

**Construction Industry Council**

**Construction Industry Training Board**

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Meeting No. 001/25 of Construction Industry Training Board (CITB) was held on 15 January 2025 (Wednesday) at 9:30 am at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Hong Kong.

Present:	Eddie LAM	(ELM)	Chairperson
	CHAN Lok-chai	(CLCn)	
	Franki CHAN	(FiC)	
	CHOW Luen-kiu	(LKC)	
	HUANG Yongquan*	(YQH)	
	LO LEE Oi-lin	(OLLL)	
	William LUK*	(WmL)	
	TSE Wang-yu	(TWY)	
	Staw WONG*	(SwW)	
	Pamela LAM	(DS1)	
	NG Ho-wang	(VNg)	
In Attendance:	Susanne WONG	(PAS1)	Development Bureau
	Alfred CHAN*	(AdCn)	Development Bureau
	Marjory LEUNG	(MLG)	Development Bureau
	Winnie HO*	(WHWY)	Development Bureau
	Ringo SHEA	(RSh)	Hong Kong Federation of Electrical and Mechanical Contractors Limited
	Morgan YANG	(MYWW)	Director – Hong Kong Institute of Construction
	Stewart WAN	(StW)	Assistant Director – Training
	Rebecca CHOI	(RaC)	Assistant Director – Qualification & Quality Control
	Isaac LEE	(ILPS)	Assistant Director – Technology Application
	Chris LAU*	(CsLu)	General Manager – Finance & Procurement
	William THONG	(WTg)	Head of Diploma & Machinery Training
	George AU	(GAWY)	Principal – Kwai Chung Campus
	Ivan KO	(IK)	Senior Manager – Trade Testing
	Andrew LO	(ALo)	Principal – Sheung Shui Campus
	Priscilla TAM*	(PTm)	Senior Manager – Student Affairs
	Ron NG	(RNCw)	Principal – School of Professional Development in Construction (Acting)
	Robert LAU	(WFL)	Manager – Trade Testing

	Roy WONG*	(RyW)	Manager – Collaboration Scheme
	May LEUNG	(MyL)	Manager – Board Services & Administration Support
	Leo HUI*	(HLH)	Manager – Management Support
	Ada LAU*	(ALNY)	Manager – Career Support Services
	Eddie YU*	(EeY)	Manager – Curriculum Development & Quality Assurance
	Benny LEUNG*	(BLg)	Deputy Principal – Kowloon Bay Campus (Acting)
	Karol CHEUNG*	(KlC)	Assistant Manager – Management Support
	Shiron CHAN*	(SHCn)	Assistant Manager – Central Office
	Formula CHEN	(FMC)	Assistant Manager – Board Services & Administration Support
Apologies:	Benny LEE	(BLCM)	
	Rex WONG	(RWg)	
	Daniel YAN	(DY)	

\* Attended the meeting via video conference.

## **Minutes**

### **Action**

#### **1.1 Confirmation of the Minutes of the Previous Meeting**

ILPS briefed Members on the Safety Moment session and the points to note when using oxy-acetylene on site.

Members took note of Paper CIC/CTB/M/006/24, and confirmed the minutes of the meeting No. 006/24 held on 6 November 2024.

#### **1.2 Matters Arising from the Previous Meeting**

Item 6.2 (Items 5.2 and 4.9) – Table on Estimated Waiting Time for Full-time Short Programmes with Proposed Actions for Enhancement

- ss Regarding the applicant's self-declaration of working experience in the application form, the application forms of the Hong Kong Institute of Construction (HKIC) and Collaborative Training Schemes had Declaration of Programme Enrollment, which requested the applicant to declare that the information provided were true and accurate, otherwise it might result in the invalidation or cancellation of the programme enrollment. The applicant might be required to compensate the Construction Industry Council (CIC) for any training costs, return the training allowance and incentive bonus received, etc. CIC / HKIC also had the right to pursue the responsibility of the applicant through legal channels. The Independent Commission Against Corruption (ICAC) was examining the corruption prevention study for HKIC, including the verification procedures for the proof of working experience of the applicants. In the light of the recommendations of the ICAC corruption prevention study, the management would in due course consider the acceptance of applicant's self-declaration of working experience in the application form and seek legal advice as necessary.

Item 6.4 – Summary Report of the 4th Meeting of Hong Kong Institute of Construction Management Board for 2024

Regarding the promotion for the 2024 candidates of the WorldSkills Competition, Student Development Department had held two meetings with trade associations, and asked them to

Action

proactively identify and nominate young people to join the Hong Kong Skills Competition. A series of publicity and promotional activities for the WorldSkills Competition would be launched in the first quarter of 2025, including sending letters to employers, trade associations, trade unions and training organisations; mailing promotional posters to construction sites; publicising the Hong Kong Skills Competition on websites, and sending letters to secondary schools to promote the school seed project. In addition, the promotional clips featuring competitors of relevant Skills Competition would be completed by February 2025.

Item 6.5 – Summary Report of the 3rd Meeting of Sub-committee on Ethnic Minorities in Construction for 2024

Regarding the HKIC training figures for ethnic minorities, the Secretariat had circulated relevant figures to Members for reference by email on 20 November 2024.

**1.3 Proposal on a Memorandum of Understanding (MoU) between CIC and OSHC on “OSH Star Enterprise Schemes - Erection and Dismantling of Truss-out Scaffolding Works” (for approval)**

Members took note of Paper CIC/CTB/P/001/25, and approved the proposal on a MoU between CIC and the Occupational Safety and Health Council (OSHC) on “OSH Star Enterprise Schemes - Erection and Dismantling of Truss-out Scaffolding Works”. The Executive Director would sign the MoU on behalf of CIC.

**1.4 Proposal on Revised Scope of Work and Estimate for Reprovision of HKIC Tuen Mun Training Ground to Siu Lam (for endorsement)**

Members took note that Paper CIC/CTB/P/002/25 had to be withdrawn. The Executive Director supplemented that to promote an all-round construction safety culture and adopt the latest terms and conditions of the works contract, CIC Management recommended that HKIC consulted a CIC Member, who should act as an independent third party to review the entire tender document contents to be prepared for the third tender, including the proposed additional and new scope of work in the works contract: Design for Safety (DfS), Smart Site Safety

**Action**

System (4S), Building Information Modelling (BIM), etc. As the consultation was still on-going, the above-mentioned paper had to be withdrawn.

**1.5 Progress Report on the Four Pillars of the Development Blueprint for Manpower Training of the Construction Industry (for information)**

Members took note of Paper CIC/CTB/P/003/25, and noted the follow-up work of the key items of four areas of HKIC (four pillars) including Trade Skills Development; Professional Development; New Technology, Modern Methods of Construction (MMC), Modern Construction Management and Sustainability; and Construction Safety.

A Member hoped that HKIC could increase the training places for the Safety Training Course for Construction Workers of Specified Trade (Silver Card course) – Rigger and Signaller (A12S Safety Training Course) and Metal Scaffolding, and provide Modular Integrated Construction (MiC) training for Lifting. The Executive Director stated that CIC was striving to add a new outdoor training ground in Siu Lang Shui, Tuen Mun, dedicated to provide practical safety training, thereby increasing the training places for the A12S Safety Training Course. He asked HKIC Management to provide the training figures and waiting time for the A12S Safety Training Course at the next meeting. In addition, HKIC also had a series of MiC programmes for industry practitioners in different work trades and positions, including the Foundation Certificate in MiC (Lifting, Installation and Disassembly). The Executive Director continued that although metal scaffolding was more costly, it was safer. CIC had established a Task Force on Construction Scaffolding Materials to drive the switch to metal scaffolding in the industry.

**ILPS**

A Member opined that CIC could organise seminars to remind the industry about lifting safety. The Member continued that the Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses) required that some of the course hours must include weekends to be eligible for the allowance. He hoped that CIC could relax such requirements so that the practitioners could continue to pursue studies during weekdays. RaC responded that as the allowance involved funding

Action

from the Development Bureau (DEVB), the suggestion would be discussed with DEVB.

**RaC**

A Member mentioned that the Center for Future Construction (CFC) had many new construction technology equipment for training. The Member suggested that CIC could consider equipping appropriate technical staff and administrative personnel, or training the existing staff to become technical staff to take charge of the training and maintenance of CFC.

**ILPS**

The Chairperson concluded that HKIC had to arrange the class time flexibly, include the "One Examination, Multiple Certification" element in training courses, and launch new technology programmes in due course to train up talents for the industry to cope with the development of new technology. In addition, HKIC could also consider co-organising short-term programmes with professional organisations, such as the Hong Kong Institute of Construction Managers, to enhance the quality of frontline management personnel.

**StW**

**ILPS**

**1.6 ★Report on Efficiency Benchmarking of Full-time Programmes for Academic Year 2022/23 and 2023/24: Employment Rate One Month After Graduation and Retention Rate and Related Follow-Up Work (for information)**

Members took note of Paper \*CIC/CTB/P/004/25\* and noted the employment rate one month after graduation and retention rate of full-time programmes for academic year 2022/23 and 2023/24, and related follow-up work.

**1.7 ★ Review on Initial Dropout Rates of Full-time (1-Year and 2-Year) Programmes for Academic Year 2024/25, and Dropout Rates of Full-time Short Courses for Academic Year 2023/24 (for information)**

Members took note of Paper \*CIC/CTB/P/005/25\* and noted that the initial dropout rates of full-time (1-year and 2-year) programmes for academic year 2024/25 and dropout rates of full-time short programmes for academic year 2023/24 for HKIC were similar to that of last year. The Chairperson asked the Management to find ways to further lower the dropout rates.

**StW**

Action

**1.8 ★Summary Reports of the 5th and 6th Meetings of Hong Kong Institute of Construction Management Board for 2024 (for information)**

Members took note of Paper \*CIC/CTB/P/006/25\* with no further comments.

**1.9 ★Summary Report of the 2nd Meeting of Sub-committee on Trade Testing for 2024 (for information)**

Members took note of Paper \*CIC/CTB/P/007/25\*. The Chairperson enquired about the waiting time for trade tests. WFL responded that the waiting time for all trade tests was within the 2-month service pledge. In addition, regular and fast-track test appointment services were offered to fulfill the needs of different candidates and to optimize the resources of the Trade Testing Centre. Applicants might request a fast-track test appointment service, which could be completed within 45 days. The Chairperson asked the Management to study ways to shorten the service pledge of the waiting time for trade tests.

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**1.10 ★Summary Reports of the 4th and 5th Meetings of Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes for 2024 (for information)**

Members took note of Paper \*CIC/CTB/P/008/25\* with no further comments.

**1.11 ★Summary Report of the 4th Meeting of Sub-committee on Ethnic Minorities in Construction for 2024 (for information)**

Members took note of Paper \*CIC/CTB/P/009/25\* with no further comments.

**1.12 ★Training Figures of Hong Kong Institute of Construction (for information)**

Members took note of Paper \*CIC/CTB/P/010/25\* with no further comments.

Action

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

Members took note of Paper \*CIC/CTB/P/011/25\* with no further comments.

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

Members took note of Paper \*CIC/CTB/P/012/25\* with no further comments.

**1.15 Any Other Business**

Progress Report on Key Performance Indicators (“KPI”)

Members took note of the KPI progress for HKIC and Trade Testing.

Establishment of Greater Bay Area (GBA) Standards on the Skill Level of Skilled Workers and Technicians in the Construction Sector and Implementation of the "One Examination, Multiple Certification"

DEVB representative briefed Members on the establishment of GBA standards on the skill level of skilled workers and technicians in the construction sector and the implementation of "One Examination, Multiple Certification". The representative from DEVB stated that the establishment of GBA standards and the implementation of "One Examination, Multiple Certification" aimed at enhancing training quality, technical levels, and talent development across the entire GBA construction industry.

A Member representing trade unions mentioned that as the current economic environment was extremely challenging, workers were worried that their employment opportunities would be affected. He hoped the government could explain more to workers that the above-mentioned policy would not affect the employment opportunities of local workers, and pay attention to the implementation schedule of the above-mentioned policy.

A Member opined that the establishment of GBA standards and



**Action**

the implementation of "One Examination, Multiple Certification" would help the local construction industry develop markets outside Hong Kong, which would be attractive to young workers and new joiners. HKIC should step up publicity and encourage students to participate.

DEVB representative responded that the overall aim of establishing GBA standards and implementing "One Examination, Multiple Certification" was to enhance training quality, technical levels, and talent development for the entire GBA construction industry, which was unrelated to the importation of labour. The existing measures of Labour Importation Scheme also safeguarded the employment priority of local workers. Application for importation of labour would be considered only if employers could approve that they had failed to hire the local workforce. The policy remained unchanged. DEVB representative continued that the arrangements on establishment of GBA standards and implementation of "One Examination, Multiple Certification" were under discussion with Guangdong and Macao. They would continue to communicate with the industry, including contractors, trade unions and other training organisations on this matter, and step up publicity and explanation to trade unions and workers to allay their concerns.

In conclusion, the Chairperson supported the above-mentioned policy and opined that Members also had the responsibility to explain the aim of the policy to industry stakeholders.

**1.16 Tentative Date of Next Meeting No. 002/25**

The next meeting was scheduled for 12 March 2025 (Wednesday) at 9:30am at the Star Chamber, 4/F, Kowloon Bay Campus, Hong Kong Institute of Construction, 44 Tai Yip Street, Kowloon Bay, Hong Kong.

**CITB Secretariat  
January 2025**