

Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Certificate)

Framework Document

By Hong Kong Institute of Construction

11 December 2024

**Construction Industry Council Approved Technical Talents Training Programmes Approved Employer List
(For Applications submitted from 19 March 2021)**

This Disclaimer has been translated into Chinese. If there is any inconsistency or ambiguity between the English version and the Chinese version, the English version shall prevail.

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Amendment Record

Revision	Date	Details of Amendment
1	July 2020	N/A
2	March 2021	Addition of provisions for Construction Industry Council Approved Technical Talents Training Programme Approved Employer List and update of relevant application forms.
2	September 2021	Update the requirements for trainee bonuses in sections 5.7.1 and 5.7.2
2	December 2021	<ol style="list-style-type: none"> 1. Addition of New Subsidized Trade: Concreter 2. Addition of 5.11 Termination of Training
3	June 2023	<ol style="list-style-type: none"> 1. Extend programme eligibility to all graduates of the Hong Kong Institute of Construction and the Intermediate Tradesman Collaborative Training Scheme 2. Implementation of employer bonus 3. Update the course content of the Certificate in Instructing Techniques for Site Trainer
4	May 2024	Addition of new trades
5	October 2024	Update of Trainee Allowance Processing Form
6	December 2024	In response to the decision made by the Subcommittee on the Construction Industry Council Approved Technical Talents Training Programme and Collaboration Schemes on November 18, 2024, a third-party payroll proof requirement has been established (applicable to application submitted on or after January 1, 2025).

1. Purpose

The purpose of this document is to depict the details of Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Certificate) [CIC ATP – Senior Tradesmen (Certificate)] and to set out the procedures of Hong Kong Institute of Construction in handling this Programme.

2. Terminology

In this document, the following words and expressions shall have the meaning hereby assigned to them except when the context otherwise requires: -

a.	CIC	Construction Industry Council
b.	HKIC	Hong Kong Institute of Construction
c.	CITB	Construction Industry Training Board
d.	Sub-committee	Delegated Sub-committee by CITB
e.	Programme	Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Certificate)
f.	Training Allowance	Training allowance and bonus for trainees

3. Background

3.1 The CIC is committed to pursue the promotion of the development, innovation and succession of the industry. The establishment of the "Construction Industry Council Approved Technical Talents Training Programme" is an integral part of it. Launched in 2019, ATP aims at fostering young graduates of the HKIC to become Senior Tradesmen through on-the-job training, technical assessment and technical enhancement training, safety training, soft skills enhancement, as well as technology and innovation training offered by the HKIC.

3.2 Participating employer is required to sign an “employment contract” with the trainee and pay their wage on a monthly basis. During the two-year training period, in addition to providing training allowances for the trainee, the HKIC will also provide bonuses after the trainee has passed the mid-term and final assessments, in order to encourage continuous learning and advancement. After completing the training programme and passing all the assessments, the trainee will be qualified as Senior Tradesmen (i.e. "skilled workers"). He can further his career as a specialist trade supervisor, or even start his own business to create his desired career.

- 3.3 Through this programme, the HKIC will attract more new forces to join the construction industry in Hong Kong, and train up talents to support the industry.

4. Nature of the Programme

- 4.1 Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Certificate) (hereinafter called the “Programme”) is designed for graduates of Certificate in Construction Programme and Diploma in Construction Programme (including individual short-term courses) of the HKIC. The objective is to foster them to become Senior Tradesmen through two-year systematic on-the-job training and enrichment programmes.

5. Details of the Programme

5.1 Eligibility Requirements for Trainee

To participate in this programme, a trainee shall meet the following requirements:

- (i) a graduates of the Hong Kong Institute of Construction or designated Intermediate Tradesman Collaborative Training Schemes; and
- (ii) a graduate who is not continuing his study in the Vocational Training Council programmes; and
- (iii) possess respective intermediate trade test qualification; and
- (iv) with less than 2 years experience after attaining intermediate trade test qualification of the respective trade; and
- (v) has not participated in the Senior Tradesmen training scheme offered or funded by the CIC and HKIC under the relevant trade within one year prior to application.

Note: All graduates under the age of 19 who are engaged in the designated industries under the Traineeship Ordinance (Article 47) are required to sign a VTC contract of traineeship in accordance with the ordinance.

5.2 Eligibility Requirements for Employer

The employer who is going to apply for this programme shall meet at least one of the following requirements:

- (i) member of the Hong Kong Construction Association (HKCA); or
- (ii) contractor who has paid Construction Industry Levy to Construction Industry Council within 5 years (from the date of application) or subcontractor who is directly employed by contractor; or
- (iii) existing sub-contractors directly employed by the contractors mentioned in

- (i) or (ii)
- (iv) member of the Hong Kong Construction Sub-Contractors Association (HKCSA); or
- (v) member of the Hong Kong Plumbing and Sanitary Ware Trade Association (HKPSWTA); or
- (vi) member of the Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC); or
- (vii) member of construction industry unions (employers); or
- (viii) sub-contractor registered or shall register under the Registered Specialist Trade Contractors of the HKIC before programme commencement; or
- (ix) Owner of refurbishment, repair and maintenance projects or new projects (owner refers to items a, b, c below)
 - (a) Owner: property holder
 - (b) Developer: shall be a member of “The Real Estate Developers Association of Hong Kong (REDA)”; or
 - (c) Property Management Company: shall be a member of “The Hong Kong Association of Property Management Companies”; or
- (x) If the Applicant does not fall into the above approved categories, the application will be submitted to the Sub-committee for consideration and approval
- (xi) employers who are listed in the Construction Industry Council Approved Technical Talents Training Programme Approved Employer List

Note: For applications submitted on or after March 19, 2021, employers must be approved and listed in the Construction Industry Council Approved Technical Talents Training Programme Approved Employer List before commencing training. Employers who submitted applications before March 19, 2021, and have already been approved to join the programme will be automatically listed in the Approved Employer List for two years, after which they will undergo review in accordance with the procedures. (Refer to Annex 20 for details)

5.3 Trade Division

This programme consists of 25 training courses covering 26 trade divisions. For details, please refer to Annex 1.

5.4 Length of Training

This programme will last for two years.

5.5 Required Wage for Employing Trainee

- 5.5.1 The employer shall sign an “employment contract” with the trainee and pay their wage on a monthly basis. At the same time, the monthly wage shall not be less than the amount specified by the HKIC, which is HK\$15,000 for the first year and HK\$20,000 for the second year. The monthly wage paid by the employer to the Bar Bender and Fixer or Formworker trainee shall be not less than HK\$24,500 for the first year and not less than HK\$26,500 for the second year.
- 5.5.2 The employer is required to submit trainee attendance and wage payment records (please refer to Annex 6) together with third-party payroll proof, such as bank transfer records, bank statements, MPF (Mandatory Provident Fund) reports, and other documents to the HKIC every month.

5.6 Monthly Training Allowance for Trainee and Employer Bonus

- 5.6.1 The HKIC will provide training allowance of up to HK\$5,000/month (first year) and HK\$6,000/month (second year) to eligible employers.

Details are as follows:

The maximum amount of the total allowance is $(\text{HK\$}5,000 \times 12) + (\text{HK\$}6,000 \times 12) = \text{HK\$}132,000$

- 5.6.2 If the employer fails to pay the specified wage as required, the HKIC will suspend the payment of the relevant allowance until the employer provides a reasonable explanation or repays the specified wage owed.
- 5.6.3 The allowance is calculated on a pro-rata basis of the employee's monthly wage. If the employer has paid for the employee's leave days, the allowance will be paid in full for the relevant days. If the employer does not pay for the employee's leave days, the employer will not receive the allowance for the relevant days. For instance, if an employee applies to injury leave, sick leave or maturity leave, and the employee pays four-fifths of the relevant wage, the employee will receive four-fifths of the allowance. If the employee's leave is not paid by the employer, the employer will not receive the allowance for the relevant leave period.
- 5.6.4 During the 24-month programme period, if the HKIC finds that the employer is in breach of the provisions of this Agreement or the relevant laws of the Hong Kong Special Administrative Region (HKSAR), the HKIC will formally write to notify that the employer shall rectify the problem and report to the HKIC within the prescribed time limit (one month in general).

Otherwise, the HKIC will terminate the Agreement and stop issuing any allowance immediately, and put the relevant employer on the watchlist. The HKIC has the right to recover all the allowances that have been issued.

- 5.6.5 Training allowance (for the trainees) will be calculated based on the actual number of working days. For full attendance, a full monthly training allowance will be issued. The deduction of allowance for absence at work is calculated based on 25 working days per month.

Calculation Example (Take first year of training, trainee allowance of HK\$5,000 as an example):

If the actual number of working days of the trainee in a month is 20 days, the following allowance will be issued to the employer:

$$\text{HK\$5,000} - \text{HK\$5,000} \div 25 \times 5 = \text{HK\$4,000}$$

- 5.6.6 Starting from May 1, 2023, the employer will receive a bonus of HK\$ 10,000 for each trainee successfully trained to become a skilled worker.
- 5.6.7 If the employer/trainee withdraws from the programme with a reasonable justification which is accepted by the HKIC, the HKIC will issue training allowance in proportion as per the last working day of the trainee, and will not recover the training allowance issued previously. If the programme is terminated without a reasonable justification, the HKIC reserves the right to recover from the employer the previously issued training allowance.

5.7 Trainee Assessment and Bonus

- 5.7.1 If an trainee (for 2-year training period) satisfactorily completes 12 months training, passes the mid-term assessment, trainee will receive a retention bonus of HK\$ 20,000 and continue with the remaining 12-month training. The bonus will be paid by the HKIC to the trainee directly. Please refer to Annex 5 for the “Trainee Allowance Processing Form”. If the trainee fails the assessment, the HKIC will provide one re-take opportunity. The training programme will be terminated immediately if the trainee still cannot pass after re-taking the assessment.
- 5.7.2 After passing the above assessment, trainee can move on to the second-year training. If the trainee’s performance is satisfactory, the HKIC will arrange the trainee to attend the final assessment in the 24th month of the training. After passing the final assessment, register as senior tradesmen (i.e., “skilled workers”), the trainee will receive a completion bonus of HK\$30,000 from the HKIC. Please refer to Annex 5 for the “Trainee Allowance Processing Form”. If the trainee fails the final assessment, the HKIC will provide one

re-take opportunity. If the trainee cannot pass the final assessment after the re-take, he will not receive the completion certificate and will not be able to acquire the Senior Tradesman qualification (i.e. "skilled workers" qualification).

5.7.3 If a trainee is absent from the Enrichment programme, and fails to submit reasonable explanation and supporting documents in writing within 10 working days after the course day, he will be considered as absent without reason. The HKIC will provide supplementary classes to trainees who are absent with reasonable explanations when resources allow, and the supplementary class will only be arranged once. If the trainee is absent from the supplementary class arranged by the HKIC, he will be regarded as absent without reason. For every absence without reason, HK\$1,500 will be deducted from the retention and completion bonus.

5.7.4 After obtaining the certificate of graduation, the trainee can apply for exemption of the trade test of the Hong Kong Construction Industry Trade Testing Centre through the Traineeship Management, and obtain the Trade Test Certificate for applRegistered Specialist Trade Contractors

5.8 Requirements on Trainer Qualifications and Trainer-to-Trainee Ratio

5.8.1 Employers shall arrange eligible trainers to provide training for trainees.

5.8.2 The eligible trainer shall meet the following requirements:

- (i) Holder of Registered Skilled Worker of relevant work trade through the “Senior Workers Registration Arrangement”; or
- (ii) Holder of relevant trade test certificate or the qualifications listed in Note 1 below; with not less than 5 years relevant post qualification working experience; or
- (iii) Holder of the relevant trade test certificate or the qualifications listed in Note 1 below; and with at least 7 years relevant working experience.

Note 1: The below qualifications are applicable for the respective trades:

- Electrical Wireman: Holder of valid “Certificate of Registration of Electrical Worker” issued by the Electrical and Mechanical Services Department.
- Plumber: Holder of valid “Grade I Plumber's Licence” issued by the Water Supplies Department.

5.8.3 If the proposed trainer fails to provide proof of the qualifications stated in paragraph 5.8.2, but holds other relevant professional qualifications, the trainer is required to attend a HKIC interview to examine his qualifications. The HKIC reserves the right for final decision.

- 5.8.4 To ensure the quality of training, the maximum trainer-to-trainee ratio shall be 1:6 (i.e. one trainer trains 6 trainees).
- 5.8.5 Trainers are required to take a designated HKIC training course (Refer to Annex 18) for site trainer and complete the course before the mid-term of the training programme.
- 5.8.6 If the trainer is absent from any of the free course of “Certificate in Instructing Techniques for Site Trainers” arranged by the HKIC, the employer should submit reasonable explanation and supporting evidence in writing within 10 working days after the day of absence. Otherwise, it will be considered as absence without reason. The trainer has to enroll in the course on his own and submit the completion certificate. If the employer nominates the same trainer to provide training in a new application, HKIC will not arrange free courses for the trainer.

5.9 Application Assessment

- 5.9.1 After the employer submits the programme application, the HKIC will conduct a verification on the background of applicants (including employer and trainee) and the eligibility of trainee according to the established procedures.
- 5.9.2 The employer is required to provide the main construction contract reference number and its main contractor’s name of the construction site where the on-site training will be conducted. Once the application has been approved, the trainee’s training score will be assigned to this main contract.
- 5.9.3 Upon approval and acceptance of the application by the HKIC, the HKIC will inform the employer in writing (Notification of Approval), and the training period shall commence from the date agreed by the HKIC, the employer and the trainee. (Please refer to item IV of Annex 2)

5.10 Inspection on Training Progress

- 5.10.1 The HKIC shall conduct site inspections (Refer to Annex 13) during the on-the-job training period to inspect the training progress of the trainees and communicate with the trainees and trainers. The HKIC staff will record the meeting process, and fill in the site inspection report for follow-up and record (Refer to Annex 8). The employer is also required to regularly submit trainee progress reports for HKIC’s inspection. If the employer is found to be uncooperative so that the HKIC staff cannot complete the site visits and/or inspections on time or as needed, the HKIC will terminate the training programme.

5.10.2 Special cases will be submitted to the HKIC management for review.

5.11 Suspension of Training

5.11.1 If an trainee is absent for more than one month due to further studies, other work arrangements, maternity leave, illness, etc., the employer should promptly notify the HKIC to suspend the training and submit a written form (Annex 24). The maximum suspension period is twelve months.

5.12 Secondment

5.12.1 During the training period, if the project or process of the originally approved employer is expected to be unable to continue the training according to the original plan due to the progress of the project in the coming months, the employer may allocate the trainee to a new employer to continue the training and shall notify the HKIC as soon as possible. The new employer shall re-submit an application form for review by the HKIC.

5.12.2 The originally approved employer is responsible for coordinating the allocation arrangements to ensure that the training plan is not interrupted.

5.12.3 All trainees allocation applications shall be reviewed and approved by the HKIC two months in advance.

5.12.4 The HKIC will calculate the training subsidy paid to different employers based on the proportion of the training period.

6. Requirements for the Employer

6.1 The employer shall submit the following documents to the HKIC for approval before programme commencement:

- (i) A copy of the employer's Business Registration Certificate; and
- (ii) A copy of the construction contract; and
- (iii) A copy of the employment contract; and
- (iv) A copy of the Skilled Worker qualification obtained by the trainer and his resume.

6.2 The employer shall sign an "employment contract" with the employee in accordance with the labour ordinance.

6.3 The employer shall pay the wage of the trainees on a monthly basis. For details, please refer to paragraph 5.5.1.

- 6.4 The amount and payment method of the employee's wage shall be included in the "employment contract". The HKIC shall not be liable to the terms and responsibilities stated in the employment contract.
- 6.5 To ensure that employer will pay the wage according to the contract, the employer shall submit the attendance records, payslips, etc. to the HKIC every month. Relevant on-the-job training progress documents shall also be submitted by employer to verify the work performance, the number of working days and work content for the respective month in order to receive the training allowance from the HKIC.
- 6.6 The employer shall allow the trainees to attend the 32-day enrichment programme provided by the HKIC in the 2-year period. The employer shall pay the trainees' wage for the training days.
- 6.7 The employer shall train the trainees in accordance with the Training Syllabus (details in Annex 9) of the relevant trade division. The employer shall also supervise, monitor and inspect the training during the on-site training period, so that the trainee can enhance his trade skills during the training, meet the skill requirements of the industry, and pass the mid-term and final assessments conducted by the HKIC. The HKIC reserves the right to amend the above syllabus from time to time, and the HKIC will notify the employer in writing of the amendment.
- 6.8 The employer shall complete the specified form (Annex 20) and submit it to the HKIC within 14 days after the trainees' training period ends (or within a later time approved by the HKIC).

7. Roles of Hong Kong Institute of Construction

- 7.1 The HKIC shall draft the training syllabus with reference to the current trade tests and intermediate trade tests for the construction industry including:
- (i) on-the-job training syllabus (refer to Annex 9)
 - (ii) enrichment programme syllabus (refer to Annex 9)
- 7.2 The HKIC will review the specified monthly wage and basic monthly wage on an annual basis as the indicators for the employer in determining the employee's wages. For details, please refer to Annex 11.
- 7.3 The Applicant shall indemnify the HKIC against any and all losses, claims, demands, damages, costs, expenses and liabilities suffered or incurred by the HKIC arising out of or in connection with the breach of any terms and conditions of the Agreement.
- 7.4 The HKIC shall not be liable for any disputes (contractual or otherwise), settlement, arbitration, mediation or litigation for matters arising between the Applicants and any

of the Applicants' directors, officers, employees, sub-contractors, agents or other personnel.

7.5 The HKIC shall not be liable for any matters arising from the employment of the Participants by the Applicants and/or their Sub-contractors, including but not limited to arrears of wages, personal injury compensation and Mandatory Provident Fund.

7.6 The HKIC reserves the right for the final interpretation of the terms and conditions of the framework document.

8. Application Procedures

8.1 The employer shall complete the Application Form in Annex 2 and submit it to the HKIC with all supporting documents (including trainee employment proof, resume of trainer and proof of his qualifications, etc) for review and approval.

8.2 The employer shall commence training according to the HKIC's approved training period.

8.3 The HKIC shall take no more than 15 calendar days (from the date of receiving all the required documents) to process the application.

8.4 Please refer to Annex 12 for the flow chart on application procedures.

9. Monitoring Procedures

9.1 When the employer commences the training, the trainee shall fill in the training items/contents and training period in the Trainee Progress Report (refer to Annex 7) on a monthly basis. The Report shall be signed by the trainee for confirmation.

9.2 The trainer shall check the Trainee Progress Report, then sign and endorse the contents every month.

9.3 The employer shall submit the signed Trainee Progress Report and attendance record to the HKIC every month for inspection and review.

9.4 After checking the trainees' attendance record, training progress and application of allowance, the HKIC will prepare to issue the allowances to the employer.

10. Reimbursement of Payment of Training Allowance and Trainee Bonus

10.1 The employer shall first pay monthly wage to trainees before applying to the HKIC for reimbursement of the training allowance.

- 10.2 When the employer applies to the HKIC for the payment of training allowance and tuition fee allowance, he shall also submit the following documents for the HKIC's verification within 3 months. Otherwise, it will not be processed:
- (i) Invoice/ Debit note; and
 - (ii) Trainee Attendance and Wage Payment Record (Annex 6); and
 - (iii) Third-party payroll proof, such as bank transfer records, bank statements, MPF (Mandatory Provident Fund) reports, and other documents; and
 - (iv) Trainee Progress Report signed and endorsed by the trainer (Annex 7).
- 10.3 Upon receiving the employer's application, the HKIC will process and check the information and documents submitted by the employer.
- 10.4 After approval of the application by the HKIC management, the Finance Department will arrange the payment of training allowances through autopay. The HKIC will complete the application approval procedure within 30 calendar days after the HKIC receives the completed application with correct information and all the relevant supporting documents.
- 10.5 Please refer to Annex 14 for the flow chart on the procedures for payment of allowances.
- 10.6 The trainee's retention bonus and completion bonus will be approved in accordance with paragraph 5.7 and be paid by the HKIC to the trainee via bank transfer directly.

11. Fraud Case and Termination of Agreement

- 11.1 If the HKIC identifies any documents suspected of containing false information, the matter will be handled with strict seriousness. For details on the flow chart for handling fraud case and of false information, please refer to Annex 15.
- 11.2 The HKIC reserves the right to terminate the Approved Application, cease to pay any and all allowances and subsidies, and reserve the right to pursue, in the event that the Applicant and/or this Sub-contractor is in breach of the terms and conditions stipulated in this agreement.
- 11.2 No indemnity claims or claims of any other kind shall be made against the HKIC by the Applicant and/or his Sub-contractor.

12. Special Circumstances

- 12.1 If a trainee quits the job or is dismissed by the employer during the period of employment contract, the employer shall notify the HKIC immediately.

- 12.2 If a trainee quits the job or is dismissed by the employer during the training period, the employer cannot apply for the remaining allowance. The trainee will no longer be eligible for participating in this programme.
- 12.3 If the company is unable to continue the programme due to its business condition, and it is not related to the trainee's performance, the trainee can transfer to another employer to continue the remaining training period. However, the new employer should be approved by the HKIC for its eligibility. The allowance for the previous employer shall be calculated based on the contract termination date, and the remaining allowance will not be issued.
- 12.4 If a trainee is transferred to another employer by the HKIC to continue his training for special reasons, the new employer can only apply for the allowance for the trainee's remaining training period.
- 12.5 If a trainee is dismissed due to multiple counts of poor performance or discipline/ excessive absenteeism/ misconduct, he will not be referred to other employers.
- 12.6 The HKIC reserves the rights for final decision.

13 Avoiding Conflict of Interest

The employer should procure his employees, agents, sub-contractors and trainees (regardless of employees of contractors or their sub-contractors) participating in this agreement that they are prohibited from providing, retrieving or accepting any benefits as stipulated under the Laws of Hong Kong Chapter 201 "Prevention of Bribery Ordinance" (POBO) when handling business affairs in this agreement.

14 Personal Data Collection Declaration

- 14.1 The employer shall ensure that the collection and transfer of trainees' personal data to the Hong Kong Institute of Construction (HKIC), and through the HKIC to Government, are in compliance with the Personal Data (Privacy) Ordinance (PDPO).
- 14.2 In order to comply with the PDPO, the employer shall accept and agree to provide a Personal Information Collection Statement (PICS) in compliance with the following:
- (i) To inform the trainees that their information will be provided to the HKIC, including any personal data as defined in the PDPO, which will be used for purposes related to the activities of the HKIC (including any personal data transfer by the HKIC to the Development Bureau for reimbursement of trainee wage) or any other purposes regarding Construction Industry Council's Approved Technical Talents Training Programmes.

- (ii) To inform the trainees that the HKIC may provide them with the relevant information about HKIC activities that the trainees may be interested in and industry development updates. The HKIC may use their personal data, including name, phone number, correspondence and email addresses, send them up-to-date information on training courses, trade tests, registrations, events and other aspects of its work and the construction industry.
 - (iii) To inform the trainees that they have the option to decide whether they are willing to receive such information.
 - (iv) To inform the trainees that they have the right to request access to their personal data and correction of any errors in their personal data. They can submit a written request to the HKIC (Address: 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon, Hong Kong) when needed.
- 14.3 The employer who is responsible for collecting trainees' personal data shall obtain the trainees' written consent regarding the above.
- 14.4 The employer shall indemnify the HKIC for any breach of the PDPO or violation of the commitments.

Trade Division, Training Period and Date of Assessments

Trade Devision	Training Period	Date of Mid-term Assessment	Date of Final Assessment
Bricklayer	2 years	12 th month of the training period	24 th month of the training period
Plasterer			
Tiler			
Painter and Decorator			
Joiner			
Metal Worker			
General Welder			
Curtain Wall Installer			
Window Frame Installer			
Marble Worker			
Leveller			
Bar Bender and Fixer			
Formworker (Civil/Building Construction)			
Metal Formwork Erector			
Concreter			
Ground Investigation Operator			
Bamboo Scaffolder			
Metal Scaffolder			
Plumber			
Drainlayer			
Electrical Wireman			
Construction Plant Mechanic			
Refrigeration, Air-conditioning & Ventilation Installer			
Fire Service Electrical Fitter			
Fire Service Mechanical Fitter			

Application Form

Application No: _____
(To be filled by HKIC)
Date Received: _____

Please “✓” as appropriate.

Part I: Information of Applicant (Employer)

Name of Company: : _____ (Please attach a copy of a valid Business Registration Certificate)

Address of Company: _____

Name and Title of Person-in-charge: _____ Contact Phone No: _____

Email: _____ Fax No: _____

Part II: Eligibility of Applicant/ Employer shall meet at least ONE of the following requirements

- ☐ a. Member of the Hong Kong Construction Association (HKCA)
 - ☐ b. Contractor who has paid Construction Industry Levy to Construction Industry Council within 5 years (from the date of application) or subcontractor who is directly employed by contractor
 - ☐ c. Existing sub-contractors directly employed by the contractors mentioned in (a) or (b)
 - ☐ d. Member of the Hong Kong Construction Sub-Contractors Association (HKCSA)
 - ☐ f. Member of the Hong Kong Plumbing and Sanitary Ware Trade Association (HKPSWTA)
 - ☐ g. Member of the Hong Kong Federation of Electrical and Mechanical Contractors Limited (HKFEMC)
 - ☐ h. Member of construction industry unions (employers)
 - ☐ i. Sub-contractor registered or shall register under the Registered Specialist Trade Contractors of the HKIC before programme commencement
 - ☐ j. Owner of refurbishment, repair and maintenance projects or new projects (owner refers to items a, b, c below)
- (a)Owner: property holder
- (b)Developer: shall be a member of “The Real Estate Developers Association of Hong Kong (REDA)”;
- (c)Property Management Company: shall be a member of “The Hong Kong Association of Property Management Companies”
- ☐ k. Does not fall into the above approved categories

Part III: Work Trade

<input type="checkbox"/>	Bricklayer	<input type="checkbox"/>	Plasterer	<input type="checkbox"/>	Tiler	<input type="checkbox"/>	Painter and Decorator
<input type="checkbox"/>	Joiner	<input type="checkbox"/>	Metal Worker	<input type="checkbox"/>	General Welder	<input type="checkbox"/>	Curtain Wall Installer
<input type="checkbox"/>	Window Frame Installer	<input type="checkbox"/>	Marble Worker	<input type="checkbox"/>	Leveller	<input type="checkbox"/>	Bar Bender and Fixer
<input type="checkbox"/>	Formworker (*Civil/Building Construction)	<input type="checkbox"/>	Metal Formwork Erector	<input type="checkbox"/>	Concreter	<input type="checkbox"/>	Ground Investigation Operator
<input type="checkbox"/>	Bamboo Scaffolder	<input type="checkbox"/>	Metal Scaffolder	<input type="checkbox"/>	Plumber	<input type="checkbox"/>	Drainlayer
<input type="checkbox"/>	Electrical Wireman	<input type="checkbox"/>	Construction Plant Mechanic	<input type="checkbox"/>	Fire Service Electrical Fitter	<input type="checkbox"/>	Fire Service Mechanical Fitter
<input type="checkbox"/>	Refrigeration, Air-conditioning & Ventilation Installer						

Part IV. Information of Construction Site (Please attach copy of the construction contract)

Name of the main construction contract and reference number:

Name of the Main Contractor of the above contract: _____

Construction Period: _____ Expected Training Commencement: _____
MM/YYYY - MM/YYYY DDMM/YYYY

Expected No. of Trainee(s):

Part V: Particulars of Trainer (Please attach resume of trainer(s) <Form ATP-C003(E)>)

1	Name:	Trade Division:	HKID No.:
2	Name:	Trade Division:	HKID No.:
3	Name:	Trade Division:	HKID No.:

Part VI: Particulars of Trainee (Please attach a copy of the employment contract and Annex A – Trainee Consent Form for each trainee)

Item	Name (Chinese)	Name (English)	HKID No.	Trade Division
1				
2				
3				
4				
5				

(Please attach supplementary sheet(s) for more items)

Part VII: Declaration of Applicant

1. Our company/I understand and agree that Hong Kong Institute of Construction (HKIC) has absolute right to decide whether to accept our/my application.
2. Our company/I understand and agree that the HKIC has the right to request my company/me to provide the supporting document(s) of the above information or further information and document(s) when considering this application. HKIC also has the right to send personnel to inspect the above working location(s).
3. Our company/I understand and agree that the HKIC has the right to hire and sign two years employment contract with employee by monthly wage under this scheme.
4. Our company/I understand and agree to provide to the HKIC the attendance record, wage payment record/supporting document and training progress schedule of relevant employee(s) after the approval of application and the commencement of employment contract. We/I understand and agree that payment of subsidy shall be delayed should the complete records and supporting documents cannot be provided on time.
5. Our company/I understand and undertake to provide training to employee(s) according to training outline and agree that the CIC can send personnel to the working location of that employee at anytime to inspect whether the training progress, working environment and conditions are safe and reasonable after the approval of the application. We/I understand and agree that if employee/employer is in fundamental breach of the conditions in the Agreement or relevant laws of HKSAR, the HKIC has the right to terminate this scheme without any compensation and recover the reimbursed subsidy.
6. Our company/I agree to provide according to labour legislation, including but not limited to, the relevant insurance and MPF contribution to employee(s) and provide all liability insurance to employee(s) while the HKIC is not held responsible for all the liabilities of employee(s).
7. Our company/I declare that all information above and attached is true and accurate. We/I understand and agree that if the above information is inaccurate or insufficient, it can affect the approval of application and can lead to a cancellation of an approved application without any compensation.
8. Our company/I understand that if false information is deliberately provided when submitting application or within the effective period of the contract, it may contravene the criminal laws and the HKIC has the right to recover from us/me the reimbursed subsidy and make claims.
9. Our company/I hereby confirm that our employee(s) shall hold the qualification of the ITT for the same trade and obtain the relevant post-qualification working experience of not more than 1 years for graduate of year-long Certificate in Construction Programme or Diploma in Construction Programme and not more than 2 years for graduate of short-term courses of designed trades offered by the HKIC
10. Our company/I hereby confirm that our company/I will comply with the terms and conditions outlined in the "Construction Industry Council Accredited Technical Training Program – Senior Tradesmen (Certificate)" framework document, as well as the terms and conditions in this application form and agreement (Attachment B), and confirm that all information is correct.

Part VIII: Personal Data Collection Statement

<u>《Personal Data Collection Statement》</u>	
1.	<u>Collection of Personal Data</u>
1.1.	Hong Kong Institute of Construction ("HKIC") is one of the member organizations of the Construction Industry Council (the "CIC"). The information you provide to HKIC, including any personal data as defined in the Personal Data (Privacy) Ordinance (Cap.486), will be used solely for purposes related to the activities of the CIC, including HKIC. The activity and the required personal data are detailed in the application form.
1.2.	Whether or not you provide your personal data to HKIC is voluntary. However, where you are providing information for the purpose of an application, it is necessary that

you supply HKIC with complete information as specified on the application form. Otherwise, HKIC may be unable to process or consider your application. If you are under the age of 18, you should consult your parent or guardian before providing any personal data to us.

- 1.3. You are entitled to request access to and correction of any errors in your personal data. If you wish to do so, please write to Assistant Manager – Central Office (Data Access Request), Hong Kong Institute of Construction, Construction Industry Council, **38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon**. Should you have any enquiries about our PICS and related practices, please contact us at the above address or via enquiry@cic.hk. As a member of the CIC, HKIC strictly follows the relevant policies of the CIC. For more information about our policies on privacy and personal data protection, you can access our Privacy Policy Statement at https://www.cic.hk/eng/main/privacy_policy_statement.

2. Purposes of Collection

Your personal data will be kept confidential and may be used by the CIC, including HKIC for the following purposes:

- a. Assessing your application for admission, including payment and refund/reimbursement whenever necessary;
- b. Responding to situations involving a risk of health or safety, including an emergency;
- c. All other purposes in connection with your studies and assessments;
- d. Arranging for career services;
- e. Managing alumni affairs;
- f. Facilitating communication with you;
- g. Performing and exercising functions and powers of the CIC under relevant legislation, rules and sub-legislation, including but not limited to the Construction Industry Council Ordinance (Cap. 587) and Construction Workers Registration Ordinance (Cap. 583);
- h. Establishing, exercising and defending the CIC's legal rights, and complying with the CIC's legal and regulatory obligations (including anti-money laundering obligations, complying with orders by courts or regulators, etc.);
- i. Managing access to the CIC's premises and for security purposes;
- j. Preventing and responding to actual or potential security threats, fraud or illegal activities;
- k. Handling complaints or enquiries;
- l. Performing analysis and conducting research and surveys;
- m. Performing audits and compliance reviews to ensure compliance with the applicable CIC's policies and procedures, regulations and law;
- n. Other purposes related or incidental to the conduct of the CIC's activities; and
- o. Any other purposes that you may consent to from time to time.

3. Disclosure and Transfer of Personal Data

- 3.1. We may disclose or transfer your personal data for the purposes as stated in paragraph 2 to third parties, including but not limited to the following:

- a. Any or all of the CIC's affiliates and/or subsidiaries;
- b. Any third party service providers, contractors/sub-contractors that, on behalf of the CIC, operate or maintain membership, event registration, tour booking, researches and/or analysis, or carry out back-end services, administrative services, verification services, cloud services or information technology services, or provide necessary support or services to the CIC to enable us to provide our services, including any insurance, banking or third party payment gateways services used by the CIC, and any other entities that discharge contractual obligations on our behalf;
- c. Any of the CIC's professional advisors, including but not limited to lawyers, accountants and auditors; or
- d. Any party that owes a duty of confidentiality to the CIC.

- 3.2. We may disclose and transfer your personal data in accordance with any legal or regulatory requirements or any court order applicable to the CIC.

4. Use of Personal Data Related to Direct Marketing

To keep you informed of CIC activities and developments in the construction industry which may be of interest, the CIC would like to use your personal data, including your name, phone number, correspondence and email address, to update you in relation to our training courses, trade testing, registration, events and other aspects of its work and developments in the construction industry.

You are free to decide whether you wish to receive such information. If you choose not to receive information on the above, please put a tick in the box below. You may make any subsequent changes on your choice of receiving promotional materials by writing to us.

☐ I do not wish to receive any promotional information from the CIC in relation to its activities or developments in the construction industry.

☐ I confirm that I have carefully read and understood the Personal Information Collection Statement

Part IX: Declaration and Signature

I/We hereby confirm that I/We will comply with the terms and conditions outlined in the Hong Kong Construction Academy Accredited Technical Training Program – Senior Tradesmen (Certificate) framework document, as well as the terms and conditions of this application form and all attachments therein, and confirm that all provided information is correct.

Company chop and authorized signature

Applicant Name: _____ Position: _____ Date: _____

Please attach the following documents and put a ☐ in the boxes below:

☐ Copy of Business Registration Certificate

<input type="checkbox"/> Copy of Construction Project Contract
<input type="checkbox"/> Registered Specialist Trade Contractors Copy (if applicable)
<input type="checkbox"/> Resume of Trainer(s)
<input type="checkbox"/> Trainee Consent Form(s)
<input type="checkbox"/> Copy of Employment Contract(s)

For the use of HKIC only			
Part I		Part II	
Part III		Part IV	
Part V		Part VI	
Part VII		Part VIII	
Endorsement:		Date:	

**Construction Industry Council Approved Technical Talents
Training Programmes – Senior Tradesmen (Certificate)
Annex A – Trainee Consent Form**

Personal Information

Chinese Name:	English Name:
Contact Number:	Hong Kong ID/Passport Number:

I hereby confirm my agreement to participate in the two-year Construction Industry Council Accredited Technical Training Program – Advanced Technician (Certificate) with (Employer)_____. The expected start date for the training is Year Month.

《Personal Data Collection Statement》

5. Collection of Personal Data

- 5.1. Hong Kong Institute of Construction (“HKIC”) is one of the member organizations of the Construction Industry Council (the “CIC”). The information you provide to HKIC, including any personal data as defined in the Personal Data (Privacy) Ordinance (Cap.486), will be used solely for purposes related to the activities of the CIC, including HKIC. The activity and the required personal data are detailed in the application form.
- 5.2. Whether or not you provide your personal data to HKIC is voluntary. However, where you are providing information for the purpose of an application, it is necessary that you supply HKIC with complete information as specified on the application form. Otherwise, HKIC may be unable to process or consider your application. If you are under the age of 18, you should consult your parent or guardian before providing any personal data to us.
- 5.3. You are entitled to request access to and correction of any errors in your personal data. If you wish to do so, please write to Assistant Manager – Central Office (Data Access Request), Hong Kong Institute of Construction, Construction Industry Council, 38/F COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon. Should you have any enquiries about our PICS and related practices, please contact us at the above address or via enquiry@cic.hk. As a member of the CIC, HKIC strictly follows the relevant policies of the CIC. For more information about our policies on privacy and personal data protection, you can access our Privacy Policy Statement at https://www.cic.hk/eng/main/privacy_policy_statement.

6. Purposes of Collection

Your personal data will be kept confidential and may be used by the CIC, including HKIC for the following purposes:

- p. Assessing your application for admission, including payment and refund/reimbursement whenever necessary;
- q. Responding to situations involving a risk of health or safety, including an emergency;
- r. All other purposes in connection with your studies and assessments;
- s. Arranging for career services;
- t. Managing alumni affairs;
- u. Facilitating communication with you;
- v. Performing and exercising functions and powers of the CIC under relevant legislation, rules and sub-legislation, including but not limited to the Construction Industry Council Ordinance (Cap. 587) and Construction Workers Registration Ordinance (Cap. 583);
- w. Establishing, exercising and defending the CIC’s legal rights, and complying with the CIC’s legal and regulatory obligations (including anti-money laundering obligations, complying with orders by courts or regulators, etc.);
- x. Managing access to the CIC’s premises and for security purposes;
- y. Preventing and responding to actual or potential security threats, fraud or illegal activities;
- z. Handling complaints or enquiries;
- aa. Performing analysis and conducting research and surveys;
- bb. Performing audits and compliance reviews to ensure compliance with the applicable CIC’s policies and procedures, regulations and law;
- cc. Other purposes related or incidental to the conduct of the CIC’s activities; and
- dd. Any other purposes that you may consent to from time to time.

7. Disclosure and Transfer of Personal Data

- 7.1. We may disclose or transfer your personal data for the purposes as stated in paragraph 2 to third parties, including but not limited to the following:

- e. Any or all of the CIC’s affiliates and/or subsidiaries;
- f. Any third party service providers, contractors/sub-contractors that, on behalf of the CIC, operate or maintain membership, event registration, tour booking, researches and/or analysis, or carry out back-end services, administrative services, verification services, cloud services or information technology services, or provide necessary support or services to the CIC to enable us to provide our services, including any insurance, banking or third party payment gateways services used by the CIC, and any other entities that discharge contractual obligations on our behalf;
- g. Any of the CIC’s professional advisors, including but not limited to lawyers, accountants and auditors; or
- h. Any party that owes a duty of confidentiality to the CIC.

- 7.2. We may disclose and transfer your personal data in accordance with any legal or regulatory requirements or any court order applicable to the CIC.

8. Use of Personal Data Related to Direct Marketing

To keep you informed of CIC activities and developments in the construction industry which may be of interest, the CIC would like to use your personal data, including your name, phone number, correspondence and email address, to update you in relation to our training courses, trade testing, registration, events and other aspects of its work and developments in the construction industry.

You are free to decide whether you wish to receive such information. If you choose not to receive information on the above, please put a tick in the box below. You may make any subsequent changes on your choice of receiving promotional materials by writing to us.

☐

I do not wish to receive any promotional information from the CIC in relation to its activities or developments in the construction industry.

☐

I confirm that I have carefully read and understood the Personal Information Collection Statement

Declaration

- I hereby declare that the information provided above is true, complete, and correct. I understand that if any part of it is found to be inaccurate, my employer has the right to terminate my employment immediately without compensation according to our employment contract.
- I authorize the Construction Industry Council/Hong Kong Institute of Construction to transfer this form to my employer, and that my employer's use of my personal data is unrelated to the Construction Industry Council//Hong Kong Institute of Construction.
- I agree that if I participate in the Construction Industry Council Accredited Technical Training Program – Senior Tradesmen (Certificate) (the Program) and register as a student, I will comply with the relevant terms of the Program and the rules and regulations outlined in the /Hong Kong Institute of Construction full-time short course student handbook. If I am unable to complete the Program for any reason, including but not limited to being expelled for not adhering to student conduct rules, withdrawing before completion, or if the Program is terminated for any reason applicable to me, the Construction Industry Council//Hong Kong Institute of Construction has the right to demand the full refund of any subsidies paid to me, and no further payments will be made under the Program. I agree not to make any claims regarding subsidies related to or arising from the Program (or their payment or refund).

Signature of Trainee

Date

Annex B – Terms and Conditions

1 Defined Terms and Interpretation

- (a) **Agreement** means the training agreement made between the HKIC and the Applicant comprising the Programme's Framework Document, the Application Form submitted by the Applicant and approved by the HKIC and the Terms and Conditions annexed to the Application Form.
- (b) **Applicant** means any employer that submit an application to participate in the Programme launched by the HKIC.
- (c) **Approved Project** means the Programme application of the Applicant approved by the HKIC.
- (d) **CIC** means the Construction Industry Council.
- (e) **CITB** means the Construction Industry Training Board.
- (f) **Commencement Date** means the date of issue stated on the Notification of Approval issued by the HKIC.
- (g) **Framework Document** means the policy document governing the Programme which can be accessed on the HKIC's website (<http://www.hkic.edu.hk>).
- (h) **Main Contractor** means the contractor with a direct contractual relationship with the employer of the construction contract.
- (i) **Notification of Approval** means the letter issued by the HKIC to the successful Applicant notifying it that its application to participate in the Programme has been approved.
- (j) **Participant** means trainers and trainees recruited by the Applicant to participate in the Programme.
- (k) **Programme** means the approved technical talents training programme launched by the HKIC to which this Application Form relates to.
- (l) **Sub-contractor** means the contractor who entered into a sub-contract (whether a valid on-going contract or a soon-to-start contract) with the Main Contractor to undertake all or part of the construction contract.
- (m) **Interpretation**

In the terms and conditions of the Agreement, except where the context otherwise requires:

- (i) words importing the plural shall include the singular and vice versa,
- (ii) words importing any gender shall include the other genders, and
- (iii) headings are for ease of reference only and do not affect interpretation.

No principles of construction shall apply to the disadvantage of a party because that party is responsible for the preparing the terms and conditions of the Agreement or any part of it.

2 Applicant's Obligations

- 2.1 The Applicant shall comply with all the provisions of the Agreement. The HKIC reserves the right to revise the provisions of the Agreement from time to time without prior notice.
- 2.2 Upon approval of an application, if the Applicant cannot commence the training within the specified period, then the approved training quota will be forfeited. If the Applicant wishes to continue participating in the Programme, a new application shall be submitted.
- 2.3 The Applicant shall complete the Approved Training Plan once commenced. Should there be any circumstances that hinder the Applicant from doing so, the Applicant shall notify the HKIC in writing immediately.

3 Training Subsidies

- 3.1 The HKIC may withhold payment of the training subsidies or any part of it if in the sole opinion of the HKIC:
- (a) The Applicant has failed or is, in the opinion of the HKIC, likely to fail to execute the Approved Projects; and
 - (b) Documents submitted by the Applicant in relation to the monthly allowance reimbursement application do not meet the standards or requirements specified in the Framework Document.
- 3.2 The Applicant shall apply the subsidies solely towards the Approved Projects in accordance with the Framework Document.

4 Insurance

The Applicant shall ensure that he and his Sub-contractors, agents or other personnel who are responsible for providing trainings under this programme shall have adequate insurance coverage, covering all training, operation and business risks, including the Contractors' all risk insurance, third-party liability insurance, employees' compensation insurance, directors and officers liability insurance and any other insurance that are required or usually acquired for the execution of this training programme. Such insurance shall cover the Participants whether they are employed by the Applicant or his Sub-contractor.

5 Bankruptcy or Receivership

Without prejudice to any rights, legal actions or compensations that have been or will be vested in the HKIC thereafter, once the Applicant and/or his Sub-contractor go bankrupt or insolvent, or undergoing or will undergo the process of takeover or liquidation, or being filed for liquidation, bankruptcy or receivership (whether it is voluntary or involuntary, except for restructuring or amalgamation), the HKIC may at any time summarily terminate the training by written notice, and the Applicants shall not be entitled to any compensation. Any training under the Approved Projects shall be immediately terminated, and the Applicant shall not receive any subsidies or compensation after the termination date.

6 Probity

The Applicant shall prohibit his employee, agent, Sub-contractor and Participant (whether they are employed by the Applicant or his Sub-contractors) from offering, soliciting or accepting any Benefits as defined in the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) when conducting business in connection with the Programme.

7 Personal Data Collection

- 7.1 The Applicant shall ensure the collection, handling and use of the personal data of its Participants or other personnel associated with the execution of the Programme is in accordance with the provisions of the Personal Data (Privacy) Ordinance (Cap 486). This includes the transfer of the personal data to the HKIC and through the HKIC to the relevant authorities and/or organizations who subsidize the Programme.
- 7.2 The Applicant shall provide a written Personal Information Collection Statement as required by the Framework Document to each of the Participants and provide the HKIC with a copy of the signed Personal Information Collection Statement obtained from each Participant.
- 7.3 Participants have the right to request access to or amend personal data. Written requests should be addressed to the HKIC in accordance with the data access procedures stipulated on the HKIC website (<http://www.hkic.edu.hk>).

8 Indemnity

The Applicant shall indemnify the HKIC against any and all losses, claims, demands, damages, costs, expenses and legal liabilities that are suffered or incurred by the HKIC due to or in connection with the breach of any terms and conditions of the Agreement.

9 Liability of HKIC

- 9.1 The HKIC shall not be liable for any disputes (contractual or otherwise), settlement, arbitration, mediation or litigation for matters arising between the Applicant and any of the Applicant's directors, officers, employees, Sub-contractors, agents or other personnel.
- 9.2 The HKIC shall not be liable for any matters arising from the employment of the Participants by the Applicant and/or his Sub-contractor including but not limited to arrears of wages, personal injury compensation and Mandatory Provident Fund.

10 Termination of Approved Project

- 10.1 The HKIC has the absolute right to terminate the Approved Project, cease to pay any and all allowances and subsidies in the event that the Applicant and/or his Sub-contractor are in breach of the terms stipulated in the Agreement.
- 10.2 No indemnity claims or claims of any other kind may be made against the HKIC by the Applicant and/or his Sub-contractors.

11 Settlement of Disputes

For any disputes or disagreements arising from or in connection with this programme, the parties shall first try to negotiate in good faith through the senior representatives of the relevant parties, and try to resolve the disputes or disagreements in a friendly manner. In the event that the dispute or disagreements remain unresolved 28 days after the commencement of such negotiations, the disputes shall then be referred to the Hong Kong International Arbitration Centre (HKIAC) for mediation in accordance with its mediation rules. If the mediation is abandoned by the mediator, or is otherwise concluded without the disputes or disagreements being resolved, then such disputes or disagreements shall be referred to the HKIAC, and be determined by arbitration in accordance with the HKIAC's Domestic Arbitration Rules and the Arbitration Ordinance (Cap 609 of the Laws of Hong Kong), or any statutory amendments to the statutory provisions in force at that time. The

referral shall be considered as an arbitration request in compliance with the regulations according to the complaint handling procedure. Any referral regarding the arbitration shall be submitted within 90 days after the mediation is rejected or the mediation fails. In case, HKIC reserve the absolute right to terminate the Approved Project, cease to pay any and all allowances and subsidies.

12 Governing Laws and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of Hong Kong Special Administrative Region of the People's Republic of China.

13 Third party rights

A person or third party who is not a party to this agreement (whether or not a person specified in this Agreement) shall not have any right under the Contracts (Rights of Third Parties) Ordinance (Cap 623) to enforce any terms of this Agreement.

Construction Industry Council Approved Technical Talents Training Programmes – Senior Tradesmen (Certificate)

Resume of Site Trainer

	Name of Trainer	Trade Test Qualifications (Yes/ No)	Obtain Date	Registered Skilled Worker (Yes/ No)	Relevant Work Experience		Other Relevant Qualifications	“Certificate in Instructing Techniques for Site Trainers” (Yes/ No)	If you have the following certificate(s), please check the <input checked="" type="checkbox"/> box and attach a copy of the relevant documents
					Year	Work Details			
1.									<input type="checkbox"/> Trade Test Qualifications (front and back) <input type="checkbox"/> Construction Worker Registration (front and back) <input type="checkbox"/> Other relevant qualifications
2.									<input type="checkbox"/> Trade Test Qualifications (front and back) <input type="checkbox"/> Construction Worker Registration (front and back) <input type="checkbox"/> Other relevant qualifications
3.									<input type="checkbox"/> Trade Test Qualifications (front and back) <input type="checkbox"/> Construction Worker Registration (front and back) <input type="checkbox"/> Other relevant qualifications
4.									<input type="checkbox"/> Trade Test Qualifications (front and back) <input type="checkbox"/> Construction Worker Registration (front and back) <input type="checkbox"/> Other relevant qualifications

Name of Person-in-charge:

Signature and Company Chop:

Title:

Date:

以銀行轉賬支付發票授權表格

Annex 4

Authorization Form for Settlement of Invoices by Bank Transfer

Form No. FIN-34
Rev A Mar-22

致: 建造業議會
財務部
香港九龍觀塘駿業街 56 號
中海日升中心 38 樓

To: Construction Industry Council ("CIC")
Finance Department
38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong,
Kowloon, Hong Kong

我們授權你以銀行轉賬方式直接傳入我們銀行戶口以支付我們的發票，詳細資料如下：
We authorize you to settle our invoices by direct credit to our bank account, details as follows:

(請以英文正楷填寫 Please complete in English with block letters)

公司名稱 Company's Name			
地址 Address			
聯絡人 Contact Person		職位 Position	
電話號碼 Telephone No		電子郵件 Email Address	
銀行及分行名稱 Banker's Name and Branch			
帳戶名稱 Account Name			

(以上提供之帳戶名稱及帳戶號碼乃根據本公司之銀行記錄，本公司明白如有任何差異將會導致銀行轉賬失敗。)

(The account name and account number are consistent with our bank records, we understood that if any discrepancies will cause failure in the bank transfer.)

帳戶號碼 Account Number	<div> </div> <div> </div> <div> </div>	<div> </div> <div> </div> <div> </div>	<div> </div> <div> </div> <div> </div> <div> </div> <div> </div> <div> </div> <div> </div> <div> </div> <div> </div> <div> </div>
	銀行編號 Bank Code	分行編號 Branch Code	戶口號碼 Account Number

(請提供銀行月結單副本作核實)
(Please provide a copy of bank statement for verification)

如以上有任何更改，請在旁簽名作實。
Please sign against any amendment above.

如以上銀行資料有任何改動，我們會儘快通知你。
We undertake to advise you as soon as possible of any changes to the above bank information.

本公司接納以銀行轉賬支付發票服務及已仔細閱讀和理解《收集個人資料聲明》¹ 與此申請表上的所有其他資訊。
Our company accepts the service for Settlement of Invoices by Bank Transfer and has carefully read and understood the Personal Data Collection Statement¹ and all other information on this application.

Company Chop 公司印鑑	
Authorized Signature 授權簽名	
Name of Signatory 授權人名稱	
Position of Signatory (Manager Grade or above) 授權人職位 (經理級或以上)	
Date 日期	

This Authorization Form is solely to be used by CIC Finance Department for the designated purpose and is not intended for any other purposes.
此授權表格僅供建造業議會財務部門用於指定目的，而不能用於其他用途。

¹ 若你不同意日後接收由建造業議會發出有關議會活動和與建造業相關的資訊，請於附上《收集個人資料聲明》有關拒收資訊一欄之空格內加上「✓」號，並通知本議會。 If you do not wish to receive any information from the Construction Industry Council in relation to its activities or developments in the construction industry, please put a "✓" in the box of the attached Personal Data Collection Statement and return to us.

1. The information you provide to the Construction Industry Council (the **CIC**), including any personal data as defined in the Personal Data (Privacy) Ordinance (the **Ordinance**), will be used solely for purposes related to the activities of the CIC.
 2. To keep you informed of CIC activities and industry developments which may be of interest, the CIC would like to use your personal data, including your name, phone number and correspondence and email addresses, to update you in relation to training courses, trade testing, registration, events and other aspects of its work and the construction industry.
 3. You are free to decide whether you wish to receive such information. If you choose not to do so, please put a tick in the box below.
 4. You are also entitled to request access to and correction of any errors in your personal data. If you wish to do so please write to the CIC at 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon, Hong Kong.
- ☐ I do not wish to receive any information from the CIC in relation to its activities or developments in the construction industry

《收集個人資料聲明》

1. 你向建造業議會或香港建造學院〔「議會或學院」〕所提供的資料，包括《個人資料〔私隱〕條例》所指的個人資料，只會用於處理入學申請、甄選、入讀課程、就業服務及安排參與議會或學院活動等相關事宜。
 2. 為讓你得知最新的議會或學院活動和行業內發展情況，議會或學院將使用你的個人資料，包括你的姓名、電話號碼、郵寄和電郵地址，將有關訓練課程、測試、註冊、活動項目、議會或學院工作和建造業其他方面的最新資訊提供給你。你可選擇是否同意接收上述資訊。若不同意的話，請於下列有關拒收資訊一欄之空格內加上「✓」號。
 3. 在未得你的事先同意前，議會或學院不會將你的個人資料轉移給任何第三方。
 4. 你可自行決定是否提供報讀資料，但若未能準確地提供所要求的全部資料，議會或學院可能無法處理及/或考慮你的申請。
 5. 你有權要求查閱及修正你的個人資料。有關申請須以書面向議會或學院提出，地址為九龍觀塘駿業街 56 號中海日升中心 38 樓。
- ☐ 本人不同意日後接收由建造業議會或香港建造學院發出有關議會或學院活動和與建造業相關的資訊。
- ☐ 本人已詳細閱讀並明白《收集個人資料聲明》及在本申請內之全部其他資料。

Trainee Allowance Processing Form

學生姓名：_____ 學生編號：_____

Please tick the appropriate box(es) for processing of the required trainee allowance :

- ☐ authorization for training allowance payment into a bank account belonging to the trainee
- ☐ authorization for training allowance payment into **a bank account not belonging to the trainee**
- ☐ updating account information concerning training allowance payment

Part 1: Information

To: Construction Industry Council / Hong Kong Institute of Construction (hereinafter referred to as "CIC/HKIC")

I hereby authorize the "CIC/HKIC" to deposit the training allowance earned during my training into the following bank account and attach the relevant account information copy. The bank information will only be used for the payment of the training allowance and not for other purposes.

Bank Name : (Chinese) _____ (English) _____

Account No :

--	--	--

 —

--	--	--

 —

--	--	--	--	--	--	--	--	--	--

(Bank code) (Branch Code) (Account Number)

Name of Bank Account Holder : (Chinese) _____ (English) _____

Relationship of the Account Holder with Trainee: Self/Parent/Guardian/Others (Please specify):

Part 2: Declaration

1. I authorize the "CIC/HKIC" to deposit the training allowance earned during my training into the bank account provided in "Part 1" from the next payment onwards until I leave the HKIC or stop receiving the allowance. I agree that all credited income will be confirmed by the bank without the need for personal confirmation by myself/parent/guardian/account holder. Additionally, if the designated bank account for depositing the allowance is not automatically transferred via HSBC, I understand that the time required for inquiry and processing of the account may increase;
2. I declare that all information provided in this application form is true and correct to the best of my knowledge. If any false information is provided, the application will be invalid, and I will lose the eligibility to enroll in this course in the future.
3. I agree that if I/my child is registered for admission, I will comply with the student code of conduct of the "CIC/HKIC".

Personal Data Collection Statement

1. Collection of Personal Data

- 1.1. The Hong Kong Institute of Construction (HKIC) is a member organization of the Construction Industry Council (CIC). The information you provide to the HKIC, including any personal data defined under the Personal Data (Privacy) Ordinance (Cap. 486), will only be used for purposes related to the activities of the CIC (including the HKIC). The activities and the required personal data are detailed in the application form.
- 1.2. Providing personal data to the HKIC is voluntary. However, if the purpose of providing the data is to make an application, you must provide the information specified in the application form. Otherwise, the HKIC may not be able to process or consider your application. If you are under 18 years old, you should consult your parents or guardians before providing your personal data to us.
- 1.3. You have the right to access and correct your personal data. If you need to make such a request, please write to the Assistant Manager of the Central Department (Data Access Request), Hong Kong Institute of Construction, 38/F, COS Tower, 56 Tsun Yip Street, Kwun Tong, Kowloon. If you have any inquiries about this statement and related practices, please write to the above address or email enquiry@cic.hk. As a member of the CIC, the HKIC strictly adheres to the relevant policies of the CIC. For more information about our privacy and personal data protection policies, please refer to our privacy policy (https://www.cic.hk/chi/main/privacy_policy_statement/).

2. Purpose of Collection

The personal data collected from you will be kept confidential and may be used for the following purposes:

- a. Assessing your application for admission (including arranging payment and refunds if necessary);
- b. Responding to situations involving health or safety risks, including emergencies;
- c. All other purposes related to your study and assessment at the Hong Kong Institute of Construction;
- d. Arranging career services;
- e. Managing alumni affairs;
- f. Facilitating communication with you;
- g. Performing and exercising the functions and powers granted to the CIC under relevant ordinances, rules, and subsidiary legislation, including but not limited to the Construction Industry Council Ordinance (Cap. 587) and the Construction Workers Registration Ordinance (Cap. 583);
- h. Establishing, exercising, or defending the legal rights of the CIC and complying with the legal and regulatory responsibilities of the CIC (including anti-money laundering responsibilities, complying with court or regulatory orders, etc.);
- i. Managing access to CIC premises and security purposes;
- j. Preventing and responding to actual or potential security threats, fraud, or illegal activities;
- k. Handling complaints or inquiries;
- l. Conducting analysis, research, and opinion surveys;
- m. Conducting audits and compliance reviews to ensure applicable CIC policies, procedures, regulations, and laws are followed;
- n. Other purposes related or incidental to CIC activities;
- o. Any other purposes you may agree to from time to time.

3. Disclosure and Transfer of Personal Data

- 3.1. In response to the purposes stated in paragraph 2, we may disclose or transfer your personal data to third parties, including but not limited to:

- a) Any or all affiliated and/or subsidiary companies of the CIC;
- b) Any third-party service providers, contractors, or subcontractors representing the CIC to operate or maintain membership, activity registration, guided tour booking, research and/or analysis, or backend services, administrative services, verification services, cloud services, or information technology services, or providing necessary support or services to the CIC (including insurance, banking, or any third-party payment gateway services used by the CIC) to facilitate the provision of services by the CIC; or
- c) Any party with confidentiality obligations to the CIC.

3.2. The CIC may disclose and transfer your personal data in accordance with any applicable legal requirements or regulatory requirements or court orders.

4. Use of Personal Data for Direct Marketing

To inform you about CIC activities and construction industry developments that may interest you, the CIC wishes to use your personal data, including your name, phone number, mailing address, and email address, to provide you with information about our training courses, trade tests, registration, activities, and other work areas and construction industry developments.

You are free to decide whether you wish to receive such information. If you choose not to receive relevant information, please check the box below. If you wish to change your choice in the future, you can notify us in writing.

☐ I do not wish to receive any promotional activities or construction industry development information from the CIC.

☐ I have read and understood the Personal Data Collection Statement.

Student/Parent/Guardian/Other Signature: _____ Date: _____

Note: Students aged 18 or above can sign on their own.

Part 3: (To be filled out by the Institute)

Data Entry and Verified: _____ Date: _____

(Assistant - School Administration)

Please delete as appropriate
(20240229)

No.: _____
(To be filled by HKIC)
Date Received: _____

Construction Industry Council Approved Technical Talents Training Programme – Senior Tradesmen (Certificate)

Trainee Attendance and Wage Payment Record Form

I, _____, have received wage from _____ (the employer)
for the period from _____ (DD/MM/YYYY) to _____ (DD/MM/YYYY)
as follows:

HK\$

Monthly Wage (as stated in employment contract) : \$ _____

Allowance :

Overtime Allowance : \$ _____

Travelling Allowance : \$ _____

Others: (Please specify : _____) \$ _____

(Please specify : _____) \$ _____

No. of Unpaid Absence Day : _____ days
(exclude eligible rest days and statutory holidays) \$
(Wage deducted for absence)

Other Wage Deduction : \$ _____

(Reason : _____) \$ _____

(Reason : _____) \$ _____

Total Wage from _____ to _____ : \$
(DD/MM/YYYY) (DD/MM/YYYY)

Company Chop and Authorized Signature

Signature of Trainee

Date

Date

ATP-C005(E)
2022/07/07

Application No.: _____
(To be filled by the CIC)
Date Received: _____

Construction Industry Council Approved Technical Talents Training Programme

Progress Report (Month) (Year)

To be completed by the employer

Name of Employer : _____

Contact No. : _____ Email : _____

Name of Trainers : _____ Working Location : _____

Name of Employee : _____ Trade Division : _____

Training Period: ____ (dd) ____ (mm) ____ (yyyy) to ____ (dd) ____ (mm) ____ (yyyy)

Employee Safety Record : Any work injury record of the employee in this month? Y / N

Reason for injury : _____ Absence due to injury : _____ day(s)

Monthly Training content :

Trainee Performance

Training Progress : ☐ Excellent ☐ Good ☐ Average ☐ Fair ☐ Poor

Comments : _____

Working Attitude : ☐ Excellent ☐ Good ☐ Average ☐ Fair ☐ Poor

Comments : _____

Learning Attitude : ☐ Excellent ☐ Good ☐ Average ☐ Fair ☐ Poor

Comments : _____

Name and Signature of Employer

Date

Construction Industry Council Approved Technical Talents Training Programme
Site Inspection Report

Part One: Trainee Basic Information

Trainee Scheme : Construction Industry Council Approved Technical Talents Training Programme
Senior Tradesmen (Certificate)

Trainee Name : _____ Contact No. : _____

Trade : _____ Trainer Name : _____

Employer Name : _____

Training Period : From : _____ To : _____

Part Two: Site Inspection Information

Inspection Date : _____ Time : _____ Visit Number: _____

Site Contact Person : _____ Contact No. : _____

Inspection Address : _____

Part Three: Trainee Training Follow-Up

Training Content Completed/Currently Undergoing by trainee:

Part Four: Follow-Up Items

Part Five: Feedback from Registered Trainers/Employers

	Very Unsatisfied	Unsatisfied	Satisfied	Very Satisfied
Trainee Overall Performance:	1	2	3	4
Trainee Behavior:	1	2	3	4
Trainee Learning Ability:	1	2	3	4
Trainee Diligence:	1	2	3	4
Trainee Cooperation:	1	2	3	4
Trainee Safety Habits:	1	2	3	4
Comments:				

Trainee Signature

Trainer Signature

Inspector Follow-Up/Comments

Supervisor's Comments/Suggestions

Inspector's Name and Signature :	Supervisor's Name and Signature :
Date :	Date :

Annex 9

Training Syllabus

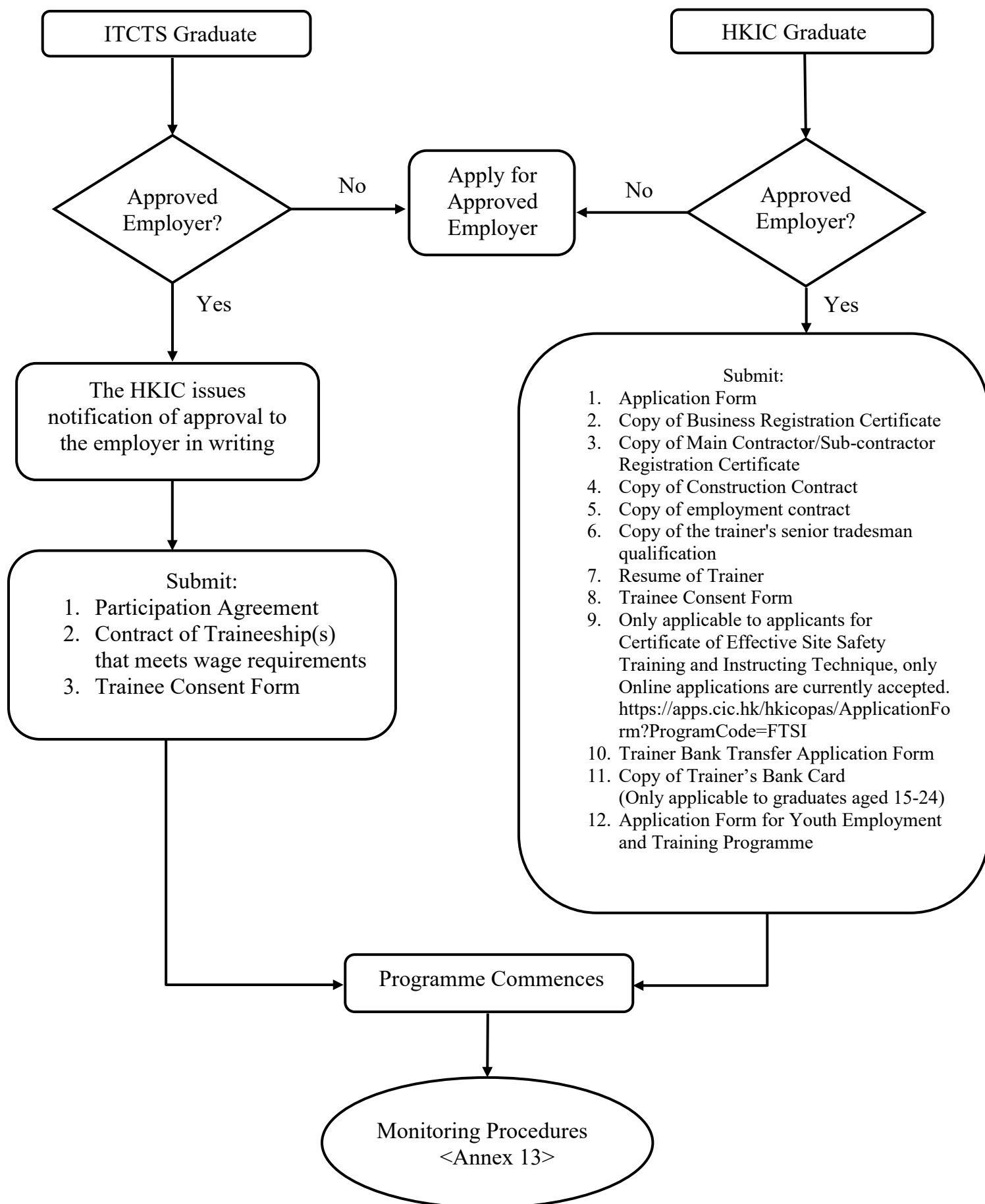
Trade Division	Page
Bricklayer	37-38
Plasterer	39-40
Tiler	41-42
Painter and Decorator	43-44
Joiner	45-46
Metal Worker	47-48
General Welder	49-50
Curtain Wall Installer	51-54
Window Frame Installer	55-56
Marble Worker	57-58
Leveller	59-60
Bar Bender and Fixer	61-62
Formworker (Civil/Building Construction)	63-64
Metal Formwork Erector	65-66
Concreter	67-68
Ground Investigation Operator	69-70
Bamboo Scaffolder	71-72
Metal Scaffolder	73-74
Plumber	76-77
Drainlayer	78-80
Electrical Wireman	81-82
Construction Plant Mechanic	83-84
Refrigeration, Air-conditioning & Ventilation Installer	85-86
Fire Service Electrical Fitter	87-90

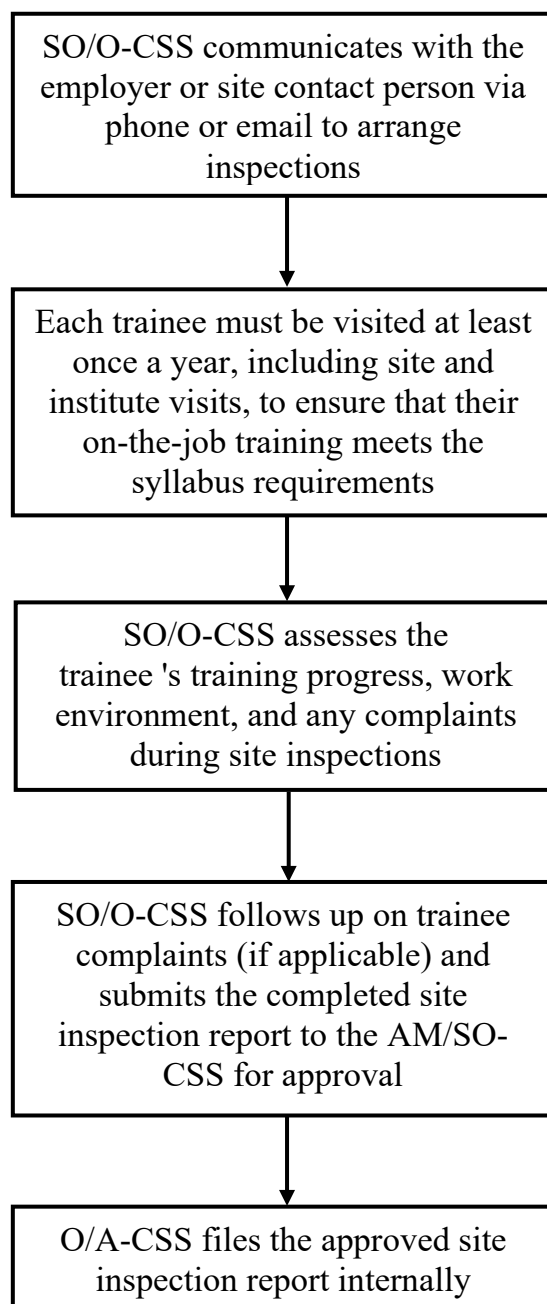
**Construction Industry Council Approved Technical Talents
Training Programme – Senior Tradesmen (Certificate)
2-Year Training Schedule (32 Days)**

Item	Date	Enrichment Programme	Time
1.	16 Sep 2019	Soft Skills Enhancement	8:20-12:30 13:30-16:20
2.	8 Oct 2019	Soft Skills Enhancement	
3.	11 Nov 2019	Safety Training	
4.	9 Dec 2019	Safety Training	
5.	22 Jan 2020	Technology and Innovation Education	
6.	24 Feb 2020	Technology and Innovation Education	
7.	19 Mar 2020	Trade Skills Enhancement	
8.	16 Apr 2020	Trade Skills Enhancement	
9.	21 May 2020	Trade Skills Enhancement	
10.	18 Jun 2020	Trade Skills Enhancement	
11.	23 Jul 2020	Trade Skills Enhancement	
12.	24 Aug 2020	Trade Skills Enhancement	
13.	25 Aug 2020	Trade Skills Enhancement	
14.	26 Aug 2020	Trade Skills Enhancement	
15.	27 Aug 2020	Trade Skills Enhancement	
16.	28 Aug 2020	Mid-Term Assessment	
17.	16 Sep 2020	Soft Skills Enhancement	
18.	8 Oct 2020	Soft Skills Enhancement	
19.	16 Nov 2020	Safety Training	
20.	14 Dec 2020	Safety Training	
21.	22 Jan 2021	Technology and Innovation Education	
22.	19 Feb 2021	Technology and Innovation Education	
23.	18 Mar 2021	Trade Skills Enhancement	
24.	22 Apr 2021	Trade Skills Enhancement	
25.	18 May 2021	Trade Skills Enhancement	
26.	17 Jun 2021	Trade Skills Enhancement	
27.	22 Jul 2021	Trade Skills Enhancement	
28.	23 Aug 2021	Trade Skills Enhancement	
29.	24 Aug 2021	Trade Skills Enhancement	
30.	25 Aug 2021	Trade Skills Enhancement	
31.	26 Aug 2021	Trade Skills Enhancement	
32.	27 Aug 2021	Final Assessment	

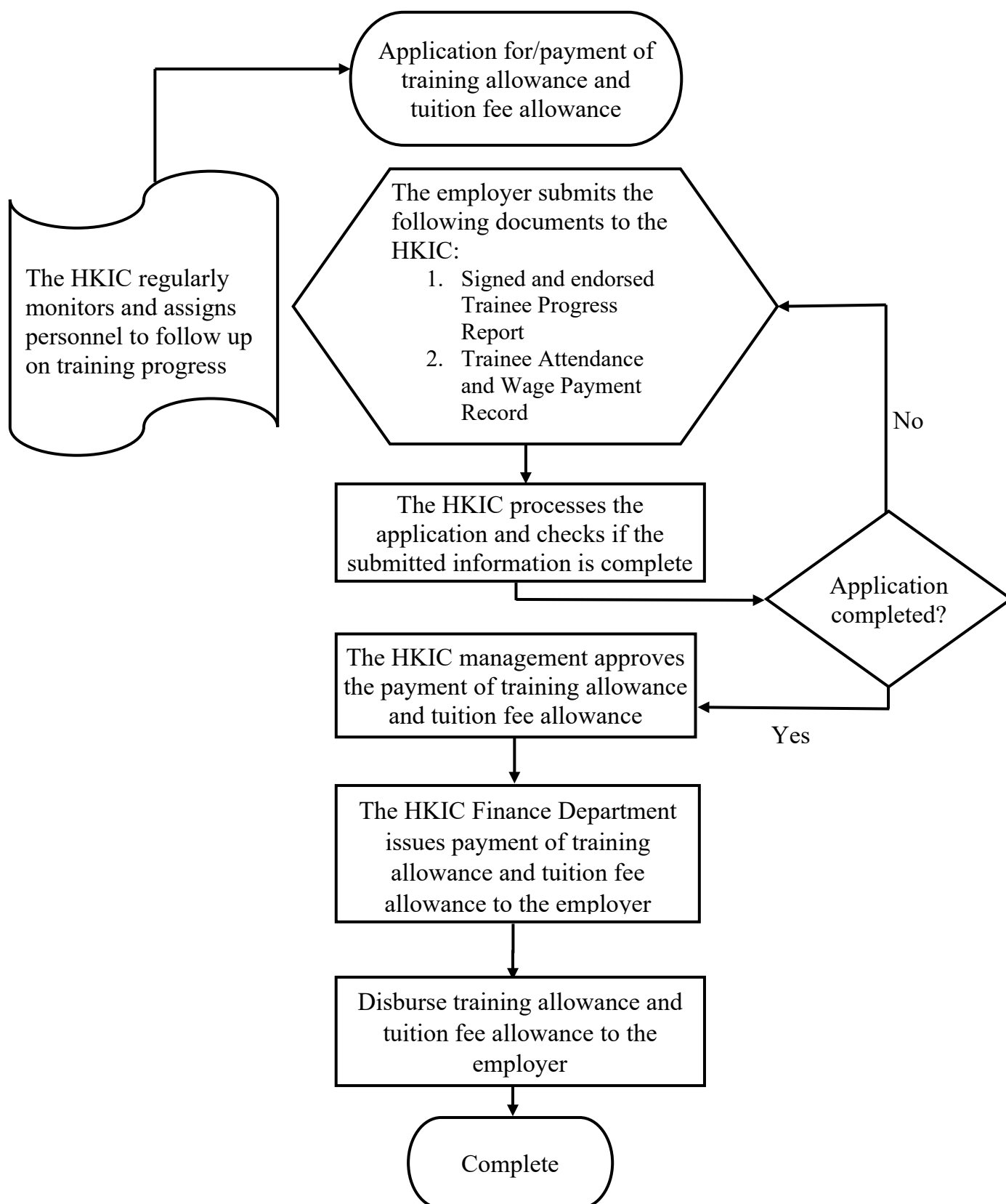
Item	Trade Division	First Year	Second Year
		Monthly Wage paid by Employer to Employee shall not be less than (HK\$)	
1.	Bricklayer	15,000 元	20,000 元
2.	Plasterer		
3.	Tiler		
4.	Painter and Decorator		
5.	Joiner		
6.	Metal Worker		
7.	General Welder		
8.	Curtain Wall Installer		
9.	Window Frame Installer		
10.	Marble Worker		
11.	Leveller		
12.	Metal Formwork Erector		
13.	Ground Investigation Operator		
14.	Bamboo Scaffolder		
15.	Metal Scaffolder		
16.	Plumber		
17.	Drainlayer		
18.	Electrical Wireman		
19.	Construction Plant Mechanic		
20.	Refrigeration, Air-conditioning & Ventilation Installer		
21.	Fire Service Electrical Fitter		
22.	Fire Service Mechanical Fitter		
23.	Bar Bender and Fixer	24,500 元	26,500 元
24.	Concreter		
25.	Formworker (Civil/Building Construction)		

Process 1: Flow Chart of Application Procedures

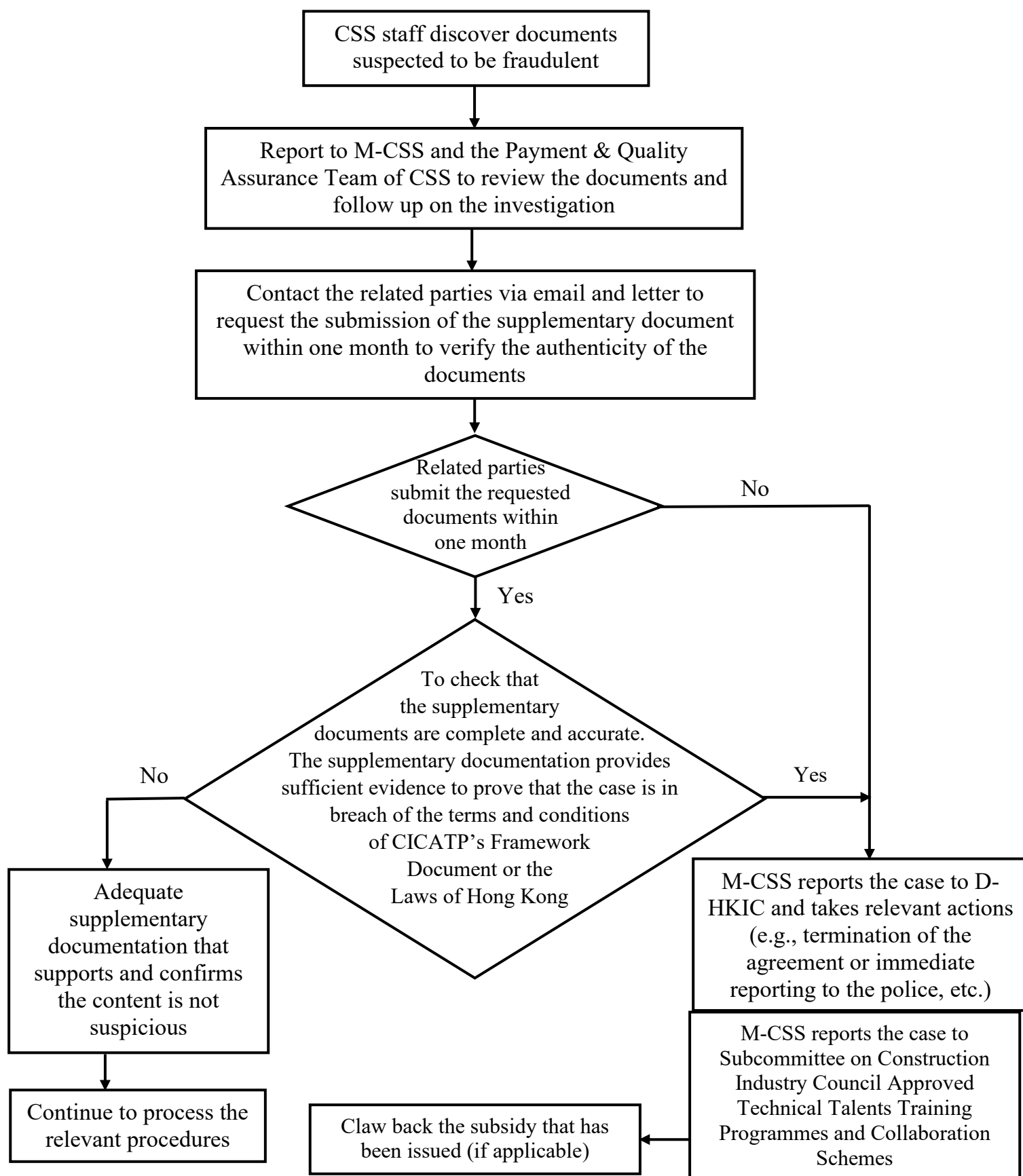


Process 2: Flow Chart of Monitoring Procedures

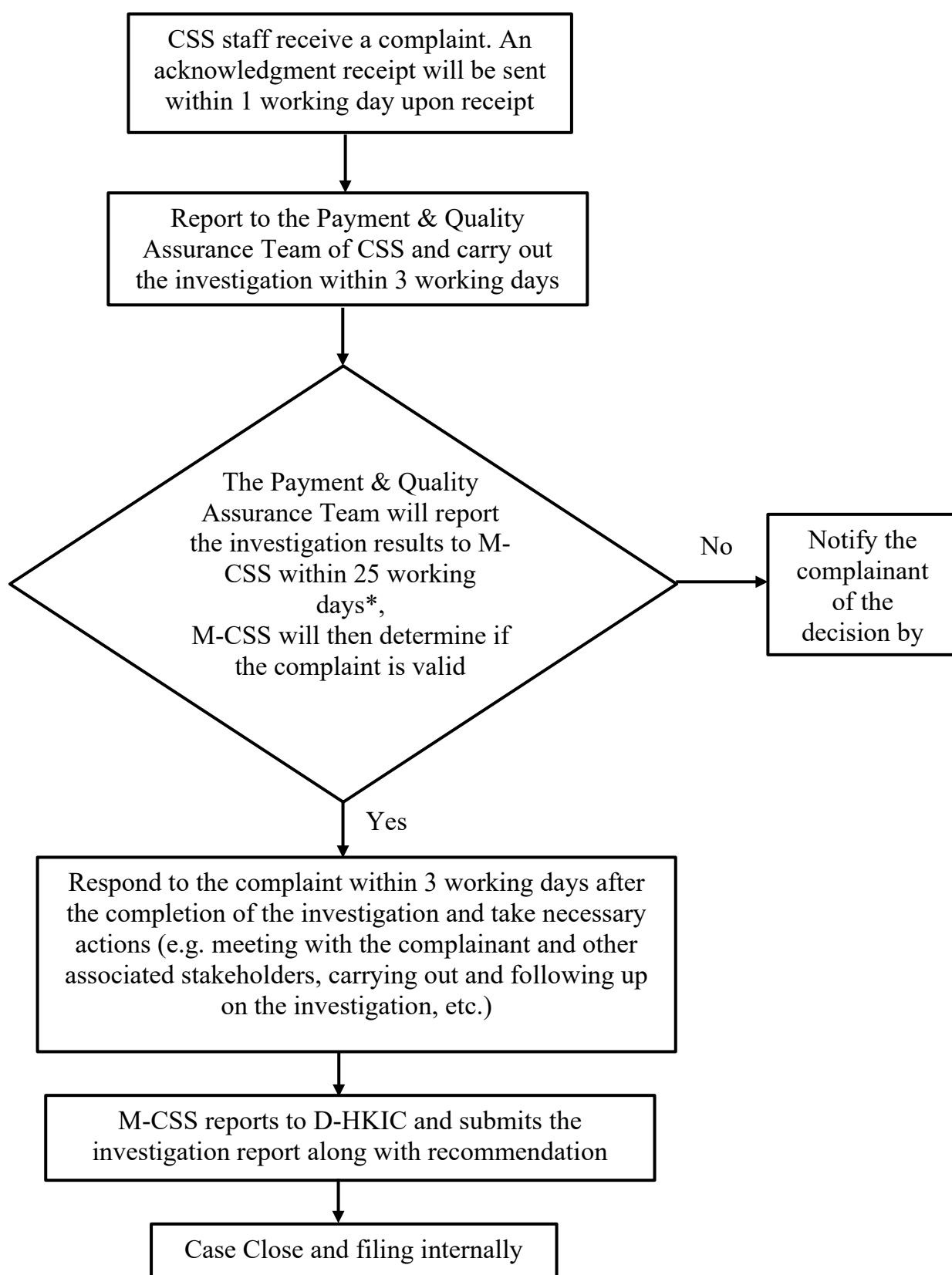
Process 3: Flow Chart on Procedures for Payment of Allowance



Process 4: Flow Chart on Procedures for Handling Suspected Fraud Case

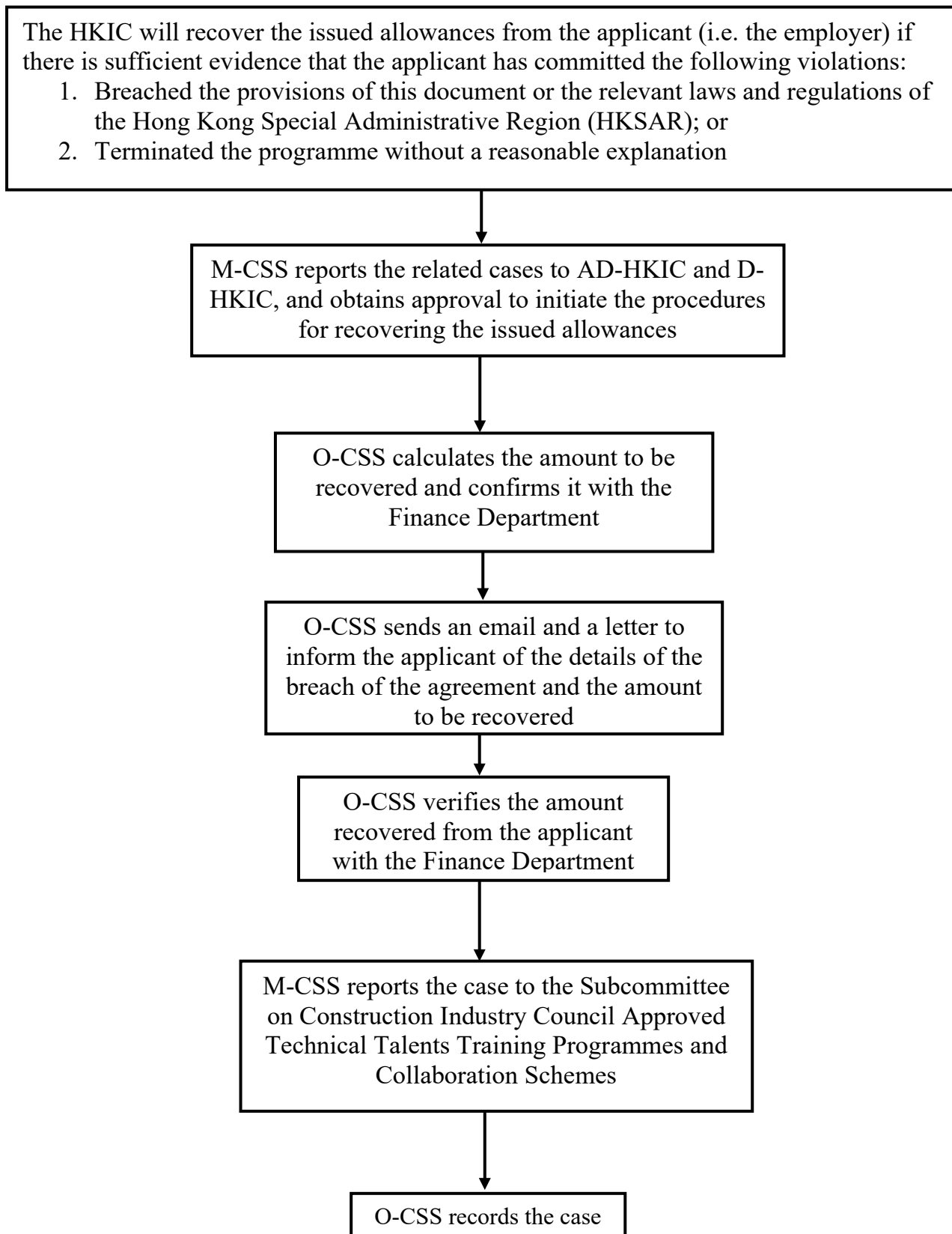


Process 5: Flow Chart on Procedures for Handling Complaint Case



*The progress of handling complaint cases by this department relies on the cooperation of both the complainant and the respondent (organization) in providing sufficient information.

Process 6: Flow Chart on Procedures for Clawing Back the Subsidy



Certificate in Instructing Techniques for Site Trainers

Course Objective	:	The purpose of this course is to provide comprehensive training skills required for skilled workers with extensive work experience to become site instructors. This will enable them to effectively conduct training and assessment of trainees, fostering new talent.
Training Period	:	3 Days (Including assessment hours)
Target Participants (Note 1, 2)	:	On-the-job training site trainers of: 1) Construction Industry Council Approved Technical Talents Training Programmes (CICATP); or 2) Advanced Construction Manpower Training Scheme - On-the-Job Training (ACMTS-SOJ); or 3) Intermediate Tradesman Collaborative Training Scheme (ITCTS)
Allowances	:	<u>Employer Allowance</u> If the employer grants paid study leave to the site trainer and ensures that the site trainer primarily provides site training to trainees according to the training syllabus of the relevant programme within three months after completing the 3-day training, the HKIC will subsidize part of the wage expenses, up to a maximum of \$3,000 (Note 3). <u>Trainer Allowance</u> Site trainers who primarily provide site training to trainees according to the training syllabus of the relevant programme after completing the 3-day course will receive an allowance of \$1,200 from the Council (Note 4).
Certificate Issuance and Qualification Recognition	:	Participants who achieve an overall attendance rate of 95% and pass all assessments within the course will be awarded the "Council-Recognized Site Trainer Qualification" certificate. Subsequently, the trainer's name will be uploaded to the "List of Recognized Instructors" on the worker registration website.
Certificate Validity Period	:	The certificate is valid for 5 years, after which renewal of the qualification certification is required.

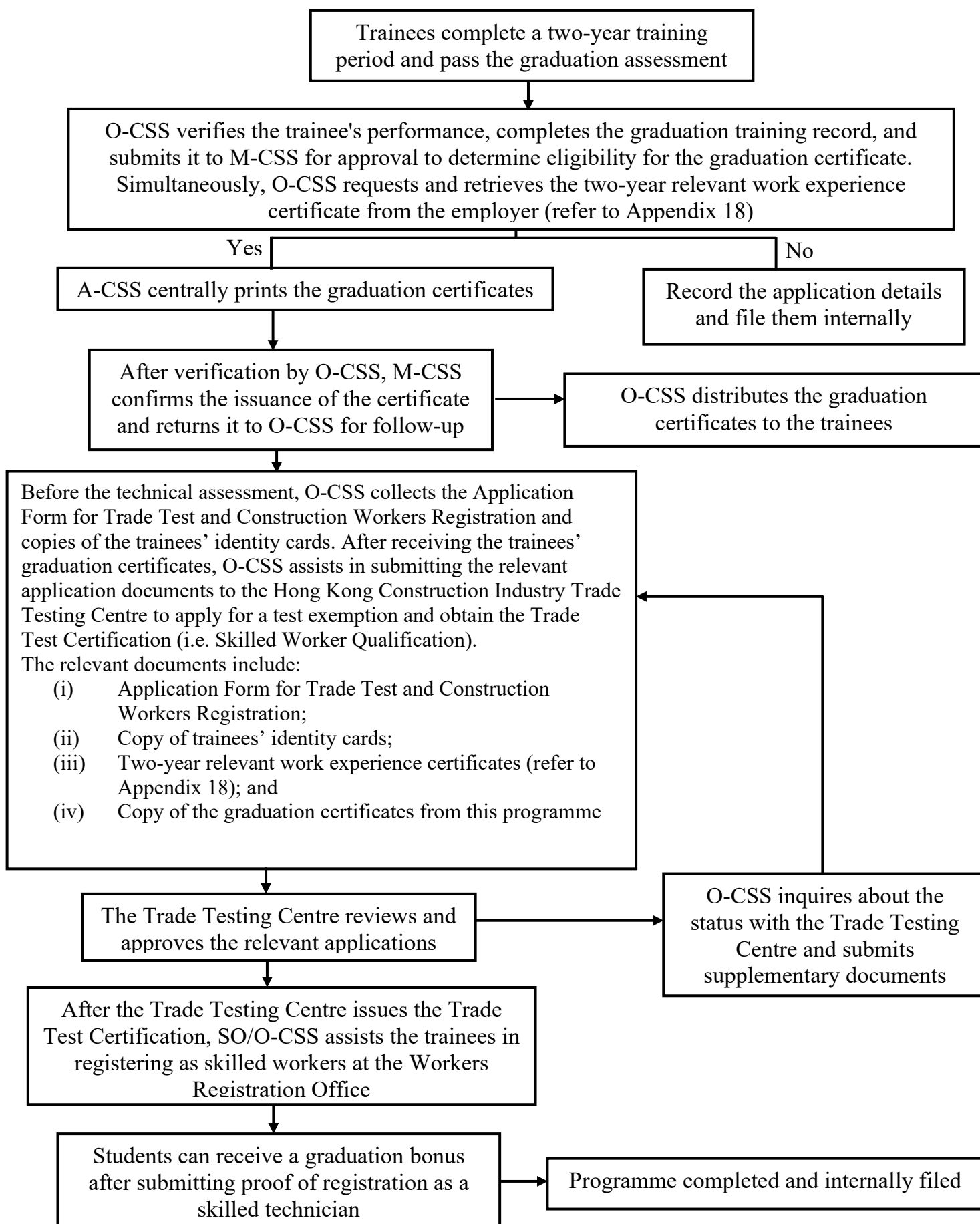
(Note 1): The course is applicable to approved site trainers of the Construction Industry Council Approved Technical Talents Training Programmes (ATP), Advanced Construction Manpower Training Scheme - On-the-Job Training (ACMTS-SOJ), and Intermediate Tradesman Collaboration Training Scheme (ITCTS) starting from October 16, 2020.

(Note 2): Site trainers who have completed the previous 2-day course must complete the 3-day course by January 1, 2022, to continue their trainers' duties.

(Note 3): This applies to employers of on-the-job training site trainers under the Construction Industry Council Approved Technical Talents Training Programmes (ATP), Advanced Construction Manpower Training Scheme - On-the-Job Training (ACMTS-SOJ), and Intermediate Tradesman Collaboration Training Scheme (ITCTS).

(Note 4): This applies to site trainers under the Construction Industry Council Approved Technical Talents Training Programmes (ATP) and Advanced Construction Manpower Training Scheme - On-the-Job Training (ACMTS-SOJ).

Process 7: Flowchart on Issuance of Graduation Certificates, Trade Test Certifications and Graduation Bonuses



Construction Industry Council
Approved Technical Talents Training Programmes (CICATP)
Execution Brief for Approved Employer List

1. Background

To address the low participation rate of graduates and employers in the traineeship programs at the Hong Kong Institute of Construction (HKIC), the Construction Industry Training Board (CITB) and the Construction Industry Council (CIC) respectively approved the proposal for the "Traineeship Training Programme (Civil Trades 土木工種)" in 2018. The programme was officially named the "CIC Approved Technical Talents Training Programmes" by the CITB in March 2019.

At the end of 2020, the HKIC summarized its execution experience, including the key factor that one of the critical elements for students successfully completing their training was employers having a good training attitude and resources. Therefore, the HKIC established the CIC Approved Technical Talents Training Programmes Approved Employer List. By formulating and implementing an employer evaluation system, the quality and resources of the on-the-job training provided by employers for trainee training were strengthened. This ensures that trainees receive advanced technical training in the relevant trades under suitable project environments and guidance from site trainers, thereby making better use of the HKIC's training resources.

2. Purpose

- i. To identify employers with excellent training attitudes and resources through objective criteria, and to guide HKIC graduates towards long-term development in the construction industry by becoming training programme partners.
- ii. To ensure trainees receive advanced technical training in the relevant trades under suitable project environments and guidance from site trainers.

3. Target Participant

Employers who are about to apply for or are currently participating in CIC Approved Technical Talents Training Programmes.

4. Evaluation Criteria for Inclusion in the Approved Employer List

Evaluation Criteria	Item
Company Background Information	
a) Basic Requirements	<ul style="list-style-type: none"> - Business Registration Certificate - Employer qualifications, such as: Government-registered main contractors, companies registered under the CIC Sub-contractor Registration Scheme /Registered Specialist Trade Contractors Scheme, developers/property managers, subcontractors holding renovation, repair and maintenance contracts or new

	construction contracts, etc.
b) Company's Main Business and Related Projects to Understand Its Scale and Relevant Training Trades	<ul style="list-style-type: none"> - Company's main business - Significant projects participated in the past
Training Resources and Performance	
c) Implement measures for training employees, providing appropriate and systematic training programmes and resources	<ul style="list-style-type: none"> - Company organization - Number of qualified site trainers (must meet the requirements of the CIC Approved Technical Talents Training Programmes) - Number and ratio of full-time and monthly waged employees/technicians - Training performance, i.e. participation in CIC-launched training programmes, completion of site internships - Awards/certifications related to human resources affairs - Training venues, etc.

5. Application Procedure (Appendix B)

- i. Employers submit a complete set of application forms and required documents to the HKIC (see Appendix A).
- ii. The HKIC reviews the submitted documents and, upon confirming preliminary compliance with registration conditions, arranges for dedicated personnel along with two assessors (see Appendix D) to conduct an on-site assessment and complete the evaluation report section (Appendix A).
- iii. The dedicated personnel of the HKIC submit recommendations for approval or disapproval of the application to the Subcommittee on Construction Industry Council Approved Technical Talents Training Programmes and Collaboration Schemes (Subcommittee) for approval; or provide suggestions and follow-up for employers who do not fully meet the requirements.
- iv. All initial or review applications must be approved by the Subcommittee on Construction Industry Council Approved Technical Talents Training Programmes and Collaboration Schemes.
- v. Employers who are approved for the first time to join the list will have an initial validity period of 3 years. Employers can apply for a review within 6 months before the expiration. Approved employers will be granted another 3-year validity period.
- vi. The HKIC adds the approved employers to the list and uploads it to the HKIC website (valid for 3 years).
- vii. Generally, the HKIC will issue written warnings and improvement suggestions to employers who encounter problems during trainee training and suspend their application for training quotas. If the employer still fails to meet the HKIC's requirements within the following year, the management will recommend and approve further regulatory actions to the Subcommittee, including immediate termination of their registration and a 24-month ban on reapplying to join the list and participate in training.
- viii. Employers can appeal decisions regarding the application for inclusion in the list or

regulatory actions to the HKIC (see Section 6 for procedures).

- ix. Employers who submit applications to join the programme on or after March 19, 2021, must be approved to join the list before starting training. Employers who submitted applications before March 19, 2021, and were approved to join the programme can automatically join the list for 2 years, after which they must undergo a review according to the above procedures.

6. Appeal Procedure

- i. The employer may appeal to the HKIC regarding the review results of the application for inclusion in the register or decisions related to regulatory actions against the employer.
- ii. The employer may submit a written appeal to the HKIC within 21 calendar days after receiving the HKIC's written notification.
- iii. The HKIC shall convene the first appeal review meeting within 60 calendar days after receiving the application and the required supporting documents (the total number of meetings will be determined as needed).
- iv. The appeal panel must include a chairman and two members (Appendix C), appointed by the CITB. They must declare any conflicts of interest related to the appeal case.
- v. The appeal review meeting must be conducted with the chairman and two members present. After reviewing relevant documents, hearing reports from the HKIC personnel, and obtaining all necessary information, the panel will deliberate and make a decision.
- vi. If the chairman and members of the appeal panel do not agree, the decision will be made by majority vote.
- vii. The appeal panel may uphold, overturn, or modify the decision made by the specialized committee.
- viii. The HKIC must notify the appealing employer of the decision in writing within 21 calendar days after the appeal panel has made its decision. This decision is final.

7. Benefits of Establishing a Register of Approved Employers

- ix. Employers can closely collaborate with the HKIC to expedite the matching of suitable graduates, thereby increasing the success rate of recruiting outstanding graduates and retaining them for company development. This can strengthen talent development and management, as well as enhance the establishment and inheritance of technical teams within the organization.
- x. The HKIC's online recruitment system (Career Portal) will display the employer's registered status, allowing all graduates to prioritize these employers when browsing job vacancies and applying for positions.
- xi. Employers will be invited to participate in HKIC-hosted events and become important partners (such as employer seminars, workshops, job fairs, site internship programs, and trainee training).
- xii. Approved employers can use the register logo on their websites and promotional materials, making it easier for the public to identify quality employers.
- xiii. Employers with outstanding training performance may receive commendations/invitations to attend employer recognition ceremonies.
- xiv. Enhancing the organization's image and visibility.

(For CIC/HKIC Use)

App. No. : _____

Date Received: _____

Recipient : _____

Construction Industry Council

Approved Technical Talent Training Programmes

Application/Renewal Form for Register of Approved Employers

(Please "✓" the appropriate box)

Section A – Company Information (☐ New Application / ☐ Renewal Application)

Company Name (Chinese) : _____

Company Name (English) : _____

Correspondence Address : _____

Business Registration Certificate (please attach a copy) : _____

Company Website : _____

Company Phone No. : _____ Fax No. : _____

Name of Contact Person (Full Name) : _____ Position : _____

Direct Line/Mobile Phone : _____

Email : _____

Section B – Company Background

Eligibility
(To be completed
by the HKIC)

(1) Employer / Company Type (please attach supporting documents)

☐ Main Contractor (must be registered with the Development Bureau or recognized lists of its subordinate government departments)

☐ Construction Industry Council Registered Sub-contractor/Registered Specialist Trade Contractors

☐ Member of The Real Estate Developers Association of Hong Kong

☐ Member of the Hong Kong Association of Property Management Companies

☐ Owner

☐ Other : _____

(2) Main Business :

(3) Major Project Records in the Last 3 Years

_____ Completion Date : _____

_____ Completion Date : _____

_____ Completion Date : _____

☐ Yes

☐ No

☐ Suggestions/
Comments

Section C – Training Performance

Eligibility
(To be completed
by the HKIC)

(1) Graduates Employed in the Past 3 Years Trade

Trade					
No. of People					

- ☐ Yes
☐ No
☐ Suggestions/
Comments

(2) Participation in the Following Training Programmes in the Past 3 Years

☐ CIC Approved Technical Talent Training Programmes (ATP)

No. of People in Training : _____ No. of People Completed : _____

No. of People Terminated : _____

☐ CIC Intermediate Tradesman Collaborative Training Scheme (ITCTS)

No. of People in Training : _____ No. of People Completed : _____

No. of People Terminated : _____

☐ CIC Advanced Construction Manpower Training Scheme - Pilot Scheme

(Structured On-the-job) (ACMTS-SOJ)

No. of People in Training : _____ No. of People Completed : _____

No. of People Terminated : _____

☐ Vocational Training Council - Traineeship Training Scheme (VTC)

No. of People in Training : _____ No. of People Completed : _____

No. of People Terminated : _____

☐ Others : _____

No. of People in Training : _____ No. of People Completed : _____

No. of People Terminated : _____

Or Training Programmes to be Participated in☐ ATP ☐ ITCTS ☐ ACMTS-SOJ ☐ VTC ☐ Others : _____

(3) Number of Engineering/Technical Personnel

No. of Full-time/Monthly Wage Employees : _____ / _____

No. of Semi-skilled Workers : _____

No. of Skilled Workers : _____

No. of Trainees : _____ (Currently participating in training programmes by the
CIC or VTC)

Section C – Training Performance (Continued)			Eligibility (To be completed by the HKIC)
(4) Awards/Certifications Related to Human Resources Affairs			
Date of Award	Name of Award	Issuing Organization	

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Section D – Training Resources						Eligibility (To be completed by the HKIC)
(1) Number of Instructors with Recognized Qualifications (Please fill in and attach the Resume of Trainer as an attachment.)						<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Suggestions/ Comments
Trade						
Number						
(2) Number of Training Sites (Estimated) : _____ Including : <input type="checkbox"/> Office <input type="checkbox"/> Construction Site <input type="checkbox"/> Maintenance Workshop <input type="checkbox"/> Company Training Center <input type="checkbox"/> Others : _____						
(3) Support for Site Trainers Please describe the measures taken to ensure site instructors understand their training duties and responsibilities.						

Section E – Other References		Eligibility (To be completed by the HKIC)
(1) Additional Information : (if any)		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Suggestions/ Comments

《Personal Data Collection Statement》 1. The information you provide to the Construction Industry Council or the Hong Kong Institute of Construction ("the CIC" or "the HKIC"), including personal data as defined by the Personal Data (Privacy) Ordinance, will only be used for processing admission applications, selection, course enrollment, employment services, and arranging participation in the CIC or the HKIC activities. 2. To keep you informed about the latest activities of the CIC or the HKIC and developments in the industry, the CIC or the HKIC will use your personal data, including your name, phone number, mailing, and email address, to provide you with information about training courses, tests, registration, events, , the CIC or the HKIC work, and other aspects of the construction industry. You can choose whether to receive this information. If you do not agree, please tick 「✓」 the box below to opt-out. 3. The CIC or the HKIC will not transfer your personal data to any third party without your prior consent. 4. You may decide whether to provide the requested information, but if you fail to provide all the required information accurately, the CIC or the HKIC may not be able to process and/or consider your application. 5. You have the right to request access to and correction of your personal data. Such requests must be made in writing to the Council or Institute at 38/F, COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon. <input type="checkbox"/> I do not agree to receive information about activities and construction-related information from the Construction Industry Council or the Hong Kong Institute of Construction in the future. <input type="checkbox"/> I have read and understood the 《Personal Data Collection Statement》 and all other information in this application.	
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Please attach the following relevant supporting documents and tick "✓".

☐ Copy of Business Registration Certificate

☐ Proof of Company Type

☐ Training Plan (if applicable)

☐ Training Structure and Policy

☐ Resume of Trainer and Registered Skilled Worker or other relevant professional qualification certificates for the trade

Our company confirms that all the information provided in this application form is correct.




Name/Signature and Company Chop : _____ Date : _____

Confirmation by Hong Kong Institute of Construction Reviewer

Name and Signature : _____ Date : _____

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Composition and Functions of the Approved Employer Register Reviewers and Appeal Panel

Construction Industry Training Board (CITB)	
	
Subcommittee on Construction Industry Council Approved Technical Talents Training Programmes and Collaboration Schemes (Subcommittee)	Appeal Panel
	
Industry Reviewers for the Approved Employer Register	
Members:	Members:
<ol style="list-style-type: none"> 1. The chairman of the subcommittee recommends the management personnel or officers of chambers of commerce, trade unions, or associations; or 2. The chairman and members of the Trade Advisory Panel; or 3. Outstanding alumni of the HKIC 	<ol style="list-style-type: none"> 1. One chairman and two members 2. Members appointed by the CITB 3. They must declare any conflicts of interest not related to the appeal case. <p>(The secretary of the appeal subcommittee meeting is the Manager/Student Career Services)</p>
Functions:	Functions:
<ol style="list-style-type: none"> 1. Conduct on-site assessments of applications for the Approved Employer List according to the relevant assessment criteria approved by the CITB and the Subcommittee, as arranged by the HKIC, to effectively evaluate the company's training resources and the suitability of its personnel; and 2. Provide improvement suggestions and opinions to the audited employers; and 3. Complete the employer audit report; and 4. Identify and recommend areas for improvement in the assessment criteria for consideration by the Subcommittee 	<ol style="list-style-type: none"> 1. Review appeal cases regarding decisions on applications for inclusion in the list or regulatory actions on employer training performance 2. Review methods include, but are not limited to, examining relevant documents and hearing reports from the HKIC personnel 3. Obtain all necessary information and conduct discussions 4. Recommend the academy to change or maintain the original decision 5. If deemed appropriate, the appeal panel may report improvement suggestions related to the case to the CITB
Term:	Term:
July 1, 2024 to December 31, 2025	July 7, 2021 to the end of the individual panel member's term at the CITB

Construction Industry Council
Approved Technical Talents Training Programmes
Guidelines for Industry Assessors of Approved Employer List

1. Background

Under the list system, industry assessors participate in employer visits and assessments to effectively evaluate the company's training resources and the suitability of its personnel. These tasks are carried out by the HKIC personnel along with two assessors who have training experience and recognized technical qualifications. Therefore, it is necessary to establish a list of assessors for the Approved Employer List system under the supervision of the "Subcommittee on Construction Industry Council Approved Technical Talents Training Programmes and Collaboration Schemes" (Subcommittee).

2. Categories of Industry Assessors

Assessors are appointed from external independent individuals to ensure the professionalism and credibility of the assessment work. The list of assessors will become effective after being reviewed by the Subcommittee.

Assessors must agree to and comply with the Code of Conduct (Attachment 1) and the Conflict-of-Interest Disclosure Policy (Attachment 2) as stipulated in the Construction Industry Council document number CIC/CMT/P/034/15 and complete the relevant appointment confirmation and contact information forms (Attachment 3).

Assessors are appointed by the Subcommittee from the following categories:

- a) Management personnel or officers of chambers of commerce, trade unions, or associations recommended by the chairman of the Subcommittee; or
- b) The chairman and members of the Trade Advisory Panel; or
- c) Outstanding alumni of the academy

Assessors must meet the following requirements:

- a) In the past two years, when serving as members of the HKIC or trade test committees/working groups, their attendance rate must not be less than 50% (e.g., if the Trade Advisory Panel holds four meetings a year, the member must attend at least two meetings); and
- b) If they have previously served as assessors, they must not refuse to undertake the relevant work more than three times during their term.

Functions of Assessors:

- a) Conduct on-site assessments of applications for the Approved Employer List according to the relevant assessment criteria approved by the "Construction Industry Training Board" and the "Subcommittee," as arranged by the HKIC, to effectively evaluate the company's training resources and the suitability of its personnel; and
- b) Provide improvement suggestions and opinions to the audited employers; and
- c) Complete the employer audit report; and
- d) Identify and recommend areas for improvement in the assessment criteria for consideration by the "Subcommittee."

Construction Industry Council

Annex 18

Approved Technical Talents Training Programmes

Graduate Work Experience Proof – Employer's Certification

[For Employers to Report Employee Work Experience Certification]

(1) Employee Information (must be the same as listed on the employee's Hong Kong ID Card)

This is to certify that (Employee Name) _____ HKID Card Number: _____ () is an employee of myself/company/organization[#], holding the position of , and their personal information, relevant work experience, and qualifications are as follows:

(2) Work Experience and Qualifications in Hong Kong

From (year/month)	To (year/month)	Project Name, Construction Area Participated	Trade
Total (years)	years		

(3) According to the records of the company/organization[#], it is hereby certified that the above information is true and correct.

Company/Organization# Name :		Company Chop :	
Employer Representative Name :			
Position :			
Telephone :		Date :	

[#]Please delete as appropriate

Construction Industry Council Approved Technical Talents Training Programmes

Application for Suspension/Extension of Training

Part 1: Trainee Company Information		
Company Name:		
Part 2: Trainee Information		
Trainee Name:	Surname:	
	First Name:	
HKID No.:		
Trade Participated:	<div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Bricklayer</div> <div style="width: 33%;"><input type="checkbox"/> Plasterer</div> <div style="width: 33%;"><input type="checkbox"/> Tiler</div> <div style="width: 33%;"><input type="checkbox"/> Painter and Decorator</div> <div style="width: 33%;"><input type="checkbox"/> Joiner</div> <div style="width: 33%;"><input type="checkbox"/> Metal Worker</div> <div style="width: 33%;"><input type="checkbox"/> General Welder</div> <div style="width: 33%;"><input type="checkbox"/> Curtain Wall Installer</div> <div style="width: 33%;"><input type="checkbox"/> Window Frame Installer</div> <div style="width: 33%;"><input type="checkbox"/> Marble Worker</div> <div style="width: 33%;"><input type="checkbox"/> Leveller</div> <div style="width: 33%;"><input type="checkbox"/> Bar Bender and Fixer</div> <div style="width: 33%;"><input type="checkbox"/> Formworker (*Civil Construction/Building Construction)</div> <div style="width: 33%;"><input type="checkbox"/> Metal Formwork Erectors</div> <div style="width: 33%;"><input type="checkbox"/> Concreter</div> <div style="width: 33%;"><input type="checkbox"/> Ground Investigation Operator</div> <div style="width: 33%;"><input type="checkbox"/> Bamboo Scaffolder</div> <div style="width: 33%;"><input type="checkbox"/> Metal Scaffolder</div> <div style="width: 33%;"><input type="checkbox"/> Plumber</div> <div style="width: 33%;"><input type="checkbox"/> Drainlayer</div> <div style="width: 33%;"><input type="checkbox"/> Electrical Wireman</div> <div style="width: 33%;"><input type="checkbox"/> Construction Plant Mechanic</div> </div>	
Part 3: Details of Suspension/Extension of Training		
Suspension/Extension Period:	From (day/month/year)	
	To (day/month/year)	
Total Days of Suspension/Extension:	(days)	
Reason for Suspension/Extension:		
Part 4: Consent Form		
I confirm that the above information is correct and understand that this request is subject to the approval of the Hong Kong Institute of Construction, and the decision made is final.		
Company Representative Signature:	Date:	
Name:		
Position:		

For Use by the HKIC

Recommended approval result for this application:

- ☐ Approved
☐ Disapproved

Checked by
 (Name/Signature): _____

Date: _____

Approved by
 (Name/Signature): _____

Date: _____