage of the silver card courses.</p> <p>Repair and maintenance of heritage buildings – As the repair and maintenance of heritage buildings in Hong Kong was attracting more attention, Members agreed to form a working group to strengthen the efforts in this area and accepted the proposal of organizing a study trip to Beijing on the theme.</p>