

**Construction Industry Council**

**Construction Industry Training Board**

Meeting No. 006/16 of the Construction Industry Training Board was held on 8 December 2016 (Thursday) at 9:30am at Board Room, 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon.

---

Summary Notes of the CITB Meeting No. 006/16:

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
6.1	CIC/CTB/R/005/16	<b>Confirmation of the Progress Report of the Previous Meeting</b> Members confirmed the progress report of 5 <sup>th</sup> CITB Meeting held on 4 October 2016.
6.2	CIC/CTB/R/005/16	<b>Matters arising from the last meeting</b> Item 5.5.3 - A detailed proposal on extending the daily training duration of crane operation courses in order to increase the training places would be submitted to the next meeting of Task Force on Training for discussion. Item 5.15.4 - Although various means were adopted by the Trade Testing Centre to remind candidates to come forward as scheduled to take the trade tests, the absentee and withdrawal rates of a number of trades were still on the high side. There was a suggestion of blacklisting those candidates who failed to take the trade tests two times without any reasons and not to accept their applications in a specified time period could be considered. However, the DEVB representative opined that CIC could consider telling candidates if they did not turn up twice for the tests as scheduled, the date of taking trade tests for the third time might be further deferred to avoid a situation where CIC could not conduct trade tests for the candidates in question even there were vacant time slots. Task Force on Trade Testing would follow up on the arrangement.
6.3	CIC/CTB/P/073/16 (for discussion)	<b>Bar-Bending Machine Maintenance and Repairs Course</b> To enable in-service plant mechanics to learn more about the repair of bar-bending machines so as to

Agenda Item	Paper	Major Resolutions/ Progress Highlights
		increase the number of skilled workers in that field, the above course proposal and related course content were accepted. The total training hours and class size would be 35 hours and 12 persons respectively while the course fee per trainee was set at \$2,100.
6.4	CIC/CTB/P/074/16 (for discussion)	<p><b>A Part-time Course on Principle of New Engineering Contract (NEC)</b></p> <p>To enable in-service practitioners to understand the principle of NEC, the above course proposal and related course content were accepted. The total training hours and class size would be 27 hours and 30 persons at most respectively. The course fee per trainee was set at \$3,000.</p>
6.5	CIC/CTB/P/075/16 (for discussion)	<p><b>A Part-time Course on Introduction of Carbon Labelling Scheme</b></p> <p>To enable in-service practitioners to gain knowledge of the Carbon Labelling Scheme in Hong Kong, the above course proposal and related course content were accepted. The total training hours and class size would be 15 hours and 15 persons at most respectively. The course fee was set at \$3,500 per trainee.</p>
6.6 6.7 6.8	CIC/CTB/P/076/16 CIC/CTB/P/077/16 CIC/CTB/P/078/16 (for discussion)	<p><b>A Part-time Training Course on Introduction of Building Information Modeling (BIM) Data Management, A Part-time Training Course on Introduction of BIM &amp; Project Management, A Full-time Adult Short Course on BIM (70 days)</b></p> <p>As the use of Building Information Modeling (BIM) would be the future trend and the government would vigorously promote its applications, three training course proposals were accepted for practitioners of different ranks and posts. The Part-time Course on Introduction of BIM Data Management aimed at enabling practitioners to have practical data management skills in BIM. Targeted trainees would be professional technologists, draftsmen and computer technicians. The course duration would be 9 hours with 10 persons at most per class. The Part-time Course on Introduction of BIM &amp; Project Management was to enable practitioners to know how BIM could be adopted in project management. Professional technologists and management personnel would be the targeted trainees. The course duration would 18 hours in total and the class size would be 15 persons at most. Both courses were self-financing part-time courses with course fee being set at \$4,000 per trainee. To be</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		issued with certificates, trainees had to achieve an attendance rate of 80% or above and pass the course assessments. The Adult Short Course on BIM (70 days) was a full-time course to teach basic BIM modeling skills. Course trainee would receive a daily allowance of \$170 and the course duration was 70 days with 20 persons per class at most. Trainees had to attain at least 95% attendance and pass the course assessments before getting the certificates.
6.9	CIC/CTB/P/079/16 (for discussion)	<p><b>Review of Skills Enhancement Courses for Ethnic Minorities-Pilot Scheme and Proposals for Future Development</b></p> <p>In order to enhance the technical skills of ethnic minority general workers to the level of semi-skilled workers to get registered to align with the provision of designated workers for designated skills scheduled for implementation on 1 April 2017, Members agreed to let the courses on Metal Scaffolder, General Welder and Plumber under the above pilot scheme become regular courses with the addition of two more courses on trades of Concretor and Plasterer. Members also accepted the proposed course contents of these five trades and the course duration of 50 hours each. Courses would be delivered in English and were free of charge. Trainees would get a cash award of \$4,000 if they could pass the intermediate trade tests. The related budget of conducting these courses was also accepted by Members.</p>
6.10	CIC/CTB/P/080/16 (for discussion)	<p><b>Continuing Professional Development (CPD) Courses for Licensed Plumbers</b></p> <p>Members noted that CIC had been approved by the CPD Course Panel under the Advisory Board on Licensing of Plumbers as an Accredited CPD Programme Provider. Members also agreed to introduce 5 CPD courses for licensed plumbers, namely “Assembling Separate Water Meter complete with pipes”, “Assembling Stainless Steel Potable Water Pipes complete with fittings”, “Installation of Copper Tube Header in Water Meter Portion”, “Practicing Polyethylene (P.E.) Pipe Connection” and “Review of Hong Kong Waterworks Standard Requirements for Plumbing Installation in Buildings Chapters 1 to 10”. The teaching hours for these courses were 2 or 3 hours each. The class size for workshop training would be 10 to 15 persons while that for classroom training would be 30 persons. The proposed course fees ranged from \$100 to \$570 and CPD credits would be assigned to each</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		accredited CPD programme.
6.11	CIC/CTB/P/081/16 (for discussion)	<p><b>Proposal to Relax Re-enrollment Restrictions for Enhanced Construction Manpower Training Scheme (ECMTS)</b></p> <p>Members agreed to relax the restrictions on re-enrollment in courses under ECMTS. Trainees who had joined the ECMTS in the past would not be allowed to enroll in another ECMTS course for life. That practice would be amended to not allow trainees to re-enroll in another ECMTS course within one year after graduation. When applying for another ECMTS course, trainees who had graduated for more than a year had to submit proof of employment, i.e. one month per year at least, in the industry. For those graduated less than a year, the lowest requirement would have to be met. The proposed measures would be applicable to all graduates of full-time courses and collaborative training schemes offering training allowance. However, if ECMTS graduates could not join the industry due to a lack of related jobs, they would be allowed to apply for another ECMTS course three months after graduation. The measure would be effective from 1 January 2017 and a review of the mechanism to relax re-enrollment arrangement would be carried out by the end of 2018.</p>
6.12	CIC/CTB/P/082/16 (for discussion)	<p><b>Yearly Report of On-the-Job Training Scheme in 2016 and Proposal</b></p> <p>Members accepted the yearly review report of On-the-Job Training Scheme in 2016. Members also agreed to terminate the Scheme and stop accepting applications from 1 January 2017 onwards. Applications approved before the termination date would remain in force until the completion of the 18 months' training. It was expected that 80 applications would be received in the year 2016 and the estimated budget for 2016 to 2018 would be around \$7.6M.</p>
6.13	CIC/CTB/P/083/16 (for discussion)	<p><b>Proposal to Introduce A New Collaborative Training Scheme to Replace Existing Collaborative Schemes for Training of Semi-skilled Workers</b></p> <p>Members agreed to replace the existing collaborative training schemes with a new Collaborative Training Scheme for the training of semi-skilled workers. Key points of the new Scheme included: (i) a single collaborative training scheme to replace existing five collaborative training schemes with focus</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
		<p>on a total of 24 trades with severe manpower shortage; (ii) fostering commitment of employers and trainees through employment on monthly paid basis and incentive for training efforts; (iii) direct payment of allowance to trainees and offering competitive earnings; (iv) improving training effectiveness through standardized training periods (either 3 or 6 months), initial training (either 1 or 2 months) and follow-up training for trainees; (v) enhancing and evaluating employers' performance through provision of briefing sessions and on the basis of retention rates, results of intermediate trade tests, etc. of trainees; (vi) train-the-trainer programs and future accreditation to be introduced in the future; (vii) Employers would be responsible for trainee recruitment while CIC could help recruit trainees for their employment. Under the new collaborative training scheme, the monthly average minimum income of trainees receiving 6-month and 3-month training would be around \$14,000 and \$15,000 (the actual amount was subject to change) respectively. The industry had been widely consulted on the new Scheme and the feedback was positive. If approved, the Scheme would be launched in 2<sup>nd</sup> quarter of 2017.</p>
6.14	CIC/CTB/P/084/16 (for discussion)	<p><b>To Increase Training Places for Contractor Cooperative Training Schemes in 2016</b></p> <p>Members agreed to increase the training places of collaborative training schemes in 2016 by 400 places, of which 300 places would be allocated to Contractor Cooperative Training Scheme and 100 places to Contractor Cooperative Training Scheme for E&amp;M Trades, and the related budgetary arrangement.</p>
6.15	CIC/CTB/P/085/16 (for discussion)	<p><b>To Subsidize Mandatory Basic Safety Training Course for VTC's Diploma of Vocational Education Subsidy Programme - Craftsman for three years from 2016-17 to 2018-19</b></p> <p>Members agreed to subsidize the course fee of Mandatory Basic Safety Training Course for VTC 's Diploma of Vocational Education Subsidy Programme - Craftsman for three years from 2016-2017 to 2018-2019. The total number of trainees to be subsidized and the total amount of subsidy would be around 1,200 persons and \$168,000 respectively.</p>
6.16	CIC/CTB/P/086/16	<p><b>Proposed Tender Documents for One Set Brand New 50-Ton Hydraulic Crawler Crane</b></p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
	(for discussion)	Members agreed to purchase a brand new 50-ton hydraulic crawler crane to replace a 35-ton crane acquired in 1991 and accepted the related tender documents.
6.17	CIC/CTB/P/087/16 (for discussion)	<p><b>Skilled Construction Workers Forecasts (2017 – 2025)</b></p> <p>Members accepted the results of the manpower forecasts of skilled construction workers derived from the CIC Manpower Forecasting Model in the period from 2017 to 2015, in which there would be a shortage of about 10,000 to 15,000 skilled workers in the short to medium terms.</p>
6.18	CIC/CTB/P/088/16 (for discussion)	<p><b>Report on Benchmarks of Efficiency for Full-time Courses and Statistics (Application Rate and Enrollment Rate)</b></p> <p>Members accepted the report on the respective application rates of 76% and 129% for Basic Craft Courses and Construction Supervisor/Technician Programme and their respective enrollment rates of 73% and 111% in September 2016. Whereas, from January to September of 2016, the application and enrollment rates of Full-time Short Courses were 99% and 84% respectively. Members also agreed to the corresponding follow-up actions taken by CIC, which included to actively recruit instructing staff to fill vacancies which led to the cancellation of classes, to use versatile publicity activities to boost the application and enrollment rates, and to closely monitor the impact of increasing the training allowance.</p>
6.19	CIC/CTB/P/089/16 (for discussion)	<p><b>To Increase Training Places of Plant Operation Courses (Hoisting and Loadshifting Machinery)</b></p> <p>Members agreed to the proposal of increasing the training places of plant operation courses through additional machines, instructing staff and resources to reshuffle the training grounds. For the training places of lorry-mounted crane operation, Tat Mei Road Training Ground would be the sole training ground for Lorry-mounted Crane Operation Course. Two more lorry-mounted cranes, extra spatial resources and four additional instructing staff would be employed to increase the annual training places by 168 persons to 240 persons (40 classes in total). For the training places of mobile crane operation, Tai Po Training Ground would be used for the training of mobile crane operators after the relocation of</p>

Agenda Item	Paper	Major Resolutions/ Progress Highlights
		<p>lorry-mounted crane training course. Two more mobile cranes, additional spatial resources for preparing the training ground and recruitment of two extra instructing staff would be employed to increase the training places of Crawler-mounted Mobile Crane Operation Course by 10 persons to 40 persons (8 classes in total) while those of Wheeled Telescopic Mobile Crane Operation Course by 30 persons to 40 persons (8 classes in total). As for the training places of loadshifting machinery operation, the area vacated in Tuen Mun Training Ground after the moving out of bar-bending &amp; fixing course would be used to increase the number of classes of Excavator Operation Course. One more excavator, additional resources for formation of soil platform and one additional instructing staff would be employed to increase the training places by 21 persons to 63 persons (21 classes in total).</p>
6.20	CIC/CTB/P/090/16 (for information)	<p><b>Reference Materials on Good Practice for Connecting Pipes (Copper Tube)</b></p> <p>Members noted that CIC would introduce the Good Practice of Pipe Connection (Copper Tube) in response to the recommendations contained in the Report of the Commission of Inquiry into Excess Lead Found in Drinking Water. The reference materials would be produced in the form of printed leaflets for distribution to in-service practitioners through various organizations and venues to promote the good practice.</p>
6.21	CIC/CTB/P/091/16 (for information)	<p><b>To Sign Memorandum of Understanding between Vocational Training Institutes in Mainland China and CIC</b></p> <p>Members noted that CIC would sign non-binding Memorandums of Understanding with Guangdong Construction Polytechnic and with Sishan Construction Training Centre in Foshan to enhance the bilateral collaborative relationship in the development of skills training and trade testing.</p>
6.22	CIC/CTB/P/092/16 (for information)	<p><b>Summary Notes of Meetings of Task Force on Collaborative Schemes (3<sup>rd</sup> meeting on 13 Sept 2016 and 4<sup>th</sup> meeting on 4 Nov 2016)</b></p> <p>Members noted that items of the above two meetings requiring follow-up actions had been submitted for the discussion of CITB.</p>

<b>Agenda Item</b>	<b>Paper</b>	<b>Major Resolutions/ Progress Highlights</b>
6.23	CIC/CTB/P/093/16 (for information)	<b>Summary Notes of Meeting of Steering Group on Implementation of CWRO Amendments (4<sup>th</sup> meeting on 24 Nov 2016)</b>  (i) the University of Hong Kong would submit an Interim Report on the first stage of the Study on Benchmark of Overseas Certifications of Trade Testing in mid-December 2016; (ii) a full review of trade testing was requested by a Member in view of the low passing rates of a number of trades; (iii) the subsidy scheme for trade tests would be extended up to 31 March 2017 by the Secretariat and a review would be conducted afterwards; (iv) memorandums of understanding to be signed with training institutes in Mainland China (i.e. agenda item 6.21)
6.24 to 6.27	CIC/CTB/P/094/16 to CIC/CTB/P/097/16 (for information)	<b>Waiting time and figures of training courses/schemes and trade/certification tests</b>  Members took notes of the tables on waiting time of Full time Adult Short Courses, Trade Tests and Certification Training Courses and Tests of Construction Machinery, the charts on workers got registered through Senior Workers Registration Arrangement and Trade Tests, and the statistical figures of Advanced Construction Manpower Training Scheme-Pilot Scheme.
6.28	Any Other Business	<b>Vote of Thanks to Outgoing Members and Member going to retire</b>  On behalf of CITB, Chairperson expressed gratitude to the outgoing members: Ir Raymond Synn, Ir Albert Ho, Mr Tse Chun-yuen and Mr Benjamin Chong, who would leave by the end of the year and the representative from Labour Department, Mr Leung Yuk-keung, who would retire soon, for their support to the work of CITB. At its meeting on 9 December 2016, CIC resolved that the outgoing CITB Members to leave on 31 December 2016 would also include Mr Kyran Sze and Mr Lai Sai-hong.

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