

# Construction Industry Council MAJOR WORK PLANS



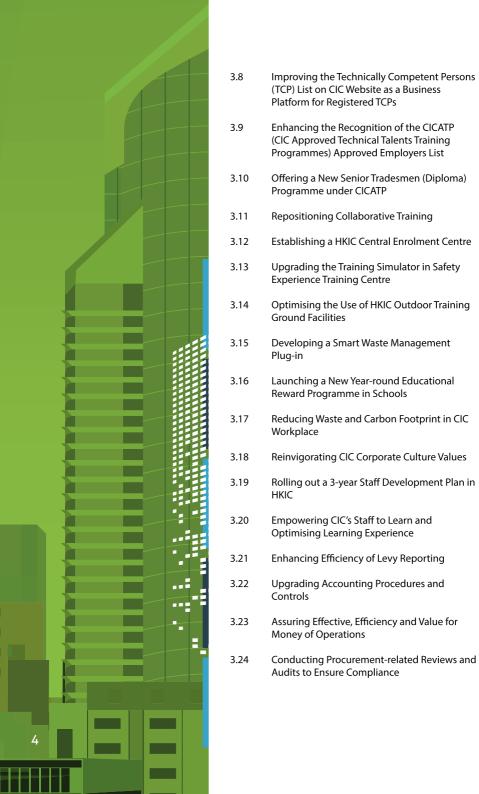


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# **Executive Director's Message**



It has been another year and we are still struggling with the COVID-19 pandemic. The construction industry, like many industries, has been affected by the epidemic over the past two years. As we resume gradually our normal business and social activities, we are thankful for the Government's effective measures and the community's concerted efforts in combating the pandemic.

In addition to the efforts of construction contractors and enterprises to minimise the impacts of the epidemic on work progress through project management and rearrangement of work procedures, I believe that the industry should adopt a multi-pronged strategy to address the challenge, including the application of new technologies, provision of professional training and rejuvenation of the workforce.

The CIC also supports the industry and shoulders multiple roles. We advocate the introduction of advanced and innovative technologies in the industry to increase productivity, boost the practitioners' capabilities, upgrade the quality and efficiency of works, and enhance safety in worksites. Our training arm, the Hong Kong Institute of Construction (HKIC) has since its establishment in 2018 included update technology in its training programmes. This year, we will launch new courses in BIM, DfMA/MiC/MiMEP, CDE, etc. to facilitate the implementation of Construction 2.0. For the Safety Experience Training Centre in the HKIC Kwai Chung Campus, we will bring in safety training simulators to improve the training experience and impact.

Apart from technology adoption and talent training, I must also mention the CIC's strong sustainability commitment and our relentless efforts in enhancing the status of the construction sector as a green and sustainable industry in Hong Kong. To align with the Government's macro objective of elevating the position of Hong Kong as a green and sustainable finance hub in the region, the CIC will strengthen the promotion and implementation of our Sustainable Finance Certification Scheme. We will also introduce new initiatives of renewable energy for pioneering green construction technologies in 2022.

There are always challenges and difficulties when we try to map out the solutions in times of adversities. I trust that we shall be back soon on the progression track by having a strong mindset and determination, taking the overall interests of the practitioners as the guiding principle and uniting all sectors of the industry. I hereby share with you our 2022 Work Plans with a positive outlook and we hope that we shall march forward to achieve our goals and missions.

Ir Albert CHENG Ting-ning Executive Director

January 2022 7





## **Preamble**

The Government has an ambitious and visionary plan to build a brighter future for Hong Kong. In the 2021 Policy Address, the Chief Executive has announced the Northern Metropolis Development Strategy, in addition to her 2018 Lantau Tomorrow Vision proposal, to expedite near-shore reclamation projects and to transform the northern part of Hong Kong into a lively and attractive area, providing more land for housing, technology development and other industries.

To stand ready to support such development initiatives, the CIC is determined to adopt the latest construction technologies in the industry and upgrade the capability of the construction workforce. Technology adoption and talent development always went hand in hand in driving long-term developments of the construction industry in Hong Kong.

On the technology front, BIM and MiC have become increasingly important in building works and projects. The advanced technologies, widely adopted by construction developers, have expedited the completion of housing projects and resulted in an upsurge of tenants and residents. The CIC will continue to strengthen the promotion of BIM and MiC training. In 2022, we will organise a BIM Education Symposium for the local higher education institutes and provide MiC training materials to various universities.

With regard to the enhancement of professionalism of industry practitioners, our Registered Specialist Trade Contractors Scheme (RSTCS) launched in 2019 will further upgrade the quality of registered contractors and include "integrity management" in the 2022 requirements of registration. Moreover, the CIC will provide executive training, leadership workshops, etc. for the RSTCS Young Leaders to improve their overall competency.

In 2022, embracing the mission of promoting professionalism and driving revitalisation, the CIC will implement a wide array of action items for the construction industry.



## **Initiatives**

- **1.1.** Strengthening the Recognition of Skilled Workers and Trade Test Qualifications by the Industry
  - Meet with industry stakeholders twice a month for exchange of information, update on trade test services and assurance on the competency level of skilled workers
  - Request main contractors and subcontractors to include the requirements on "minimum percentage of skilled workers" in public and private construction contracts, and "trade test qualification(s)" in skilled workers' employment contract by end of 2022, for better recognition of skill competency
  - Produce new videos by end of 2022 to show the high skill level of selected trades and promote the advantages of skill competency to the industry
- **1.2.** Advocating Professionalism of the Registered Specialist Trade Contractors Scheme (RSTCS) and the Registered Specialist Trade Contractors (RSTCs)
  - Complete transitional arrangements for the grandfathered Group 1 RSTCs of seven designated trades (Concreting, Concreting Formwork, Curtain Wall, Demolition, Erection of Concrete Precast Component, Reinforcement Bar Fixing and Scaffolding) by Q1 2022 and the remaining designated trade (Plastering) by Q4 2022
  - Introduce "integrity management" to registration requirements in Q2 2022, regulating the RSTCs and registered subcontractors to submit integrity policy and arrange their senior management staff to complete integrity training
  - Launch the webpage "Registration drives Professionalism" on the RSTCS website in Q1 2022 to highlight the RSTCs' achievements
  - Organise the biennial Leadership Summit for quality RSTCs and prominent industry clients in O4 2022
- **1.3.** Launching an Adept Route for BIM Practitioners to Become CIC-Certified BIM Managers (CCBM)
  - Establish an Adept Route in Q1 2022 for experienced BIM practitioners who do not have a degree or a recognised one to be qualified as CCBM
- **1.4.** Enhancing BIM Competency of In-service Professionals
  - Promote the four major levels of BIM training, namely BIM Manager, BIM Coordinator, BIM Modeller and BIM Viewer to the in-service professionals
  - Increase the training output by 10% for BIM Modeller and BIM Viewer, 30% for BIM Manager and BIM Coordinator in academic year 2021/22 (compared to 2020/21)

- - **1.5.** Equipping RSTCS Young Leaders with Advanced Construction Skills and Technical Knowledge
    - Organise executive and leadership courses and technical seminars on innovative technology for nurturing new-generation leaders of the RSTCS in Q2 and Q3 2022
    - Provide business-networking activities for the young leaders and engage them in other initiatives of the CIC
  - **1.6.** Obtaining the Qualifications Framework (QF) Accreditation
    - Obtain accreditation of QF Level 4 for four programmes of the HKIC, namely Advanced Diploma in Civil Engineering Supervision, Advanced Diploma in Building Construction Supervision, Advanced Diploma in Building Services Supervision and Advanced Diploma in Quantity Surveying by mid-2022
    - Propose the future direction for QF accreditation to the Hong Kong Institute of Construction Management Board in the first half of 2022
  - **1.7.** Enhancing Design for Safety and Improving Safety Performance in Private Sector
    - Establish a Design for Safety Management System in the second half of 2022 for developers and main contractors who have pledged to implement Design for Safety throughout the construction life cycle
    - Issue relevant reference materials to the industry in Q4 2022
    - Develop a Design for Safety Training Programme for project management personnel
    - Set up a safety performance scheme for main contractors, subcontractors and workers in O3 2022
  - **1.8.** Developing a Productivity Assessment Scheme (PAS)
    - Collect relevant data from 30 building projects for validation and benchmarking purposes
    - Generate practical measures by Q4 2022 to drive productivity improvement in the building sector through the PAS
    - Strengthen buildability in construction projects (through multi-trade integration, maximisation of offsite works, plug and play, standardisation, etc.)

## **1.9.** Introducing a Site Trainers List for Collaborative Training

 Establish a Training Performance Evaluation Mechanism for site trainers of the Collaborative Scheme to monitor the overall training performance and the students' passing rate

## **1.10.** Organising the BIM Education Symposium

 Organise a BIM Education Symposium in Q1 2022 to promote BIM education in higher education institutes through the sharing of latest development, good practices and the challenges of BIM-related training in Hong Kong and worldwide

## **1.11.** Introducing BIM and Construction Digitalisation to STEM (Science, Technology, Engineering and Mathematics) Students

 Organise two taster workshops to introduce BIM and Construction Digitalisation to STEM teachers and students by Q4 2022

## **1.12.** Upskilling Registered Construction Workers with the Theme "Professionalism by Upskilling"

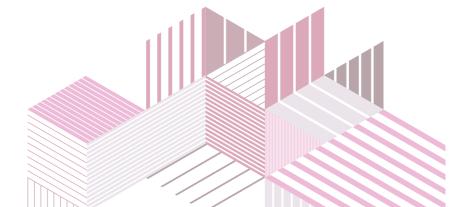
- Produce a new set of marketing collaterals by Q2 2022 to encourage workers to upskill and achieve skill proficiency
- Launch the Construction Workers Professional Development Scheme with cash incentives in Q1 2022 to encourage Registered General Workers to undertake trade tests in 2022
- Organise
  - (a) seminars introducing trade tests and the Construction Workers Registration Ordinance (Cap. 583) requirements;
  - (b) guided tours to the CIC's Construction Innovation Hub; and
  - (c) fitness tests for welfare of registered workers under the Construction Workers Festival 2022

## **1.13.** Improving Safety of Truss-out Bamboo Scaffolds

 Promote and facilitate the adoption of safety guidelines on truss-out bamboo scaffolds and the related notification arrangements by property owners and property management companies

- - **1.14.** Developing Innovation Training Programmes and DfMA/MiC/MiMEP Technical Courses for Graduates/Undergraduates and Young Professionals
    - Organise two innovation training programmes jointly with some professional bodies for graduates and young professional practitioners to advocate an innovative culture
    - Prepare and provide DfMA/MiC/MiMEP (Design for Manufacture and Assembly/ Modular Integrated Construction/MultiTrade Integrated Mechanical, Electrical and Plumbing) training materials to universities by Q4 2022 in conjunction with the development of technical courses for undergraduates and young practitioners
  - **1.15.** Implementing a Major Revamp/Development of Full-time Year-long Programmes of HKIC
    - Revamp the four Advanced Diploma programmes, with the inclusion of Foundation Skills Subjects (i.e. Chinese, English, Mathematics and Information Technology Application) by mid-2022
    - Obtain professional recognition by relevant professional bodies and government departments for Professional Diploma in Construction for Specialist Trades and the Advanced Diploma programmes by end of 2022
    - Develop articulation path(s) for the HKIC graduates with selected tertiary institutions
  - **1.16.** Cultivating HKIC Students and Implementing Value Education (Moral and National Education)
    - Nurture positive beliefs, values and the sense of Chinese identity through formal, informal and non-formal education for the students of full-time long/short programmes, such as national education, flag-raising training, volunteer services and community visits
  - **1.17.** Promoting Professional Image of the School of Professional Development in Construction (SPDC) and Launching New Training Programmes
    - Facilitate the implementation of Construction 2.0 by introducing new courses in BIM, DfMA/MiC/MiMEP, CDE (Common Data Environment), etc. in Q1 2022
    - Uplift the professional image and market position of the SPDC and present the School as the leading institute in construction management and technical training in Hong Kong by producing a branding video by Q3 2022

- **1.18.** Facilitating Public Accessibility to HKIC Kowloon Bay Campus and Raising the Corporate Image of CIC/HKIC
  - Redesign and embellish, from Q2 2022 to Q4 2023, the perimeter walls of the HKIC Kowloon Bay Campus to improve accessibility to the campus and the CIC Service Centre and further upgrade the CIC/HKIC image
- **1.19.** Initiating the Recognition of Programmes Organised by HKIC under the Technically Competent Persons (TCP) Registration Scheme
  - Benchmark the HKIC new programmes in Q1 and Q3 2022 respectively with relevant TCP academic qualifications to obtain recognition for the registration of T1 to T3 grades under the Scheme
- **1.20.** Enhancing Quality of Papers, Professionalism of Secretariat Staff and Corporate Governance of CIC
  - Prepare, review and update the corporate guidelines for secretariat practices regularly
  - Upgrade relevant mechanisms and procedures for improvement of corporate governance
  - Conduct interactive/refresher/reinforcement training for staff responsible for secretariat duties at least three times a year
  - Review the performance of secretariat staff and provide guidance for improvement of paper quality
- **1.21.** Improving Elevator Facilities for HKIC Kowloon Bay Campus, Kwai Chung Campus and Sheung Shui Campus
  - Arrange replacement of elevators in Q3 2022 for the three campuses to ensure safety, efficiency, reliability and the comfort level of users







## **Preamble**

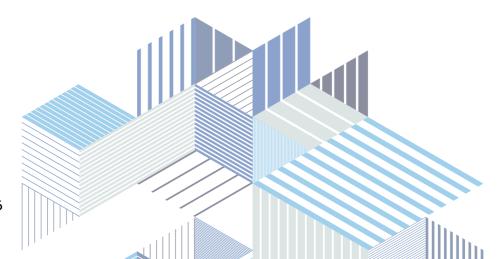
The construction sector in Hong Kong is forever tackling new challenges, including significant future construction volumes, high costs, declining productivity, unsatisfactory site safety performance, lack of creativity and innovation, etc.. However, the industry is also aware that innovation and digitalisation can help tackle these challenges.

The Government and the CIC have all along been taking steps to advocate and drive the adoption of innovation and application of digitalisation in the construction industry.

As mentioned in the Chief Executive's 2021 Policy Address, the Government will promote the wider use of innovation and technology (such as MiC) to shorten construction time, reduce manpower, minimise construction waste and enhance safety in construction sites, with an aim to uplift the productivity and skill level of the sector, as well as reducing carbon emission to meet carbon neutrality by 2050.

In 2022, the CIC, moving along the same direction, will seize the opportunities to drive and implement innovation and digitalisation, in particular in the development of the Northern Metropolis. Building upon the work done in the past, the CIC will, among others, conduct a celebration event to recognise the outstanding contributions made by industry practitioners in adopting and promoting BIM in local projects, organise an international conference on MiC as well as a MiC Achievement Ceremony in the last quarter, scout for the latest local and overseas construction technologies to showcase in the Construction Innovation and Technology Application Centre to promote technology adoption, etc.

Innovative technologies and construction digitalisation are the keys to sustainable development of the industry.





## **Initiatives**

#### **2.1.** Celebrating BIM Achievements

Organise a "Celebration of BIM Achievement" in Q4 2022 to recognise outstanding local
projects, organisations, individuals and higher education students for their efforts in
adopting and promoting BIM in the construction industry in Hong Kong

## **2.2.** Establishing the CIC Big Data Platform

- Store and connect the CIC's existing databases and relevant external data sources to establish the Big Data Platform by end of 2022
- Conduct data mining continuously to generate insights for industry development

## **2.3.** Launching a Certification Scheme for Construction Robots

- Launch the Scheme in Q3 2022 with ten applications of construction robots for (a) Welding; (b) Painting; and (c) Plastering
- Prepare for necessary documentation, workflow, web portal, testing venues, training, etc., for the Scheme

## **2.4.** Driving Adoption of Innovation and Technology (I&T)

- Scout for a wider range of technologies with more online showcasing items for i-Hub
- Organise four forums for SME (Small and Medium Enterprise) contractors and consultants to identify their pain points and needs, prepare them for technology startups, and develop a collaborative construction innovation platform to facilitate matching
- Publish at least six model specifications on emerging technologies, such as Proof-of-Concept (PoC) technologies successfully practised in the government pilot projects, to support a wider adoption
- Establish a set of procurement toolkits to facilitate the attainment of project and industry values
- Produce four videos and organise ten webinars to promote adoption of I&T in construction projects



#### **2.5.** Promoting and Facilitating a Wider Use of DfMA/MiC/MiMEP

- Continue to update the information on MiC pilot projects, prepare publicity and reference materials on the benefits of MiC, and upload relevant details to the MiC website (to be integrated into i-Hub)
- Showcase the latest DfMA/MiC/MiMEP (Design for Manufacture and Assembly/ Modular Integrated Construction/MultiTrade Integrated Mechanical, Electrical and Plumbing) technologies and technical solutions in the MiC Resources Centre
- Recommend the funding categories and formulate the funding mode on MiMEP under the Construction Innovation and Technology Fund (CITF), through various consultation workshops and seminars with industry stakeholders in Q2 2022
- Organise an international conference on MiC during the Construction Innovation Expo 2022 in December
- Hold a MiC Achievement Ceremony in Q4 2022 to recognise the contribution of industry practitioners and project clients in accomplishing pilot projects successfully and to demonstrate the advantages of MiC adoption

## **2.6.** Reviewing the CITF

 Start planning for an Overall Review of CITF in Q4 2022 after its four-year operation to assess the achievements and identify the way forward

## **2.7.** Developing BIM Reference Materials

 Identify essential needs of the industry and develop relevant BIM reference materials in Q4 2022 e.g. the CIC BIM Starter Guide for New Comers

## **2.8.** Publishing Reference Materials on Common Data Environment (CDE)

 Prepare reference materials on CDE by mid-2022 to facilitate industry practitioners to adopt CDE for information management

## **2.9.** Organising the CIC BIM Competition

 Run the annual competition for enhancing BIM skills and knowledge of tertiary students in Hong Kong through a collaborative and competitive learning approach in Q2 2022

Reviewing the CITF Pre-approved Lists

2.10.

Complete the annual review of the entire Pre-approved BIM Training Lists, Pre-approved BIM Software Lists and Pre-approved Technologies Lists by Q4 2022 to assess their suitability for the industry and identify the way forward

## **2.11.** Enhancing CIC and HKIC Cybersecurity Infrastructure and Governance

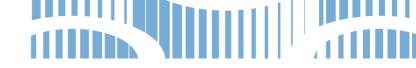
- Achieve cybersecurity maturity and strengthen the cybersecurity controls and protocols for predicting and preventing cyber threats to the business operations
- Build a culture of cybersecurity across CIC and HKIC to prevent data breaches, attacks, etc. for best business interest
- Adopt industry best practices and security framework for IT governance, IT operations and IT protection (Data and Physical)
- Enable CIC and HKIC data protection and minimise the risk of data breaches for business operations to achieve Confidentiality, Integrity, Availability (CIA)

# **2.12.** Implementing BIM and IoT (Internet of Things) in CIC Asset Management and Facilities Management

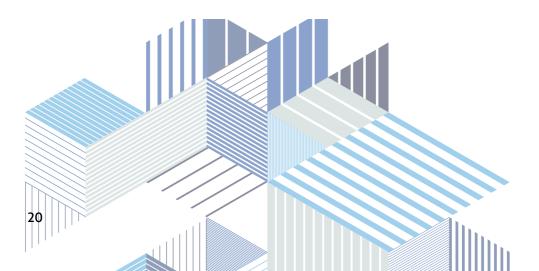
- Select suitable IoT devices for facilities management in the HKIC Kowloon Bay Campus and the Hong Kong Construction Industry Trade Testing Centre
- Develop BIM for campus buildings
- Install IoT devices in designated locations of the campus buildings
- Integrate BIM and IoT devices into the Estates Office Management System in Q4 2022

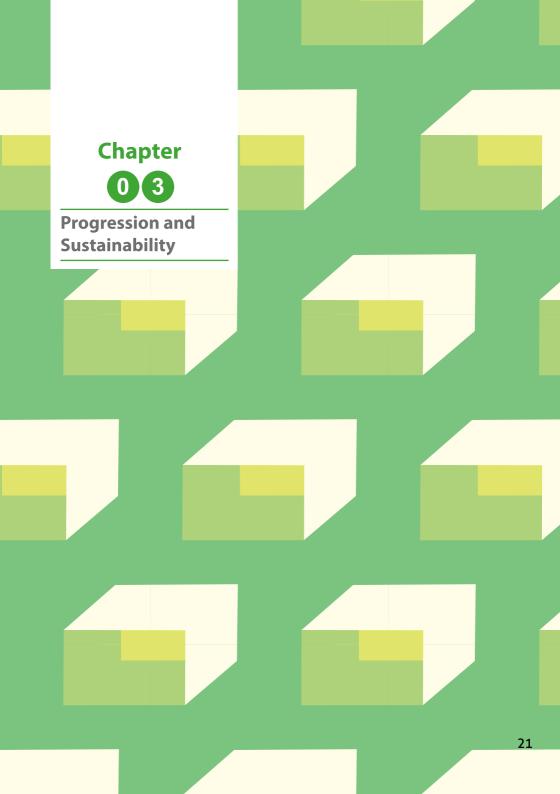
## **2.13.** Upgrading e-Platform for CIC Business

- Uplift Levy System Phase II in Q2 2022 focusing on the contractor portal to enable realtime submission of levy forms, improve the quality of e-form submissions and manage the levy operation at project level
- Consolidate the CIC Apps and website, with revamp, into one platform by late 2022



- **2.14.** Implementing Digitalisation and Adopting e-Systems to Improve CIC's Operational Efficiency
  - Digitalise the procurement (tendering) system
  - Streamline income collection for CIC and HKIC by extending the functions of "ePayment Gateway" in Q2 2022 to facilitate fee payments, accommodate more external means of e-payment and reduce the risk of cash-handling
  - Use a pilot e-platform for scoring and assessment in practical trade tests from late 2022 onwards to streamline the operational process
  - Explore the use of e-scheduling system to optimise use of resources
- **2.15.** Strengthening IT Operations to Upgrade the Performance and Stability of IT Infrastructure and Endpoints
  - Strengthen the monitoring and control of the quality of network services by adopting industry best practices to enhance management efficiency and security level







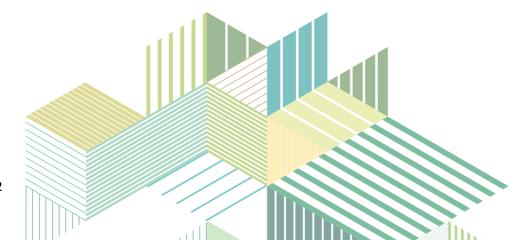
## **Preamble**

Despite global uncertainties caused by the pandemic, the CIC has already been gearing up to strive for progression and sustainability in 2022 for the betterment of the Hong Kong construction industry.

In response to the Hong Kong's Climate Action Plan 2030+ of the Government, the CIC has devised the Sustainable Construction Roadmap which sets out various initiatives including the Sustainable Finance Certification Scheme, Smart Waste Management Plug-in and renewable energy for pioneering green construction technologies. A study for uplifting construction capacity to meet future construction demand will be carried out and a "ZCP Green Heroes" programme will be launched in primary and secondary schools. To maintain an agile and sustainable construction workforce, the CIC will provide professional training to upskill registered construction workers, expand the designated trades under the Registered Specialist Trade Contractors Scheme and publish good practice manuals for specialist trades.

The CIC will continue to seek advancement in the provision of professional training for construction personnel. Initiatives in the pipeline include commencement of new and advanced training programmes, repositioning of collaborative training and recognition of the approved employers list. These initiatives will be achieved through the improvement of training facilities, usage maximisation of training grounds, setting up of our HKIC Enrolment Centre, active use of digital media for student recruitment and the promotion of an articulation training path. We encourage a learning culture amongst staff and will optimise staff's learning experience through an online learning platform and Continuous Professional Development programmes.

Constant enhancement of corporate policies, procedures and guidelines will ensure the progression and sustainability of an organisation. Initiatives to be carried out in 2022 include enhancing procedures for levy collection, talent search, procurement, accounting controls and efficiency reviews.



## **Initiatives**

- **3.1.** Pursuing the Targets of Carbon Neutrality by Collaborating with Industry Stakeholders and Developing an Implementation Roadmap
  - Collaborate with key stakeholders e.g. Hong Kong Green Building Council, BEAM Society, Business Environment Council, etc. to pursue decarbonisation for the industry
  - Draw up a roadmap on decarbonisation strategies by Q2 2022
  - Introduce adoption of newly developed technologies on "carbon neutrality", such as "net-zero technology", "retrofitting and retro-commissioning of existing buildings" and "environmental protection and carbon reduction technologies" to achieve a net-zero future
  - Develop strategies on low carbon construction materials (e.g. concrete) in addressing the Hong Kong's Climate Action Plan 2050 and carbon emission measuring tools for infrastructure projects
  - Expand the material databases for DfMA/MiC materials to facilitate a digitalised BEAM Plus submission
  - Organise an international conference on green construction in the Construction Innovation Expo 2022
- **3.2.** Implementing and Advocating the Sustainable Finance Certification Scheme
  - Organise experience-sharing sessions and training for both construction and financial sectors throughout the year
  - Consolidate a list of supporting financial institutions who have participated in the Scheme
- **3.3.** Introducing New Initiatives of Renewable Energy for Pioneering Green Construction Technologies
  - Enhance renewable energy systems in CIC Zero Carbon Park in Q3 2022 including replacement of bio-diesel tri-generation and uplifting of solar panels, for showcasing the pioneer green building design
  - Launch the Environmental Venue Rental Scheme for CIC Zero Carbon Park in Q1 2022 to promote low carbon adoption and sustainable development

- **3.4.** Expanding Designated Trades under the Registered Specialist Trade Contractors Scheme
  - Launch two new designated trades, namely Suspended Ceiling and Tower Crane (Erecting, Dismantling, Altering Height) under the Scheme in Q2 2022

## **3.5.** Meeting Construction Demand

 Complete a study on strategic review in Q3 2022 for uplifting construction capacity to identify the needs of resources and make recommendations on practical measures to meet the future construction demand

## **3.6.** Publishing Good Practice Manuals for Specialist Trades

 Publish four good practice manuals on Bar Bending, Concreting, Formwork and Plastering covering the areas of preparatory work, work procedures, risk assessment, technology adoption, training and supervision by end of 2022

## **3.7.** Promoting the Revamped Articulation Path to Attract Enrolment

- Participate in the Education and Career Expo of the Hong Kong Trade Development Council in early 2022 and other major education exhibitions to promote the HKIC's revamped articulation path
- Introduce a new advertising design and strategy in early 2022, focusing on digital media, to promote the enhanced articulation path
- Produce a testimonial video by Q2 2022 showcasing the experience of the students with advancement opportunities through the articulation programmes
- Hold a publicity event in Q3 2022 to announce to the media, employers, collaborating
  institutions and the prospective students on the HKIC's successful completion of
  Oualifications Framework accreditations

# **3.8.** Improving the Technically Competent Persons (TCP) List on CIC Website as a Business Platform for Registered TCPs

 Extend the functions of the online TCP List, from authenticity check to locating registered TCPs under various functional streams, to suit the industry business needs by Q4 2022

- **3.9.** Enhancing the Recognition of the CICATP (CIC Approved Technical Talents Training Programmes) Approved Employers List
  - Promote and solicit support from employers, trade associations, professional bodies, etc. regularly to increase the number of new employers by 50% in academic year 2021/22 (compared to 2020/21)
  - · Revisit all pre-approved employers who have joined the scheme
- **3.10.** Offering a New Senior Tradesmen (Diploma) Programme under CICATP
  - Promote the enhanced scheme structure to the students of Certificate in Construction,
     Diploma in Construction and Full-time Short programmes of the HKIC
  - Strengthen the employer network for apprenticeship training throughout the year to increase the number of job opportunities offered by employers by 50% in academic year 2021/22 (compared to 2020/21)
- **3.11.** Repositioning Collaborative Training
  - Provide collaborative training on the trades which are not currently covered by the HKIC e.g. Waterproofing Worker and Cured-in-Place-Pipe Lining (CIPP) by Q3 2022
- **3.12.** Establishing a HKIC Central Enrolment Centre
  - Set up a centralised enrolment centre in the HKIC Kowloon Bay Campus by Q2 2022 for handling course applications, which will serve as a "one-stop shop" for the public and maximise resources utilisation
- **3.13.** Upgrading the Training Simulator in Safety Experience Training Centre
  - Introduce new safety training simulators from overseas for formulating the training enhancement proposal by the second half of 2022

#### **3.14.** Optimising the Use of HKIC Outdoor Training Ground Facilities

- Maximise the usage of all outdoor training grounds and return the surplus grounds to the Government by Q3 2022, for effective management of resources as well as meeting the training demand of the industry
- Prepare to relocate Tuen Mun Tuen Yee Street Outdoor Training Ground to Siu Lam by Q4 2022 in order to maintain the training and testing capacity of the loadshifting machinery operation

## **3.15.** Developing a Smart Waste Management Plug-in

- Organise stakeholder engagement sessions to identify a streamlined procedure on C&D (Construction and Demolition) waste management from Q2 2022 onwards
- Conduct pilot projects for the one-stop service digital platform

## **3.16.** Launching a New Year-round Educational Reward Programme in Schools

Launch the school programme "ZCP Green Heroes" in Q1 2022 to encourage primary
and secondary students to participate actively in various carbon reduction activities
organised by CIC Zero Carbon Park, such as guided tours, workshops and seminars
for promoting the importance of sustainable development and carbon neutrality

## **3.17.** Reducing Waste and Carbon Footprint in CIC Workplace

- Launch a Carbon Reduction Campaign to promote green tips in office, foster a green mindset among staff and change their printing habits by Q2 2022
- Introduce a mechanism by Q2 2022 to check and control excessive use of resources, including consumption of paper, water and electricity across Departments

## **3.18.** Reinvigorating CIC Corporate Culture Values

 Reinforce the CIC Corporate Culture Values "Caring, Integrated, Committed" and strengthen the bondage between new and serving staff through a series of relationship/team-building activities and workshops in O2/O3 2022

## **3.19.** Rolling out a 3-year Staff Development Plan in HKIC

- Launch the pilot Continuous Professional Development Scheme for teaching staff in early 2022
- Review and enhance the Scheme operation before its official launch in 2023
- Introduce an Industry Attachment Scheme for staff, who will enrich the programme contents with their knowledge and experience by participating in the Scheme
- Develop online self-learning materials on Quality Assurance and Qualifications Framework by end of 2022

## **3.20.** Empowering CIC's Staff to Learn and Optimising Learning Experiencee

- Encourage and foster a corporate learning culture
- Optimise staff's learning experience through an online learning platform from Q1 2022 onwards where staff can learn and meet individual needs at their own pace

## **3.21.** Enhancing Efficiency of Levy Reporting

- Increase public awareness on levy reporting to the CIC by organising webinars/ seminars and making use of other promotion channels
- Upgrade e-services and the levy system to expedite digitalisation of levy process and strengthen levy governance by end of 2022

## **3.22.** Upgrading Accounting Procedures and Controls

- Incorporate recommendation(s) from the Internal Audit Department after operational review on the accounting procedures
- Review the CIC Accounting Policies and Procedures Manual and issue an upgraded version for enhancement of internal controls, operational efficiency and corporate governance in the second half of 2022

## **3.23.** Assuring Effective, Efficiency and Value for Money of Operations

- Adopt a combination of audit methodologies, such as data analytics to review adequacy and effectiveness of the financial, operational and compliance controls on the major functions and operations
- Propose audit recommendations by making reference to best practices of the industry to assist the management in improving effectiveness and efficiency of the CIC operations

## **3.24.** Conducting Procurement-related Reviews and Audits to Ensure Compliance

- Review the current Terms and Conditions and various Contract Templates of the CIC by considering its organisational needs and the market norms
- Conduct random technical project reviews and audits regularly to enforce the compliance with project procedures by Departments







## **Preamble**

Since the promulgation of the Outline Development Plan for the Guangdong-Hong Kong-Macao Greater Bay Area in February 2019, the rapid development of the GBA cities has brought tremendous opportunities for Hong Kong's construction, architectural and engineering sectors. A number of preferential policies and liberalisation measures have been introduced by the Mainland authorities to facilitate the startup of construction-related businesses and professional practices in major cities e.g. Qianhai (前海) and Hengqin (橫琴) of the GBA.

In this light, the Development Bureau has been promoting vigorously the integration of our construction and engineering sectors into the country's overall development. The relevant business initiatives will bring long-term and continuous impetus to the construction industry, and motivate more collaboration within and across the industry to achieve mutual benefits. The CIC will be setting up a Mainland Liaison Office in 2022. To support the GBA initiative, we will focus on the following main areas of work:

- (a) achieving more recognition by various construction institutions in GBA;
- (b) facilitating industry stakeholders in Hong Kong to integrate into GBA; and
- (c) promoting matching up in GBA projects and development opportunities for Hong Kong's construction and consulting companies.

Apart from encouraging collaboration for the GBA initiative, the CIC also works closely with the government departments, industry partners (e.g. the Vocational Training Council) and various stakeholders to pursue further and sustainable developments. Internally, different business units of the CIC work together in supporting the organisation's advancement and development. Interdepartmental collaboration, improving communication, knowledge and experience sharing, etc. will definitely enhance work quality and reinforce team morale in the CIC.





## **Initiatives**

- **4.1.** Integrating and Consolidating the Construction Supply Chain of GBA
  - Target to set up a liaison office in the GBA in Q2 2022
- **4.2.** Organising Construction Innovation Expo (CIExpo) 2022 and CIC Construction Innovation Award (InnoAward) 2022
  - Facilitate adoption of innovative solutions in the industry for enhancing construction productivity, safety and sustainability
  - Engage construction-related organisations and visitors to participate in the CIExpo and InnoAward scheduled for December 2022, targeting to attract 250 exhibitors and 15,000 visitors for the CIExpo and 100 applications for the InnoAward
  - Encourage more collaborations among local, GBA and overseas companies
- **4.3.** Promoting VPET (Vocational and Professional Education and Training) and Uplifting HKIC Branding
  - Enhance secondary students' awareness of VPET through the STEM Alliance competitions and workshops, with a target of getting at least 70% of the participants' indication of their increased recognition of the HKIC brand and its training courses/ programmes
  - Collaborate with industry partners to promote VPET and roll out a new website on CTAN (Corporate Tech Academy Network) in Q2 2022
- **4.4.** Strengthening the Network, Partnership and Collaboration with Employers, Outstanding HKIC Alumni and Apprentices, etc.
  - Reach out to business partners, professional associations and construction companies
    for enrolment nomination in courses run by the School of Professional Development
    in Construction, with an aim of increasing the nominations by 50% in academic year
    2021/22 (compared to 2020/21)
  - Organise the 3rd Outstanding HKIC Alumni Award in Q3 2022
  - Develop the capability of outstanding alumni and apprentices and encourage their participation in various missions of the HKIC
  - Broaden the recognition of the Intermediate Tradesman Collaborative Training Scheme by private sector of the industry and increase the participation rate of private sector by 50% in 2022 (compared to 2021)



- **4.5.** Connecting and Providing Meeting Platforms for Industry Leaders to Sustain the Long-term Development of the Industry and the Mission of CIC
  - Arrange high-level meetings and forums for industry leaders to determine directions and strategies
  - Support the development and activities of the "CIC Fellows"
  - Organise events and provide a communication platform for members on industry-wide issues e.g. Elections, Annual Work Plans, etc.

## **4.6.** Advocating Cross Team Collaboration

 Develop a platform by Q2 2022 to facilitate cross team collaboration whereby staff may enrich their exposure and expand their potentials/horizons through participating in other duties and functions of the CIC

## **4.7.** Conducting "Anti-Heat Stress Uniform x Life First Accreditation Campaign"

- Encourage construction companies to adopt Anti-Heat Stress (AHS) features in their uniforms by calling for submission of AHS uniform design in Q2 2022, providing recognition to those companies with uniforms fulfilling the AHS requirements and granting them the right of using the "Life First" logo on their AHS uniforms by Q3 2022
- Explore and adopt refined materials or designs from the industry-designed uniforms in Q4 2022 for the next generation of AHS uniforms

## **4.8.** Reviewing and Updating Internal Policies and Procedures Annually

- Facilitate the annual review and update on policies and procedures of various Divisions/ Departments of the CIC
- Provide advice and insight on the policies and procedures from the control perspectives



## **4.9.** Implementing Risk Assessment in CIC

- Identify potential risks and mitigating measures to reduce risks of different Divisions and Departments on an annual basis
- Assess the impact and likelihood of risks on the CIC's operations to determine if relevant mitigating measures would result in lower residual risks
- Utilise the findings of the annual risk assessment for better planning of future audit projects





## **Construction Industry Council**

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