

Ethnic Minorities Forum  
meeting on 17 December 2004

Paper presented by  
Construction Industry Training Authority (CITA) to the  
Ethnic Minorities Forum

Paper for : Information and discussion  
Subject : Provision of vocational training and trade testing to the ethnic minorities  
by the CITA

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1. Introduction

The statutory functions of CITA include providing training courses for the construction industry, and assessing the standard of skills of construction workers.

2. Vocational Training

2.1 Currently the CITA is offering three main categories of training courses, namely:

- (i) the One-year / Two-year Full-time Basic Craft Courses for Form 3 school-leavers and the Construction Supervisor Trainee / Technician Training Programme for Form 5 graduates;
- (ii) Full-time Adult Short Courses; and
- (iii) Part-time Courses.

Since the majority of the frontline personnel of the construction industry communicate in Cantonese, plus the fact that most of the CITA instructors are veteran tradesmen from the industry and do not speak English, the medium of instruction has been Cantonese and the course handouts are also written in Chinese.

2.2 With the growing demand from the ethnic minorities, arrangements were made in 2003 and 2004 respectively for two groups of Nepalese to attend training courses at CITA on a trial basis with the aid of interpreters. However, the outcomes were found to be not satisfactory.

2.3 Since then the CITA has been exploring the possibility of offering some of its courses in English. Due to constraints in terms of resources, the two categories of full-time courses i.e. (i) and (ii) mentioned in 2.1 above will not be offered in English. However, CITA has made special arrangements for 14 Part-time Day-release or Part-time Evening courses (Appendix 1) to be conducted in English on a needs basis. These include some safety-related courses and certification courses for construction plant operators.

2.4 Amongst the above 14 courses, the Part-time Day-release Certification Course would be more suitable for the ethnic minorities. Both certification courses for gondola workers and builder's lift operators last for 2 days and there is no specific admission requirements. Certificate holders will need to attend the corresponding one-day revalidation courses upon expiration of their certificates which are valid for 5 years.

### 3. Trade Testing

At present, the CITA conducts a total of 50 trade tests for skilled craftsmen and 26 intermediate trade tests for semi-skilled workers. Amongst them, 15 trade tests and 18 intermediate trade tests (Appendix 2) can be conducted in English on request.

### 4. Conclusion

In response to demands and requests from the ethnic minorities, the CITA has been and will endeavour to develop or arrange more training courses and trade tests in English subject to the availability of appropriate English-speaking instructors and invigilators, and that it would be cost effective to do so. On the other hand, the Authority considers it is prudent that the community should pay heed to the fact that as the common language used on construction sites is Cantonese, workers who do not apprehend some working Cantonese in the work environment may be in hazard due to communication gap on construction sites during unexpected events.

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Members of the Ethnic Minorities Forum are requested to note and comment on the above information.

CITA Secretariat

29<sup>th</sup> November 2004

**Construction Industry Training Authority  
Training Courses which can be conducted in English**

Course Title

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<u>Code</u>	<u>Course Title</u>
I	<b>Part-time Day-release Skills Enhancement Course</b>
MAT	Certification Course for Construction Materials Sampler
II	<b>Part-time Day-release Safety Related Course for Professionals</b>
GES	Safety Course for Graduate Engineer (Civil, Structural and Building)
III	<b>Part-time Day-release / Part-time Evening Safety Related Course</b>
SCW	Mandatory Basic Safety Training Course (Construction Industry Safety Card Course)
RCW	Mandatory Basic Safety Training Revalidation Course (Construction Industry Safety Card Refresher Course)
ASW	Safety Training Course for Construction Workers of Specified Trade
RSW	Safety Training Revalidation Course for Construction Workers of Specified Trade
CSW	Safety Training Course for Certified Workers Working in Confined Space
CRW	Revalidation Training Course for Certified Workers of Confined Spaces Operation
CSP	Safety Training Course for Competent Persons Working with Confined Space
CRP	Revalidation Training Course for Competent Persons of Confined Spaces Operation
IV	<b>Part-time Day-release Certification Course</b>
SWP	Certification Course for Person Working on Endless Winder Mode Temporary Suspended Working Platform (Gondola)
SWR	Revalidation Course for Person Working on Endless Winder Mode Temporary Suspended Working Platform (Gondola)
BL2	Certification Course for Builder's Lift Operator
TBR	Revalidation Course for Builder's Lift Operator

Construction Industry Training Authority  
List of Trade Tests which can be conducted in English

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<u>Code</u>	
<b>I</b>	<b>Trade Test for Skilled Craftsman</b>
TPL	Plasterer
TCP	Carpenter (Formwork-Building Construction)
TPB	Plumber
TWD	General Welder
TBF	Bar Bender and Fixer
TSF	Bamboo Scaffolder
DNL	Drainlayer
TSI	Ground Investigation Operator
MLS	Metal Scaffolder
CPM	Construction Plant Mechanic
TPA	Painter and Decorator
CCR	Concrete Repairer (Spalling Concrete)
SRT	Shotcretor (Dry Mix)
SRW	Shotcretor (Wet Mix)
MFO	Rigger / Metal Formwork Erector
<b>II</b>	<b>Intermediate Trade Test for Semi-skilled Craftsman</b>
IBL	Bricklayer
IPT	Plasterer
ITL	Tiler
ICF	Carpenter (Formwork-Building Construction)
ICC	Carpenter (Formwork-Civil Construction)
IPM	Plumber
IGW	General Welder
ICN	Concretor
ILV	Leveller
IMW	Metal Worker
IMA	Marble Worker
ISF	Bamboo Scaffolder
ICM	Construction Plant Mechanic
IPD	Painter and Decorator
ISP	Painter (Texture-Spray)
ISS	Structural Steel Erector
IML	Metal Scaffolder
IMF	Rigger / Metal Formwork Erector